

Beyond Materialism: Spiritual Knowledge from the Srimad B Improve Employee Performance at the Workplace

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Abstract: In an increasingly fast-paced and competitive world, the concept of spirituality might seem out of place in the context of the workplace, but it can lead to unexpected benefits, including enhanced employee engagement, satisfaction, and overall well-being. This paper explores the integration of spiritual wisdom from the Bhagavad Gita into the modern workplace to enhance employees' engagement beyond the bondage of materialism. The Srimad Bhagavad Gita, an ancient Indian epic, provides insights into dealing with anger, confusion, dealing with envy, depression, fear, feeling sinful, greed, laziness, loneliness, losing hope, practicing forgiveness, pride, seeking peace, temptation, demotivation, an uncontrolled mind, lust, forgetfulness, etc. By incorporating the teachings of Lord Sri Krishna, individuals can cultivate the following qualities: truthfulness, honesty, clarity, accountability, confidence in their performance, ethical decision-making, and living a purposeful life, which can positively impact the performance of employees at the workplace. This paper focuses on the teachings of the Srimad Bhagavad Gita and discusses their importance in the context of a competitive work environment. This article sheds light on how to embrace spiritual wisdom from the Bhagavad Gita to improve employee performance at the workplace by following the path shown by Lord Sri Krishna. His teachings provide a timeless guide for individuals seeking to transcend materialism and find deeper meaning in their lives, including within the context of the modern workplace. By exploring the wisdom of the Bhagavad Gita, we can unfold valuable principles that promote improved employee performance at the workplace beyond the bondage of materialistic pursuits.

Keywords: Bhagavad Gita, spiritual wisdom, employee performance, ethical human conduct, purpose, productivity, holistic approach.

INTRODUCTION

The Bhagavad-Gita narrative follows Lord Krishna's dialogue with warrior Arjuna on the Kurukshetra battlefield. Krishna assists Arjuna and reveals divine truths about human existence, God's supreme personality, and the practice of bhakti yoga for eternal progression and release from earthly cycles of death and rebirth. Sri Krishna is in constant touch with us. Because he is situated in our hearts, as he has already explained this in the Bhagavad Gita, *Isvarah sarva-bhutanam hrddese'Arjuna tisthati*. Because Sri Krishna is omnipotent. Omnipotence means he is not different from his name, from his quality, from his instructions, or from his pastimes. Therefore, the learning instructions of the Bhagvad Gita are as good as discussing them with Sri Krishna himself. He has explained how people can be free from material contamination and different designations, as if I am born in India, so I am an Indian, or in any other country, or have acquired this and that or so many different designations. Sri Krishna has clearly explained that material nature works in three modes: goodness, passion, and ignorance. It is not very easy to be free from material contamination all of a sudden, but if we constantly listen to Sri Krishna katha, then gradually we will be able to understand what this world is, what god is, or what our relationship is with god. This is a wonderful experiment that we can do ourselves and see whether I am progressing or not. By following this experiment, we can be situated in the mode of goodness, which is very helpful in understanding Sri Krishna. The Lord has explained that the real purpose of human life is to return to the abode of the Lord. But in the material world, people are not able to understand who Krishna is, what his qualities are, what he is trying to teach us in the Bhagavad Gita, and why Sri Krishna is giving us instructions to do your duties

as per your *dharma* and don't do anything for personal sense gratification, because everybody energy, which is called *maya*. Sri Krishna was not only Arjuna's best friend but also a counselor on the battlefield. Sri Krishna had tried a lot to avoid this battle of Kurukshetra, but King Dhritarashtra had not accepted the proposal given by Lord Krishna, and it had resulted in a war. After this, Sri Krishna put forth a proposal to Arjuna either to go with my armies or select me, but there was a condition in selecting Sri Krishna that I would not fight. But Arjuna had a firm faith in Sri Krishna that if there was any problem, the Lord would definitely protect him. After this, Sri Krishna decided to become the charioteer of Arjuna.

Literature Review:

Prof. Dr Biswajit Satpathy, Balakrishnan Muniapan (2008) said that the Bhagavad-Gita has been presented in the context of human capital development that would impart moral efficiency to the managers. In the absence of this important personality value, the manager will increasingly tend to lack innovation, and would become egocentric and thus would fail to respond to human situations in a human way. This would subsequently lead to strained interpersonal relationship in the organization and restrict the human capital development. We hope this will provide the basis for more research on the Bhagavad-Gita and its relevance for human capital development in the future.

