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Indian knowledge system's vedic-yogic science based 'organizational level action-outcomes infographic' implying organizational development

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Abstract

There is a need to incorporate the Indian Knowledge Systems (IKS) based concepts & models in the contemporary Business Management syllabus. This can enable the organizations to increase organizational level soul force for the 'collective capacity building, excellence, prosperity, success, & victory'. IKS based concepts & theories like the Rig Veda's Saudnyaan Sukta, Adi Shankara's Advita Vedanta, Srimad Bhagvad Gita, etc have already deliberated on the collective human potential & possibilities. The Vedic-Yogic Gurus like Swami Chinmayananda Saraswati, Maharishi Mahesh Yogi, Sadhguru Jaggi Vasudev etc. have kindly unfolded the ancient secrets of human development & beneficial collective living. The Sanskrit language anciently defined concepts like individual's soul force, group's soul force, organization's soul force, & finely discriminated between institutions, organizations, etc. It facilitated clarification & correction of the modern concepts. On the foundation of the IKS' Vedic-Yogic Science based 'Organizational Level Action-Outcomes Infographic' implying 'Organizational Development', current study also attempted to integrate East-West, Science-Spirituality. Modern social network researchers are also keen to know the group dynamics related to their emergence, stability & micro-macro integration. This study used the mathematical modelling to formalize the IKS based concepts & the proofs from the quantum physics. Bose-Einstein Condensate (BEC) was modelled with the Rig Veda's Saudnyaan Sukta. It is supported by modern classical organizational examples. Considering the involvement of the multiple levels of the human existence, & the process of analysis-synthesis-integration, this was an integral method & way of thinking.

From the integral method employing mathematical tool on the IKS & modern science concepts, an infographic implying the 'Organizational Development' emerged. This infographic clarified that if negative group level soul forces integrate the groups become vagabond, & constitute negative organizational level soul force. This eventually ends up in organization's total destruction. On the opposite side, if a positive group level soul forces integrate they become bonded, & constitute positive organizational level soul force. This leads to organization's collective achievements. IKS holds infinite potential to guide the current world. The reflection of the Rig Veda's Saudnyaan Sukta & Sri Adi Shankaracharya's Advita philosophy can be sensed in the final IKS based action-outcome infographic implying 'Organizational Development'. The positive group forces leads to the integration of the much powerful positive organizational force. This collective force only fetches success, victory, & prosperity. The positive organizational force can overpower & overcome the negative organizational force. It can be the Vedic-Yogic roadmap for the organizations for their all round development. Also, this integrated study can be the bridge between IKS & the Psychology & Management. It can be incorporated in the academic syllabus for these disciplines.

Keyword: Indian knowledge system, veda, yoga, organizational development

Introduction

An individual is the basic unit of a group. Group is the basic unit of the organization. This article exploring the संघटनात्मक बल / Organizational Level Soul Force (OLSF) is the final in the series that formed the group level research unfolding "समूहात्मबल / Group Level Soul Force (GLSF)" [1]. It originated from the individual level research that recognized "आत्मबल / Individual Level Soul Force" [2, 3] & 'Jiva-Brahma demystification' [4].

