



## ANCIENT INDIAN WISDOM IN MANAGEMENT

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### **Abstract**

*This research illustrates how Ancient Indian wisdom and expertise might help us deal with modern management difficulties and various issues. In this situation, Indian traditional knowledge (Vedanta) encourages each individual to recognise their inherent capacity for channelling their energies and resulting in tremendous activities. This article looks at how to raise people's intrinsic value in an organisation, as well as how inner harmony and peace are necessary for effective leadership in any industry. According to ancient Indian literature, a human being born into the world should seek out 'Purushartha,' the finest approach to discover truth and accomplish salvation.*

*The Panch kosha of human beings is recognised in Indian spiritual discourse as having the ability to evolve and rise to a higher plane of existence. Kosha's growth leads to overall personality development. This process begins with the annamaya koshas and progresses to pure consciousness by gradually releasing the five sheaths that surround it. Understanding one's layers is crucial to achieving happiness and success in life. You will always be a slave to your desires and an illusory knowledge of the world if you fail to discover your true self. Vedanta simply states that man needs to modify his attitude first. Vedanta believes that each human possesses a divine capacity for self-development, and that if an individual uses this force, he or she can achieve self-development.*

**Keywords:** *Vedanta, Purushartha, Panch kosha, Ancient Indian Wisdom.*

### **Introduction**

We begin to deteriorate the day we neglect and ignore our ancient knowledge. What sets humans apart from other living creatures is the knowledge that our forefathers and mothers passed down to us, as well as our desire to acquire and increase that knowledge. In today's society, the four Vedas, Upanishads are an example of frequently ignored (yet valuable) knowledge. Among other historical civilizations, Ancient Indian Civilization is the oldest and is known for its profound philosophy and wisdom. We are living in the country whose name is "Bharat"," The official Sanskrit name for India is Bharat(भारत)." "Bha" means Light and Knowledge, "rata" means "Devoted". Someone who has devoted his entire life for that Light. by our act and deed, justify our love for 'Bharata'. India is the land on the earth which is steeped in traditions, customs, festivals and above all spiritualism. People from around the world sussing out the spiritual strength of India and coming in quest of eternal peace, truth and knowledge.

In India we have been teaching, studying, researching and practicing this field of management with the assistance of the paradigm on the theoretical framework provided to us by the Western world. all theories and hypothesis of Management whether these are theories of leadership, theories of motivation, theories of process management, theories of commitment all other theories that we can think of in the field of Management they have been developed basically and fundamentally in a in the Western world and here we have adopted them we are teaching them training of a future managers current manager in the light of those what has been given to us by the Western society. Now, the question is that we in India culturally and philosophical we are very different from the Western and the way we function, the way



we act the way we respond, the way we conduct ourselves, the kind of customs, we have, the kind of practices we have those who all are very different from those of the Western us.

but still the system is such that we are forced in a way of course it is voluntary but I feel that we are forced by the system to teach their hearing to teach the Framework which has been developed in a culture which is very different from ours.

In spite of many businesses Organizations arising with progressive and new business models and growing fine practices, we've company scams, bankruptcy, and so on nonetheless haunting the enterprise world. The essential cause for the failure of those businesses has been failure in growing sustainable enterprise practices due to the fact they lack morality or fail to make any moral issues even as making any enterprise transaction. Most of the selections are primarily based totally on "income" alone. Money is important but, running behind money all the time leads to tension, stress and loss of peace.

By the light of ancient Indian wisdom, moral and ethics and co-operation all shall achieve the highest human welfare.

### **Review of Literature**

In our age, Sri Ramakrishna gave expression to those noble thoughts which were again and again repeated in ancient India. This is the purpose for which great personages are incarnated in the world. They pick out from the traditional lore of spirituality those gems that are best suited to the requirements of modern times, in order to remove our obstacles and miseries, and take us directly and in the most expeditious manner to Peace and Blessedness. (The Need of The Modern World, Swami Madhavananda, Vedanta Mar-Apr 2021, ISSN 1355 - 6436).

