

Dasbodh Philosophy, Inner Peace and Holistic Peace

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ABSTRACT

A person always wants happiness in his life & hence his mind always keep thinking to have well-being & to suppress the sadness. Nobody wants grief. However, an individual could not neglect grief & does not get happiness as per expectation. Hence, life has become stressful & violent. An individual is under tension, frustration, conflict & in opposition. Further today due to heavy competition, ever changing technology, expectations from family, peer pressure at workplace person's life has become like a machine. Our mind always keeps thinking of various aspects of related to work, family, social relationships, economic conditions, success etc & so on. A person spends all his energy to acquire the physical tangible elements needed for his day to day life to gain happiness. Mind is not in control & a person becomes restless & loses the his peace of mind. Research his aimed to how Dasbodha philosophy can help an individual to develop inner peace in his today's day to day life.

Keywords

Dasbodh Philosophy, Shri.Samarth Ramdas Swami ,Inner Peace, Holistic Peace.

Introduction

[17] Inner peace is transformation of self with responding with more courage, wisdom & compassion to whatever happens in life. Inner peace reflects positive self, inner joy, prudence, good health, compassion, constant efforts & alertness of an individual. [2]-[5] Our mind & body are connected & soul directs them. Our body needs instructions from Mind to do any task. Man is miserable because he seeks joy & peace in external conditions & objects. However, after due course of time as this physical elements are not everlasting he feels that he has wasted lot of time & money leading to losing his peace of mind. A person is unable to win his mind. [11] Inner harmony & peace are seen as inherent virtues inside an organisation. [13] A person need to be good in accordance to nature however essence of competition, money, status makes him selfish & self centered. An individual becomes part of rat race & loses his peace of mind. An individual needs to develop courage, peace & reduce the fear, anger in entire lifespan in all conditions through his mind.

Researcher has studied Dasbodh philosophy through various courses conducted by "Samarth Vidyapeeth" (Samarth University) & "Samarth Seva Mandal Sajjanghad" (**Trust dedicated to Samarth's philosophy**). Research is done to study impact and assessment of Dasbodh philosophy to develop this inner peace in an

individual for his entire lifespan leading to holistic peace.

ABOUT SHRI SAMARTH RAMDAS SWAMI

[2],[14] Shri.Samarth Ramdas Swami (A devotee of Lord Ram) a popular Sant (philosopher) in India was born on 1603 AD on the auspicious day of "Ramnavami" (The day Lord Ram was born). Samarth's advice through his prominent writings from Dasbodh (Spiritual Instructions to the followers) & Manache Showlk (Mind Moulding Melodies) spreads across all stages & disciplines of development human life span. Samarth's devotion to Lord Ram is in the form of effort both in performing day to day activities & in search of truth. If a person does his all deeds with alertness, pure mind, prudence, constant & pre-planned effort in right direction then he will attain peace in any situation. This is Samarth's philosophy of leading life peacefully with inner peace.

About Dasbodha, Mind Moulding Melodies & it's Philosophy:

[9] Mind Melodies are written by Samarth Ramdas in Marathi is famous in Maharashtra as a "Upanishad" in Marathi language. All pandits know these verses well & many children in different schools in Maharashtra proudly chants it daily. These address directly to human mind. There are total 205 verses. Each verses consists of 12 letters. Samarth Ramdas has made mind as a subject and target of preaching for mind

purification, benefits in both in personal as well as spiritual life.

[1] -[5] Dasbodh is guide for meaningful living . It emphasizes thoughtful & proactive action ,wisdom ,duty ,efficiency,excellence,effective planning & good health .Samarth has adviced not to use energy to attack ignorance,backward looking notions and irrational behaviour.Instead,he initiated constructive action on progressive lines.His methodology was uniquely both preventive & prescriptive.Dasbodh is written in the form of verses which is talk between Samarth and his disciplines.

[9] Human is miniature of this world and whole universe is composed of supreme lord in the form of trust-knowledge with universal mind along with the visible world.The soul in the form of mind and body makes up the mortal frame of man.Also, many renowed personalties has referred Dasbodh.

[26] RSS Chief Mr.Mohan Bhagwat has said that “Dasbodh teaches us on how to live life peacefully internally & how to behave in the outside world”.

Statement of Research Problem:

[9] HRM plays an important role of maintaining peace between employees, labour union & management. [11] However, HRM does not directly deal with inner peace of an individual. Infact inner peace contradicts HR drive for its functions.HR uses training programs to convert human beings to human resources.HR asks questions while doing recruitment, performance etc. An individual becomes part of rat race in order to protect & develop his career. [13] Further to maintain quality lifestyle to a person tries to earn more he gets snarled in the outside world ofcompetition,struggle,hopes, anger, jealousy & forget “Shri Ram”.All physical elements do not have any power to give joy or grief. This results in inside frusted, fatigued mind leading to loss of inner peace. Such a restless mind will never provide peace. Research is carried out to know whether Dasbodh Philosophy can be useful to develop inner peace of an individual in his today's day to day life on his own in cost efficient & effective way.

Objective of Research:

“Dasbodh Philosophy ” will help an individual to achieve inner peace in today's 21st century day to day life throught his entire life span.

Literature Review:

Inner Peace and Dasbodha with Mind Moulding Melodies:

[17]-[18] Inner peace is state of mind of an individual & is spiritual in nature. It is reflection of prayers, ,mindful walking & is harmony of body mind & spirit. [19]-[20] This peace starts with ourself to giving us inner strength. Our mind utilises this strength & it makes our body to act to withstand any problems & terrible situation.

