



# Vivekananda Thoughts Related to Human Resource Management – A Conceptual Analysis

<sup>1</sup>Mr. S. Narendran, Ph. D Scholar, Department of Social Work,  
<sup>2</sup>Dr. C. Elancheliyan, Assistant Professor of Social Work,  
Sri Ramakrishna Mission Vidyalaya College of Arts and Science, Coimbatore-20. Tamil Nadu, India.

**Abstract :** Indigenization of academics especially in the stream of humanities has become the order of the day. A Nation or civilization is endowed with resources not only that of material but also of spiritual and cultural. In this paper, the researchers have conceptually made an attempt to explore the work of Swami Vivekananda and his ideas on Human Resource Management

Amongst the immovable and the movable assets in an Organisation, it's the Human resource that assumes utmost priority. Its in and through the employees all the functions in an Organisation revolves around. Peter Drucker famously said, "Management is about human beings. Its task is to make people capable of joint performance, to make their strengths effective and their weaknesses irrelevant".

## INTRODUCTION

One may principally agree with the point of view that effective management of human resource is utmost needed for the optimum functioning of the company but the employee here is just seen as a strategic tool with the intention of maximizing profit and thereby fulfilling his esteem needs ie in terms of salary, position, appraisal etc but beyond all these an employee carries an intrinsic value within himself that doesn't vary between Individual to individual and its same across all designations, positions etc and that is the concept of , "Potential Divinity" as philosophized and propounded by Swami Vivekananda.

Moreover there are many lessons that according to the researcher Swami Vivekananda has contributed immensely for the effective functioning of an Human Resource Professional. Some of the aspects are Employee Well being, Learning and Development, Leadership style, employee motivation, holistic focus on personality and organizational behaviour.

## THE CONCEPT OF POTENTIAL DIVINITY & LEARNING AND DEVELOPMENT

According to AIHR, Academy to Innovate HR, "The concept of Learning is a means for achieving an end". So Learning is means ie a facilitative function. It can come into existence only when the Organisation principally believe that the employees have the power of assimilation and manifestation. It suggests that the employees can digest the training module that is given by the Organisation and the same can be manifested in the workplace. Thus, it means to say that every employee have the innate potentiality to assimilate. This idea was further thrown light by Vivekananda. He says "Each Soul is potentially divine. The goal is to manifest that divinity within. Do this either by work or worship or psychic control or philosophy. By one or more or all of these and be free" – Swami Vivekananda.

In the above statement, Vivekananda talks about, “Potential Divinity” by which he means that there is a transcendental aspect in every human being which is not crippled by the limitations of body and mind and it has same unit value of divinity across race, religion and language. According to him, this potentiality is complete in itself and doesn't need any value to be added from outside. He further goes on to say that, “This Soul is the reservoir of all knowledge”. Newton discovered gravitational law. Was this law sitting outside and waiting for someone. No. Newton discovered it by arranging his thought and observation in a logical and sequential manner and thereby the idea of gravitation propped up from within. Knowledge is not outside but it is all inside. Learning is a mere uncovering of mind. More the mind is uncovered that much learned a person becomes. Thus, he uncovers the fact that the very process of Learning is just a uncovering of the mind – a facilitative process.

## **EMPLOYEE WELLBEING**

Balancing work with good quality of life is the watchword. For enjoying a good quality of life, maintaining a good physical health is of paramount importance. With the recent COVID-19 outbreak, many employers recognized the impact employee wellbeing has on performance, and thus on business results. Employees were distressed and concerned so employers needed to find ways to meet their employees' growing need for empathy. According to a CIPD 2020 survey report on Health and Wellbeing in the Workplace, there has been a 37% increase in stress-related absence at work (absenteeism) since last year, and 89 per cent of employees have worked while feeling ill (presenteeism). Furthermore, a McKinsey source revealed that workplace stress costs employers in the United States nearly \$200 billion in healthcare costs each year.

In other words, the term "employee wellbeing" has evolved from a traditional perspective to include the provision of medical care to employees. Employers are now aware of the many factors that contribute to employee well-being and are working to make their employees happier and healthier.

It is for this reason the HR department often organize employee well being programs. To facilitate this purpose, an HR often organize health care programs and also community programme to promote volunteerism and a sense of service. On the whole policies and functions of employee well being programs has many benefits such as increased employee participation and productivity, reduced absenteeism, improvement in employee morale etc.

Vivekananda emphasized this again and again by stating, “A sound mind can exist only in a sound body”! Though being a philosopher he urged his fellow disciples to go out and exercise themselves rather than focusing on studying holy books. He opined that a person would have better understanding and a grasping intellect if he has a little stronger biceps. Moreover, one strong point in Vivekananda which stands high when compared to other philosophers is that before even recognizing and appreciating God he understood the immensity of what it actually means to be a human. Thus, he was busy in fixing the foundational aspects of holistic survival ie good health and mental clarity.