Durgesh Kumar Patel, Ayush Pandey, Subhi Vishwakarma (2023) Since management is a crucial aspect of life, Bhagavad Gita's philosophy should be considered from a spiritual standpoint and as a manual for improving managerial performance. It is a process of making decisions and exercising control over human behaviour to achieve a goal. Planning, organising, staffing, and directing are all part of management. The Bhagavad Gita discusses contemporary (Western) management ideas. There is one significant distinction. The Bhagavad Gita approaches the challenges from the ground up in human thinking, in contrast to Western management thought, which much too frequently deals with difficulties at the material, external, and peripheral levels. Man's actions and outcomes will inevitably improve once his fundamental thinking has been modified. Principles from the Bhagavad Gita that every manager should adopt:

O Krishna, the mind is highly restless, aggressive, and assertive; it is more challenging to control than the wind- Arjuna addresses Sri Krishna

Rules for management from the Bhagavad Gita

Every industry can benefit from using the main rules of effective management; the variations are more in the implementation than the fundamentals. The following is a list of the Manager's duties:

- forming an idea.
- preparing the plan of action to achieve the objective.
- developing the skill of leadership.
- achieving organisational greatness.
- establishing a creative organisation.
- building up human resources.
- creating and encouraging teams.
- Communication, inspiration, and delegation.
- Review performance and, where necessary, take corrective action.

Research Methodology

The present study is qualitative in nature, encompassing a review and analysis of prior research on improving the employee performance at the workplace as well as an interpretation of verses from the Bhagavad-Gita in the context of self-knowledge. The methodology employed for this interpretation is known as hermeneutics, which derives from the Greek name Hermes, which was given to the god as an interpreter of the gods' messages. In the present context, hermeneutics is defined as the interpretation and comprehension of classical literature, and it is extensively employed in numerous social science fields, including philosophy, religion and theology, law, sociology, and international relations.

I. SRI KRISHNA'S REASONS FOR THE FALL DOWN OF HUMAN BEING

1. Misconception: I am this body, not a soul.
2. There are three gates to self-destructive hell: lust, anger, and greed, and these three are the sources of problems in life.
3. When someone is thinking about something to satisfy their senses, they form an attachment to it, which leads to the development of lust and the eventual eruption of fury. This is the reason for developing anger, which is not good for the health of people and causes many diseases.
4. Anger gives rise to delusions; these delusions cause memory confusion, which in turn causes intelligence to disappear. Due to this, people are not able to make the correct decision.
5. It is very clear that if people are not aware of the fact that this is the material world and everything is changeable, nothing is permanent in this world, so they would be confused about taking the right decision. As Arjuna is asking for help from Sri Krishna, you are my Guru, and I am in your shelter, so please show me the right path.
6. The reason for the enviousness is that people used to think that they are the proprietors, and having a false ego that I am the seer, doer, and enjoyer, who is not equal in both happiness and distress, who is not self-controlled, and who is not satisfied.
7. Always think about reward and not set your concentration on your work.
8. Fear for the future and feeling guilt for the past.
9. Preferring to live in illusion means what is not real, never was, and never will be.
10. A man is made by inculcating the information as what he believes, so he becomes.
11. In this competitive scenario, people are doing their work with ego, greed, lust, and envy.
12. Nowadays, people are inculcating various kinds of information, like from Facebook, Youtube, WhatsApp, Twitter, Instagram, their phones, newspapers, radio, etc., in their minds. Due to this, the minds of people become unstable and create thoughts of distraction.
13. People are not able to understand the laws of nature.
14. People are very busy copying the duties of others.
15. There are three different ways to perform a task or piece of work which are as karma, vikarma, and akarma. The majority of individual are engaged in karma and vikarma, which is why they are all suffering.

II. IMPORTANT TEACHINGS GIVEN BY SRI KRISHNA

1. Perform your duties (Karma): Lord Sri Krishna said that we all have to perform our jobs instead of focusing on the results. Because results depend on many factors like our destiny (our past deeds), our efforts, God's will, etc. So, we should not expect results according to our desires; instead, we should give our full attention to doing a good job. This improves our efforts by giving up concern for results, and the outcome is even better than before.

2. Cause or reason behind everything: In the Bhagavad-Gita, Lord Krishna said that everything happens for a cause or good reason. Whatever is happening in life is for the better, and there is always a cause or reason behind that. He also mentioned that I am the supreme father of everyone, the one creator. God is the supreme controller, and this world is governed by him. Hence, it is best that we let go and accept things.

3. Live in the present moment: Lord Sri Krishna teaches us that we should live in the present moment. He knew that the future is unpredictable; no one can predict it. Still, we should live in the present moment because it improves our mental

health, and focusing more on the present moment makes things easier. We should learn how to without worrying about the future or the past.