[9] Samarth Ramdas points out in beginning in Mind Moudling melodies that in search of ultimate truth results are achieved through inner peace rather than struggle at individual level. Hence,Ramdas calls mind as “Door for inner Peace” & advices to follow path of devotion and worship by focusing mind on Shri.Ram.He says-[9] O ! Saintly mind, follow the path of devotion | And be blessed naturally with Shri Ram's vision.||

[2] Samarth Ramdas has choosen Lord Ram for devotion & taken him as a example in front of people because his life is as person same as life of normal person.Infact ,Lord Ram as a person has faced all difficulties like a normal human being. However, Shri.Ram has overcome all difficulties with extreme courage right effort, excellence, commonsense, effective utilisation of all resources, alertness., calmness,foucs mind. He is source of divine pleasure because he neither lost his calmness with any situation nor given up .Similarly, if we always complete our tasks with such dedication & sincerity like Shri.Ram will lead us to peaceful life.He says-[1]- [14]- [23] Shri.Ram Jai Ram Jai Ram | This to be followed as discipline | Will connect inner self || Perform correctly the acts therin,with prudence || What happens when you give up courage and patience | You have to suffer ,entire consequences || Many intellect and many opinions | The wise person knows || [13] Mahatama Gandhi is also devote of “Shri Ram” & as per him he is a power which is omnipresent & without any attributes. Gandhiji used to chant prayer “Raghupati Raghav Rajaram Patit Pavan Sitaram”. [8] Further he used to say

that “Each one has to find his peace from within. And the peace to be real must be unaffected by outside circumstances. Samarth Ramdas himself means devotee of Ram. He points that one follows & chants Shri. Ram with great respect and love, gains peace and rest, calm & satisfaction. Samarth says-[9] “Chanting “Ram - Naam” assures real rest | A devotee always enjoys bliss and ecstasy rare.

[15] In order to encounter inner peace, Dalai Lama suggest spending some alone time every day. This will provide you with space to reflect and shun negative thoughts such as anger, resentment, jealousy, and exhaustion. [2] He believes that a calm mind is the source of happiness and health. Samarth Ramdas has also mentioned that a person is external expression of life & can understand it by search of pure knowledge. He should rest in his self-form to understand knowing his strengths & weakness & using wisdom to overcome weakness. He advises that should desist from anger, lust which results in great pain, anxiety leading to trouble in our both corporate & personal life. Further one should never be arrogant, jealous at any time & do the work with intelligent strategies. Further, he has established 11 Maruti (Lord Hanuman) temples in Maharashtra so that young generation should be motivated to practice sound body & health. Samarth has advised people to practice Surya Namaskar (Sun Salutations) daily & he himself was practicing around 1200 daily. He mentions-

[1] -[14]- [23] The disciple should sit lonely | Take rest in the self form || By this quality, consolidates | Spiritual search of truth ||

[1] -[14]- [23] This task is full of mutual scuffles | How a weak person, match with it ? Many arts, intelligent strategies, for strong person | Should therefore be taught ||

[9] Oh Mind, have no anger, which is distressing | Oh no passion from which disorders spring ||

[9] Oh Mind never be arrogant at any time | of malice and deceit, be never be victim of crime.

[9] No More pondering over Sorrow | Never lament, nor worry may you mind ||

[4] Concious mind learns through experience. Sometimes Mind is controlled by feelings &

sometimes by action. Learning, belief & behaviour makes impact on conscious mind.

[2] [5] Samarth Ramdas Swami has laid lot of emphasis on efforts & he considers a concise effort as God. If a person does work with full concentration, self discipline he will definitely get succeeded in corporate & personal life. Samarth points to perform our household duties with honesty & in adequate with dedication. For household duties & for search of truth qualities needed are same i.e. prudence or wisdom, constant alertness, long term thinking. One should focus his mind on present & should not be sad for bad things happen in past & should not keep worrying about future. He says-

[9] One who chants Ram is unaffected by desire | For he gathers courage enough to conquer it |

[21] [22] Holistic peace extends from state of Inner peace to outer. Hence inner peace is core component holistic peace as “If an individual is in peace, then is family & then neighbour, society & so on.....” as shown in below figure no.1

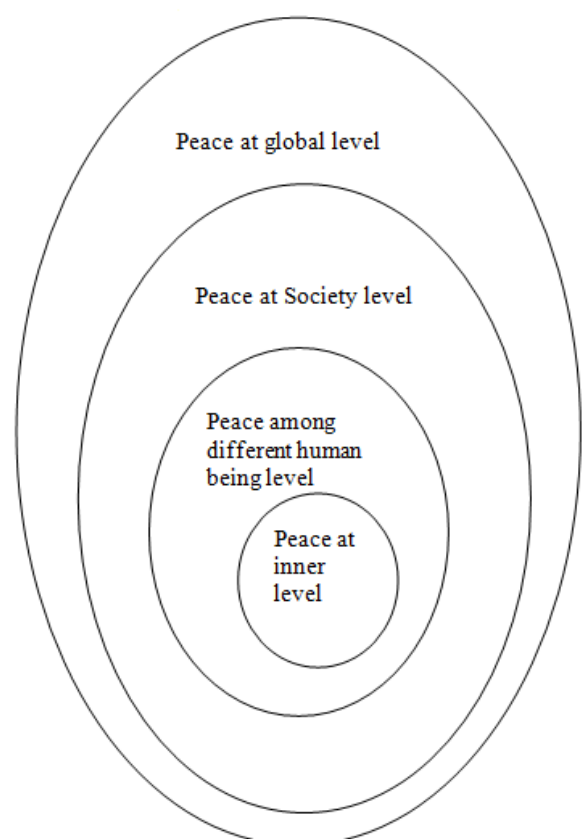


Fig No.1. Inner Peace to Holistic Peace

[13] Dasbodha philosophy mentions relation between 'Mind' & 'Brahma- Spirit of Universe'. Brahma is very subtle and grand in nature. Similarly human mind can be, however it need to be pure so that it can attain inner form. Mind purification happens in subtle & grand form. This form is expanded & is present in all elements, particles of this universe. Everybody has inner contradiction with self & which is obstacle in achieving inner peace. If a person is alone or doing meditation then different thoughts comes to his mind due to agility. This agility & contraction can be stopped at the source level i.e from Mind. Below fig no.2

