

॥ Shri Hari ॥

Duty of Employees and Company Leaders



Tvameva Maata Cha Pita Tvameva
Tvameva Bandhusha Sakhaa Tvameva
Tvameva Vidyaa Dravinam Tvameva
Tvameva Sarvam Mama Deva Deva

Swami Ramsukhdas

Duty of Employees and Company Leaders

Question - When and why are Employee (Worker's) Unions formed?

Answer - When the leaders of the company in which the employees work, begin to behave in a selfish manner, when they relationship with the workers is filled with pride and the administration is improper, when they look down upon them, and begin to behave falsely and improperly, then workers begin to develop aversion and the sentiments of vengeance is awakened in them, alongside in their minds emerges the fallacy of failure of their own selfish accomplishments. Out of greed, they begin to dream about their own benefits. Thereafter they accept the policy of "power of union, for future generations" and with the sentiments of vengeance they form Unions to exert their rights and control the management and leaders. However, one must remember that when the formation of the institution or association is based of sentiments of hatred or vengeance, the end result will never ever be peaceful and there will never be any real gains; because it is

a rule that he whose foundation is based on anger and endowed with greed, its end result can never ever be beneficial for anyone.

Question - What should be the duty of the Workers?

Answer - Their duty is that each and every union worker should pay close attention to whatever rules that have been established for them, and efficiently fulfil their duty.

“Sway sway karmanyabhiratah (Gita 18/45)

Motivated by the pride of power in the Union behind him, endowed with hatred, he aspires to cause disadvantage and losses to the organization, this is altogether deplorable. It must be one's firm conviction to never have such a demeanour. The reason is that their progress is entirely dependent on the progress of the company.

If any of our co-workers have any faults, then understand it to be our eternal duty to try to remove it. To try to hide faults or mistakes out of fear of causing harm will lead to the person taking a fall morally and ethically and injustice will spread in the

group and the end result will be more harm only. Therefore he who is at fault should never be encouraged.

Those who desire material progress must have a determinate aim as to how to see towards the fair material progress of all the people that are working in that organization. Keep this in the forefront and then act. Those who only have the desire of individual and personal material progress, they cannot have a permanent and pleasing material prosperity. This is a rule.

One must very carefully, with great caution properly utilize their time. In any company, we devote our time in return for money (paycheck), therefore to work less, and want more money - such a sentiment is very harmful. However much we are getting paid, we must work much more than that, by which our earnings will be purified and eating the food purchased from money that is earned justly, our intellect will be purified. By this increasingly both worldly and spiritual progress will take place. Because every where, the victory will only be of "*dharma*" (righteousness).

The amount of time that we are responsible to work for our companies, during that time period, one must be extremely cautious that no time is wasted in harming relationships, worldly and bodily matters, and wasting time in doing work that is not necessary and being lazy.

An employee's duty is to pay great attention to the means of progress of the organization. Have the best of behaviour with the customers (users), produce goods (deliverables) with utmost purity and if any of the goods of the company are getting used anywhere at all, then keep them carefully like you would care for your own things. Alongside, aspire to respectfully obey the commands of the administrator's of the organization.

Question - What should be the duty of the leaders of a company or organization?

Answer - Everyone desires material and other worldly progress in this world. Only those can be considered wise, whose main aim is spiritual progress alone. Those who desire spiritual progress must keep their eyes clear at all times on their aim. They

must not feel pain from absence of food, clothing and worldly things. They must think at all time about how can I and those who are working with me attain real progress. This will only be possible when ones sentiments are that may their genuine welfare take place, and it is my first and foremost duty to make them happy. Aim of spiritual progress must at all times remain awakened.

One must try to develop a nature of being free of fault-finding, with the sentiment of seeing to the welfare of co-workers, customers, spiritual associates, guests and those that are living in your household, and dealing with them respectfully, humbly and with love.

Am I due to pride of my position and power ever thinking about that which is detrimental to my employees? Am I possibly dishonouring and condemning them? Am I neglecting their just demands? Am I not becoming the cause of their suffering? - in this manner the leaders must constantly think. By thinking, doing that which is disadvantageous and causes suffering to the workers, the aim will never be accomplished, never ever,

rather the end result will be not beneficial and it will be sorrow only. Therefore, at all times one must be engaged in seeing to the welfare of all, whereby our aim can be easily accomplished.

“Te praanuvanti maameva sarvabhootahite rataah.” (Gita 12/4)

If some employee/worker makes a mistake then he should not be insulted in front of others. In privacy with sweet words and lovingly with sentiments of seeing to their welfare, their mistake should be pointed out, and alerting them so that such mistakes are not repeated in the future.

Question - Man want only their own victory. What is the path to true victory?

Answer - The real nature of victory is occupying another's heart. Gaining victory by using power and strength and suppressing the other is not true victory, rather it is defeat. The reason is that the one who is defeated his anger is suppressed in his heart and at the opportune time it will take on a deadly form and in the future becomes capable of defeating those who have been victorious over him. Therefore one must never ever have the sentiment in

their mind of causing harm to anyone, by regarding them to be weak.

Lord Shri Ram said to Angad -

**Kaaju humaar taasu hit hoyi
Ripu san karahu batakahi soyi ||**

Real victory is that alone where the beloved is God and one fulfils their Dharma. Because God is almighty and the fruit of Dharma is stable. Therefore taking the support of God and conducting oneself according to "Dharma" (guiding principles), one can be victorious and one can also attain both material and other worldly prosperity.

**Yatra yogeshwara krishno yatra paartho dhanurdharah
|
Tatra shirvijayo bhootirdhruvaa neetirmatirmama ||
(Gita 18/78)**

Wherever there is Krishna (the Lord of Yoga) and wherever there is Arjuna (the wielder of the bow); there rest prosperity, victory, glory and righteousness; such is my conviction. (Gita 18/78)

Where money is your desirable one (ishth) and the means to attain it are lying and cheating, there sins, sorrow, friction, injustice and harmfulness will persist, which will lead to defeat only.

Those who wish for real victory must do only that work which will lead to their own and others immediate and consequential welfare. In this the long-term consequences over immediate is foremost and other's welfare over one's own is foremost. In any organization wherever there are more individuals that sacrifice their own self-interest, that are truthful and honest, that are bound by their duty and see towards other's welfare, that have quality workmanship and that are prompt in performing their duty, in that company there will be spontaneously success, justice and victory. To increase one's figures (profit, revenues) is not the main measure of one's real victory, but however many employees that are there, may they all be of excellent conduct and behaviour, by this itself there can be victory. Just as the *Pandavas* were in small numbers but they gained victory over the *Kauravas* that were in significantly large numbers.

"Chandanki chutaki bhali, gaadi bhalou na kaath |
Buddhivaan ekahi bhalou, moorakh bhalaa na saath
||

Narayana ! Narayana !! Narayana !!!

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