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The universal integration of the humanity for common prosperity was well recorded in the Rig Veda's Saudnyaan Sukta. It is as follows, “सं-समिद युवसे वर्धन्ने विश्वान्यर्य आ | इत्स पदेसमिध्यसे स नो वसून्या भर || sam-samid yuvase vṛṣannaghne viśvānyarya ā | iḷas pade samidhyase sa no vasūnyā bhara. सं गच्छध्वं सं वदध्वं सं वो मनांसि जानताम | देवा भागं यथा पूर्वे संजानाना उपासते || samghachadhvam sam vadadhvam sam vo manānsi jānatām | devā bhāgham yathā pūrve samjānānā upāsate. समानो मन्त्रः समितिः समानी समानं मनः सह चित्तमेधाम | समानं मन्त्रमभि मन्त्रये वः समानेन वोहविषा जुहोमि || samāno mantraḥ samitiḥ samāni samānam manaḥ saha cittam eṣām | samānam mantramabhi mantraye vaḥ samānena vohaviṣā juhomi. समानी व आकूतिः समाना हर्दयानि वः | समानमस्तु वोमनो यथा वः सुसहासति ||” samāni va ākūtiḥ samānā hṛdayāni vaḥ | samānam astu vomano yathā vaḥ susahāsati-(Rigveda 10.191)” [5]. To Vedas, “The members of the group are expected to have unanimous agreement (resolve), their minds all acting together towards the course of action, (mind & thought) flowing in the same direction. It is relevant to the success of the governance” [6]. “As per Rig-Veda, the ‘Rta’, or ‘cosmic order’ of physical as well as moral laws govern the entire universe. No transgression of these laws is allowed. Thus, to attain the excellence we need to have Common Vision, Universal Brotherhood, & Equitable Prosperity & Happiness for all. The full potential of an organization's people is best released through shared values & a culture of trust, empowerment, & everyone's participation” [7].

“संस्था” [8] Sanstha or institution has a sense of standing together or a process of getting in order. People / items set in order still retain their individual identity. ‘संस्थापक’ Sansthapak means a founder of the institution. ‘संघटक’ Sanghatak means integrator who not only mobilizes the groups but also integrates them. “संघटना” [8] Sanghatana means to unite which is also meaning of Yog ‘योग’. It is a kind of integration where an individual loses one's identity but becomes pure consciousness. It is the process of integration of scattered forces & to prepare them for certain purpose. This ‘संघटना’ is translated in English as ‘organization’ which can't convey & discriminate between these subtle Sanskrit meanings. “संघट्टः” [8] Sanghattah means friction, rubbing together, collision, clashing together, encounter, conflict or rivalry. It is opposite to yoga & similar to matter level action.

“अहम् ब्रह्मास्मि” Aham Brahmasmi (I am the Unified Field). “तत् त्वम् असि Tatvamsi (That You Are) though the universal Brahmn & the individual Atman seems to be different, both of them are the same. “सर्वं खल्विदं ब्रह्म” Everything in the world is Brahman & all are one” [9]. Adi Shankaracharya's Advaita means non-dual or unity in multiplicity. The integration of people is further stressed in IKS. “वसुधैव कुटुम्बकम्” Vasudhaiva Kutumbakam: A Universal & Unifying Vedic Principle: all beings on earth belong to a single family. There is a fundamental unity & interconnectedness of all life forms” [10]. “Tesham sukham tesham shanti shaswati”: Infinite happiness & infinite peace come to them who see the Divine in all beings” [11]. These are few IKS based fundamentals of the organization which are further explored below. The declaration in the Advaita philosophy of Sri Adi Shankaracharya & other ancient Rishis act as the lighthouse for the modern Science & Technology. “यस्तु सर्वाणि भूतानि आत्मन्येवानुपश्यति | सर्वभूतेषु चात्मानं ततो न विजुष्यते (V.6). Yah tu sarva bhutani atmanyn ev anupashyati. Sarvabhuteshu cha

Atmanam tato na vijugupsate. यस्मिन्सर्वाणि भूतानिआत्मैवाभूद्विजानतः | तत्र को मोहः कः शोक एकत्वमनुपश्यतः (V.7) Yasmin sarvani bhutanya atmaiva bhu dvijanatah. Tatra ko mohah kaha shoka ekatvamnupasyatah” [12] The wise person who sees all living beings into the Supreme & the Supreme into all living beings, that person don't hate anyone. Such a seer has established in this complete knowledge & science, & rose to that highest Brahmi Chetana, & understands everything as the manifestation of that singular Supreme Brahmn, what delusion, sorrow can do? So reasserting IKS, modern researchers do agree & accept the importance of human integration for successful economics & business as follows- “Collective focus & interactive endeavours of individuals on one particular objective produce exceptionally high benefits as compared to the outcome of their independent efforts. Concentration on the same subject binds their consciousness together in the Unified Field of ideosphere. Consequently the interchange of knowledge between them takes place in totality. Each one gets advantage of cumulative experience of the other person. The information goes to great depths in the subconscious of the interacting persons” [13]. Following research tries to connect it with organization & society. “The concept of shared value can be defined as policies & operating practices that enhance the competitiveness of a company while simultaneously advancing the economic & social conditions in the communities in which it operates. A fundamental shift in consciousness about the role of business in society: shared values of human wellbeing, a common shared vision, an emphasis on collaboration & caring in organizations & a long-term perspective toward the creation of shared economic prosperity” [14]. Now what is needed is to further explore this theory & also to scientifically validate its execution.