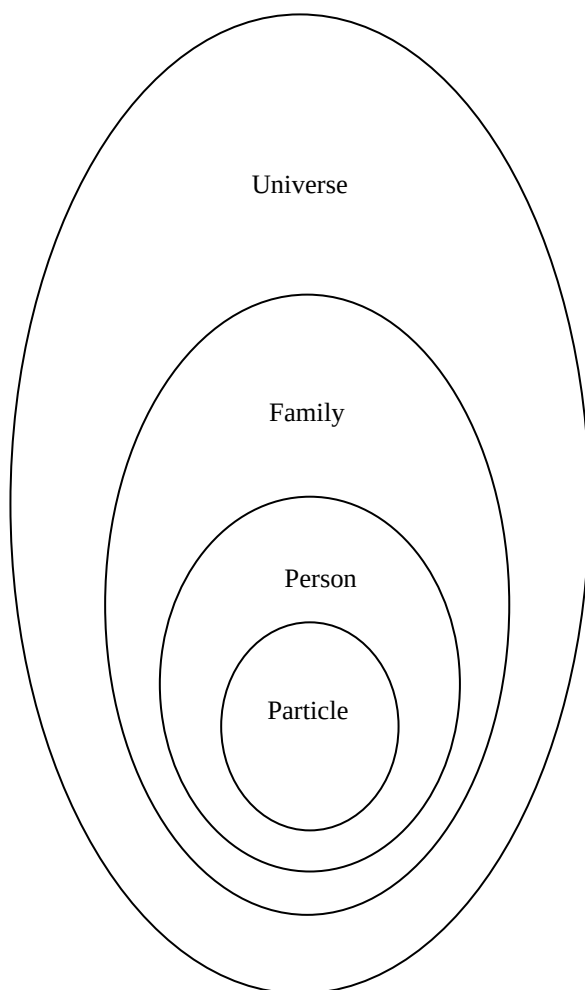


Fig No.2 Particle to Universe

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SHRI. SAMARTH RAMDAS SWAMI, MEDITATION AND INNER PEACE

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ABSTRACT

Generally, everybody feels that all physical entities will provide wellbeing, happiness & peace & such person is intellect. Hence a person spends his entire life for fulfillment towards his family, job or business, social life etc. At some stage for a while he or she feels that why I am doing all this & losses peace of mind. In order to balance life then they try to do meditation. Some people do meditation with other daily routine. However, when they try to meditate many thought process arises in mind & they can't concentrate. "Shri. Samarth Ramdas Swami (A devotee of Lord Rama)" has mentioned that for proper meditation one needs to understand purity in his soul & connect with supreme truth. This has to be done step by step. Research is aimed to do assessment & impact of meditation methods followed by Shri. Samarth Ramdas Swami on inner self of an individual & how to practice meditation in highest cost effective & efficient manner on his own. Meditation is essential now during this COVID pandemic & later too for peaceful & stress free life with handling both household duties & search of truth as per Dasbodh philosophy.

Keywords : Shri. Samarth Ramdas Swami, Meditation, Dasbodh Philosophy, Peace of Mind, Inner Self, Mind Melodies, Stress Management during Covid, Peace during Covid.

I. INTRODUCTION

[17] Meditation is connection between your mind, body & soul. It is a spiritual process of focusing attention on particular object to develop mental health of a human being. It is dialogue with self to realise & develop courage, concentration, wisdom, alertness, positivity, harmony & purpose of life. It gives us an opportunity to introspect ourselves knowing our strengths & weakness, Abilities & control on our behavior with calmness. All these factors define inner peace of an individual a situation which is connection between self & realized experience. (Atmasthan) Meditation was core of Yog in ancient India & is today its widely practiced throughout world.

[9] - [10] Authors have studied life & work of Shri. Samarth Ramdas Swami through his notable writings like Dasbodh (Spiritual Instructions by Master

to his followers) & Manache Showlk Mind Melodies) written around 350 years ago. Even today philosophy exists through Samarth Open University (Samarth Vidyapeeth & Samarth Seva Mandal) established by his disciples. Author is connected with open university & studied their programs from last 15 years. Even researcher has visited the monasteries established by Samarth which are functioning like organisations today on the basis of management principles laid by Samarth. Research is done in order to study meditation methods followed by Shri. Samarth Ramdas Swami & its impact on inner peace of an individual

II. ABOUT SHRI SAMARTH RAMDAS SWAMI

[2]-[8] Shri. Ramdas Swami was founder of Ramdasi community. His real name was "Narayan Surjaji Thosar" & was devotee of Lord Ram & Lord Hanuman. Infact Lord Ram has only given him name of

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Ramdas which means devotee of Lord Ram & hence Lord Hanuman. He was intelligent from his childhood & was involved in outside sports, exercise & strong mind with devotion. During his childhood at the age of 9 years when his mother was searching for him everywhere, Narayan was found doing meditation in dark store room in his house. When his mother asked him what you are doing here, he said "I am thinking & worrying for wellbeing of entire mankind of whole world". He used to wake up at dawn followed followed with Sun Salutations (Surya Namaskar). Then he used to chant "Shri. Ram Jai Ram Jai Ram" & "Gayatri" mantra. During afternoon he used to study all spiritual text like Vedh, Ramayan. In the evening time he used to listen Kirtan (A musical devotional program). Dasbodh (Spiritual Instructions by Master to his followers), Manache Showlk (Mind Melodies), Karnastak (Poems by devotee), Ramayan (Suderkand & Youdhkand), Atmaram (Dialogue with Soul) are his prominent writings.

