



Leadership

The Role of Indian Ethos in Managerial Practices | Aparna Sharma | Consulting Editor | The People Management

The simple meaning of 'Ethos' is, the guiding principles of a person, group or of an organization. 'Ethos' is a set of beliefs, ideas, etc., about social behavior and relationship of a person or group.

Indian ethos refers to the principles of self-management and governance of society, entity or a system by wisdom as revealed and brought-forth by great scriptures like Veda, Upanishads, Gita, Mahabharata, Bible and Quran. This wisdom has evolved through the old practices of Indian mystics, philosophers and religious 'gurus', and is now found to have profound implications for self-management and good governance of the society and business environment.



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The ancient guiding principles thus, is a good pathway for:

1. Self-purification and Self-development.
2. Individual growth and welfare.
3. Collective growth and welfare.
4. Team spirit and Teamwork.
5. Autonomous management, minimum control and supervision.
6. Manager acts as a Mentor.
7. Self-motivation.
8. Perfection.
9. All round happiness and prosperity.
10. Skills and values.
11. Conflicts resolved by mutual understanding.

According to Swami Vivekananda, “Indian ethos serves ideas of honesty, integrity and morality”. Indian ethos basically are based on our social structure, culture and religions.

Moreover, our Vedas, Upanishads, Puranas, Bhagwad Gita and Ramayana have also contributed to create and develop the holistic and value added aspects in the Indian Ethos.

Bhagwad Gita focuses on doing our provided duty. We should use our judgment and conduct our duties with highest attention. Gita tell us that, we should do our jobs without thinking of the reward in return. That means, perform our work diligently for the organization and results will follow.

The valuable and pioneering aspects of Indian ethos are as follows:-

- 1 Know Oneself
- 2 Purification of Mind
- 3 Humanity
- 4 Mutual Trust
- 5 Self Introspection
- 6 Intuition
- 7 Value Oriented Services

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- 8 Spirit of Sacrifice
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- 16 Means are Equally Important

Role of Indian Ethos in Management

Organizations following, Indian ethos consider humanity as supreme. This provides a strong bond with internal as well as external customers, resulting in improved performance. Indian ethos focuses on, if a person is good, then the whole world is good. Any organization which follows the above ethical thought automatically gets converted into an ethical organization, with less conflicts and hindrances. Indian ethos impacts the performance of business while sacrificing individual desires.

Self-motivation and self-development helps a lot in the development of business and its quality. Indian ethos helps in problem solving and develops self-reliability. The process of management involves four aspects; maximum utilization of resources, leading with efficiency, materializing the organizational goals towards effectiveness and value addition to the world through Corporate Social Responsibility (CSR). All these aspects are possible only in a healthy environment. Ethics and ethical behavior are the main ingredients of healthy management.

Our ancient wisdom literature in the Vedas, Vedanta, Upanishads, Ramayana, Mahabharata Bhagawad Gita or the Arthashastra are a storehouse of comprehensive and powerful philosophy to be applied in all ages for the benefit of mankind. Since Indian Philosophy extols unity amidst all diversities, belief in tolerance, quest for freedom, we can become better performers by imbibing knowledge from these scriptures on the art of management.

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