

The Philosophy of Discrimination (General Article)

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Abstract: Arjun was full of despondency as he was in tears out of compassion and was avoiding to fight his own friends and relatives as a matter of duty towards his lord. He does not want to achieve results and sweetness with the blood of their relatives. Likewise a manager has to fight his own battle for his goodness in his strategy. We are all struck between evil and good in our organizational lives.

Lord Krishna provides genuine solutions to meet the organizational challenges by steering oneself. The short lived managers work in infinite living organizations to add value for their longevity and performance. He fights with best of his strengths to make use of opportunities within and outside by overcoming threats and improvement in his actions to overcome weaknesses.

Over a time-span, managers are replaced by bigger managers as the level of the organization changes with respect to time for a better tomorrow.

Keywords : Despondency, Discrimination, Spirit, Meditation

INTRODUCTION

Arjuna got overwhelmed with compassion, his eyes dimmed with flowing tears and full of despondency and Lord Krishna consoled him by saying that you do not yield as this will bring you and your side of Army infamy and bars against going to heaven.

The manager in action should not give way to unmanliness. The Lord asks Arjun to shake off such shameful effeminacy, make ready to act. Arjuna

argues: My Lord! How can I, when the battle rages, send an arrow through Bheeshma and Drona, who should receive my reverence?

Arjun says that should I content myself with the idea that I kill these noble and precious teachers of mine and achieve the sweetness of life's pleasures with their blood. Arjun has thus a choice to allow them to conquer him or for Arjun to conquer them. He finally thinks to wage a war to kill three sons of Dhritarashtra who were preparing for fight. The manager in the role of Arjun has to act with his decisions and school of thought and implement his strategy. The business war is to manage and maintain the diverse forces to achieve best results.

Arjun, the manager has an oppressed heart with pity and his mind is confused as to what my duty is. Therefore, my Lord, tell me what is best for my spiritual welfare, for I am Thy disciple. Please direct me, I pray. Arjun is in doubt to attain the monarchy of the visible world, or over the invisible world. It would not drive away the anguish which is now paralysing my senses.

Sanjaya continued: "Arjuna, the conqueror of all enemies, then told the Lord of All-Hearts that he would not fight, and became silent, O King!. Thereupon the Lord, with a gracious smile, addressed him who was so much depressed in the midst of the two armies.

We are also struck between the right and the wrong options and more often in situations where we can-not decide between the good and the evil in the corporate

world. What is right for one person in the team is wrong for another team member. The managers often have to take risks and take decisions for consequences which will emerge out of them. The enemies in such case could be competitors, peers or diversified team members or the politicians who are working for social benefits. You just can-not stop and have to come out with an action plan. The question remains where will you go as long as there is a body and the soul in the world of pleasures and miseries. You have to put your foot-down somewhere and take a position which is in business but out of social benefit. Business can-not meet the infinite demands of society.

Lord Shri Krishna said: Why grieve for those for whom no grief is due, and yet profess wisdom? The wise grieve neither for the dead nor the living. The manager therefore can-not leave the organization but has to weed out the non- performing assets. At the same time, he has to realize the purpose for which the man has come on earth and his cause of existence. The cause has to match the requirements and needs of the organization with some purpose.

There was never a time when I was not, nor thou, nor these princes were not; there will never be a time when we shall cease to be. Similarly the managements are continuous. The decisions taken have to revolve around the dynamics and policy continuity as set by the team of senior managers. Policy is static as well as dynamic. When the body is static ,the mind is working. The question remains what is the quality of thoughts and its closeness to soul. The managers can-not lose sight of space, time and cause in taking dynamic policy decisions. The actions could affect in the short and long run with low or high intensity and work in the space of domain in which we operate to get results.

The ageless soul experiences in human body infancy, youth and old age to finally get transferred in to

another body and species. The body becomes comparable with organization and the business can shift to a new product while the organization remains the same. The wise have no delusion about this fact. The team which constitutes organisation including family organisations also live in infancy ,youth and the aged. Managers are the providers of life from infancy to old age to the organization and add value so that the organizations lives an infinite and healthy business life and leave behind a legacy , traditions which become a part of the future policy framework and future generation managers. There are cycles of life in business and product range.

Those external relations which bring cold and heat, pain and happiness, come and go are not permanent. Endure them bravely, O Prince! says Lord Krishna to the Manager Arjun.

Organisations create relationships with the stake holders both internal and the external and undergo turmoil of time. The relationships with the customers for example pass through the upheaval of nodes and antinodes and we have to put them in the right track by improving quality, diversification and expansion so that the organization lives on a continuous basis.

The hero in the manager whose soul is unmoved by changing circumstances, who accepts pleasure and pain with equanimity, only he is fit for immortality of business. These are the heroes who become the great kings, emperors and the chief executive officers and continue for a longer period of time in the domain which keeps on enlarging their purview with continuous enrichment and improvement. The enrichment means new technology absorption or skill sets or the content value in the organization.