Vedanta, or the philosophy of the Upanishads, is lofty, sublime and unique. The Western philosophers have paid their tribute to the ancient seers of the Upanishads. They have been amazed at the lofty heights scaled by them. Schopenhauer studied the Upanishads and meditated on the thoughts of the Upanishads just before going to bed. He said: "The Upanishads are the solace of my life and they will be solace to me after my death also." (ALL ABOUT HINDUISM By SRI SWAMI SIVANANDA, A DIVINE LIFE SOCIETY PUBLICATION, ISBN 81-7052-047-9).

The Vedas indicate the path of attaining knowledge and realize the abstract through concrete. There are number of western approach of motivating employees such as Theory X, Theory Y or Theory Z but the ancient wisdom suggest the Vedantic approach or Theory V approach that enhance employees performance by stimulating employee sense of devotion or commitment to the higher cause of organizational and societal good. ("ANCIENT INDIAN WISDOM: A REVIEW OF ITS IMPLICATION TO MODERN MANAGEMENT", Akriti Jaiswal, International Journal of Management and Social Science Research Review(IJMSRR), Vol-1, Issue-49, July-2018,, ISSN -2349-6738).

In this context, the Indian traditional knowledge (Vedanta) exhorts every human being to realize their inner potential to channelize their energies resulting in effective actions. The epics like Ramayana and Mahabharata emphasize the need for self-discipline and the individual's outlook towards society and



their responsibility as a contributing agent for the welfare of community. ("RELEVANCE OF ANCIENT INDIAN WISDOM TO MODERN MANAGEMENT", Nageswara Singh. B., Vidwat, Volume X ,2017, ISSN-0975-055X).

### Research Methodology

The procedures or strategies used to find, select, process, and analyse information about a topic are referred to as research methodology. The methodology portion of a research article allows the reader to

critically examine the study's overall validity and dependability. The investigation was exploratory in nature Data mostly collected from various websites, online articles and different books.

### Ancient Indian Wisdom and Management

The human mind has an innate tendency to involve itself with solving the mystery of the universe when its fundamental requirements are fulfilled, it is in this inclination of the human brain, we discover the beginnings of science and reasoning. The Inquisitive mind seek an explanation of the multiplicity and variety of the universe, endeavours to find out whether seeming multiplicity can be traced back to a unity, and whether the apparent contradiction and finitude can be interpreted as unreal appearances of a perfect law and harmony behind.

The Indian sages had tremendous mental power where they could see things which ordinary people and even the western science could not see. Thousands of years ago, Indian sages had described the The Nasadiya Sukta, that corresponds with the modern-day Big Bang Theory.

### Nasadiya Sukta

In India, the famous Nasdiya hymn represents the beginning of philosophic hypothesis. It is here that the germs of ultimate idealism can be found. In the upnishad's contemplation, the human soul takes its most daring flight. The vedas simplify the sophisticated doctrine of creation. The almighty shows us how creation occurs and how it is destroyed for recreation. The concept of infinity explains how the cyclic process of creation, destruction, and re-creation works.

The Nasadiya Sukta, that corresponds with the modern-day Big Bang Theory. The Big Bang Theory is a theory about the beginning of the cosmos. This hypothesis describes how, after the big bang, our universe began to expand from a singularity, and how it continues to grow.

What a beautiful religious hymn proclaiming that God is within everyone and that the seed of desire is the first link produced to disturb peace.

The famous Nasadiya Sukta from the Rigveda's 10th mandala's 129th sukta is thought to be the first hymn of creationism.

नासदासीन्नो सदासीत्तदानीं नासीद्रजो नो व्योमा परो यत् ।

किमावरीवः कुह कस्य शर्मन्नम्भः किमासीद्गहनं गभीरम् ॥ (Rigveda 10:129)

Then even non-existence was not there, nor existence, There was no air then, nor the space beyond it. What covered it? Where was it? In whose keeping? Was there then cosmic fluid, in depths unfathomed?.



