

A Philosophical Study on *Bhagavad Gītā* and Managerial Functions for an Effective Management

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Bhagavad Gītā which is the most important Hindu scripture that has a philosophical significance has contributed for many fields for their betterment. Contemporary society is governed through management which can be defined as a process which leads to achieve effective goals through utilizing financial, human and material resources. The objectives of the study are to identify the contemporary relevance of *Bhagavad Gītā*, its interconnection between modern management process and the ways in which *Bhagavad Gītā* could contribute to improve the effectiveness of the management through managerial functions. Comparative and analytical method is being used in this study. There are five functions of management called planning, organizing, staffing, directing or leading and controlling. Planning can be defined as setting goals, the time frame and the ways in which it could be achieved. In this stage SWOT analysis; analyzing strengths, weaknesses, opportunities and threats can be done. Organizing is arranging resources in order to achieve goals. Staffing is defined as making an effective workforce that can be helpful when it comes to achieve organizational goals. Directing is leading the work force towards the correct path that will help to achieve organizational objectives. Controlling is evaluating performance and made corrections when needed. In *Bhagavad Gītā*, Lord *Krishna* leads *Arjuna* to achieve a goal by performing selfless duties. To illustrate, *Arjuna* had a goal, he was unable to understand his strengths, weaknesses, opportunities and the threats, lord *Krishna* helped to overcome his despairs, make an effective workforce and made corrections when needed by evaluating performances of *Arjuna*. Managers of organizations can learn many things from *Bhagavad Gītā* as forming an achievable vision, managing available resources, work commitment, work culture, performing duty, obeying commands, leadership, personality development in order to achieve organizational goals. Moreover, this study examines the functions of management which has been used in age-old *Bhagavad Gītā*.

Keywords: Bhagavad Gītā, effectiveness; functions; management; organizational goals