III. ABOUT SHRI.SAMARTH RAMDAS SWAMI'S TEXT :

[3]-[6] All the text were written in Marathi language. All the text explains spirituality however this text also provides guidance on day to day functions of today's life a person like Meditation, Management, household duties, politics, economics, family planning, optimum use of resources, wisdom, constant alertness & efforts.

IV. STATEMENT OF RESEARCH PROBLEM :

[4]-[12] Organizations today are widely practicing Yog & Meditation for their employees so that they can be healthy & can provide better results at work. Even during the COVID situation all the organizations have started with online Yog & meditation sessions for peace of employees to reduce anxiety, stress & attain inner peace. However an individual under constant competition, peer pressure, family expectations is not able to focus fully on Yog. [18]-[19]-[20] Human mind is subtle in nature & in fact when a person tries to learn & practice meditation various thoughts arise in his mind. Hence an individual is not able to focus properly on his work resulting in loss of inner peace. Meditation & spirituality relate to work performance. Research is

carried out to study meditation methods followed by Shri. Samarth Ramdas Swami & to know whether it would be useful to develop inner peace on his own.

V. OBJECTIVE OF RESEARCH :

- A. To study meditation methods followed by Shri. Samarth Ramdas Swami
- B. Meditation methods followed by Shri. Samarth Ramdas Swami will help an individual to achieve inner peace on his own.

VI. LITERATURE REVIEW:

A. Meditation and Dasbodh with Mind Moulding Melodies :

[11]-[13] Different meditation techniques are Spiritual, Mindfulness, Movement, focused, Visualization & chanting meditation. Spiritual meditation provides deeper connection with soul. Mindfulness covers subtle mind & movement is like doing Yog. Focused Meditation can be done by focusing on single object such as breath & visualization is realization. Chanting involves repetitive use of mantra (internal sound). Meditation must be done on daily basis in order to get best results.

Samarth points out in Mind melodies-

[5] By chanting the name of Ram, be blessed forever | By action, meditation and prayer regular.

[2] Samarth himself has chosen a beautiful greenery place called "Shivthargal" for his meditation & writing Dasbodh. This is a natural cave & Samarth stayed there around for 11 years. Further, he used to practice around 1200 Surya Namaskar (Sun Salutations) everyday. He used to chant mantra i.e "Shri. Ram Jai Ram Jai Ram" for mindfulness & has asked his disciples to follow it & to never stop it in any situation. This will help to visualize God. Even if an individual keeps chanting name of God without doing any other type of meditation he will be in peace. He mentions in Dasbodh-

[1]-[7]-[8] Without doing anything, a human being | Simply goes on chanting the name of God || The God round weapon, is pleased | He protect his devotees ||

[1]-[7]-[8] Therefore Remember the God, continuously | Remember the God's appearance, in your mind ||

[15]-[16]-[21] People begin meditation by focusing on some object however we are unable to focus on the same & different thoughts arise in mind. Even we are not able to identify my object easily & we can't decide where to hold affection.

[2] Dasbodh has a chapter called "Statement of Uninterrupted Meditation". Samarth advises to recognise GOD & then concentrate & meditate about supreme excellence.

An individual needs to understand that God resides in the mind of individual and occupies inner self. Continuous remembering of GOD is the sign of uninterrupted meditation. We must be loyal to inner self while doing meditation with full focus & effort. Half-hearted mind will not lead to full effort. With sign of prudence & actual experience we need to realise that myself & supreme truth is same. This needs practice, constant & correct effort, alertness & focused mind with step by step approach slowly.

He mentions-

[1]-[7]-[8] Meditation takes place, aptly appropriate | It's witness is our mind | In the mind, sign of doubts, queries | Should not be allowed to take place ||

[1]-[7]-[8] Unnecessarily the mind has concentrated together | It leads to intermittent meditation | Who has found this meaningful? Why don't you see?

[1]-[7]-[8] With uninterrupted meditation | Understood the true perspective ||

[1]-[7]-[8] By actual experience, present the discriminating faculty | With Strength of Prudence and rationality.

[2]-[3] If an individual practices meditation following Samarth's philosophy of meditation then it will help an individual to achieve self transformation & to experience wisdom to withstand in any situation. This will increase peacefulness giving positivity to overcome problems leading to inner harmony of mind, body & spirit establishing inner peace.

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DEVELOPING POSITIVE THINKING MINDSET THROUGH DASBODH PHILOSOPHY FOR BUDDING MANAGERS.

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Abstract:

Purpose: A budding manager is the fresh entry in the industry. They put first step in their Job or Business & are starting to succeed. It's like a baby putting first step to walk. While baby is happy that he or she can walk now but he/she keeps falling constantly but continuous efforts leads him/her to success. Similarly, a budding manager is happy that he gets job or starts business however many managers experience a lot of difference & this leads to dissatisfaction, stress, anger, anxiety etc resulting in negative thinking & fear of failure. They also lack exact technical skills. In such a stage positive thinking mindset is important which can overcome such situation.

