

## **SPIRITUALITY IN THE WORK PLACE**

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### **I. INTRODUCTION**

Spirituality is not a mere theory, it is a way of living life. Realizing thyself and one's surroundings, by way of living a systematic life is called spirituality.

Spirituality develops in oneself the ethical principles that promote personal growth as well as organization growth, which in turn leads to an improvement in the understanding capacity among the employees. This becomes the essential need to lead a spiritual life in working place.

India, our motherland, is a country which embeds the principles of Dharma, Karma, Kartavya, Kala and yoga based on Upanishads in its daily living. Known by several names Jambudwepa, Bharatavarsha and Bharatakhand, where else can one find the great culture which prays for the peace of earth, water, space, fire and the entire mankind on the earth. People here enjoy the fruits of seasonal blissful rains, suitable climatic conditions which fetch ample food to its people who reciprocate this by following the rules of land. 'Sanatana Sampradaya' with lot of self respect and discipline in their livelihood.

It is the duties of youth to imbibe the spiritual, scientific industrial and ethical values from the great Indian culture and make themselves responsible in anticipation of a brightful, meaningful and fruitful future.

Man desires for a respectable position, name and fame in the society. As per Maslow's hierarchy theory of needs, after satisfying his daily needs, he desires for a luxurious life. Man desires to win over all others in all aspects. Every person may have a goal in his life and he may struggle to achieve it, which need not be considered as a mistake (in the context of spirituality) as long as he travels in a righteous path to achieve the same. The question arises as to what is righteous path.

On account of lack of mutual understanding among the employees at workplace, the employee may be demotivated which may lead to not taking up the responsibility and accountability for the work. By not feeling responsible work may be kept pending leading to piling up of the work. This may further worsen the position by making the employee lack the art of smart work. Now is the time everybody should strive to improve their personalities by not only learning and relearning but also concentrating on the development of oneself. There is every need to conserve the valuable energy of the every individual not only for the self but also for the well being of the organization and the society. In order to come out of such entanglement and for the employee to grow personally and contribute to the growth of the organization, the only way is that of training your mind. When the internal self is peaceful and tranquilized automatically the person will not recourse to unethical attitudes. For the attainment of peaceful mind one should train the mind.

Generally for most of the employees, workplace seems to be a stage for politics, where preference for influence or recommendation is high, a place where unethical things may happen. But each individual in the organization should know that all these things are not on account of other people in the organization but it's because of the mindset of each employee in the organization including that of him. Only after getting kickbacks in this material world, one tries to look for his inner-self for attaining the ultimate satisfaction. Just like how our image appears when we stand in front of the mirror, we need to focus on ourselves to identify the erroneous thoughts which may be surrounding our minds. After identifying the same, instead of feeling bad about the same, we need to correct the same for which training for the mind is a very important necessity. But as there is no proper course or training procedure for one's mind, employees or students, despite being in a higher position or doing higher studies, unfortunately we read many incidents of suicides.

One should understand that a dog's tail is never straight and instead of trying to make the dog's tail straight it is wise to train one's mind to accept as it is. Hence, training one's mind is the most important necessity, in order to achieve which the only path is that of spirituality as explained in detail by our ancestors in several forms.

"Jantunam Narajanma Durlabham" says the Sashtra. On this earth, human birth is considered to be unique and special. There is no free will in other animals whereas a human can choose his own path and will, mental preparation to follow the righteous path. Man who can utilize his Gyanendriya and Karmendriyas to

walk in the idealistic path. Human mind has the power to Ichashakthi, Gyanashakthi and Kriyashakthi – the ability / power of mind to choose will. Power of mind to gain knowledge and the ability of mind to act upon his tasks with the knowledge gained is the trait of a human being only which is absent in other beings. In order to achieve this righteous state of mind, there should be six qualities:

**1. Vivekamu:**

Human being is a 'budhijeevi'. He differentiates between the right and the wrong and he decides the righteous path. He develops a clear vision of his goal. This clear vision which he develops of his goal indicates his 'Vivekam' or in other words decision making skills.

**2. Kshamamu:** "SvalakshyeeNiyathavasthaIthiKshamaha" – A stable mind focusing on the goal.

**3. Dhamamu:** Controlling the senses and rearranging or controlling the feelings and emotions in order to focus on the goal is Dhamamu i.e. maintaining a proper discipline to achieve our goal. In SrimadBhagavatgita, in chapter 6, AtmaSamyama Yoga one should lift oneself by one's own efforts and should not degrade oneself, for one's own self is one's friend and one's ownself is one's enemy. One's ownself is the friend of the soul by whom the lower self has been conquered and his lower self behaves antagonistically like an enemy. The person who is unmoved under all circumstances, whose senses are completely mastered and to whom earth, stone and gold are all alike, will be said as he is the person with quality of 'Dama'. In the western culture, we can observe this 'Dhamamu' where individual discipline is embedded deeply in the minds of the people. If we inhibit this quality of 'Dhamamu' we will never cede our path of the goal by doing any improper deeds.

In the 'Shanti Mantram' there is a sentence – 'VangmayiManasiPrathishtithaManomevachiPrathisthitham' which means thoughts in the mind should become your speech and your speech should indicate your mind. This means there should not be duality in thought. Another jewel is 'RuthamVadhishyamiSathyamVadhishyami' – this means – Speak only the truth which you are implementing. It also says 'TadhatmaniNirathiYa Upanishad Dharma' – My mind should always focus on the Upanishad DharmasKshama, Dama etc. and its implementation. In the 'BharathiyaSanathanaSampradaya' i.e. traditional Indian families this quality of 'Dhamamu' is observed. Surrounding conditions and culture may not support us to follow the quality of 'Dhamamu'. But effort to control these surrounding conditions is nothing but called 'Dhamamu'.

**4. Tithiksha:**

If one comes across a problem, instead of getting depressed on account of the problem or blaming others for the problem, trying to understand the problem from a practical / realistic point of view is called 'Tithiksha'. By viewing the problem from a practical / realistic point of view, a proper solution can be found out.

**5. Shraddha:**

If one has concentration on his goal, whatever hurdles one faces in the path to the goal, they look minor in nature, thereby facilitating oneself to cross the limitations. One should have belief in the path he follows to achieve his goal. He should be very confident of the chosen path, despite all the hurdles he faces, that traveling in his path will garner him success.

"ShradhavaanlabhatheLakshyam"

**6. Samadhanamu:**

Indulging himself in the chosen path towards reaching the goal is Samadhanam. Choosing the goal, the path and believing it will not lead oneself to the goal. Putting efforts in place while traveling in the chosen path is 'Samadhanam'.

One can be rest assured that by following the above 6 points religiously, he will reach his goal.

Despite achieving the goal, one needs to remember that the goal which he achieved is not the destination but it is one milestone reached in his life.

There is a famous statement from Edison who failed 999 times in inventing the bulb – but said that he found 999 ways of how the bulb cannot be lighted. In the same way, one should not get depressed when he loses on his trials and should continuously motivate himself to move forward towards the goal believing in his efforts.

Everyone has his or her limitations, but if one wants to reach his goal, he should try trytry until he succeeds by lifting him over and above the limitations. Every person right from birth has to do some karma or the other. 'Kriya' is better than 'Nishkriya'.

Secret of success in any kind of work lies in belief, faith, concentration and commitment. If these aspects are taken care, you need not run behind success, but success will follow you in all the endeavors.