4. Dealing with anger: Lord Sri Krishna teaches us how anger arises and how it is responsible for the fall of a person. If a person is thinking about the object for sense gratification, then they develop an attachment for the object; from this attachment, lust develops, and from lust, anger arises. This is the reason for developing anger, which is not good for the health of people and causes many diseases. Lord Sri Krishna is trying to explain that from anger, delusion arises; from this delusion, there is bewilderment of memory, and when memory is bewildered, there is a loss of intelligence. Due to this, people are not able to make the correct decisions.

5. Sacrifice: In life, we have to give up many things to achieve success. Without sacrifice, there can be no real advancement or success. If you are not ready to give up your comfort zone, pride, ego, time, money, or security, you will not be able to achieve the highest level of success in your life.

6. Being humble or modest: Even though Krishna was the king of splendid Dwarka and the god of all creation, he was still humble and always showed tremendous respect to elders, whether they were his parents or teachers. He was always enthusiastic about giving them happiness. Due to this, people were always ready to help him. The most important characteristic of a person's personality is being humble or modest. Like Krishna, we must be simple and humble in life. It helps you establish genuine relationships with honest people.

7. Respect all kinds of jobs (no job big or small): Lord Krishna chose to guide Arjuna and drove his chariot, showing that there is no big or small job. No work is without dignity. So, we should love our job and give our best while at it, no matter how big or small it is. The only way to be really satisfied is to respect all kinds of jobs and accept them.

8. True friend according to Sri Krishna: Lord Sri Krishna has mentioned that the mind is the friend of oneself, and this mind is the enemy of oneself. So, by using the power of the mind, we should lift ourselves up. He said that for those who have conquered their minds, the mind is their best friend, and for those who have not, the mind is their greatest enemy.

9. No Discrimination: A person who knows Sri Krishna will not make any discrimination between species or castes. So, a learned brahmana sees with equal vision a cow, an elephant, a dog and a dog-eater.

10. No need to fear: By taking the shelter of Lord Sri Krishna, one can become free from material entanglement and can develop transcendental love for him. So, we should not be afraid of anything because Lord Sri Krishna is always there to help us.

11. Ethical Decision-making: By following the path shown by Lord Sri Krishna, one knows very well what ought to be done and what ought not to be done, what are those things from which we need to be feared and what is not to be feared, what are the reasons for the material bondage and what is liberating, and that person is living in the mode of goodness.

III. BENEFITS OF SRI KRISHNA'S TEACHINGS

There are so many benefits to following the paths shown by Sri Krishna 5000 years ago for all of us. These are as follows:

1. The most important point is that it reveals to us that we are not this body, which is made of bones, flesh, etc. We are the soul, which is independent and very powerful. Due to ignorance, we are not able to realize it. If we follow the path of Sri Krishna, then only we will be able to realize it as a soul.
2. If we follow the instructions of Sri Krishna, then our minds will become pure.
3. People would become peaceful and develop the ability to retain inner equilibrium despite disturbing external situations.
4. People would not interfere in the progressive lives of other living beings through thought, word, or deed.
5. Free from concern for present and future miseries.
6. People become more trustworthy and inclined toward truthfulness.

7. People would see their own defects and observe the virtues of others. Because focusing mind.
8. By developing detachment and surrendering to the will of God, one overcomes anger.
9. As individuals evolve spiritually, they naturally rise above self-centeredness and develop empathy for all living beings.
10. Because of the presence of ignorance, people used to do charity for the material benefits of sense gratification and the welfare of the body. But the meaning of true charity is the charity is done by remembering Lord Sri Krishna in mind in order to get out of the sinful activities.
11. Sri Krishna has already explained in the Bhagvad Gita that from the body sense organs are stronger, from sense organs the mind is stronger, from the mind intelligence is more powerful, and from intelligence our soul is stronger. So by inculcating the right information from the Bhagwad Gita, we can control our mind, which in turn controls our sense organs.
12. The performance of sacrifice should be done for the pleasure of God, which means executing one's Vedic duties and social obligations, even though they may not be enjoyable.
13. The body-mind-senses are such that, if we pamper them, they become pleasure-seeking, but if we restrain them, they become disciplined. Thus, following the path shown by Lord Sri Krishna, we can become disciplined and achieve whatever we want.
14. By following the instructions of Lord Sri Krishna, we can forgive or forbear, which means the ability to tolerate the offenses of others without feeling the need to retaliate. Through forgiveness, we can heal the emotional wounds caused by others that would otherwise fester and disturb the mind.
15. By reading Bhagavad Gita as it is, we can develop the inner strength, courage and determination in pursuing the goal, even when the mind and senses are wearied due to unfavorable circumstances.
16. Cleanliness refers to both internal and external purity.
17. An important aspect of studying the sacred books is to feed the intellect with uplifting knowledge from the scriptures. So, one's action would naturally be pure because we are getting pure knowledge from the holy book, Srimad Bhagavad Gita.
18. The disposition of behaving roughly with others arises from insensitivity to their feelings. But as one embraces spiritual wisdom, one naturally sheds bad behavior.
19. Bearing enmity toward others poisons our own minds, and this becomes an impediment in the path of spiritual progress. When we are able to realize that God resides in everyone's heart, then we will be free from hatred.
20. Knowledgeable personalities (those who have studied the Srimad Bhagavad Gita) see nothing in themselves to be proud of but instead feel gratitude to God for the good qualities they possess.
21. People generally get distracted by illusions, which mean getting pleasure through our five senses is temporary in this material world, and because of this, people feel jealous and insecure, so their behavior becomes uncertain. But by following the teachings of the Lord, uncertain behavior becomes certain, which means there is a lack of fickleness in an individual.
22. The mind of people becomes pure and brings immense power and vigor to the task they pursue by feeding their mind and intellect with the teachings of Lord Sri Krishna.
23. By going through the teachings of Lord Sri Krishna, one can be aware of the most important fact that the entire material energy belongs to the Lord and is for his pleasure. Hence, the opulence's of the world are not for people's enjoyment but for being utilized in the service of Lord Sri Krishna. The person who came to know this fact would never take birth in this material world again.
24. Studying sacred books like the Srimad Bhagavad Gita and Simad Bhagavatam is an important aspect of inculcating the divine nature. By doing this, one's intellect becomes illuminated with divine knowledge, and one's actions naturally become sublime.

