

## THE ALIGNMENT OF THE MIND, SPEECH AND ACTION, FOR THE ORGANISATIONAL EFFICIENCY AND EFFECTIVENESS

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### ABSTRACT

*The Vedic philosophy of 'Yoga Karmasu Kaushalam', means a person has an immense potential and that one should work for the growth of an organization and welfare of all, without any selfish interests. A manager becomes an effective leader, by following the ethical business practices and good corporate governance. The satogun or the positive qualities, according to the ancient philosophy, becomes channelized, due to the ethical and welfare practices of a leader. The purpose of this paper is to synchronise the basic ancient ruling practices with the modern managerial principles and strategies for an effective corporate governance. The human mind is always very impatient, forceful, thoughtful and restless. It is always difficult to control the mind, than the speed of the wind. The negative, revengeful, anti-social, angry and the stressful mind develops unstable and unhealthy decisions for the organization and its people. This imbalance in the behaviour can be compared with the sun whose sunshine is always there but, sometimes covered with the clouds. The value of the life is the discipline in the family, personal and social life. The significance of an ideal life is to live in the society, according to one's language, culture, traditions, religious rites and values. So, if a person gets rid of his stress, greed, attachments, anger and the negative attitude, that covers his happiness like a cloud hides the sunshine, then he can expose himself to the real joy and smile of the life. That is, one should be one's favourite, to build confidence, that helps in a long way to think positively for the subordinates in an organization. All the actions with stable behaviour performed by a person, such as cook, eat, watch movie, sleep, shopping, partying, celebrations, competitions, friends, socializing, etc, is with the aim of becoming happy and this strengthens the sense of belongingness to the family, society and the organization and so very significant for the growth and progress of the organization.*

**KEYWORDS:** Synchronise, Karmasukaushalam, Satogun, Corporate Governance, Impatient.

### Introduction

न हि कश्चित्क्षणमपि जातु तिष्ठत्यकर्मकृता॥

कार्यते हवशः कर्म सर्वः प्रकृतिजैर्गुणैः॥१५॥

BG 3:5

"Every person has to perform an action, as it is a natural routine. Thus, nobody, can live, without doing any action or work, in any situation".

The nature built this body is considered mortal. The speed and strength in the body comes from the energy of the soul (light and fire). The soul is always active and provides strength or the energy to the body, that activates the body. The body works according to its natural qualities, that results from the qualities of the parents, society, epoch and the country (nature). Three types of qualities or behaviour are present in the body, that is satogun (stability), Rajogun (duality) and tamogun (unsteadiness). The strength (sunlight) that comes from the Supreme Lord, activates and channelises the energy in all the living beings. So, a living being can take the decision on the work to be done, but not to do any work, is not possible.

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If a person is able to control the five sense organs of action, but whose mind keeps worrying about the desires of the senses, he is surely a person with a confused mind, who only fools himself and so, is not a genuine person. "Sense control is the means of emancipation. Hence they delight in it.(mahanarayanaupanisad lxxviii – 3 ). There is a strength to work in two ways, by this nature built body. One is the internal strength, that is knowledge and other is the external strength, that is action. Most of the time, a person is able to control his actions, due to the discipline of the family and the society. But, in the mind, he keeps thinking about fulfilling his desires. Such kind of a person, only misguides himself and cannot be successful.

### The Sacrifice of the Selfish Actions

Sacrifice is verily dear to God. The one who sacrifices attains heaven (intellectual society) and drives away demons by sacrifices. Therefore sacrifice is supreme. (MahanarayanaUpanisad –lxxix - 11).3.

यस्तिवन्द्रियाणि मनसा नियम्यारभतेऽर्जुन।  
कर्मैन्द्रियैः कर्मयोगमसक्तः स विशिष्यते॥१७॥ 4. BG 3:7

On the other side, if a hard working and determined person, tries to sincerely control his sensory organs and performs action without any attachment to the outcomes, then he is genuine and successful. When the mind, speech and action of a person works in the same direction, with his complete strength and so is able to successfully accomplish the work, quickly in a time bound manner. The mind, speech and action work together, only when the person learns to discipline his desires. The yoga of actions starts from here.