### **‘Purusharth-**

The society that is built around our understanding of the world is designed to provide us with food, shelter, security and well-being to live a peaceful and a serene life. Our souls have manifested out of compassion, love, spiritual awakening, and liberation. However, we have strayed from the path of exaltation to live a harmonious life. Man became an instrument of selfishness, lust, and greed. He now yearns to find his way back home. Our society, which should be a blessing to our future generations, now detests us. Man is restless, fearful and unhappy and he is our own submissive attitude towards the "wants" and "desires" of life. We forget that life is a balancing act, and it is on this tight rope that we must balance our desires and virtues. So, we need to stability among our dreams and virtues. But our consciousness has the power to manifest the truth however it wants. The answers we seek are found in our roots, in the golden wisdom of our ancestors that can lead us back home.

As per the Ancient Indian texts, a human brought into the world on earth should seek after 'Purushartha', (पुरुषार्थ), the best way to look for truth and achieve salvation.

Purusharth' are the Canonical four aims of Human Life. 'Purusha' means "Human Being" and; Artha' means 'Objective'. So, it objective of man in life.

Purushartha implies those activities which are legitimate and right. The point of life of an individual is controlled by the tenet of Purushartha. The ultimate end of Hindu culture is to accomplish 'Moksha' or salvation and henceforth, man ought to act in such a way that this point might be accomplished. By Purushartha we mean the compatibility of those activities which lead to the satisfaction of socially endorsed qualities and objective.

‘According to Hindu way of life a man should strive four objectives in his life. These are the blueprint for human fulfilment working with them help you create a satisfyingly balanced meaningful life at the deepest and most holistic level.

1. DHARMA (Righteousness)
2. ARTHA (Wealth)
3. KAMA (Desires)
4. MOKSHA (Salvation)

### **Dharma**

The word Dharma is derived from the Sanskrit root 'dhri' which means to hold together or to preserve. Dharma' is very complicated word, for which there is no equivalent word in any other language including English. Simply and ethically, it means 'Right way of living' or proper conduct. Dharma doesn't mean

religion. There is a big difference between worship and religion (Dharma). Worship can be a part of religion, not religion.

The Mahabharata defines Dharma: –

<sup>2</sup>धारणात् धर्म इत्याहुः धर्मो धारयति प्रजाः ।

यः स्यात् धारणसंयुक्तः स धर्म इति निश्चयः ॥



Meaning- That which holds together, unites and removes separation that is called dharma. Such dharma holds the society together. That which has the ability and capacity to unite the entire society is most definitely dharma.

The Dharma encompasses duties, rights, laws, behavior, virtues, and the correct way of life. It includes behaviors that allow for social order and virtuous behavior. Dharma is what people must accept and respect in order to maintain harmony, to create a world worth living in.

It is discharge of our duties and responsibilities with due diligence. Dharma is capable of preserving the universe. Dharma is for the welfare of mankind. It protects and preserves all human beings. Vedanta tells us that you can discover your Dharma by studying sacred teachings on the example of highly developed people, reflecting on and obeying what satisfies your heart, and listening to your deepest inner feelings.

### **Artha**

Artha means the economic and the material aspects of life. Artha combines wealth, career and activities to earn a living from economic and financial prosperity.

It is acquiring wealth and resources, the means to attain your purpose and live a happy life. Artha provides foundation for Dharma and Kama. Hinduism recognizes the importance of material wealth for overall happiness and well-being of an individual.

### **Kama**

Most people experience kama as sexual pleasure. However, it has a broader meaning. Actually, everything that brings joy and pleasure to our life is kama.

It is the satisfaction of desires. The pleasure of attaining your purpose and fulfilling your dharma. Kama is enjoyment of the appropriate objects by the five senses assisted by the mind together with the soul.

### **Moksha**

At the point when you experience your Dharma, completely upheld by Artha and Kama, Moksha or the last freedom first lights. It is final Liberation. Freedom from cycle of birth and death. It is the ultimate goal of Hindu religious life.

