



To study the training programmes conducted to classify the executives and their organisations with their importance, usefulness, and practicability

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Abstract

There is a huge disparity between Western philosophers' views of work (Karma) and what is found in Indian knowledge. Max Weber studied the effect of Western Capitalism on Protestant ethics. Job is an uncomfortable task, according to Freud: the guiding force that gives one's life direction and purpose. But it is explained in distinct ways by the Indian philosophy of work (Karma) and further defined generally in the Bhagavad Gita as Nishkam Karma Yoga. Karma means behaviour that is not forbidden, that is not harmful and that is not carried out with a selfish intent, but with the intention of social well-being. Only by Karma yoga is the growth of the self, the community and society, and the industry possible. Whereas, Nishkam Karma Yoga stresses the action itself, regardless of personal benefits, to fulfil one's duty proficiently. Gita further suggests that every person should compulsorily perform his duties. It is predicted that none would shun his duties. In this community, people who are socialised consider themselves to be born with obligations rather than with rights. Societies differ in the degree to which the importance of work compared to other positions in life is instilled in their members. In order to successfully apply their management methods, many consultants and coaches have embraced Gita awareness. The American conglomerate, General Electric, also reports on breakthroughs in leadership training focused on Gita-adapted concepts. In this way, the relationship between belief in the Bhagavad Gita, religiosity, workplace spirituality, job success and organisational engagement was also explored in this report.

Keywords: Capitalism, General Electric, Gita, Selfish, Engagement

1. Introduction

The fundamental foundations and origins of Indian culture are the Vedas. Indian culture's pride begins with the Vedas. Their original source is the Vedas, because of the priceless and pragmatic ideas that Indian culture has taken the world from. The Vedas have provided a wonderful overview of all the theories that are helpful to human life's upliftment, such as philosophy, science of knowledge, art, yoga, music, crafts, customs, and human nature. Vedas are the central assumption of all books, such as Shastra, Upanishad, Darshan, Purana, etc. Such subjects have been listed in the Vedas, along with religion, spirituality, knowledge-science, art-skill, craft-industry, etc. Surprisingly, in the Vedas, we get references to all the advances and modern scientific developments. Therefore, the Veda is eternal and total, and the cornerstone of universal knowledge. There is no such learning trend in the personal and professional life of today, the seeds of which in Vedic literature do not meet. If the Vedas in a collective form are named the entire cornerstone of Indian literature, public life and culture, then there would be no exaggeration. The essence of all the Vedas was stated

in the Upanishad, and the essence of all the Upanishads is considered to be the Shrimad Bhagavad Gita. Since all the philosophies come under the Gita, but no philosophy falls under Shrimadbhagavadgita (श्रीमद्भगवद्गीता) Gita was then also called Supanishad, and a verse was also said in this sense that the whole Upanishad is like a cow, Lord Shrikrishna is a milkman, and Arjuna is considered to be a calf. In the form of Geeta, the great nectar is the milk of that cow and its benefactor is the best man of pure wisdom. This has been defined as:

गीतासुगीताकर्तव्याकिमन्यैःशास्त्रविस्तैः।
यास्वयपद्यानाभस्यमुखद्याद्विनिःसृता।।

Srimadbhagavadgita (श्रीमद्भगवद्गीता) is a special scripture and whatever is written about it, it's a very tiny one. Many scholars have written various Gita commentaries, but everyone has their own opinion. Actually, when Arjuna is confused with his duty (karma) due to attachment and love (in the state of confusion), it is a discussion between

Krishna and Arjuna in the battlefield, and then Shrikrishna describes this intelligent elixir Three forms of Yoga are defined in the form of Shrimadbhagavadgita (श्रीमद्भगवद्गीता), Karma Yoga, Bhakti Yoga and Gyan Yoga. Both yogas are held in different orders by different scholars, but Karma yoga is said to be important because without action (Karma) it is not possible to fulfil all the other two yogas. It is a special thing that both Karma yoga and Gyan yoga are called equal and temporal by Geeta. - लोकेऽस्मिन् द्विविधानिष्ठा^० Therefore, both Karma yoga and Gyan yoga are temporary, but God is committed to Bhakti yoga, so it is said that devotion is supernatural.

2. Scope of the study

The purpose of this study is to derive the developmental ideas or principles found in the Bhagavad Gita. In the report, the following are as will be protected

- Creation of Self
- Leadership Service
- Executive Actions
- Communication from the Executive
- The Control of Stress
- Self-Administration
- Meditation
- Spirituality Simple Lessons
- Inter personal contact
- God's confidence
- The Organization and Executive

3. Review of Literature

Ritika Juneja (2022) ^[1]. The goal of the current paper is to investigate how the Bhagavad Gita influences management ideas. The Bhagavad Gita is a major source of certain management visions and ideas, which have established a benchmark in the modern world as a key source for success to any organization or an individual. As many scholars around the world study the Management principles and Bhagavad Gita as well, they attempt to analyze this spiritual epic as being more than just a holy book. While management is a crucial aspect of life, the Bhagavad Gita's philosophy should be studied from a variety of perspectives in addition to only the spiritual one. The Gita focuses on controlling one's own behavior and the human response. This study explains how the Gita has an impact on living in the modern, industrial period. Studying the Bhagavad Gita's subject matter and how it relates to management principles is the main goal of this essay. It is an analytical research that discusses conflict management theory and practice.