नियतं कुरु कर्म त्वं कर्मज्यायो ह्यकर्मणः।  
शरीरयात्रापि च ते न प्रसिद्धयेदकर्मणः॥१८॥ 5. BG 3:8

Perform actions, with your scriptural injunction, because it is better to act, rather not to work. The body cannot survive, without an action. The nature built this body must continue to act or work, as long as the energy (sunlight) reaches all the organs, through the heart (soul). The body stays healthy, as long as it is working.

Positive and Negative Energy

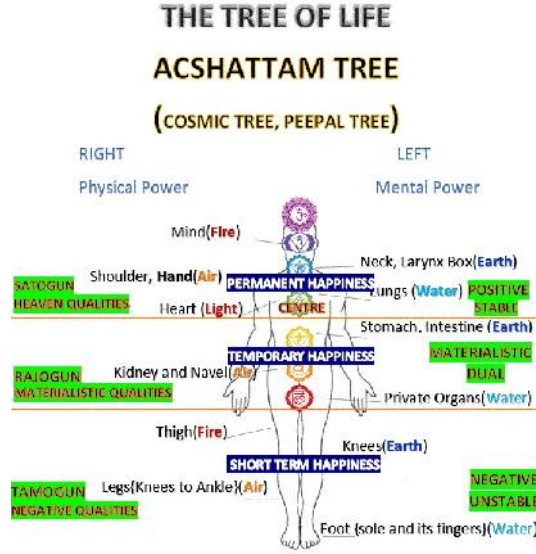
यज्ञार्थात्कर्मणोऽन्यत्र लोकोऽयं कर्मबन्धनः।  
तदर्थं कर्म कोन्तेय मुक्तसङ्गः समाचर॥१९॥ 6. BG 3:9

One should perform action or do work, as the yajna is done with the devotion, so as to make the mind and speech work together (Shri Vishnu) , or else attachment to outcomes happens, due to the action done. So, O son of Kunti! Perform your routine work, without any attachment to the outcomes, so that you attain freedom. Here Shri Vishnu means 'sacrifice'. "There are five elements constituting this body, namely, fire, sky, water, earth and air". (Taittiriya Samhita-v-2-8)7, and the qualities of these elements and the body is reflected in the knowledge and the speech of a person.

एवं प्रवर्तितं चक्रं नानुवर्तयतीह यः।  
अद्यायुरिन्द्रियारामो मोघं पार्थ स जीवति॥१६॥ 8. BG 3:16

O Arjuna! When a person does not follow the routine cycle, established by the Vedas, he only spends a materialistic life. He only lives a useless life to satisfy the desires of his senses.

Our body, constantly receives energy (five elements) from the universe. This energy is never positive or negative, only its application is positive or negative. If this energy flows in the upper parts of the body, it develops the satogun qualities. If we do not put this energy to the right use, then naturally it increases the tamogun (lower part of the body) behaviour, that directs the mind, speech and intellect towards the negative direction. (Mahanaradiya Upanishad-ix-1).9.



The Lord Krishna has said in BhagavadGita, that every person should follow the daily routine cycle, established by Vedas. There is a deep relationship between the body, universe and earth. The earth gets energy from the universe and the living being gets energy from both the earth and universe. The soul (heart, sunlight, Supreme Lord) gives energy to the entire universe, without anything in return, in the same manner, the human being should also consider the entire society as his family and work for the social welfare. Individual self and supreme self within one in very friendly manner as two golden birds in a tree. One bird ( individual ) eats the fruits while the other bird ( soul, heart ) stands as a witness without eating. His glory is greater than his creation. (RigVeda Samhita x-90-3 ).10.