The following research explored psychological implications of unity. “From a psychological perspective, experiencing oneness may have important implications for people. It is in terms of their individual identities, values, worldviews, social identity & pro-social behaviour, connectivity with others & thus collective human identity, greater empathy, & the natural world. They are likely to be attuned to the larger whole, which may lower egoist self-obsession & promote concern for things outside themselves” [15]. This is directly replicating Vedanta philosophy. “Though the business excellence models have provided a new direction & guidelines to the corporate management for growth, their focus is still limited. Vedic philosophy takes us much ahead on the road of excellence to become a dream society, where every member is prepared to sacrifice his profits for the larger interests of society. Vedas see business as a legitimate, integral part of society. Its core function is ‘Sarvalokahitam’ means ‘all the stakeholders’ well-being. This can be achieved through integrating & directing efforts to maximize the global productivity & its equitable distribution among members of society. To bring excellence, the integration of the Vedic studies with modern science & technological research is necessary” [7]. The need to improve current business models by integrating ideals of the Vedic Science for common prosperity is emphasised by these researchers. The outcomes for such organizations are narrated as, “Organizations moving from market consciousness to social & spiritual consciousness achieve better integration of ideals of efficiency, equity & equilibrium. To Sri Aurobindo, they touch higher realms of equilibrium between freedom & harmony, the 2 necessary conditions for collective evolution.” [16] So collective evolution is possible through integration of the work & spirituality. It is reemphasized by another

researcher as “Intuition & creativity, honesty, trust & personal fulfilment & commitment outcomes would be consequences of the spiritually enriched organization as a whole. If only employees are impressed upon to become more conscious of their ‘highest’ selves, the organizational capacity is substantially enhanced.”^[17]

The latest study on social networks throws light on group’s formation & de-formations & raises some key research requirements. “Future research could aim at defining more prudent variations of the proposed attraction & repulsion model, & evaluate the relative importance of the micro-level mechanisms. Recently, positive & negative group dynamics in society has gained momentum. Particularly, in the context of digital societies there is anecdotal evidence for forces of between-group repulsion that go together with an increase in within-group cohesion. In the context of digital communities, a lack of interconnectedness between groups may result in “filter bubbles” in terms of information exchange. It may later results in the undesirable social outcomes such as segregation, polarization & expressions of hate. Thus, explaining the emergence of macro-level socio-human structures is needed. Our theoretical model proposes to consider both forces of attraction & forces of repulsion when trying to understand the dynamics of group emergence & stability”^[18]. A critical observation that supports current study is “The stronger the identification & positivity with the group, the greater the motivation to make comparisons that bring positive group results. Considering friendly or hostile groups, the configurations of stable social relations in the heterogeneous societies becomes complex”^[19]. It is the conscious choice of action level that is transforming groups more than cognitive dissonance alteration as suggested by Kułakowski. Also the positive/negative Group Level Soul Force can alter fate of the organization. IKS researchers opine that, “Most of the insights are available at highly abstract & conceptual level. Practitioners seem to be grappling with how to use these abstract insights in their day to day work life”^[20]. However, for all the practical daily work life purposes, Yoga Science contains all the necessary technology. One only needs to find a suitable Guru from established tradition to master it. ““In the quantum view we cannot decompose the world into independently existing smallest units, there is an inherent interconnectedness, where everything is connected to everything else. There are only wholes & not parts, implying deep unity, which no technology can reveal.” “The Mundaka Upanishad- this consciousness can only be realised through a purified mind. So the mind, the instrument of perception, can be made super conscious after going through the process of ultra-purification, becoming freed from both subtle & gross bondage through Yoga. This perceiver is Atman or Brahman in Vedanta””^[21]. The stated phenomenon is analysed & detailed in the materials & methods.