Research is aimed to study the human skills needed to build positivity & how these skills can be developed using Dasbodh Philosophy (Spiritual instructions by Master to followers) written by Shri.Samarth Ramdas Swami (A devotee of Lord Ram) leading to positive thinking mindset on his own.

Approach: Since research focusses on developing positive thinking qualitative research method is used. Extensive literature survey is done to study human skills needed by budding managers today which relate to positivity. Further research will suggest which elements from philosophy will be useful to develop these human skills & hence to develop positive thinking mindset.

Findings: Dasbodh philosophy will help to develop positive thinking mindset on its own in any situation. It depends upon how a budding manager with self-discipline regularly practices advice spread across the text.

Practical/Theoretical implications: Dasbodh is human development tool & Management exists in Dasbodh.

Originality/Value: This research will be help to create strong pillar for human skill development & hence to develop positivity among managers to withstand any situation.

Keywords: Soft Skills, Human Skills , Dasbodh and Management, Positive thinking Mindset, NEP - 2020.

I. 1.INTRODUCTION:

A. 1.1 Budding Managers:

(Prof Ruchi Tewari, 2012) A Budding Manager is someone who is beginning his or her career either through job or business. They have lot of energy, full of dreams, expectations since its start for them. Everybody wants to develop, recognised & want to be popular in industry. (Govt, 2021) The main problem budding managers across the world are facing is unemployment. India has largest young population in the world in the age of 15-29 years. Around 12 million budding managers are added every year in India. More than half of India's population are below age of 35 years. Every fifth individual is from India of total youth in the world. Govt of India has realised it & has launched programs like "Pradhan Mantri Kaushal Vikas Yojana (PMKVY) scheme, National Apprenticeship Promotion Scheme" under skill India campaign to make youth employable.

1.2 Human Skills, Positivity & Spirituality:

B. (Ernsberger, 2017) Human skill is inherent ability of an individual to perform a certain task on individual basis or with team. We cannot measure it & can only be experienced. It is combination of self-expression & self-experience. The source of human skill is human Mind since human body needs instructions from Mind to work & act. Since Mind -body & soul are interconnected spirituality plays a vital role in human skills & positivity development.

1.3 Shri.Samarth Ramdas Swami :

C. (Dr Abhyankar, 2011) Samarth Ramdas is popular philosopher from 16th century in Maharashtra. There can't be other name apart from "Samarth (Excellence)" for his work. His teachings has both self development and nation development. He has formed more than 1100 spiritual foundations for experiencing positivity & strength of Lord Ram as a person. He has used these branches as a base to attract youth towards devotion, mind power development & nation development. He has motivated the dull people showing path of work as worship & given them new direction to live human life with alertness. He himself was person with extreme positive attitude. Infact, he got developed idol of Shri.Ram, Laskhman, Sita Mata & Hanuman for "Sajjanghad" temple from a blind artist. Also, he was having a strong body & he used practice around "1200 Suryanamaskar -Sun Salutations" daily.

D. 1.4 Dasbodh Philosophy:

(Dr Abhyankar, 2011) Samarth Ramdas has written a vast literature & out of that "Dasbodh & Manache Sholk" is prominent writing. Dasbodh means spiritual instructions by Master to his servants & Manache sholk is "Dialogue with Mind". It consists of guiding principles on how to live excellent life & importance of human behaviour. Devotion is base of Dasbodh philosophy but same is combined with wisdom & intelligence. Mahatma Gandhi used to say that " Dasbodh is factory of making humans". (Kumar, 2021) (Zims, 2000) Further Dasbodh consists of modern management concepts & this is acknowledged by IIM, University of Oxford too.

II. 2. STATEMENT OF RESEARCH PROBLEM:

A budding Manager needs lot of guidance & support as it is his first start of career as a job or as an entrepreneur. Though organisation gives emphasis on training on skills development including soft skills, an individual needs to do effort to adapt skills on his own too. There is an average 35 years of career ahead & he needs to sharpen his “Human Managerial skills” as this is constant process. Further, individual behaviour of the managers affects his personal life & this impacts work. *Human mind being subtle in nature a person is unable to use his skills with his full potential. This results in mismatch between expectations & reality leading to stress, loss of emotional control & hence loss of positivity. Even though expectations are met due to desire of more successes new expectations are set. This is basic nature of human mind ,however spirituality will help to address mind since Mind -body & soul are interconnected.*

III. 3. RESEARCH OBJECTIVE:

- To study human skills needed by budding managers which relate to positivity.
- To study how Dasbodh philosophy will help to develop these human skills leading to positive thinking mindset of budding managers on his own

4. Literature Review

A. 4.1 Human Skills, Positivity & Spirituality:

(Claudia Custodio, 2015) A Manager is someone who gets things done. He sets out an action plan and mobilizes the resources (men, material, money) required to achieve them. Setting up goals, implementation & controlling are typical functions of a manager. However, the world has changed radically. Communication & connectivity has increased & we have been buffeted by immense social forces. Talented people are scarcer, people have become more conscious of costs & benefits. Hence the definition of a manager has to change with changing times. The Thrust is more on dynamic process here. The manager is a dynamic entity & today he is required to initiate new goals, define a vision & chart out a course of action. CEO who gain more human skills during their work experience promotes more innovation. Also, people are judged through individual behaviour. It's only self realisation by giving instructions to Mind can control all levels of human behaviour i.e Intrapersonal, Interpersonal & organisational behaviour. Hence if individual behaviour is balance rest all will be under control leading to positive thinking mindset

(Petr Smutny, 2015) Human skills is combination of personal, interpersonal & organizational skills. Further positivity depends on Personal Effectiveness, Communication, Time Management, Stress Management, Networking Motivation, Leadership, Team Working, Planning & Networking. A budding manager need to apply all these skills in his career. Ter Leadership skills depends upon motivational skills, communication skills & overall co-operativeness. Stress & positivity is interrelated. Higher stress results in negativity. (Umashankar K, 2013) Gurukul education system in India used to taught interpersonal & intrapersonal skills. Even Maslow's Theory of Hierarchy of needs

mentions about self esteem needs & respect for others. Many of the organisations like have started adding spirituality & yogic practices in their training programs.