#### Assimilation of the self- knowledge

नैव तस्य कृतेनार्थो नाकृतेनेह कश्चन।  
न चास्य सर्वभूतेषु कश्चिदर्थव्यपाश्रयः॥18॥ 11. BG 3:18

The great person, whose has attained spiritual liberation, with his pure actions, does not worry for the routine work and has nothing to be done as routine. He is not dependent on anyone, in his life. Assimilation of self knowledge and self realization, are the yoga and exercise of the body, that provides complete purity and satisfaction to the body. The person then lives in the state of equanimity and works for the society, without any selfish interests.

तस्मादसक्तः सततं कार्यं कर्म समाचारा।  
असक्तो ह्याचरन्कर्म परमाप्नोति पुरुषः॥19॥ 12. BG 3:19

“Therefore, a person should continue to perform action as his duties, without any attachment to the selfish interests, that helps him to attain Brahma”. A person should rise above the interests of gain, greed, etc, and perform action. If a person performs action through mind, speech and intellect and considers the entire society as his family, then his physical and mental purity is at the highest level. This results in the development of his divine qualities naturally. These people become immortal in the society, with their conduct and deeds.

#### Selfless Actions

उत्सीदेयुरिमं लोका न कुर्यो कर्म चेदहमा।  
संकरस्य च कर्ता स्यामुपहन्यामिमाः प्रजाः॥24॥ 13. BG 3:24

“If I do not follow the routine, then all the living beings will be destroyed and then I will become the reason behind the creation of unwanted creatures and so will be considered the destroyer of the peace of the living beings.” If this natural cycle is in discipline, then the length of the life of the living beings on the earth automatically increases. But, if there is an interference in the discipline, timing and

the natural functioning of this natural cycle, then it results in large number of diseases and sufferings of the mankind, resulting in the decline in the physical and mental qualities of the inhabitants of the earth.“ One should set an example of an ideal person in the society by working selflessly, so that the other people also follow this example”. (RigVeda Samhita-vi-32-3).14.

#### Power of the Heart – Action

सदृशं चेष्टते स्वस्याः प्रकृतेर्ज्ञानवानपि।  
प्रकृतिं यान्ति भूतानि निग्रहः किं करिष्यति॥३३॥ 15. BG 3:33

“An educated person also works according to his nature, as the complete body is composed of the three qualities of the nature, that every person, even the knowledgeable person pursues. Nothing can be obtained from an arrogant behaviour”.“The knowledgeable person should never be arrogant”. (Mahanaradiya Upanishad-Ixvi-4).16 . As the nature built human body, is equipped with natural qualities. The human behaviour is according to the three natural qualities of his nature built body, that is positive (satogun),materialistic (rajogun) and negative (tamogun). One should not discourage a person or interfere in one's work, but facilitate a person's objectives in a right direction meaningfully. When a person has a big mission or objective, to be accomplished in his life, then he becomes humble and modifies his behaviour in that direction. His narrow psychology and selfish behaviour changes in a positive direction and gets focussed on his big dreams and gradually his nature becomes divine. All this is enveloped by the supreme lord (soul & heart).(Vajasaneyi Samhita xl-1 ).17. If there is a tendency to suppress or discourage the natural qualities of a person, then his behaviour and conduct will be loathsome and will reflect ghastly in front of the society. Therefore, his forced arrogant and unruly behaviour will not be in favourable for other people.

#### Conclusion

When a person considers the entire world as his family and performs action, he is considered to be self aware. His mind, speech and intellect (the symbol of soul) together work in the same direction and from this he derives self satisfaction. For such a person, there remains no need to work for any personal gains. His divine qualities and actions together complete all the requirements of his life.Assimilation of self knowledge and self realization, are the yoga and exercise of the body, that provides complete purity and satisfaction to the body. The person then lives in the state of equanimity and works for the society, without any selfish interests.

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