Materials & Methods

“The ‘merged consciousness’ within proper conditions, by the help of a careful attention, represents a higher expression of human existence, as in cases of entering a new era of mankind. Consciousness when finding its natural field of action, its natural roots & natural harmony, is able to regain its cosmic power again”^[22]. Such a phenomenon on record happened as follows, ““In the Battle of Saraighat 1671, Lachit Barphukan Commanding General of the Ahom brilliantly integrated his all armies. In spite of his illness, he marched into the battle & successfully defeated the Mughals. The Assamese were fighting for life & liberty with patriotism in

their heart. Mughal general wrote, “Every Assamese soldier is expert in rowing boats, in shooting arrows, in digging trenches, & in wielding guns & cannons. I have not seen such a specimen of versatility in any part of India”^[23]. The 1971 Battle of Longewala fought between India & Pakistan is one of the most outstanding wars in the world’s history. Here, Indian Army’s Punjab Regiment’s 23rd battalion’s Commanding Officer Major Kuldeep Singh Chandpuri integrated his force & chose to hold on against the deadly Pakistani attack till supplementary air force reinforcement arrives. He could have retreated back & secured lives. Here, despite pre battle overpowering superiority just 120 Indian soldiers destroyed 2000-3000 Pakistani infantries’ tank powered armoured corps. Similarly, the great Maratha King Chatrapati Shivaji Maharaj by integrating diverse Marathas founded & expanded the Hindavi Swarajya from scratch. While fighting with cruel & mighty Mughals with minimum resources Chatrapati’s heroics exemplified ‘the Bosonic integration’. “The 1897 Battle of Saragarhi remains one of the greatest battles of immense courage & bravery in the history. Described as “Black Lions”, 21 Sikh soldiers held off an Afghan attack of over 12,000 for several hours. All 21 fought to the death instead of surrendering”^[24]. This is exactly what happens in “Bose-Einstein Condensate (BEC)”^[25] as linked in the Annexure I. “In quantum field theory, the primary elements of reality are not individual particles, but underlying fields. Thus, e.g. all electrons are but excitations of an underlying field, naturally called electric field. The same holds true for all the fundamental particles of which matter is made”^[26]. Similarly for the “Vedic-Yogic Science this ‘Unified Field’ is ‘Brahman’ & the fundamental elements are ‘Tanmatras’/ (LS2)”^[27].

“Bosons are particles (having symmetric wave function) of integer spin that allow for the fundamental quantum effect of BEC, which manifests itself in the formation of a macroscopic coherent state in an otherwise incoherent, thermalized many particle system. Based on the theory developed by Satyendra Nath Bose, the phenomenon of BEC was originally predicted by Albert Einstein. It can be reached by a major decrease in the system temperature or by an increase in the particle density”^[28]. In this context, the groups & their multiple interactions can be seen as follows-“Bosons have, by definition, integer spin (0, 1, 2, 3...). Fermions ((having anti-symmetric wave function) & all have a 1/2 unit of spin. This causes a huge difference in their behaviour. Here, a ‘state’ is a configuration describing all the particles in a system (e.g. a hydrogen atom). The maths is such that if you swap over 2 identical fermions with identical energies (say, 2 electrons) then you introduce a (-) sign in the state. If you swap 2 bosons, there is no (-) sign. Since swapping 2 identical particles of the same energy makes no physical difference to the overall state, you have to add up the 2 different cases (swapped & un-swapped) when calculating the actual real probability of a physical state occurring. Adding the (+) & the (-) in the fermion case gives zero, but in the boson case they really do add up. This means any state containing 2 identical fermions of the same energy has zero probability of occurring. Whereas a state with 2 identical bosons of the same energy has an enhanced probability”^[29]. “By the interaction of fermions & bosons, all the forces may be described. Each force has its own gauge bosons associated with it”^[30] “In July 2018, NASA’s Cold Atom Lab a fundamental physics facility on the International Space Station became the 1st facility to produce that 5th state of matter, called a BEC, in Earth’s orbit. It cooled atoms down to ultra-cold temperatures

