

The Three Qualities

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Abstract: Material nature consists of three modes-goodness, passion and ignorance. When the eternal living entity comes in contact with nature, O mighty – armed Arjun ,he becomes conditioned by these modes.

Purity brings happiness, Passion commotion, and Ignorance, which obscures wisdom, leads to a life of failure. The managers have to be shown the reality in the organization so that they modify their actions. Some of them need direct communication and others read between lines.

The Supreme Personality of God Head said on who is the best manager, he who does not hate illumination, attachment and delusion when they are present or long for them when they disappear. Who is unwavering and undisturbed through all these reactions of the material qualities, remaining neutral and transcendental knowing that the modes alone are active. Who is situated in the self and regards alike happiness and distress ; who looks upon a lump of earth, a stone and a piece of gold with an equal eye; who is equal toward the desirable and the undesirable; who is steady; situated equally well in praise and blame; honour and dis- honour; who treats alike both friend and enemy and who has re-nounced all material activities-such a manager is said to have transcended the modes of nature.

This article makes you think to bring the best out of yourself as you are the master of yourself in the name of Lord.

INTRODUCTION

Sattvam rajas tama iti gunah prakrti – sambhava nibadhnanti maha –baho dehe dehinam avyayam.

Material nature consists of three modes-goodness, passion and ignorance. When the eternal living entity comes in contact with nature, O mighty – armed Arjun, he becomes conditioned by these modes.

“Lord Shri Krishna continued: Now I will reveal unto the Wisdom which is beyond knowledge, by attaining which the sages have reached Perfection. The wisdom begets the conceptual leadership and becomes common to many organizations at the same time these leaders are very close in the society. They will know the environment from the social and the business point of view. Wisdom is the nector of karma, knowledge and Bhakti. However you have to undergo the pains of growth in organization.

The managers have to be happy in the organization to keep themselves and others happy and the goodness in the individuals brings happiness. Passion conditions one to fruitive action. The managers have to be passionate about the achievement of goals and organizational objectives.

The ignorance covering ones knowledge binds one to madness. You are not able to see beyond your personal knowledge and your own consciousness.

Dwelling in Wisdom and realising My Divinity, they are not born again when the universe is re-created at the beginning of every cycle, nor are they affected when it is dissolved. They leave the world in the form of soul leaving their body behind.

The eternal Cosmos is My womb, in which I plant the seed, from which all beings are born, O Prince!

Similarly the great organizations hire at young age and bring them up as per their needs and design. These young turks grow in to performing managers as per the culture and training in the organization. The seed develops in the womb and is delivered to be a man or a woman with in-borne qualities. The infants are borne with happiness, ignorance and passion to grow to catch things.

He is born with the inborn qualities which if properly developed and nurtured can give good results for the organization. All the plants in the garden are trimmed from time to time in order to have the shape and the earth has to be regularly fertilized for the growth of a plant in to a tree.

The quality of the conceptual manager makes him to take decisions in the name of the lord. The biggest difficulty is to how to submit the self with ego before the lord. This he may not divulge to fellow leaders to not to satisfy their ego but to change himself.

O illustrious son of Kunti! Through whatever wombs men are born, it is the Spirit Itself that conceives, and I am their Father. The relationship of the son, the manager with the management is eternal in the organization. Usually the leadership glues to the organization because they have built in the organization. This is also called the parental effect but all parents have to leave children once they think that they are good enough to lead their own life as per the requirements in the company.

Purity, Passion and Ignorance are the Qualities which the Law of nature brings forth. They fetter the free Spirit in all beings. The managers when they possess these qualities think out of the box to realize themselves and the big leaders enjoy this fresh outlook and learn for better management.

The management trainee recruitment system brings them in the organization and they by virtue of their qualifications and skill sets may change the mountain of hierarchy. Many old leaders may not like this change but fresh outlook of young managers is equally important. The organization may otherwise face a massive collapse or human resource failure due to lack of skills in the human bank.

O Sinless One! Of these, Purity, being luminous, strong and invulnerable, binds one by its yearning for happiness and illumination. The purity is likely to come down as the managers grow. You have hired them young so you have to allow tolerance limits for performance. You can-not tighten so much that the organization starts developing cracks due to over control. The designs are always perfect and need to be perfect but the policy shift and drift is a natural process. How do we bring up children. We love what they do and train them in a direction unknown to them till they realize parental smartness. The organizations work in the background of their national strength, weakness and requirements though there is no defined path of relationship.

Passion, engendered by thirst for pleasure and attachment, binds the soul through its fondness for activity. The managers develop the passion for the subject technology and which blinds them from a bigger view or a better product. The man has to depend upon god since the complete picture is clear only to him, We do something right but when referred to the bigger picture becomes wrong and the element of destiny plays its role.

But Ignorance, the product of darkness, stupefies the senses in all embodied beings, binding them by chains of folly, wrong indulgence and lethargy. Training is the solution for the ignorance, the creativity removes

the darkness and minimizes the attachment to their self –interests for a bigger objective.