Siddappa Naragatti (2020) ^[3]. The purpose of the current work is to examine the impact of yoga on health. volunteers who are in good health and are between the ages of 30 and 60. inhabiting New Delhi. variables/measurements, WHO Life-quality in brief. 50 respondents gave their opinions, of which 25 were in the control group and 25 were in the yoga practice group. All of the data variables passed the Shapiro-Wilk tests for normality, which revealed that the data were normally distributed. Yoga and control group differences were analyzed using a paired "T" test, and the between group effect was analyzed using an independent samples "T" test. The current study evaluated the impact of yoga on many aspects of participants' quality of life in comparison to a control group. In comparison to the control group, the

study found that the yoga group significantly improved on all four dimensions of the WHO QOL scale: physical health, psychological health, social relationships, and environmental health. With this, daily practice of a simple and straightforward yoga technique aids in enhancing quality of life.

Shiv Malviya, Hemlata Pant, Shivam Dubey, Er. Kushwaha, and Kushwaha (2022) ^[2]. Yoga is rapidly gaining popularity in the West as a discipline for uniting the mind and body in harmony and amicability. When adopted as a lifestyle, yoga promotes physical, mental, intellectual, and extraterrestrial welfare. Yoga provides a potent method for managing and reducing stress, anxiety, and melancholy, and numerous studies show that yoga is effective for issues associated to temperament. Due to differences in the examination plans, variations in the length and frequency of yoga classes, and variations in the specific yoga projects and populations being considered, the findings of the previously mentioned study indicate that it is difficult to summarize and draw significant conclusions about the mental and physical effects of yoga. Yet, the findings from the studies that were included show that yoga has a wide range of restorative effects, advantages, and powerful healing power.

Sunil Yadav (2015) ^[4]. Eight degrees of development in the areas of physical, mental, social, and spiritual health make up the yoga in daily life practice method. A physically healthy body promotes mental clarity, concentration, and stress management. Physical, mental, social, spiritual, and self-realization, or realizing the Divine within us, are the fundamental objectives of "Yoga in Everyday Life." Love and compassion for all living things, respect for life, preservation of nature and the environment, and a tranquil frame of mind, complete vegetarianism, unadulterated ideas, and a good attitude, Practices of the body, mind, and spirit; tolerance for all peoples, cultures, and religions. Yogic methods are known to enhance one's performance in general. An essential but little-known component of yoga is pranayama.

4. Objectives of the study

1. To carryout an Executive Development Program in selected organisations using the above-constructed development manual.
2. To assess the training programmes conducted as above and to classify the executives and their organisations with their importance, usefulness, and practicability.

5. Research Methodology

This is an exploratory or investigative report, as the very title implies. The analysis consists of an exploration of the Bhagavad Gita to define principles for executive growth or ideas. It will therefore be strictly an investigation into the Bhagavad Gita and basics of Hatha Yoga to find verses that can be used as a source for the executives to prepare a training module.

5.1 Sampling Design

The entire 700 stanzas of the Gita are studied, analysed and interpreted, as stated earlier. Similarly, feedback from all participants in the training sessions held at the end of the study is collected. The sampling is limited to organisations, and cluster sampling is therefore accepted. The training

programme is organised into four organisations, and all 170 executives have participated in the training programme, and all participants have collected questionnaires.

5.2 Intervention

A 30-day Hatha yoga and karma training program, comprising two daily sessions for yoga teachers, was undertaken by all topics. Practice took place in the first session from 8:00 to 11:30, while theory took place in the second session from 12:00 to 13:30. Participants performed shithilikaranavyayamas (loosening practices) in a single day, which were followed by yogasanas, pranayamas, and relaxation techniques. The traditional hata yoga text of the Lakulish yoga tradition, one of the oldest schools of hata yoga in India, provided the ideas for developing a particular module of teaching for training. The definition of yoga given by Patanjali is "mastery over the modifications of mind" (Chitta Vritti Nirodhah). It assists in eliminating superfluous spikes in neuromuscular activation brought on by heightened stress reactions, which may hasten the aging process. Hatha yoga and karma Yoga is also referred to as "psychophysical yoga" since it is predicated on the understanding, growth, and balance of psychophysical energy in the body. The body, or the physical aspect of man; the mind, or the subtle aspect; and the breath, which uniquely connects the body and the mind, are the three primary components that Hatha yoga and karma Yoga uses to achieve its goals. Specialised approaches are available for each of these elements in Hatha yoga and karma yoga. It provides the asanas (literally, "postures"), bandhas (literally, "locks"), mudras (literally, "seals"), kriyas (literally, "actions"), and methods for complete and conscious physical relaxation for the body. The ability of kriyas, mudras, and bandhas to expand awareness and consciousness should not be disregarded, even though they make up a minor portion of yoga practice.