in order to study their basic physical properties in ways that would not be possible on Earth” [31]. In this lowest energy level there is a super fluidity or super conductivity where particles functions as a wave. Sadhguru Jaggi Vasudev unfolded the Yogic secret that, “Human being is also a Boson in the cosmic space. The yogic systems always insisted that the microcosm & the macrocosm are made the same way. If you know oneself, you will know everything in the universe” [32]. For a group, the Vedic-Yogic equivalent of Fermion is the action driven by material force by the demonic group. The Boson like group conduct is the fixing on the Supreme. It is applicable to the groups as explained by Swami Chinmayananda as “Withdrawal from lower sensory field & merge in the Supreme. It is the entire theory of self-development” [33]. “Ashtang Yoga is the total package of human / employee’s development” [34]. Individual human being (Boson particle) knowing its true nature as a powerful the Supreme (great wave) is the real development. On organizational level Maharishi Mahesh Yogi established it as “All citizens need to transcend to reduce societal stress & improve the quality of life in society, because the effects of the coherent members of society are more powerful than the effects of the less coherent individuals. The Maharishi Effect: where 1% of population performs meditation (leading to the field of least excitation), it results in surge in the collective consciousness bringing positive social outcomes & reduction in negative problems” [35]. This indicates not addition but multiplication of collective human power that can easily manifest appreciable work outcomes. Also it confirms, “**यतो धर्मः ततो जयः** Yato Dharmo Tato Jayah. Where there is Dharma, there is Victory.” [36].

Based upon already established “समूहात्माबल Samuhatmabal / GLSF” [1] stated IKS theory here, & B.E.C. Assume as follows-

- (+ GLSF = ⊙1) → Field of Least Excitation → Lowest Energy Level → (Dharma / Universal Order)(I)
- (- GLSF = ⊙/2) → Field of Highest Excitation → Highest Energy Level → (Adharma / Non-Universal Order)(II)
- Temperature = t, Energy = e, B.E.C. Multi Body State or Condensate Wave Function (संघटनात्मक बल / Organizational Level Soul Force or OLSF) = ⊙, Collective Destruction = ☸, Collective Prosperity, Success, Victory = ☸.....(III),

If organization has 9 groups, they can be like: based upon the type of Group (Divine / Demonic) & nature of their force (+ GLSF / - GLSF)

- Case I - 9 (+ GLSF) or Case II - 9 (- GLSF)

Then,

- Case I - [(t 1 = 0, -1, -2, -3...n) ∝ (e ↓) → (⊙ 1, ⊙-⊙-⊙ 3, ⊙-⊙-⊙-⊙-⊙ 5 Integration ↑) → ⊙ ↑... (VI)]
- Case II - [(t 2 > 0, 1, 2, 3...n) ∝ (e ↑) → (⊙ 1/2, ⊙-⊙-⊙ 3/2, ⊙-⊙-⊙-⊙-⊙ 5/2 Dispersion ↑) → ☸... (VII)]
- In the tug of war between Fermions or Boson like behaviour, ⊙ > ☸ (VIII)
- ⊙ > (⊙+⊙+⊙+⊙+⊙+⊙+⊙+⊙+⊙)

Based upon (I-VIII), we have- A. -OLSF ↓ → ☸, B. + OLSF ↑ → ☸, & C. यतो धर्मः ततो जयः 1

If we put these mathematical values back into infographic it results in the following figure 1:

