



ESSENCE OF BHAGWAT GITA IN RELATION TO EMPLOYEE DEVELOPMENT AND ORGANIZATIONAL EFFECTIVENESS

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ABSTRACT

Employee's development increases the chance of organizational effectiveness. They contribute significantly in the development of the organization. Employees are adequately developed to realize their responsibilities, duties and power-limits. Development of employees has become order of the day. The strategies, self development and social approach are used for employees development.

Key words: *Organizational Effectiveness, Development, Employee, Strategies*

INTRODUCTION

The strategies are formulated and implemented for the development of employees. The skills, attitudes and performance are developed for the employees effectiveness. They should know the problem and challenges of management. Higher order need known as growth is the prime mover of employees development. Management should try to motivate employees, produce better ideas, satisfied relations and human treatment. The system approach is developed for the purpose. Stimuli strategies and attention strategies are adopted for the development of employees. The stimuli consequences relationship is strictly recognized and realized by management. Self observation is self recognition. It helps self control devices and avoids unnecessary conflict and frictions. The chances of flexibility with success are observed more in the case of self recognition. The convert behaviours are improved and overt behavior reduces the undesirable performance . The perception, learning, personality and motivation process are adequately used for the development of employees effectiveness. Consistency and regular developmental strategies improve the effectiveness of employees.

LITERATURE REIEW

The first function of a strategy is to fix target. The employees like devotees must fix their target of performance. They should themselves take part in to goal formulation. Mutual understanding and performance of goal have great impact on organizational effectiveness. If the strategies are developed to attain the organizational effectiveness, the goals are primarily formulated with mutual understanding of the targets and goals

*“ Pranavo dhanuh sharo hyatma brahma tallakshyamuchyate,
Apramattena veddhavyam sharavatanmayo bhavet “* II 2 II 2 II 4 II 76

Meaning-“Om is the bow, the soul is arrow and God is its target. God is to be hit by an egoless person. A person should fix himself on god just like arrow”.

Employees should develop work nature after formulating the goals of achieving organizational effectiveness. They should develop it permanently with intrinsic , instinctive , non-failure and unchanging as they are the components of strategy operations .

*“Samsiddhiki svabhaviki sahaja akruta cha ya ,
Prakritih seti vigyeya svabhavam na jahati ya”* II 4 II 9 II 79

Meaning- “ the nature is to understood as permanently acquired , intrinsic, instructive, non-produced or unchanging “

Strategies develop the nature of work amongst the employees. their mind, heart and body are involved in job performance. They are fully developed like air water and fire which perform their respective functions without failure. Employees should develop that type of functions whereat functions are automatically performed as a natural process of rotating the earth around the sun. such work nature certainly enhances the organizational effectiveness.

SELF DEVELOPMENT :

Employees develop themselves when their inner needs are fulfilled. They have certain desires and crazes which drive them for higher achievement and performance. They become prime movers of organizational effectiveness. They are internally satisfied and try to improve their efficiency. Their intellectual ideas are originated . they get intrinsic motivation, positive attitude, balanced focus on work, self discipline and team building. The horizontal and vertical behavior are improved for attaining organizational effectiveness. They enjoy job enrichment, flexible leadership, multidimensional, supportive behavior and performance attitude.

The employees achieve the excellence because o their realization. What they think, they can attain. It means there should be firm determination to visualize reality although it is covered with unreality many times.

*“jara marana nirmuktah sarve dharmah svabhavatah,
Jaramarana michchhantash chyavante tanmanishava II 4 II 10 II 80*

Meaning- all souls are intrinsically free from old age and death. But by imagining senility and death and being engrossed in that thought, they deviate from the nature of non old and non death state.

The realization of effectiveness induces the employees to attain the organizational effectiveness. It is, therefore, essential to understand them for enhancing the effectiveness of the organization. Employee get knowledge not by theoretical study nor by intellect but by aspiration. Aspired employees achieve the organizational effectiveness through their self development.

*“Nayamatma pravachanena labhyo
Na medhaya na bahuna shrutena
Yamevaisha vrinute tena labhyas
Tasyaisha atma vivrinute tanugm svam’ II 1 II 2 II 23 II 81*

Meaning- This self can not be known through much study and teaching, nor through the intellect, nor through much hearing. It can be known through the self alone that the aspirant prays for. This self reveals itself only to the seeker of it.

The organizational effectiveness is achieved only by those who seek to attain it. Only having motivation and logic cannot do much for the attainment of effectiveness. There is need of aspiration for enhancing organizational effectiveness.

SOCIAL APPROACH :

Social segments influence employees development. External development has substantial influence on employees 'value and attitudes' it influences organizational culture, reward system and other factors. Money is not the only motivator. People are in dire need of money but it is purely hygienic and not motivator as suggested by F. Herzberg. Fast changing life has emphasized leadership style. Listing of employees problems, making them competent and developing congenial relationship have become important behavioral necessities. Social relations of employees has developed them. Social responsibility of the organization increase social organization. Organizational effectiveness is greatly influenced by social, economic, political, geographical and international factors. Social approaches is more effective for developing organizational effectiveness. The employees are developed, they contribute to social development. Similarly social development strengthens them. It is like God influencing functions of all the five elements, planets and stars. God provides energy to them to perform

their respective performance. Employees are multi-formed personalities are motivated by the organization.

*“ tede vagnistadadityas tadvayustadu chandramah,
Tadeva shukram tabrama tadapastat prajapatih”*

Meaning- God is fire, sun , air, moon, venues and other planets, creator, illumined souls are sustainer.

It reveals that the organization (God) is energy, light, air life, cool-hearted, multiple cadre of employees, original thinker (staff- organization, specialized personalities and sustainer of all the functions). It is a social approach . All the components must consider themselves as part of the organization and the organization must give proper importance to all the organs of the organization. If it is done as is done by God in the universe the employee achieve higher organizational effectiveness. The employee adopt a social approach of . organizational effectiveness when they treat their employees as equally good because all of them are part of the organization. The social approach makes every employee self realized in strength for attaining the organizational goals.

Conclusion:

An employee who treats other employees as his own brother, gets satisfaction of his performance . their performance makes them equally happy. They jointly achieve the organizational goals. Group synergy is observed in the attainment of organizational effectiveness.

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