

## Threefold Faith And Management By Trust

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**Abstract :** “Arjuna asked: My Lord! Those who do acts of sacrifice, not according to the scriptures but nevertheless with implicit faith, what is their condition? Is it one of Purity, of Passion or of Ignorance? This is a very pertinent question that the man-managers may not follow any particular religion or sect but the organizational values including the three basic qualities and three fold faith and the formation of leadership.

Serenity, kindness, silence, self-control and purity – this is austerity of mind.

These attributes you will find in all most all the top leaders who perform at national and international level. Then there is a cost of making mistakes. The bigger is the leader bigger is the cost and therefore the leadership formation is a very crucial exercise and the steps are chosen very carefully but the results are nature.

Those who desire deliverance begin their acts of sacrifice, austerity or gift with the word ‘Tat’ without thought of reward. The digital managers of today talk about deliverables and they achieve them without thinking of the reward when they are performing and ultimately reach the return on their investment.

### INTRODUCTION

“Arjuna asked: My Lord! Those who do acts of sacrifice, not according to the scriptures but nevertheless with implicit faith, what is their condition? Is it one of Purity, of Passion or of Ignorance? This is a very pertinent question that the man-managers may not follow any particular religion or sect but the organizational values including the three basic qualities and three fold faith and the formation of leadership.

Lord Shri Krishna replied: Man has an inherent faith in one or another of aforesaid three qualities – Purity, Passion and Ignorance. Now listen. Lord approves the hidden quality of men to have faith in any leader or demi-god with the statement that you may follow any spiritual route but you will ultimately come to me.

The faith of every man conforms to his nature. By nature he is full of faith. He is in fact what his faith makes him. The leaders in the organization are built as per their respective nature. The nature enables them to acquire specific skills and skills qualify them to perform specific tasks. The different skills are assembled in the organization to make a specific products and or services. The route is from the faith to skills to product and the leadership. Any organization ultimately creates leadership and the product is the fruit of organizational combined effort. No one can individually perform all the duties because the difference in the skill requirements, therefore every leader has to be a man manager to reach upper levels of his faith. We may again assert family organization and communities are a part of leadership by faith for ultimate social values.

The Pure worship the true God or the Quality Management. The Passionate, the powers of wealth and magic also Research People for their Findings. The Ignorant, the spirits of the dead and of the lower orders of nature or the followers. It will be a very difficult task for a new entrant to reach the highest leadership with the labor pains of time and effort. But the qualified and trained persons can reach upper levels but they have to be really sure of their leadership qualities.

Those who practice austerities not commanded by scripture, who are slaves to hypocrisy and egotism, who

are carried away by the fury of desire and passion. They are ignorant. They torment the organs of the body and they harass me also, as I live within every living and non-living thing. I know that they are devoted to evil. The longer the managers indulge in these negative traits, the more time will be taken by the organization to reach the highest level of their true leadership in business.

The food which men enjoy is also threefold, like the ways of sacrifice, austerity and almsgiving. Listen to the distinction. The managers must mind the inputs in their bodies as intake affects their outputs of ultimate spirituality.

The foods that prolong life and increase purity, vigour, health, cheerfulness and happiness are those that are delicious, soothing, substantial and agreeable. These are loved by the Pure. The managements also have to eat those foods which are in line with their faith.

Those in whom Passion is dominant like foods that are bitter, sour, salty, over-hot, pungent, dry and burning. These produce unhappiness, repentance and disease. The young managers will enjoy these foods which take them towards unhealthy practices and evils and they will be always corrected by seniors for rightful actions. These foods will take them to their physical level.

The Ignorant love food which is stale, not nourishing, putrid and corrupt, the leavings of others and unclean. Sacrifice is Pure when it is offered by one who does not covet the fruit thereof, when it is done according to the commands of scripture, and with implicit faith that the sacrifice is a duty.

Sacrifice which is performed for the sake of its results, or for self-glorification is a product of Passion. Similarly the quality managers acquire passion for research and the achievements in the form of attributes. The best outputs or the products which are

the best in the world are products of passion. The faith helps in research and development when the final product is not known and you work to develop a product when you have an outline or weird idea of final specifications. It is the faith with passion that carries you forward as the time limit is not known. Scientists achieve these results because they either have faith in themselves with their hidden God, skills or the almighty. The godhead is the embodiment of all the skills.

Sacrifice that is contrary to scriptural command, that is unaccompanied by prayers or gifts of food or money, and is without faith – that is the product of Ignorance.

This type of sacrifice also gets good results out of ignorance because there is a leader for you who knows your ignorance. Worship of God and the Master with respect for the preacher and the philosopher, purity, rectitude, continence and harmlessness – all this is physical austerity managers follow.

Majority of labor leaders will need these qualities to produce physical results but the good leaders get aborted to acquire higher positions of faith.

Speech that hurts no one, that is true, is pleasant to listen to and beneficial and the constant study of the scriptures – this is austerity in speech. This is a part of the personality development which goes on naturally and with consciousness in all the human beings. The better man-managers are those who identify their defects and work on them to bring improvement in themselves.

Serenity, kindness, silence, self-control and purity – this is austerity of mind.

These attributes you will find in all most all the top leaders who perform at national and international level. Then there is a cost of making mistakes. The bigger is

the leader bigger is the cost and therefore the leadership formation is a very crucial exercise and the steps are chosen very carefully but the results are nature.

These threefold austerities performed with faith and without thought of reward may truly be accounted Pure. If the manager is attached to the reward then he can never be successful as he will always think of personal benefits at every stage.

Austerity coupled with hypocrisy or performed for the sake of self-glorification, popularity or vanity, comes from Passion and its result is always doubtful and temporary.

Austerity done under delusion, and accompanied with sorcery or torture to oneself or another, may be assumed to spring from Ignorance. The gift which is given without thought of recompense, in the belief that it ought to be made, in a fit place, at an opportune time and to a deserving person – such a gift is Pure.

The gift which is given for the sake of the results it will produce, or with the hope of re-compense, or grudgingly that may truly be said to be the outcome of Passion.

And that which is given at an unsuitable place or time or to one who is unworthy, or with disrespect or contempt – such a gift is the result of Ignorance.

‘Om Tat Sat’ is the triple designation of the Eternal Spirit, by which of old the Vedic Scriptures, the ceremonies and the sacrifices were ordained.

Therefore all acts of sacrifice, gifts and austerities, prescribed by the scriptures, are always begun by those who understand the Spirit with the word Om. The word OM is the highest form of concentration and the biggest leaders will find themselves in apt concentration by virtue of their spiritual position.

**Those who desire deliverance begin their acts of sacrifice, austerity or gift with the word ‘Tat’ without thought of reward. The digital managers of today talk about deliverables and they achieve them without thinking of the reward when they are performing and ultimately reach the return on their investment.**

‘Sat’ means the reality or the highest good and it is used to mean an action of exceptional merit. The world class products are a matter of reality and born out of exceptional qualities. If you see an outstanding quality product then you must thank the outstanding leaders behind them.

Conviction in sacrifice, in austerity and in giving is also called ‘Sat.’ Do all the actions in the name of Lord. All these actions are part of your dispassionate actions. This is true for all the managers.

What-so-ever is done without faith, whether it be sacrifice, austerity or gift or anything else, as called ‘Asat’ (meaning ‘Unreal’) for it is the negation of ‘Sat’. Such an act has no significance here or hereafter. The unreal actions will never give you real resultant products or services or money.

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: **THREEFOLD FAITH AND MANAGEMENT BY TRUST**

**Keywords:** Trust, Faith, Quality, Austerity

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