Results & Discussion

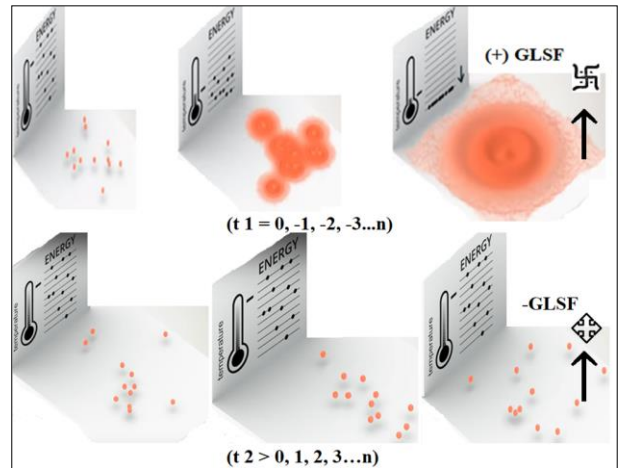


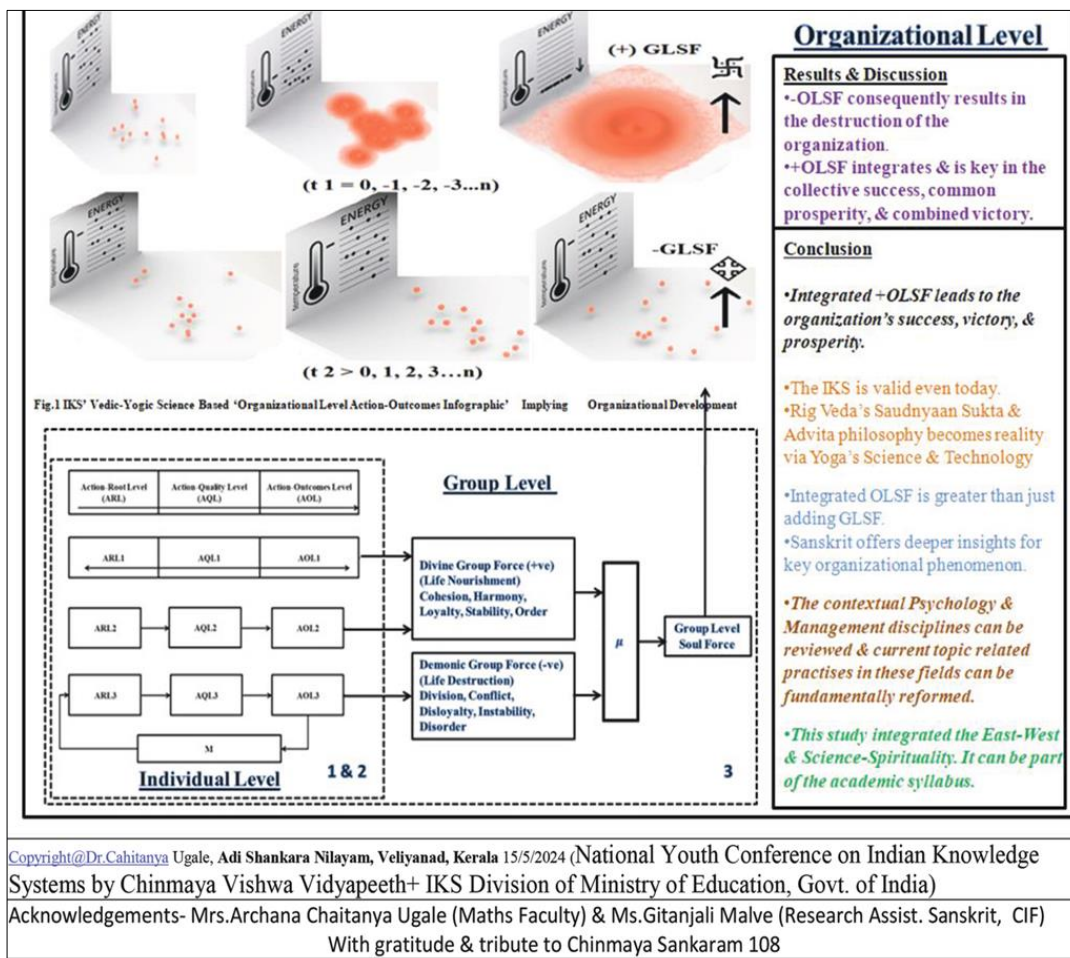
Fig 1: ‘Indian Knowledge System’s Vedic-Yogic Science based Organizational Level Action-Outcomes Infographic Implying Organizational Development’