## **VALUE BASED ADMINISTRATION**

A company develops a new product and researches different vendors to source raw materials. The first vendor produces environmentally-friendly raw materials. The second vendor doesn't, but its materials are a little cheaper. After consulting with their colleagues, an executive decides the extra cost of the first vendor is worth maintaining the company's commitment to the environment.

From the above example, it can be decided that Ethical Administration is manifested through decision making process at every phase of its operation. It is nothing but to stick to the process of ethics that is holistic and conducive to the external environment. In this era of sustainability, values have to be long standing and feasible to follow.

Vivekananda says, “What we want is Character Building. It is character that can cleave through adamant walls of difficulty”. He further elucidated his idea by stating that a Nation could be built only through character and ethics in an Individual. This statement assumes importance because he had personally seen the functioning of different societies across the world as well as the increased productivity and advancement through technology as a result of industrial revolution. Needless to say that all the business organizations that we see today is the product of ideas that propped up in the minds of one individual or a group of individuals. Thus, an Organisation assumes value and ethics to itself based on the vision and mission of its founding fathers. It could be seen in the HR policy or in the overall policy of the Organisation. So the seed of thought that eventually led to the formation of the

company continues to survive which would be reflected in the narrative inside the company, its work culture, fixing of targets for the employees and also in the very definition of what it means to be an organization's success.

It is also worth to mention that Vivekananda never advocated for one size fit all model or the generalization of values. According to him, the values can be flexible based on the context of the situation as well as its purpose of existence.

### **FAITH IN ACTION – SHRADDHA**

A belief that is strong and in depth becomes a faith. In this mental frame, there is no more totteriness or oscillations in a person. But it needs no seer to say that faith could lead to a favourable outcome only when that is translated into action. Usually in majority of the cases, faith just remains a kind of mindset and in no way its connected to the action as the individual satisfies himself with that very feel and would have mental imaginations running high that he would be rewarded either in the sense of organization or in the higher heavens in the sense of religion. But in order to be rewarded the same needs to be manifested in terms of good performance as required by the above two. It is in this juncture, the concept of, "Shraddha" comes into picture. Shraddha is otherwise known as, "Faith in Action".

The relationship between employees and employers are of paramount importance for the very existence of an organization and this cannot be bought together without trust. Without simple faith even the basic steps cannot be taken by both sides. A HR must set a narrative in an organization that the organization has firm faith in the ability of all the employees and those good performers will be rewarded sufficiently by the Organisation. This can be instilled by an HR by having a closed door meeting with the employees of different departments and thus instill faith in them or through some programmes or events. Thus, this instilled faith manifests in terms of good performance by the employees and the same is reciprocated in terms of fair and transparent performance appraisal and recognition by the Organisation. Thus, with faith established becomes Shraddha when its coupled with action.

Swami Vivekananda is a key personality in Indian history who wrote and spoke extensively on this concept of Shraddha. His entire life was coupled with faith in divinity and the people around him as well as a vibrant action. He points out that the downfall of India is due to the loss of Shraddha amongst the people.

### **SERVANT LEADERSHIP THEORY OF MOTIVATION**

Servant leadership is a philosophy where a leader is a servant first. Servant leaders aspire to serve their team and the organization first ahead of personal objectives. It is a selfless leadership style where a leader possesses a natural feeling to serve for the greater good. The trend of command and obey has gone and now the trend is connect and collaborate. Being collaborative and having an attitude of servitude is of paramount importance for running a successful business organization. When team achieves success then the leader attributes the credit to his subordinates but when it attains failure the leader comes to the forefront to take up the failure.

### **CONCLUSION**

Swami Vivekananda who was the Chief architect of the Worldwide Ramakrishna Movement was a very personification of this theory. After structuring, the code of conduct and rules and regulations of the Mission, he made Swami Brahmananda – one of the chief disciple of Sri Ramakrishna as the President of the Ramakrishna Mission. Moreover, he ensured that, he did not hold any post or official powers for running the Organisation not only he stopped with this, he also ensured that he follows all the rules and regulations of the Mission which was actually authored by him.

### **REFERENCES**

1. Chakraborty, S. K. (1995). *Human values for managers*. New Delhi: Wheeler Publishing.  
→ Discusses Indian philosophical contributions to HRM, including Swami Vivekananda.
2. Rao, S. K. (2012). Swami Vivekananda's concepts and their relevance in human resource management. *International Journal of Research in Commerce, IT & Management*, 2(11), 77–80.  
→ Directly relates Vivekananda's philosophy to HRM practices.
3. Ghosh, S. (2013). Ethical leadership: Vivekananda's message for sustainable development. *Asian Journal of Management Research*, 4(1), 101–110.  
→ Connects Vivekananda's ethical and leadership ideals to modern organizational development.

4. Sharma, R. A. (2009). *Indian values in management*. New Delhi: Ramesh Book Depot.  
→ Discusses Indian thinkers including Swami Vivekananda in the context of value-based HRM.
5. Parameswaran, E. G. (2007). *Human values: The key to human development*. New Delhi: Discovery Publishing House.  
→ Includes sections on Vivekananda's emphasis on self-development and human potential.

