

ROLE OF SPIRITUALITY IN MOTIVATION OF HUMAN RESOURCE FOR SUSTAINABLE GROWTH

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Abstract :Since we started learning management we heard of Maslow's theory of a hierarchy of needs it is one of the major theories of motivation in management books. This paper is intended to take Maslow's theory into new territory: the paper will apply the theory to the social level of activity rather than the individual – as a theory of social consciousness and motivation. The proposed theory is: as the majority of citizens in any society can be freed from the lower levels of concern, they can, as a society, shift their concern to higher order needs.

INTRODUCTION

There are five basic levels of needs in this theory that is

- 1.physical or survival needs,
- 2.security needs,
- 3.social needs,
- 4.self-esteem needs, and
- 5.Self actualization needs.

The hierarchical part of the theory is that until an individual is freed from concern about a lower level (order) of need, he cannot be effectively or consistently focused on a higher order need. Thus, according to the theory, if a worker lives a close to subsistence life outside of work, he will work primarily for pay (food, shelter) and will have little motivation or interest in any other kind of human resources benefits or programs. As long as he is intensely concerned for his and his family's daily survival, he cannot have much concern for developing refined social graces, sophisticated language skills, higher order (and longer term) achievement skills, or any other higher order growth. Once freed from such lower order concerns, however, he can and will begin to explore his higher order growth needs. Economically "developed" societies have evolved from having most of their population living in almost daily concern about physical survival to having most of their population being free from such concerns.

MANY ELEMENTS LED TO THIS KIND OF CHANGE SUCH AS

- A.Machines were invented which allowed more goods to be made, transported, and sold at significantly lower costs.
- B.Business learned how to plan, organize, lead, and control work and enterprises so that the economy could grow.
- C.Social movements grew to try to equalize the power between the wealthy and the masses, leading to unions, anti trust regulation, the development of corporate and governmental safety nets for workers, and
- D.Movement toward corporate social and environmental responsibility.

We progressed largely with a machine orientation: management reacted to the changing technologies of the time, setting up organizations and practices that matched the technologies (machines) and social

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movements reacted to management practices that strained people in order to accommodate the technologies or enrich only the few. Additionally, we moved from living in small, self sufficient

communities that changed little, to creating mass societies with rapid change, leading to the need for national level governmental safety net and responsibility programs to ameliorate the negative impacts of individual economic dislocations and of society wide and environmental effects.

Some of us are naturally inclined to develop our spirituality.

Perhaps we've always had questions about how best to live, about the mystery of birth and death, about the way to inner peace and wisdom. Our rational mind, good for many things, is not able to answer these larger questions; and so we become seekers on a search for answers.

For others, a life-changing crisis motivates one to go on a spiritual search. A loss, transition, or illness suddenly disrupts our life and compels us to find a meaning for our suffering and a new purpose in living. But probably for the majority of us, the motivation to search spiritually sneaks up on us during the course of living our habitual, day-in, day-out life. We don't know why, but we begin to ask questions we never bothered with before.

- * Who am I?
- * What I am doing here on this earth planet?
- * From where we come and what will happen after death?
- * What is the point of living the way I do?
- * Why should I keep on repeating my life the way it is now?
- * Am I settling for a life that's too safe?
- * Am I wasting my time?
- * What am I looking for?
- * What's missing?
- * Isn't there more?

These questions generate feelings of restlessness, confusion, and indecision: even the simple things seem complicated. We may start to fantasize that the only answer is to change our life – get divorced, get a new job, move to another part of the country or even to another culture. Drugs and/or alcohol can start to become important to us to provide relief by dulling our mind.

In some cases, the internal stress of our confused struggle can produce physical symptoms, such as nervous tension, insomnia and various other troubles, and the first person we go to for help is our medical doctor. The doctor will hopefully be successful in alleviating our stress symptoms, but the core of the struggle is still within us.

If we study our scriptures well then we really understand various life-learning lessons from it such as Bhagvat-Gita which is spoken by Lord Krishna on the battle-field of Kurukshetra to the Arjuna to dissipate his illusion and ignorance about the reality of the life and prepared him to fight as it is real religion being a Kshatriya he has to fight if someone challenge him to fight.

Bhagvat-Gita includes 700 shlokas 18 chapters which divide into three sections i.e.

- 1) Karma Yoga section
- 2) Bhakti Yoga section &
- 3) Gyan Yoga section

The first section deals with the prescribed duty of the human being as explained in various shastras then second section deals with devotional service and the third section deals with the knowledge. To motivate employees we should explain or understand the science of self-realization i.e. the nature of our own existence and reason behind the creation of this material world. Let us start with the first section

Chapter 2 shloka 12

natvevhamjatunasamnatvamnemeJanadhipahnavaiavanabhavisyamahsaravevayamatahparam

Translation: - Never was there a time when I did not exist, nor you, nor all these kings; nor in the future shall any of us cease to be.

Krishna says all living entities are eternal their individuality will continue in the future without interruption. Therefore, there is no cause for lamentation for anyone. A sober person is not bewildered by passing of soul from one body to another. Since it is sure to have another body in the next birth—either material or spiritual—there was no cause for lamentation. Any man who has perfect knowledge of the constitution of the individual soul, the Supersoul and nature—both material and spiritual—is called dhira or

a most sober man.

Chapter 2 shloka 14 matra-sparsastukaunteyasitosna-sukha-duhka-dah agamapayino 'nityas tams titiksavabharata

Translation: - O son of Kunti, the nonpermanent appearance of happiness and distress, and their disappearance in due course, are like the appearance and disappearance of winter and summer seasons. They arise from sense perception, O scion of Bharata, and one must learn to tolerate them without being disturbed.

In the proper discharge of duty, one has to learn to tolerate nonpermanent appearances and disappearances of happiness and distress.

Chapter 2 shloka 41 vyavasayatmikabuddhirekehakuru-nandanabahu-sakha by snantascabuddhayo 'vyavasayinam.

Translation: - those who are on this path are resolute in purpose and their aim is one. The intelligence of those who are irresolute is many-branched

Faith means unflinching trust in something sublime. We can connect each and every verse in Bhagvat-Gita with the reality of life and according motivates human being to work better to achieve better productivity and efficiency without using monetary or non-monetary incentive but by explaining the science of self-realization with the help of ancient Indian Scriptures and Spirituality.

In conclusion though we develop so many things but ultimately the Vedic wisdom is the real path of understanding oneself and such kind of knowledge can be used to develop various motivational theories and management lesson.

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