Figure 1-‘Indian Knowledge System’s Vedic-Yogic Science based Organizational Level Action-Outcomes Infographic Implying Organizational Development’ is the mathematically derived. It expressed IKS based organizational integration creating superior force. The most developed human being continuously experiences & lives such a total unity. It is similar to the Boson’s particle-wave phenomenon. Initially, everyone is a Boson. If we act from the Yoga’s state of least excitation we increasingly become tuned to the Boson groups. On the opposite way, if we act Prakruti’s / matter’s state of higher & higher excitation, we increasingly live & exhibit Fermions like qualities & behaviour. Being part of divine / demonic group they produce + GLSF or - GLSF respectively. Here, (-) GLSF further leads to -OLSF that consequently results in the destruction of the organization. +OLSF integrates & becomes many times stronger than simple additions of the +GLSF. This stronger +OLSF originates from the organization’s Vedic-Yogic development. It is instrumental in the collective success, common prosperity, & combined victory.

This researched was the natural extension of author’s individual & group level researches. This infographic can give clarity on the ‘Organizational Development for the Collective Prosperity’ via ‘Organizational Level Soul Force’. It showed how ‘Yogic Development-Outcomes’ established by author plays out on the organizational level. It is direct infographic manifestation of the superiority of the integrated collective effort over individual efforts for collective prosperity as expressed by Acharya Sriram Sharma. Keerthi highlighted Advita philosophy while compiling life history of Sri Adi Shankaracharya. Swami Chinmayananda & Maharishi Mahesh Yogi narrated the IKS centric crux of self-development & social integration. Bhar revived the interaction of the IKS with the quantum world. Current study by completing 3 levels ‘IKS based Action-Outcome infographic with implications for the Organizational Development’ fulfilled Panda & Gupta’s highlighted need of ‘indigenous knowledge building’. It is also done differently than just replicating western scholars. Goswami & Mittal emphasised Vedic Hindu philosophy based business excellence model. Aravamudhan & Krishnaveni also rightly

banked upon the Vedic-Yogic Spirituality for ‘Organizational capacity building’. In contrast, current study & its series developed the infographic that suggests the highest possible organizational excellence / capacity building / development. For the businesses researcher Leah narrated greater purpose, human wellbeing & values for shared prosperity. Based on IKS, current research not only explained but also modelled & made infographic presentation of this process of integration. This study marked harmonious east-west integration. Author’s already established ‘Indian Knowledge System’s Taxonomical, Iconic, & Infographic ‘Chaitanyatma Model’ depicting research levels clarified the connection & hierarchy between Brahman/Unified Field & Tanmatras/Quantum matter. Here, researchers can confirm the gross matter levels, quantum matter levels, matter-consciousness junctions, psychological levels, & transcendental levels. Only upon the this important insight, current study could evolved & connected Vedic-Yogic Spiritual Science with most advanced Modern Sciences. Here, the Vedic-Yogic Science forged at the base, modern scientific method of mathematical modelling employed for the proof, & based on these simple ‘Organizational Level Action-Outcome infographic presented. Couchman & Schneider detailed behaviour of the Fermions-Bosons, the force carrying particles stating Bose-Einstein Condensation. It was restated in broader organizational context. Incidentally 5th state of matter as discovered in space by NASA, experimenting Bose-Einstein Condensation is at