(Davy, 2002) Most of employees finds lack of proper organization culture & are highly demotivated to do work. Also, stress is very high among Managers due to above problems. Hence, a budding Manager is not able to deliver his results. Also, skill development is a focused activity & it should self-sufficient & effective. Also, there are many models developed for Managerial skills development but there is no universal or standard model which can be applied to every country. Further, human skill development need to within i.e the mind level.

B. 4.2 Dasbodh Philosophy, Human Skills development & Positive thinking mindset:

(Rairikar, 2021) Human element, what is called 'human resource' is not simply intellectual property consisting of human knowledge and skills, but is human spirit as well. An organization need to nurture and value the human spirit which is an integral part of leadership. Samarth's entire teachings are based on efforts i.e practice in right direction. He has clearly mentioned in Statement of excellent person, intelligent application & statement of efforts. He mentions -

(W.G.Tambewekar, 2010) First think about efforts | Better to talk on it ||

(Rairikar, 2021) To elevate human skills as per Samarth Ramdas Swami one should develop self by introspection, habit of learning new things, delegate work as per authority. A good leader should know how to put different people to varied tasks. A leader should create future leaders. Samarth Ramdas Swami had made such "Head" (300 years ago who used to manage the Monasteries (An organisation). This is achieved from nothing i. e Zero to 1300 branches throught India. Similiarly, Leaders can elevate their leadership style on their own. Their mindset will be focused to follow growth path enhancing their leadership style too. This shows Samarth's leadership & Networking capabilities. He points out-

(W.G.Tambewekar, 2010) Delegate the work after seeing the ability | Believe & rely on people after seeing their Industry ||

Spiritual Head should develop other spiritual Heads | Equip them with intelligence, ingenuity and skill ||

Those who behave with foresight | They are good men ||

Alone in Team | How he can succeed ||

(Chincolkar, 2013) Personality of an individual cannot be changed, it is hardcoded in the brain before puberty, behaviour can be modified and habits changed, made more efficient & ethical. Business starts first by articulating target first, then the plan and resources for executing the tasks. Skills come later & can be learned & practiced. What is coming from within one is his responsibility to fix it. An individual's mind is the most sophisticated chemical factory. One should be great manager of this factory & not lousy manager.

This is continuous & regular process as shown in figure. Dasbodh philosophy will lead to human skill development leading to positive thinking mindset.

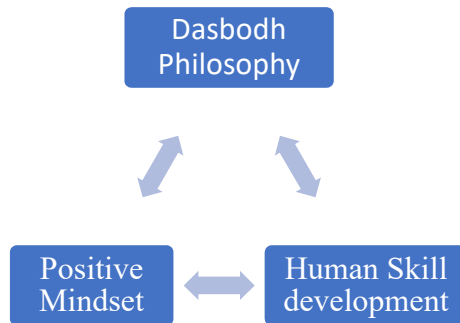


Fig : How Dasbodh Philosophy impacts Human skill development & positive mindset.

1) 4.2.1 Self-Motivation, Planning & Alertness development:

(Nirgudkar, 2011) Ramdas Swami inferred that a person can be more effective in his profession if he sharpens his knowledge on a regular basis & takes right effort to prepare self. Hence a person should always learn & acquire skills related to his profession. Hence our own training & development, personality development & acquiring communication skills is in our responsibility. Further, he says that Team players who helps others to achieve their objectives possesses team spirit & has right attitude. He points out-

(W.G.Tambewekar, 2010) ‘A person’s Level of preparedness | Will only shape his performance ||
The foolishness can be given up |The wisdom can be learned||
Daily write something | Develop Habit of Reading

2) 4.2.2 Developing Self Planning, Communication, Networking Skills & Self Learning, Active Listening Skills:

(W.G.Tambewekar, 2010) Samarth Ramdas Swami empathetically said that for leading a meaningful life in real sense, one must lead a planned & controlled life. Some chapters like “Characteristics of foolish, characteristics of great sage, characteristics of wretched characteristics of divinity” describes guidelines as to what as person needs to do & which things he should avoid. Hence, every individual in an organisation should plan his daily activities in work & life. Also, one should follow the plan with discipline. Such person only can be successful in organisation, personal life & in “Search of Truth”. Ramadasis (Follower of Dasbodh Philosophy) even today are also following the daily schedule given by Samarth in all montasaries & developing it further on basis of these teachings. Samarth mentions -

(W.G.Tambewekar, 2010) First of all, attend to your ‘Household’ | Then, pursue the prudence of “Search of Truth” ||

As a fruit of taking this birth | Accomplish & succeed in something |
Non-performance, makes this form, futile | And unnecessary burden on Earth ||
Those who understood & behaved | They are
Control the main policy yourself | Whatever is to be done, get it done through others |

(Gokhale-Bhuskute) Samarth Ramdas Swami’s gives advice to Mind-
Always talk in a tone Mild & humble | Oh Mind, Pacify all those around globe ||

