

A Study on Management Philosophies of Bhishma

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Abstract:

This article focuses on some of Bhishma's management ideas and his philosophy. The ideas of Bhishma are captivating in today's society. The pinnacle of all ideas is him. He had his own standards. He encircled his own ideas with a thought of sacrifice. Bhishma has a significant role in Mahabharatha. He is a king-maker rather than a monarch. Bhishma's entire existence is an expression of his ethical principles and unwavering commitment to the king. Here, we try showcasing Bhishma's managerial qualities. Long lived Bhishma. He has vast experience. Thoughts are like Himalayan Mountain. We try to touches the feet of his experience. After the Mahabharatha War is over, he imparts certain managerial principles to “Yudhistira” as a foundational lesson for the rest of his life.

Keywords: *Bhishma’s Philosophy, Managerial qualities, experience, sacrifice and foundation lesson.*

Introduction:

An old Sanskrit epic called the Mahabharatha was penned by Veda Vyasa (as per believe). According to Mahabharatha's legacy, which has 1.8 million words, it is the longest story. One special aspect of humanity surrounds many of the Character in the story. In a similar vein, Bhishma is one of Mahabharatha's distinctive features. His oath is known as "Bhishma's prathigne" and is growing in fame. With his own "Thatva", he bound. He had survived past the age of four generations. He possesses an abundant amount of knowledge.

Background:

The childhood relationships between the Pandvas (Pandu Maharaj's sons) and Kauravs (Drutrashtra's sons) weren't any better. Kurukshetra War results from Duryodhana's quest for the throne. Yudishitira earned the right to be king after the conflict, and he is worthy of the title. Prior to accepting the role, he met with Bhishma (who was on Sharashayye). Using his extensive knowledge, Bhishma told management tales, including Rajaneethi's, to Yudishitira.

Here we are discussing a few management stories of Bhishma connecting to the modern world. Till today, the ideologies of Bhishma are replicated in the modern world of management

Statement of Problem:

Mahabharatha is a prominent work of literature in India. Mahabharatha's characters are modelled from the various Thatva's. One of the main characters of Mahabharatha is Bhishma. He uses brief anecdotes from his experience to illustrate his main points on ruling. These tales will inspire

cutting-edge Management theories. This paper made a sincere effort to learn the few concepts of Bhishma's of Management philosophies.

Objectives:

1. To know about Bhishma and his philosophy,
2. To understand the management concepts of Bhishma from his thoughts
3. To learn the management ideas of Bhishma.

Need of the study:

To know the essence of ancient management philosophies, try to adopt those concepts with modern methodology. It will help us grow better and more. Sometimes, for unknown factors of management, these philosophies may give the answers. It explains the richness of knowledge of ancient India.

Bhishma:

Devadratha, also called Bhishma or Bhishma Pitamaha. Bhishma, the son of Kuru King Shantanu and the goddess Ganga, was born in the Kuru kingdom. Bhishma was lying on his death bed of arrows, known as Sharashaaye, during the battle of Kurukshetra. Given the blessing of having control over his own death (icha marana) by his father, he made the decision to pass away at a later and more fortunate period. He waited sun move from the north to south direction, it was considered as auspicious moment for dying. He lay there and teaches valuable lessons (Management Lessons) to Yudhishtir. His words are there in 3 ways: stories, teachings, and stories with quotes.

Management Teachings:

Few management teachings of Bhishma listed below:

1. **Work Completion:** No task should be left incomplete. It is a sign of negativity. All work should be completed within the preferable period. In the modern world, task completion is becoming a major task in any kind of organization. Without completion of the task, the employee may show his sorry face in front of the employer. That is what Bhishma called negative reflection.
2. **Avoid those who exhibit these characteristics:** i) Aggressiveness ii) Laziness iii) Non believers & iv) Odiousness and Viciousness. These four characters may spoil the whole environment. It will create disturbances for people who want to work in peaceful situations.
3. **Don't attached too much:** Nothing is permanent in this world. We don't know. How many days can one work in any organization? That is why do not get attached to the organization's culture or work force. It may change or alter.
4. **Four kinds of friends:** usually four kinds of friends are there – Natural friends, friends with a common task, family (like) friends and fake friends. It may help in difficult situations to categorise friends based on these four types: those whom I should believe and those whom I should not.
5. **Work Hard:** Always make an effort to improve not only oneself but also one's family. To ensure a brighter future, put in the effort and money.
6. **With money, exercise caution:** In organizations, be cautious about money and money-related matters. Do not reveal it to anyone.
7. **Keep gaining knowledge:** knowledge is like an ocean. One must update current knowledge regularly to accept new tasks and to be strong in organization. This knowledge will create security in the minds of employees. It will boost an individual's worth and respect within an organization.
8. **Be expertise:** Get mastery of any subject if you like. be a master in that subject. Be the one who knows everything about a particular subject. It will give you a more stable and comfortable position in the organization.

9. **Be simple, hygienic, be true, be forgiving, and treat all as equal:**

One must follow the above five basics in any management hierarchy, as well as in one's individual life. It will create a peaceful, clean, healthy environment. It is all about treatment. How you treat one, the same thing will come to you also. Always be genuine and truthful in every situation.

Management Thoughts:

Bhishma's teaching involved many stories. To make easy to understand, he created many situations using animals, birds, trees, sages, and kings.

1. *"If it's soft, people will be indifferent. They get nervous if you are rough. Both should be in balance. It should be like the spring sun, which warms without being cold and shines without being hot".* The manager in an organization should be like this. He has to act in a balanced way.
2. *"Gentleness in all things, uprightness in walking, sweetness in speech—this is the path to success".* The manager should coordinate among the team members in a smooth way. Then only one can achieve great success in an organisation.
3. *"When you are speaking, words should have meaning, should not convey the opposite meaning, should be fair in speech, should not speak more than necessary, should not be rough, and should not be doubtful".* Each word spoken by the manger should be carefully evaluated by him-self.
4. *"Discussions and decisions regarding the system in an organisation should be kept confidential".* The manager should have to maintain confidentiality among all the decisions in the organization.
5. *"He should respect the elders in his field".* One has to respect the elders, who have greater succession in their fields.
6. *"Those who are capable, loyal, healthy, gentlemanly, sociable, self-respecting, wise, knowledgeable, and free from fluctuations should be employed as employees".*

Conclusion:

Bhishma is the epic character of Mahabharatha. From the above stories and management thoughts, he is all the way there. His words are like evidence. One can learn and reach spiritual levels from his teachings. He is a person who has never expressed any direct thoughts. With the help of stories, he taught so many depth and management lessons. His thoughts are now and then the same as those he said so many years before. Management students must try to understand his ideas and concepts to maintain a better work-life balance.

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