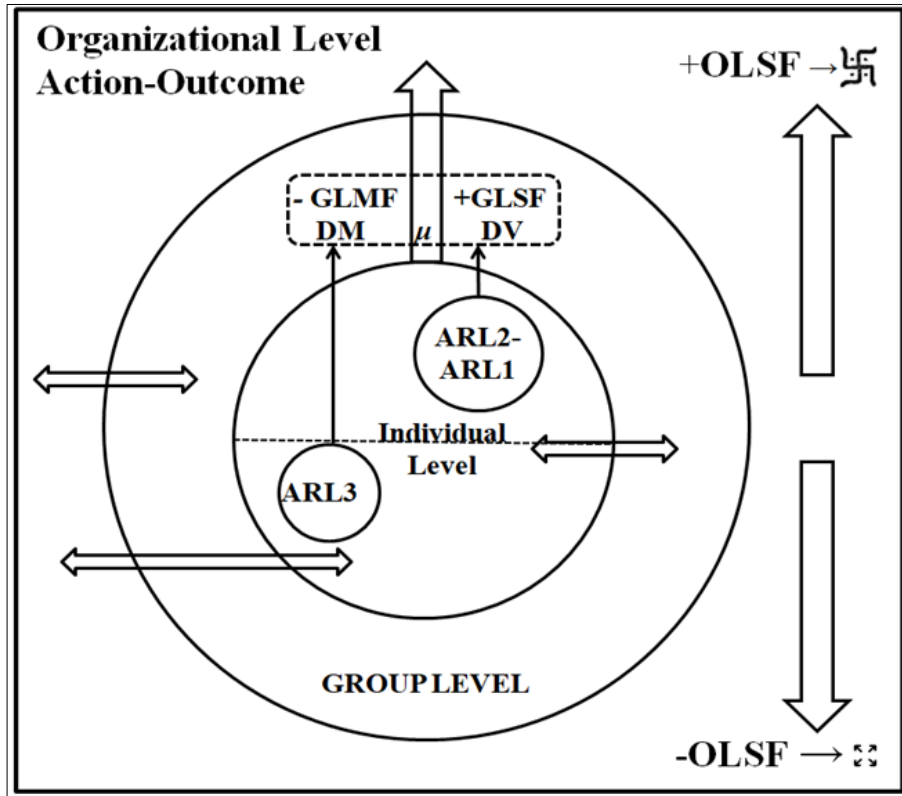
the heart of this research. Current study further build upon the ‘Maharishi effect’ (by Orme-Johnson et.al.) as occurred through the group practice of the Transcendental Meditation & TM-Siddhi Programs. Current study confirms & supports conclusions of Kashyap about integrating Vedic learning into modern Management curriculum at business schools to make it adaptable in the global transformations. Recently Stadtfeld et al. researched upon the emergence & stability of the groups in social networks. Current study somewhat answers their quest as it clarified on how the micro-macro integration happens. Its group level series already handled the stability of the groups. Both are the outcomes of the Yogic actions. Study by Kulakowski et al. rightly mentioned the identification with group as bonding factor. Current study adds that this identification initially originates from choice between Yogic or matter level action & then standing by Divine or Demonic groups. Like them, current study also used mathematical model path for results. Diebels & Leary pointed to the psychological implications of believing in unity. Whereas, through experiential Vedic-Yogic Science & modern Science based infographic current study showed experiential implications of the unity on the quantum to conscious levels. Diebels & Leary pointed to the psychological implications of believing in unity. Whereas, through experiential Vedic-Yogic Science & modern Science based infographic current study showed experiential implications of the unity on the quantum to conscious levels.



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With gratitude & tribute to Chinmaya Sankaram 108



Conclusion

Although originated from Bharat, the Vedas & Advita philosophy are treasures for the whole humanity. Rig Veda's Saudnyaan Sukta & Advita philosophy comes into reality through Yoga's Science & Technology. It is directly applicable for the organizational integration. This strong organizational integration leads to the Organizational Level Soul Force that in turn facilitates organization's success, victory, & prosperity. The integrated OLSF is greater than simple addition of the GLSF. Sanskrit offers deeper insights & exact expressions than English for subtle understanding of the key organizational phenomenon. The IKS is still equally valid in the current modern technological upsurge. It only needs contextual re-validation & repositioning. In context of current research, the Psychology & Management disciplines like Workplace Spirituality, Organizational Psychology, Organizational Development, Organizational Behaviour, & Human Resource Management can be reviewed. Current topic related practises in these fields can be fundamentally reformed. This series of the infographic as the Indian Knowledge System's perspective on the Psychology, Management & Human Development that bridged East-West & Science-Spirituality can become part of the academic syllabus.

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