4.2.3 Wellness, Stress Management & Time Management, Mind Management & Control:

(Halsagikar, 2008) A budding manager need to do effective planning & need to utilise a single minute. Competition is increasing day by day. Hence, we need to effective implementation of our daily schedule. We need effective time management for devotion, exercise, work & personal life. Samarth has given below principles -

(W.G.Tambewekar, 2010) Listen about Good this good deed | Don't waste a single minute I

Further, he has given definite guidelines that how an individual should plan his day & work. He points out-

(W.G.Tambewekar, 2010) Wake up Early | Read & Revise |

By all your concentration | Praise God ||

Revision of earlier lessons & further recitation | Observe this rule by close follow up | Irrelevant talking and blabbering should not be done ||

Then have fruits | Start your work & business

With right & soft words | Win people's heart |

Whatever your business /work | Be always alert |

To be alert | Always concentrate your Mind ||

Have complete knowledge of your work & business |

5. Significance of Topic :

HRM exists in Dasbodh & all the budding managers will be motivated for further studies. Budding Managers has all qualities like productivity, service , learning & development & leadership skills. However, there is need for hour to combine all this qualities & implement them towards path of progress. This research will help to implement this at source level so that they can further expand it during their entire career. This study will help them to be optimistic in any situation & they will deliver their best & excellence. The overall result will be generation of highly productive & glorious young generation entrepreneurs. They will be in peace with both corporate as well as spiritual life as Samarth mentions that both are necessary & can be achieved using same qualities. Further, Dasbodh philosophy can be added in "National Education Policy -2020."

6. Limitation of Study:

Dasbodh philosophy can be applied for entire HRM department & overall Management function. Here we are considering only human skills.

7. Conclusion :

Dasbodh philosophy will generate positivity in budding managers however they need to practice it on daily basis. Devotion, intelligence & effort need to practiced by budding manager with reading ,revision & implementation, feedback with corrective action as mentioned by Samarth. Organisations can start training sessions for elements of Dasbodh philosophy with the help with help of practioners. This can be achieved by comparing Dasbodh philosophy elements mentioned in this research with work & life of young entrepreneurs like "Microsoft founder Mr. Bill Gates, Paypal founder Mr. Elon Musk." This will enable organisations to build plan of action.

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- || Jai Jai Raghuveer Samarth ||



Shri.Samarth Ramdas Swami-A global Management Guru for developing Positive Thinking Mindset

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Abstract -

This research paper touches the most important element in human life “Positive thinking Mindset.It’s the Power of Positive thinking only which has converted ‘IMPOSSIBLE TO I AM POSSIBLE’ delivering results and overcoming failures in any situation. Research is aimed to do assessment and impact of “Dasbodha Philosophy” an epic written by “Samarth Ramdas Swami (Devotee of Lord Rama)” to develop positive thinking mindset of an individual.

“1. Introduction”

Everyone must encourage oneself to have positive thinking their life. An individual’s life is set of different activities which are responsible for success & failure. Everyone as per his thought process carries tasks in personal as well as in organisation as per rules and regulations. Success gives us joy & confidence however we achieve it after overcoming lot of failures. At such moment a person with positive thinking can overcome obstacles. But due to fear of failure our mind thinks negatively resulting in dis satisfaction, stressful & tragic life. [12] Positive thinking is an effective treatment for an individual wellbeing in all aspects of life personal, corporate, business, health, stress, spirituality. Currently, when entire world is under ‘Corona (COVID)’ pandemic positive thinking mindset would empower an individual to fight against it. Researcher has studied Dasbodh through “[23,24] Dasbodha Studies Programs & Samarth bodh, Sadhak & Pradnya program conducted by “Samarth Seva Mandal Sajjanghad and Samarth Vidyapeeth respectively. Research is aimed to know how Dasbodha philosophy would help an individual to develop his positive thinking.

1.1 About Samarth Ramdas Swami

[2,21] Samarth Ramdas Swami was born in 1603 AD. There can't be better description than word Samarth which means capable for him as this name was given by Shri.Ram only. Ram's story is a metaphor for human strengths and weakness and as a window for inner divinity. Samarth constantly laid his efforts upon human development both in family and society. Ramdas envisioned his society to be progressive equally on the material as well as the spiritual front treatment for an individual wellbeing in all aspects of life personal, corporate, business, health, stress, spirituality. Ramdas was not only a saintly figure of his times but also a resourceful organizer. He initiated a movement and built an entire organisation of missionaries (branch) across India to propagate the tents of Hinduism across the country. He started with Zero & then scaled up to 1100 branches functioning with policies, rules, discipline, resources, learning, etc. Each branch was having Mahant like a Manager. Dasbodha & Manache Sholka are his prominent writings.

1.2 About Dasbodha & Dasbodha Philosophy.

[2,21] Shri.Dasbodh the most important writing of Samartha. It consists of guidelines for common man to experience highest value of life i.e search of truth & path to achieve it through worship. However, Samarth's way of worship is based on intelligence, sense, effort and constant alertness. As per Samartha qualities needed for household duties & search of truth are same. This forms the basis of Dasbodha philosophy leading to positive life for an individual. Dasbodha consists of 20 main chapters & 10 subchapters. Some chapters like characteristics of great sage, divinity, discourse on effective writing listening, efforts, knowledge, human body element sorts out queries of common man through questions and answers in the form of verses.

[15] When a disciple asks that why we should read this epic, then Samarth replies-

Devotion, elevates to Godhood | Surely, transforms man into God | Such is the view | Express in this book |

However, Dasbodha also has Management thoughts & many renowned people have acknowledged these facts. [19] **“Dr. Vijay Bhatkar”** Computer Scientist, IT Leader and Educationalist has said - Due to Lack of Management people & hence society is restless. “Dasbodh answers a common question which everybody has Who am I & how to Control my Mind .