### **Panch-kosh-**

Derived from the Sanskrit terms pancha, which means "five" and kosha, which means "shell," Kosha (also, Kosa) is referred to as "sheath". Pancha Kosha refers to the concept that there are five levels of consciousness through which all experiences are filtered.

We could find the earliest reference of Pancha Koshas of Five sheaths in Taittiriya Upanishad. The second section of Brahmananda Valli in Taittiriya Upanishad, is made up of nine Anuvka (sub-sections). It discusses the five Koshas, referred to as Panchakoshas Annamaya Kosha, Pranamaya Kosha, Manomaya Kosha, Vijnamaya Kosha, and Anandamaya Kosha.



<sup>3</sup>The koshas are often likened to Russian nesting dolls or the layers of an onion, with the human physical body being the outermost layer. In fact, the physical body is the only kosha with an anatomical aspect. The deepest layer or sheath is considered to be the true spiritual self.

The tradition of meditation in India has been there since the Vedic period and wherever this tradition exists in the world, it is only due to Indian culture. The tradition of meditation also includes Panchkosha meditation. In this, by concentrating on each kosha (sheath), the method of five types of meditation comes to the fore. By focusing on each kosha, different benefits can be taken.

Indian spiritual discourse recognizes Panch kosha of human being which possess the potential to develop and progress towards advance level of existence.

The idea of Panch Kosha doesn't consider the body as a holistic mechanism and doesn't even remotely consider. If we go by the Panch Kosha theory for our health problems, we understand the body not just as a physical mass but as an energy field with multiple layers of existence – and each one interrelated and affecting the other.

<sup>4</sup>Development of Koshas leads to the overall personality development. This development starts from annamaya koshas and move towards the pure consciousness steadily unleashing the five sheaths that covers it. Development of all the seven sheaths is necessary for man's complete spiritual evolution and ultimate union with the Divine.

1. **Annamaya Kosha (The Food Sheath)**- it is food Apparent sheath. It relates to physical body. Body is product of food. Annamaya Kosha is matter in the form of physical body sustained by intake of food.

<sup>5</sup>This sheath is regarded as the medium of enjoyment for gross objects through the physical senses. All living beings in this world are born from food and remain alive by the consumption of food.

Living through this layer man identifies himself with a mass of skin, flesh, fat, bones, and filth. Personality of the individual i.e., physique as well as traits depend on the condition of annamaya kosha.

<sup>6</sup>The physical body has been bestowed with, besides other things, the sympathetic and parasympathetic systems to cope with stress situations. In any emergency situation, the sympathetic system is automatically activated, ensuring a quick and spontaneous flow of essential fluids to cope with the situation. Subsequently, it is the duty of the parasympathetic system to pull the sympathetic back to its original state.

Purification, Refinement and development of annamaya kosha is possible through the methods of: Upavas (fasting), Physical Asanas and Inner Purification. Freeing or liberating our soul from attachment and identification with annamaya kosha is the main goal of spirituality.

2. **Pranamaya Kosha (The Vital Air Sheath)**- It is air Apparent Sheath. It relates to energy of body. The human being is a complex network of energy, creativity and intelligence. Therefore, adequate energy flow is required to maintain good and proper health. Prana is vital force that runs in our body. Its physical manifestation is the breath. PRANAYAMA is also very important to



keep the life cell active and fresh. PRANAYAMA is the regulation of breathing or PRANA movement.