Purity brings happiness, Passion commotion, and Ignorance, which obscures wisdom, leads to a life of failure. The managers have to be shown the reality in the organization so that they modify their actions. Some of them need direct communication and others read between lines.

O Prince! Purity prevails when Passion and Ignorance are overcome; Passion, when Purity and Ignorance are overcome; and Ignorance when it overcomes Purity and Passion. Purity is policy, the ethics and the values have to be the outcome of the decision making. Passion drives action and in the process the purity is likely to be killed and the objectives are quickly achieved. The improvement in quality goes on in stages such as Six Sigma and the final product comes only after taking time within product life cycle.

O best of Indians! Avarice, the impulse to act and the beginning of action itself are all due to the dominance of Passion. The managers need -the passion to complete their project and their short- and long-term goals. The three qualities of Ignorance, Passion and Goodness compete with each other for supremacy.

Darkness, stagnation, folly and infatuation are the result of the dominance of Ignorance, O joy of the Kuru-clan! The managements are likely to fail if they stick to old products and do not think responsibly of the social needs of change for new products. The leader at the top may have more information than their supporting staff but his decisions and actions have large implications to churn a bigger business volume.

His job becomes to kindle the light in the darkness and his cabinet has to implement his plans. Ignorance will fade away as the compliance is compared with

the plan and we see light in the form of better product or increase in business.

If the managements are pure at the highest level of hierarchy, they will find the God as the outcome of growth or for the survival of the organization. The failure can come from any direction since the bigger the company bigger is the pressure for the outburst. The question is who hold the organization together-the value chain in the form of God.

When Passion prevails, the soul is re-born among those who love activity. When Ignorance rules, it enters the wombs of knowledge.

They say the fruit of a meritorious action is spotless and full of purity. The outcome of Passion is misery and of Ignorance darkness. Action is superior to inaction and action sometimes bring failures, failures bring opportunities to bring more improvement. Continuous improvement is the outcome continuous effort and inviting a series of good and bad results through action. Corruption is a wanted sickness and we have to take treatment till it is totally cured and then it is to be seen that the top leadership becomes the self –example for the juniors to follow in professionalism. Purity engenders Wisdom, Passion avarice, and Ignorance folly, infatuation and darkness.

When Purity is in the ascendant, the man evolves; when Passion, he neither evolves nor degenerates; when Ignorance, he is lost. The managements have to shun ignorance with knowledge and the same can be imparted by training by teachers who are either internal or external. There has to be a leadership to identify the training needs for acquisition of knowledge and skills.

As soon as man understands that it is only the Qualities which act and nothing else, and perceives That which is beyond, he attains My divine nature.

The managements are equal opportunity partners in attaining God with other social workers or doctors or lawyers and stake holders.

When the soul transcends the Qualities, which are the real cause of physical existence, then, freed from birth and death, from old age and misery, he quaffs the nectar of immortality.

Arjuna asked: My Lord! By what signs can he who has transcended the Qualities be recognized? How does he act? How does he live beyond them?

Lord Shri Krishna replied: O Prince! He who shuns not the Quality which is present, and longs not for that which is absent; He who maintains an attitude of indifference, who is not disturbed by the Qualities, who realises that it is only they who act, and remains calm;

It is interesting that action gets peace, peace gets harmony, harmony gets creativity to find god. The vision of identifying god is fortune.

Who accepts pain and pleasure as it comes, is centered in his Self, to whom a piece of clay or stone or gold are the same, who neither likes nor dislikes, who is steadfast, indifferent alike to praise or censure; The managements think like this but are material in nature other than spiritual organizations.

Who looks equally upon honor and dis-honor, loves friends and foes alike, abandons all initiative, such is he who transcends the Qualities. The managers work in this fashion so that they are on their lives. Only if they are on their lives, they can work effectively. Let us not become a part of the problem.

And he who serves Me and only Me, with unfaltering devotion, shall overcome the Qualities, and become One with the Eternal. We must have a defined agenda

with objectives but must super-impose on the path of spirituality.

For I am the Home of the Spirit, the continual Source of immortality, of eternal Righteousness and of infinite Joy.” This is the organization where God lives both on the sins and the good deeds.

The Supreme Personality of God Head said on who is the best manager, he who does not hate illumination, attachment and delusion when they are present or long for them when they disappear. Who is unwavering and undisturbed through all these reactions of the material qualities, remaining neutral and transcendental knowing that the modes alone are active. Who is situated in the self and regards alike happiness and distress ;who looks upon a lump of earth, a stone and a piece of gold with an equal eye; who is equal toward the desirable and the undesirable; who is steady; situated equally well in praise and blame; honour and dis- honour; who treats alike both friend and enemy and who has re-nounced all material activities-such a manager is said to have transcended the modes of nature.

Thus, in the Holy Book the Bhagavad Gita, one of the Upanishads, in the Science of the Supreme Spirit, in the Art of Self-Knowledge, in the colloquy between the Divine Lord Shri Krishna and the Prince Arjuna, stands the article, entitled: The Three Qualities.

Keywords: Purity, Passion, Ignorance, Ignorance, Goodness, Transcendental, Cosmos

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