[20] **“Dr. Vishwanath D. Karad”**, Founder and Director General MIT World Peace University said “Dasbodh written by Samarth Ramdas is still so relevant that today's management gurus

should take inspiration from his writings. These scriptures formulate the very basis of our existence.

[25] Our “**PM Narendra Modi**” has mentioned in his speech at Satara that “Samarth Ramdas Swami is one of the great Social & Spiritual leader who has given proper direction for well being of our people”.

[17] This epic has won place in **Oxford University** Library as “Noble Management book”. [18] **IIM Lucknow** has mentioned that Lord Ram is the oldest Management Guru.

“2. Statement of Research Problem”

[12] People are key asset for the organization. People bring to their workplace their hopes and dreams as well as their fear and frustrations. People work radically rationally, doing their fair share of work & tasks. However, suddenly few people appear distracted, some taking advantages of others & got caught up in anxiety & high pressure situation. This affects their personal life too. But those with some ideas in advance in how to cope with pressure are more likely respond in ways that are more functional, less stressful & career advancing. These ideas are nothing but positive thinking which is way of thought that approaches life in a more confident and productive way.

“3. Objective of Research Paper”

“Dasbodha Philosophy” will help an individual to develop positive thinking mindset.

“4. Literature Review”

4.1 Samarth Ramdas & Positive Thinking Mindset

Samarth Ramdas Swami has laid lot of emphasis on efforts & he considers a concise effort as God. If a person does work with full concentration, planning with Ram in mind he will definitely get succeeded in corporate & personal life. Samarth points to perform our household duties with honesty & in adequate with dedication to Ram with search of truth. For household duties & for search of truth qualities needed are same i.e Sense Constant alertness, long term thinking.

[13] Stephen R Covey has mentioned that positivity can be gained by “Being Proactive, Synergizing & Sharpening the Saw” which reflects Ramdas Swami’s wisdom, importance of efforts and keeping oneself educated. Samarth has placed correct effort as Worship. [15] He mentions -

One will definitely achieve goal | First have to start working towards it. | Work is like God. | You better set your heart on it. || Foolishness can be given up | The wisdom can be learned |

[6]As per Dalai Lama, “Just one small positive thought in the morning can change your whole day.” Ramdas Swami has mentioned that one should do learning or work planning for the day in the morning & should concentrate on Shri.Ram.[15] He mentions-

Wake up Early | Read & Revise

| By all your concentration | Praise God ||

[8] If an individual says that I am in God's hands then you would feel the power of positivity. Self knowledge & effort will give us cure. Suggestive articulation (repeat audibly some positive words) would give positivity. Also, an individual cannot be physically healthy until he/she is spiritually healthy. Further, Peale describes God Prayers as a source of positivity because they stand for “Affirmative Prayers which release powers by which positive results are accomplished.” Obstacles can be overcome by changing mental attitude until it becomes a positive obsession through God giving us strength. Positive forces bring positive results to pass. Positive thoughts create an atmosphere to the development of positive outcomes. We need to be close with people with positive thoughts. [15] Dasbodha mentions-

Principal is the discourse on stories of God Hari | Second, is the political activity||

Raghunath is our Family deity | Raghunath guides our pursuit of Truth ||

Do all activities by remembering Raghunath | That is instantly successful ||

The Architect of Success is Ram | Must be born in your Mind ||

The Doer is Ram and not I Myself ||

The first & most important duty of everybody is devotion towards God by every possible way. Then comes politics based on search of truth. He advises that Success is due to Ram & he is the guiding principle behind our efforts for all activities & search of truth. He has advised to chant a simple mantra “**Shri.Ram Jai Ram Jai Ram**” for well being of human mankind. This is the mantra of positivity because there is nothing negative in Ram. [5] Valmiki Ramayana reveals how to go ahead with a righteous living enhancing Managerial effectiveness of an individual.

Samarth is asking Ram in his poem “Give me Intellect” to give us Intelligence, Communicator, Excellence, Win Win Problem Solving Ability, Dynamism, Decisiveness, Administration Skills, Foresightness, confidence, Coordination, honesty, Knowledge, Team building ability.[11]. Above are the qualities needed to develop positive thinking from Human Resource Management point of view. [10] A Management thinker should stay away from negative thoughts like Loneliness, Irritableness, Ruthlessness, and Egocentricness.

[9] Dr. Martin Luther King Jr mentions in his famous speech “We shall Overcome” because of his positive thinking mindset. He could see obstacles driven away. This made behavioral change in his actions. Dasbodha mentions –[15] Those who understood & behaved | They are || Listen about Good this good deed | Don’t waste a single minute |

[16] Lincoln during his life at each failure said to self that “It’s a slip and not a fall”. He stayed alert in all situations in his life like poverty, election failure, loss in business and health issues leading to positive thinking. Samarth has also mentioned that we need to alert & should not lose courage in any situation. [15] He points out-

Start your work & business With right & soft words | Win people’s heart || Whatever your business /work | Be always alert ||

To be alert | Always concentrate your Mind ||

Have complete knowledge of your work & business ||

[17] Aristotelian principle focusses on positive thinking & human behavior showing high moral standards which forms basis of positive psychology. Similarly, Dasbodha philosophy is based on constant efforts, worship, knowledge, sense or wisdom, constant alertness, self introspection, human behaviour which is base for positive thinking.

[10] Business leaders has suggested that “Spirituality” will be part of businesses success in 21st century and hence spiritual quotient of an individual.

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