

## **CHAPTER III**

### **RESULTS BASED ON QUESTIONNAIRE**

#### **3.1 Genesis**

The Srimad Bhagavad Gita is a great repository of Management, which could be immensely useful in the prevalent atmosphere of suspicion, friction, disillusion and mistrust, among the managers and workers as well, irrespective of level in the organization. The absence of human values and erosion of ethics in the organizational structure has resulted in a crisis of confidence and created an atmosphere of frustration among all.

Bhagavad Gita can provide a way-out to the management to come out from this crisis ridden flux. The questionnaire covers some of the basic issues detailed as follows: -

Does the Management of Srimad Bhagavad Gita is relevant in the present crisis ridden atmosphere?

Is Srimad Bhagavad Gita a motivational scripture.

Do the Managers at lower, middle and senior level understand the concept of Nishkama Karma of Bhagavad Gita?

Does the Nishkama Karma possible in the present situation which is full of greed and hatred.

Does the Managers at lower, middle and senior level understand the concept of Yoga of Knowledge, Yoga of action and Yoga of Devotion of the Bhagavad Gita?

#### **3.2 Profile of the respondents**

Lower, middle and senior level management officers of the Government of India, State Government, Central Public Sector Undertakings, State Undertakings and Private

organizations having experience of 15 years to 30 years. Officers at the level of Brigadier in Indian Army and Indian Navy were also included in the sample.

### 3.3 Questionnaire and Data interpretation

A questionnaire was formulated with the discussion of researchers and scholars of Bhagavad Gita to issue to all the respondents and results are discussed in succeeding paras.

**Questionnaire.** Attached an **Appendix A** was issued to 100 officers from Government of India, State Government, Central Public Sector Undertakings, State Sector Undertakings and Private organizations and officers from Indian Army and Indian Navy having experience of 15 years to 30 years in service.

#### Discussion on Questions

**Question 1.** *The first question was designed to ascertain the link between Bhagavad Gita and Management practice.*

**Purpose:** *The question was framed to know the relevance of Srimad Bhagavad Gita in management practice*

**Response:** *100 respondents responded by putting a tick mark on 'Yes'*

**Analysis:** *Thus it is clear that Srimad Bhagavad Gita is relevance in management*

**Question 2.** *Respondents were asked to comment on the concept that the Srimad Bhagavad Gita is a motivational scripture to gauge their awareness about teachings of Srimad Bhagavad Gita.*

**Purpose:** *The purpose of this question was to assess the awareness level of respondents of an important concept of Srimad Bhagavad Gita.*

**Response:** *100 percent respondents responded by putting a tick mark on 'Yes'*

**Analysis:** *Thus it is clear that Srimad Bhagavad Gita is a motivational scripture.*

**Question 3.** *Respondents were asked whether their job assignment addresses the concern of common man.*

**Purpose:** *The purpose of the question was to gauge the degree of consciousness toward common man.*

**Response:** *81 percent respondent replied that their job assignment addresses the concern of common man ranging from 3 to 5 on the scale of 1 to 5.*

**Analysis:** *During job assignment consciousness is observed*

**Question 4.** *Respondent were asked whether their work environment is inclusive/participatory.*

**Purpose:** *The purpose of this question is to test whether yajna culture is followed or not, which is one of the principle of Bhagavad Gita.*

**Response:** *93 percent respondent informed that their work environment is inclusive / participatory.*

**Analysis:** *Yajna culture is followed*

**Question 5.** *Respondents were asked ‘what is Nishkama Karma’ whether Nishkama karma is doing right thing (Karmashu Kaushalam) or do not expect any returns/leaving results on God.*

**Purpose:** *The purpose of this question was to assess the awareness of respondent the central theme of Srimad Bhagavad Gita.*

**Response:** *93 percent responded that Nishkama karma do not expect anything in returns/ leaving results on God and 3 percent responded Nishkama karma is doing right thing.*

**Analysis:** *Respondents have deep understanding of Gita and they rightly define Nishkama karma is expecting nothing in returns.*

**Question 6.** *Respondents were asked whether Nishkama karma is possible in this world.*

**Purpose:** *The purpose of this question was to know the relevance of Nishkama Karma in this world.*

**Response:** *78 percent responded Yes and rest No.*

**Analysis:** *Nishkama karma is possible in this world.*

**Question 7.** *Respondents were asked to rank (i) Yoga of Knowledge (ii) Yoga of Action and (iii) Yoga of Devotion in order of priority.*

**Purpose:** *Srimad Bhagavad Gita suggested three paths for salvation i.e. (i) Yoga of Knowledge (ii) Yoga of Action and (iii) Yoga of Devotion and all three converges to the realization of God. No path is superior than other.*

**Response:** *60 percent accorded 1st rank to Yoga of Knowledge followed by Yoga of Action and Yoga of Devotion, 23 percent accorded 1st rank to Yoga of Action followed by Yoga of Knowledge and Yoga of Devotion and 17 percent accorded 1st rank to the Yoga of Devotion followed by Yoga of Knowledge and Yoga of Action.*

**Analysis:** *All the paths are equal no one is superior to other depends upon the svabhava of the individual.*

**Question 8.** *Respondents were asked the feeling of fear, self-satisfaction and reward (on the scale of 1 to 5 where 1 is lowest and 5 is highest) during the performance of their duties.*

**Purpose:** *The purpose of this question was to test the applicability of the principle of Srimad Bhagavad Gita i.e. self-satisfaction.*

**Response:** *83 percent respondent responded self-satisfaction of ranging from 3 to 5, 28 percent responded fear ranging from 1 to 3 and 7 percent responded reward ranging from 1 to 2.*

**Analysis:** *83 percent responded self-satisfaction was prime mover during performing their duties. Respondent are following the teachings of Gita.*

**Question 9.** *Respondent were asked the feeling of downward accountability during performance of their duties in the scale of 1 to 5.*

**Purpose:** *The purpose of this question was to test the consciousness which is also the concept of Bhagavad Gita.*

**Response:** *78 percent responded downward accountability ranging from 3 to 5 and 22 percent responded downward accountability ranging from 1 to 2.*

**Analysis:** *It is clear Respondent have a feeling of downward accountability i.e. Respondents are conscious during performing their duties.*

**Question 10.** *Respondents were what type of management they practice in their respective organization.*

**Purpose:** *The purpose of this question also test the management style of the respondent to compare with management style of Bhagavad Gita.*

**Response:** *54 percent responded to lead by example, 21 percent responded to the practice of delegation and remaining responded authoritative style.*

**Analysis:** *More than 50 percent responded to lead by example. Leading by example is also the management style of Srimad Bhagavad Gita.*

### **Overall Analysis**

In view of the above analysis it is crystal clear that the management lessons of Srimad Bhagavad Gita are relevant in fast changing world of manifestation. Srimad Bhagavad Gita is treated as a motivational scripture and managers are aware about Nishkama Karma and Yoga of Knowledge, Yoga of action & Yoga of devotion. The managers are following management lessons enshrined in Bhagavad Gita.