3. **Manomaya Kosha (The Mental Sheath)**- The Mental sheath governs your thoughts, emotions, and fantasies, and is responsible for how you perceive the world around you. Our feelings, stimuli and responses to situations, thoughts and actions spring from this sheath. The deepest layers of this shell encompass a person's beliefs, opinions, and values learned or inherited from culture and heritage. There are also certain mental tendencies that have accumulated throughout life. When a person's mind calms down, the person calms down, and when the person calms down, the whole world calms down. All vices or evils such as lust, anger, greed, ego and jealousy are mental. Therefore, a healthy and calm psyche is very important to individuals, families, and society.
4. **Vijnanamaya Kosha (The Intellectual Sheath)**- It is also called intuitive consciousness sheath. The vijnanamaya kosha is the knowledge sheath. This kosha is comprised of your wisdom, intuition, and highest perception. Vijnanamaya kosha is responsible for all inner growth and personal development. This consists of the presence and evolution of morals and ethics. It goes beyond mere perception into more subtle knowledge, judgment, and wisdom. Vijnanamaya kosha is what tries to direct the awareness of what is happening in front of the senses into a deeper mental space.
5. **Anandamaya Kosha (The Bliss Sheath)**- Anandamaya is the innermost sheath referred to as the bliss body. Ananda means happiness and bliss in Sanskrit and represents the transcendental energy of creation and existence. Therefore, Anadamaya Kosha is synonymous with joy, love and peace. It is a total immersion in creation itself and is the deepest aspect of the true innermost self. The blissful self-reminds us that life can be good even in difficult situations; that it is gift to be alive.

So, the <sup>7</sup>Panch Kosha theory tells that our body is not just as a physical mass but as an energy field with multiple layers of existence – and each one interrelated and affecting the other.

Understanding the layers of one's being is key to obtaining happiness and success in life. If you fail to recognize your true self, you will forever live at a surface level, slave to your desires and an illusory understanding of the world.

<sup>8</sup>The pancha kosha philosophy helps you to understand who you are. With this knowledge, you can transcend the grosser layers of your being, tuning into the subtle aspects of your personality, refining your behavior, and ultimately gaining knowledge of your true self. It Calms your mind and increases your efficiency. It Makes you aware of all the levels of existence.

### **Relevance of Ancient Indian Wisdom-**

Recently, there is a need to foster potential leadership and harmony in order to develop winning minds through a powerful strategy to achieve principled and purposeful management practices in organizations. The modern organizations didn't understand the actual aspirations of a person and society at large. They neglected to perceive the genuine yearnings of an individual and society on the loose. Therefore, spiritual wisdom is the driving force that can lead to holistic development to eliminate all evils and ultimately help an organization to recognize the well-being and well-being of all people.



Vedanta will simply point out that man needs a change of attitude first, Vedanta holds that every individual possesses a divine power for self-development, and that if an individual uses this power to further his or her own development, it will automatically benefit the organisation and society, as he or she is a member of both, as long as he or she is duty-bound or impartial. The fostering of the inner and outward world is another set of issues that must be recognised in leadership development. Inner growth is the process of recognising the excellence that already exists inside you based on your personal experiences. Inner development is supple and nuanced, but outer development is coarse. Inner development does lead to outer development. It is critical to cultivate both with the firm belief that the inner space must be grasped for what it truly represents, as it is the source of intuitive and transcendental knowledge. Leaders with vision pay attention to their inner selves. They find it impossible to govern without that internal dialogue.

The most Important aspect that distinguishes us as a nation which are our Spiritual Wisdom. Our Wisdom includes Universal Principles of humility, compassion and love which transform our lives and lives of the world.

### Conclusion

Management Theory in India is going to be different from the objective of Management theories in the best in the West the theories of Management are essentially driven by the capitalist thought of making profits here you are going to talk about developing management theories developing management knowledge developing management practices not with the soul goal of making capital is profit but with the objective of upliftment of everyone upliftment of the stakeholders all the stakeholders in business whether they are the investors whether they are professional manager whether they are employees for their final consumers customers or it is government there is all stakeholders interest of all stakeholders must be incorporated into this this is going to be the first point when we think of developing Management Theory or we are going to think of management from the point of view of ancient Indian wisdom when is one more aspect of the direction of the management is done

India is the land on the earth which is steeped in traditions, customs, festivals and above all spiritualism. People from around the world sassing out the spiritual strength of India and coming in quest of eternal peace, truth and knowledge. So, it is time that modern management thinkers should embrace the importance of ancient Indian wisdom and Indian ethos in filling the gaps that exist in the existing paradigms of leadership and management.

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