



ROLE OF SPIRITUALITY IN HUMAN RESOURCE MANAGEMENT

Dr. Bhasham Kapoor

Associate Professor, Faculty of commerce and Business administration

M.M.H. College, Ghaziabad (Affiliated to C.C.S. University, Meerut)

ABSTRACT

Human resources are the most important and divine resources of our world. It is the resources which give shape all other resources. It is the quality of human resources that play a significant role in success of any organization; it is the reason why development and retention of human resources is the prime objective of every organization. But real development of human cannot possible without fundamental change in term of outlook behavior, attitude and inner spirit. It is possible only by the mental, intellectual, emotional and spiritual development of the employees. Present article is showing the importance of spirituality in human development.

Key Words: Spirituality, human resources, Human development, Stress Management,

Introduction

Spirituality is an individual practice related to having a sense of peace and aim fullness of life. It is related to the development of beliefs around the life and relations with others. It is the feelings of supreme power of god in our life. Spirituality affects the thinking, motivation, ego, and every aspects of life of human; it is the reason why it is also related with the Human resource management in business and corporate world. As a matter of fact in the context of corporate world, it is the quality of human resources that play a significant role in success of any organization. In the present era of globalization a lot of stress, for the human resource

development has already been given by the organization. They are even today extremely concerned about the mental, intellectual, emotional development of the employees.

Existing philosophy of human resources development also intends to provide a comprehensive framework for the development of human resources in the organization. It is very much concerned not only about the development of full potentiality of the employees, for the organization, but the development of the climate also for employees to discover their capabilities, since it is aimed to attract, retain and motivate talented employees. Number of theories and technics have already been developed and adopted in the reference. But if we honestly analyze the outcome of existing philosophy and their technics, we shall find that all such theories and technics are having superficial effect only. No deep and significant development is resulted out of it. None of the technic seems to be capable to bring any fundamental change inside the human being. The reason could be the existing HRD philosophy and their techniques are not derived out of deep analysis of human behavior in the light of spiritualism.

The result is, the organizations are not free from HRD problem. Not only this, none of the sector of the organization, whether it is a labor or whether it is a management, whether it is employees or whether it is executives are having complete satisfaction. Trust and mutual confidence does not exist anywhere love, joy, cheerfulness an essential ingredient for efficiency have no role to play in the environment, rather cunningness dirty politics, leg pulling, backbiting are some of the hard facts of present scenario. Here the limitation of existing HRD philosophy is reflected, since all these evils contribute to great extent in the destruction of the environment which is always resulted in lack of efficiency and high employee turnover.

The effectiveness of existing HRD philosophy can also be measured by the findings of the study conducted by Harvard business school. According to this study on average worker in the United States needs to utilize only about 25% of his total ability to retain his job. The percentage presumably is lower in India due to higher job security. Thus about 75% or more of the employees' potential capabilities in term of knowledge, skill, talent etc. is still untapped.

Here at this point a need of such philosophy is strongly felt that is capable to infuse a new invigorating spirit in real sense. It means a philosophy that is capable to transform a person

who has very less sense of ego and has no selfish desires, no selfish ambition, no inclination to evade duty and who works not because of his duty rather he feels joy in working. Corporate world is desperately looking for a philosophy that is capable not only to inject enough mental strength but also capable to remove all anxieties, confusions and weakness of mind and heart. In short a philosophy that is capable to bring a complete transformation of a person is needed like anything. The philosophy, the corporate world is looking for, can only derive by analyzing human behavior under the light of spiritualism.

The whole of nature their reactions, counter reactions, their potentiality, their limitations etc. have already analyzed up to extreme deep by our Rishis Munies and Yogies during ancient time. Technics have already developed by them to handle the same. All such findings, that are hundred percent relevant in present time, are mentioned in the ancient texts. There is a need to make an attempt to understand that in its real sense and then to derive HRD philosophy on the basis of it.

A deep fundamental change in term of outlook behavior, attitude and inner spirit is very much expected out of spirituality. Number of example can be quoted from the history in this reference. Kalidas, the fool transformed to “Maha Kavi”, Balmiki the dacoit, transformed to “Param Sant Tulsidad”. Not only this many more examples can be seen in day to day life. Above remarkable change was due to the adoption of the path of spirituality.

Friendly environment and cordial relations are some of the issues regarding which existing HRD philosophy was shown its concern, but as a matter of fact the same cannot be achieved by any means, other than spirituality, since ego and jealousy, the main impediments can only be removed or reduced by spirituality. We cannot even dream to have friendly environment and cordial relations in real sense, without adopting the path of spirituality.

Mental strength and even state of mind are other qualities that have significant role in the executive decisions and with which the existing HRD philosophy is concerned. In fact every executive is supposed to possess these qualities. In spite of that, no existing HRD philosophy is capable to provide any enhancement in that. On the contrary one important event of history is enough to prove the power spirituality. When Bhagwan Shri Krishana saw a sign of mental confusion and moral weakness in Arjuna, he imparted the message of strength and by doing that he transformed Arjuna from to great fighter. He took him from the state of confusion to the state of firm determination. Here the power of spirituality is reflected. That message of

strength known as “Bhagvad Geeta” carries a very deep philosophy of human science; beside this it reveals the innermost secret of the divine heart. It teaches the most practical method for bringing about the perfect man. It can be believed that any HRD philosophy on the basis of “Bhagvad Geeta” or any other ancient texts would be competent enough to bring revolution. So HRD scientist should divert their attention toward spiritualism. Our ancient wisdom described in Upanishads, Vedas and Bhagvad Geeta need to be explored for redefining management principals. Our daily life and spiritual growth are co-related with each other in such a way that without living in accordance to human values, the latter one cannot be achieved.

The need of spirituality in management is however recognized by some of business school. But their approach is limited only to make their graduate aware with some of the technique of meditation, to control the stress. This is a very narrow approach. They have neither made any attempt to analyze human behavior in light of spiritualism nor any perfect theory for human resource development is yet developed in it.

In the context of corporate world our aim is certainly not to make an attempt to transform our workforce to god, but our aim is certainly to create an environment where human values have prime importance. Our aim is to create such environment where love, joy, cheerfulness, brotherhood, feeling, high moral values, honesty, mutual trust and confidence do exist, since all such qualities contribute towards human development. This can be made possible only by bringing inner changes inside the individual. Inner change we simply means a fundamental change not by outside compulsion but by inner choice in human behavior towards humanity and for this spirituality is the only way of for it.

Conclusion

In the era of professionalism where human factor is having a prime importance such an attempt will certainly open new dimension to corporate sector. Our spirituality is enough to guide rest of the world once again in the era of human development, which is the vision of global civil society in present century. Provided we redefine management principles on the basis of spirituality. Friendly environment and cordial relations are some of the issues regarding which existing HRD philosophy was shown its concern, but as a matter of fact the same cannot be achieved by any means, other than spirituality, since ego and jealousy, the main impediments can only be removed or reduced by spirituality. We cannot even dream to

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