6. Results and data interpretation

Table 1: Age of the respondents

S. No.	Age	No. of Respondent	Percentage
1	Below 36 years	72	42.1%
2	36–45 years	51	29.9%
3	Above 45 years	47	28.0%
	Total	170	100.0%

Source: Primary Data

Table 4: Degree of relationship between age and various dimensions of the training programme

S. No.	Ten Dimensions of the Training Programme	'r' value	p-value
1.	Back ground and objectives of the programme	0.282	0.000**
2.	Knowledge ability of there sorcerers on	0.239	0.002**
3.	Relevance of the contents of the training session	0.442	0.000**
4.	Usefulness of the training session	0.454	0.000*
5.	Uniqueness of the Inputs covered by the training program	0.356	0.000*
6.	Ability to under st and the various concepts presented by the trainer	0.597	0.000**
7.	Practicability of various concepts presented at the training session	0.276	0.000**
8.	Whether organizations will be benefited by applying the concepts presented in the training program	0.309	0.000**
9.	Presentation style of the trainer	0.303	0.000**
10.	Duration of the training session	0.289	0.000**

Note: **- Significant at 1% level; *- Significant at 5% level;

According to the above, 42.1 percent of CEOs are under the age of 36, 29.9 percent of respondents are between the ages of 36 and 45, and 28 percent of respondents are over the age of 45. Based on the data, it was shown that 42.1% of executives are under the age of 36.

6.1 Gender of the respondents

An effort has been made to determine the respondents' sexual orientation. It has been divided into two categories, male and female, in order to better serve the purpose of this evaluation. The accompanying table has outfits for the points of interest.

Table 2: Gender of the respondents

S. No.	Gender	No. of Respondent	Percentage
1	Male	134	79.3%
2	Female	36	20.7%
	Total	170	100.0%

Source: Primary Data

The table shows that the remaining 20.7 percent of respondents are female, with 79.3 percent of the respondents being men. The data reveals that the majority (79.3%) of executives are men.

6.2 Educational qualification of the respondents

An effort has been made to determine the respondents' capacity for instruction. It has been divided into four groups for the sake of this study: H.S.C. and below, UG, PG, and Professional.

Table 3: Educational qualification of the respondents

S. No.	Education	No. of Respondent	Percentage
1	H.SC and below	53	31.1%
2	UG	57	33.5%
3	PG	40	23.8%
4	Professional	20	11.6%
	Total	170	100.0%

Source: Primary Data

From the above data, it can be inferred that 31.1 percent of respondents have completed their H.S., 33.5 percent have earned undergraduate degrees, 23.8 percent have earned graduate degrees, and 11.6 percent have professional credentials. According to the analysis, the majority of responders (33.5%) have UG degrees.

The aforementioned table shows how the respondents' opinions of the various components of the training programme are influenced by the executives' ages. It has been found that all 10 of the dependent variables chosen had a positive connection with the CEOs' ages.

It demonstrates that the executives' opinions of the 10 dependent variables considerably improve with increasing executive age.

7. Conclusion

Yogā is an art of living and a methodical way to achieve moksha, which is characterized by bliss, power, knowledge, and absolute silence. Benefits of following the Yogā path include improved physical health, mental clarity, emotional equilibrium, harmonious relationships with others, and increased productivity. Numerous studies have found that yoga improves health by preventing and managing lifestyle disorders. Yogā can change body composition and enhance cognitive abilities, among other health benefits.

Yoga is a great way for people who work long hours to reduce stress. It invigorates the body, mind, and soul. Yoga consists of Asanas, Pranayama, and Dhyana. People are more energetic and have better attitudes. It is an efficient therapeutic and natural solution for reducing stress at work. Regular yoga practice can help with genitourinary symptoms, respiratory, cardiac, digestive, and workplace stress. The human nervous system, cell trafficking, humeral factors, and bio-electromagnetism are all impacted by yoga practices such as meditation, asanas, and pranayama. Regular yoga practice helps with chronic illness and stress management. There are several ways to relax with yoga. This covers breathing, stretching, meditation, and relaxation. Even people with disabilities can benefit from yoga by using breathing methods and meditation. Yoga is a fantastic kind of therapy and a potent set of exercises for lowering stress. Yoga and meditation are very beneficial for stress management. Stress, yoga, and meditation all have very positive connections. Benefits of yoga and meditation for reducing stress at work Yoga and meditation can be used by organizations to help employees unwind.

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