That which is not, shall never be; that which is, shall never cease to be. To the wise, these truths are self-evident. The science differentiates between the

existent and the non-existent. You know that there is an atomic structure but you do not remember this all the time but you know the properties and the application of the elements and the compounds. Similarly the god exists but we become confined to outcomes and his manifestations and relish the pleasure without realization of DNA and RNA of the God in the human cell.

Spirit which pervades in all is imperishable. Nothing can destroy the soul or the policy in the organization as per designs of God. Ever-changing organizations have infinite destiny of its living human beings and the legacy. Change leads to good management and the good management leads to change. The change needs positivity out of negativity in the world but the nature has its own role to change the plans of human beings. Man proposes but God disposes. Let us believe that what-ever is happening is for the good for a future which is better. The question remains whether we will be a part of the bright future which will largely depends upon up-bringing of managers and their associated destiny.

The man, machine and material bodies which this Eternal, Indestructible, Immeasurable Spirit inhabits are all finite in existence. Therefore fight, O Valiant Man! The valiant man is the manager in question and he has to strive for the results in the all-pervading spirit in the policy impregnated with full action in finding opportunities with a mission and the functional strategy for the indestructible organization consisting of diversified competing products and services.

The manager who thinks that the Spirit kills, and the manager who thinks of it as killed, both are ignorant. The Spirit kills not, nor is it killed. The great manager can never be ignorant of the spirit of the issue and the difference between the right and the wrong. The great managers have enlightened souls which ignites their

business sense. Human beings are above his creations be it business.

It was not born; It will never die, nor once having been, can It cease to be. Unborn, Eternal, Ever-enduring, yet Most Ancient, the Spirit dies not when the body is dead. The organization continues as long as it has something to give to the world of products and the services but the souls of operating managers continue to live.

As a man discards his threadbare robes and puts on new similarly the spirit throws off its worn- out bodies and takes fresh ones. The new manager is in a new business. The old manager could be different in a new business. Be it people without latest skills or out of date products and services are no longer required. The feeling of sin can be removed as described in my previous article “**Discrimination and Management of differences**”. The good organizations do not leave the people without proper compensation and rewards for their services. It is possible to hire a man young, develop and train him as per requirement and changing circumstances in the company and track him till he reaches cremation ground. It needs a great HR effort to monitor an asset who performed till his last breadth.

The only requirement is to keep business financially strong and viable to avoid management strategic failure. The HR has to be in research on individual manager with his unit human value and the family value which contributes to the great value organizations. Therefore great organizations make great nations.

Weapons cleave it not, fire burns it not, water drenches it not, and wind dries it not. The policy of a conscientious organization. The body of the manager is the vehicle which is driven by his holy spirit thus all the business families are driven by

collective spirit. It is the team spirit which brings the perfection in the quality of its product and services.

It is impenetrable. It can be neither drowned nor scorched nor dried. It is Eternal, all- pervading, Unchanging, Immovable and Most Ancient. The manager cannot decide to be negative for a positive outcome unless he wants to gain time.

It is Un-manifest, the Unthinkable, the immutable which has no cause to grieve. There is nothing to grieve upon and yet work on the positivity in your mind to produce and serve the mankind in the form of customer. The manager has to keep on working till he gets his thought action in resonance for results as set by his team and his management for an un-dying organization. The organizations are primarily conceptual and conscientious and take material shape and form to be in business and grow for profit.

For death is as sure for that which is born, as birth is for that which is dead. Therefore grieve not for what is inevitable. The managers die, the products live for a life cycle yet the organisations live for infinite time if they change. There are organisations live for a short time because they become just the spirit. The product life cycle is super-ceded by human life cycle or die short of ideas and their implementation. The physical being of the organization is essential for creating products and services as an association is needed for a collective but material outcome for the benefit of the customer, society or a community.

The end and the beginning of beings are unknown though they have a life with the opening balance of circumstances. We see only the intervening physical formations. There is no cause for grief? The men have a life cycle and their products and the services also have life cycles however there are sections of existence which get connected for the physical form

of organization consisting of people, products and the services for resonance in performance.

One hears of the spirit with surprise, another thinks It to be marvellous, the third listens without comprehension. Though many are told about It, scarcely there is one who knows and gives birth to a novel serving organization of conscientious and creative people. The management science calls it inspiration, motivation and action to do something innovative which not only serves the man kind but also gives them pleasure with utility.

Be not anxious about these armies of spirit. The spirit in the man is imperishable. Do look for heart, mind and soul in the form of a physical body to find impediments in the mission and the reasons for a crossover. Thou must look at thy duty. Nothing can be more welcome to a soldier than a righteous war. Therefore to waver in this resolve is unworthy, O Arjuna!

The duty lies in the time frame, the quality , the quantity, volume of sales and the holy management of the proceeds in the form of money or the products and or the services. Bravery lies when a manager takes up a job for selfless outcome as a soldier takes confrontation in the war. The results have to be selfless and the service before self be it organization or the country at large.