IV. MAJOR FINDINGS

1. Sri Krishna helps us become emotionally strong by giving us spiritual knowledge.
2. By going through the teachings of Sri Krishna, people become free from sinful actions and sinful propensities.
3. Sri Krishna has pointed out that the main reason for human suffering is entanglement in the material world.
4. In the Srimad Bhagavad Gita, Sri Krishna emphasizes the fact that we should always be in association with devotees. Devotees are those who are following the instructions of Lord Sri Krishna.
5. Sri Krishna has shown us the reasons for bewilderment, namely that there are three gates leading to the hell of self-destruction for the soul: lust, anger, and greed. Therefore, all should abandon these.
6. Sri Krishna has said that from anger arises delusions, and from this arises bewilderment of memory, and when there is bewilderment of memory, intelligence is lost, and due to this, people would not be able to take the right decision.
7. We should do our duty without being attached to its furtive actions or its results.
8. The reason for the enviousness is that people used to think that they were the proprietors and that I was the seer, doer, and enjoyer, who was not equal in both happiness and distress, who was not self-controlled, and who was not satisfied.
9. We should always take shelter in Lord Sri Krishna, which in turn helps build the good character of an individual.
10. We should not focus more on the result but do our duties with great devotion and attention.
11. By remembering Sri Krishna all the time, we will never be bewildered by external energy.

V. CONCLUSION

In this competitive scenario, every living entity is looking for the highest pleasure in life. But we people are not able to find the real happiness in life because we do not know how to seek the real pleasure perfectly. Due to this, people are not able to work wholeheartedly and are suffering from various kinds of problems in life, including anger, confusion, dealing with envy, depression, fear, feeling sinful, greed, laziness, loneliness, losing hope, practicing forgiveness, pride, seeking peace, temptation, demotivation, an uncontrolled mind, lust, forgetfulness, etc. So, the Srimad Bhagavad Gita helps us understand that our real happiness does not lie in materialistic things that are temporary but in focusing on our real identity, i.e., our pure soul, which is now merged within this material body. By following the teachings of Lord Sri Krishna, we are trying to understand how we can reach the level of consciousness. This would not merely help in removing miseries from our lives but also in improving our performance at each and every step of our lives. By going through the Srimad Bhagavad Gita (The Song of God), we can also improve performance by enhancing ethical human conduct and increasing the productivity of the employees at the workplace by embracing spiritual wisdom. It is very important for all of us to know that material nature works in three modes: goodness, passion, and ignorance. Those who are in the mode of ignorance are in the deepest darkness of life, where there is hopelessness because they have neither passion nor goodness. Those who are in the mode of passion are wasting the energy of the body by enjoying this material existence, which is temporary. Those who are in the mode of goodness can understand, at least theoretically, who I am, how this world has been created, who God is, and what our interrelationship is. Srimad Bhagavad Gita teaches us that *Brahma Bhutah* means we are not this matter, but pure soul means we are *Brahman (Aham Brahmasmi)*. We can conclude that by following the teachings of the Srimad Bhagavad Gita, we would be able to know that Lord Sri Krishna is the reservoir of pleasure.

VI. REFERENCE

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