Blessed are the soldiers who find this opportunity. This opportunity has opened gates for the heaven of prayers. Opportunity to improve and to add value by new technology, replacement technology or innovation of a new product and or a service for society. Refusing to fight in this righteous cause will be a traitor, lost to fame, incurring only sin for physical losses .If the manager does not perform his duty ,he will be taken over by other people who are

better and will bring misery to him and his family who depend upon him.

Men will talk forever of his disgrace and this dishonour which is worse than death. Great generals will think that he has fled from the battlefield through cowardice. The big managers look for new start-ups and new investment opportunities so that organization is able to survive than to wait for the organization to complete life cycle and start again.

The enemies will spread scandal and mock at courage. Can anything be more humiliating? The competitors will over-take over your market share if you run away from the market. If killed in war, you shall attain Heaven; if victorious, enjoy the kingdom of earth. Therefore arise, O Son of Kunti, and fight! Do not shy away from competition in any sphere of life.

The manager must have insurmountable capacity to learn and grow against the competing values in products and the services. Look upon pleasure and pain, victory and defeat, with an equal eye. Make yourself ready for combat and you shall not commit sin by doing so. Your motivation level has to be high to ride over yourself to find interest in performing your duty. You need a balance and a matured mind to see victory and defeat with an equal eye. This is the philosophy of Divine Knowledge.

Now listen and I will explain the philosophy of Action, by means of which, O Arjuna, you shall break through the bondage from all your actions or doership. The great statement on action and thought ratio for management of self and the family and organization. The more you implement your thoughts, more fertile your mind will be.

On this Path, endeavour and effort is never wasted, nor can it ever be repressed. Even a very little of its

practice protects one from great danger. The perseverance will save him and his family from hunger and humility.

The intellect needs fertilization, enrichment and happiness to give self-motivation to perform and get results. Only the ignorant speak in figurative language which are different from reality. The details lead to perfection but the perfection has to remain above competitors. The perfection in the diversity but in time before the older skill is taken over the new one. The products and services are replaced by new and better ones continuously before these are replaced by new ones.

Consulting only their own desires, they construct their own heaven, devising complex rights to secure their own pleasure and their own power to shed organization. The only result is rebirth of organization. This happens when the organizational profits or results are taken over by the self-interests and the organization ceases to get the right direction in the right time.

While their minds are absorbed with ideas of power and personal enjoyment, they cannot concentrate their discrimination at one point. Duty before self. The manager has to work overnight and shun worldly pleasures to achieve results. The Vedic Scriptures tell about the constituents of life such as results in qualities. Rise above all of them in opposing sensations. Therefore be steady in truth, free from worldly anxieties and be centred in the Self. Ultimately Human qualities transform in world class products and services to create a successful organization.

As a man can drink water from any side of a full tank, so the skilled theorist can learn from any scripture which will serve his purpose. Learning ends with life. The knowledge, The Love and The faith and the

Spiritual Powers used in right proportions thoroughly amalgamated in thought and action will yield better results. The world is 3D-Spherical.

You have a right to work, but not to the fruit thereof. Let not then the fruit be the motive for action. Do not remain enamoured by inaction. The manager has to work and stay focused on the unit job in hand rather than the entire value chain of different activities for better results.

Perform all thy actions with mind concentrated on the Divine, renouncing attachment and look upon success and failure with an equal eye. Spirituality implies equanimity. The modern organizations have people from all walks of life and religion. The spirituality goes above the regional and communal differences to outperform. The resources are generally public and calls for equanimity.

Physical action is far inferior without divinity to an intellectual and concentrated effort in the divine light. Have recourse then to pure Intelligence. It is only the petty-minded who work for reward. In true sense the reward is for the organization. The shop-floors focuses more on physical activities whereas the managers work hands on to provide intellectual support in the form of technology and work practices based on years of experience of theory and practical methods by design or hit and trial. All of them are important but stay on the floor to see the product for any strategic results. Big companies have grown on floor and are comparable with farming.

When a man attains pure reason, he renounces in this world by the results of good and evil alike. Cling to Right Action. Spirituality is the real art of living in the material world. Science is based on reason and logic in the material world. There is a work method to reach the right results through right actions and combine the two where we have diverse objectives.

Spirituality is three-tier in variety. The first tier is working on the physical activities of religion such as rituals, organizing festivals and congregations. The second tier is about charities and working through NGOs to feed the hunger and provide poor with clothes and shelter. The third tier consists of personal link with God, Yoga and Meditation which is true and real spiritualism. The role of continuous religion is sanathan in nature which has no beginning or end. The Hindu religion existed before the mankind in any form and therefore sets the stage of three tier spiritualism for every individual to pursue as per his level.

The sages guided by pure Intellect and who renounce the fruit of action to reach highest bliss are freed from the chains of rebirth. These people are hard liners and lead a very tough life. They never opt for physical pleasures and renunciate physical possessions of life such as wealth or even family members for their spiritual pursuit.

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