

Deccan Education Society's

NAVINCHANDRA MEHTA INSTITUTE OF TECHNOLOGY AND DEVELOPMENT

Approved by AICTE, DTE and Affiliated to University of Mumbai



Vedanta, Dharma and Management

Empowering you with Technology and Management

Certificate Course in Vedanta, Dharma and Management

Scientific Management thought which has a history of about 130 years, has portrayed people as economic units, being individualistic, utility maximizing, alienated from self, transaction-oriented, and having a very narrow focus of self-interest. Theories of management based on these assumptions frequently lead to mechanistic portrayals of human behavior that largely ignore cultural influences, social impact as also the spiritual dimensions of the individual. In reality is that, people are more than that; they are influenced by society, community, religion and culture and are swayed away by emotions than logic.

DES's NMITD introduced a Certificate Course in "Vedanta, Dharma and Management" to sensitization Management students to the Management Principles from the Ancient text. In today's globalized economy, it is imperative to have a new genre of managers, who would ensure welfare and shared value creation for all stakeholders, in the process of organizational decision making. The essence of Vedanta is self-knowledge. Since time immemorial, India has advocated "Yoga" instead of "Bhoga" and "Vayragya as a Sanskriti" and "Sanchaya as a Vikruti". This is experiential learning which furthers holistic living and enhances efficiency and creativity. This is the era of knowledge. It is no longer about mere information and knowledge about the world; rather it is the knowledge of the self that gives you the ability to be creative, innovative and resourceful. That is how Vedanta is connected with management.

Objective of the course :

- * To bring to focus importance of ethical and responsible behavior on the part of young managers.
- * To nurture and develop higher consciousness, through understanding the management principles in the teachings of Vedanta, dharma and karma.
- * To sensitize the students to the core human values and appeal to their higher conscious to practice the same in their personal and professional lives.
- * To develop a strong base to build professional career based on harmony with nature, adherence to the triple bottom line, and the principle of "Vasudhaiva Kutumbakam"
- * To understand the concept of personality based on SRT Gunas (Satvik, Rajasvik, Tamasik)
- * To increase the level of awareness of the thought leadership emanating from India and understand its relevance in modern times, through the teachings of Raj Rishi Model of Leadership
- * To explore self management skills through the teachings of "Nishkaam Karma"
- * To equip the budding managers with techniques of brain stilling and meditation

Teaching Pedagogy:

- 1.Sensitizing the students regarding the ancient Indian scriptures and core values and ethical principles of living
- 2.Experiential Learning (Learning by Action and Application)
- 3.Activities based on the various principles
- 4.Video Screening and Discussion
- 5.Maintaining Diary and Introspection
- 6.Brain Storming and Meditation
- 7.Case Study on Indian Organizations which practice Indian Ethos / Business Ethics

Certificate Learning Outcomes:

1. To sensitize students to Indian culture and value systems and the impact of this on management thinking and action
2. To increase the level of awareness of the thought leadership emanating from India and understand its relevance in modern times
3. To bring to focus importance of ethical and responsible behavior on the part of young managers
4. To sensitize students to issues concerning Morals, Values, Ideologies and Ethics in personal, professional and business lives.
5. To prepare the budding managers and software professionals to develop themselves into better corporate citizens

Credits / Duration:

The duration of the certificate course is four units and two credits, spread over three months.

No.	Modules / Units	No. of Lectures
1	Introduction to Management – Global and Indian Perspective	10
	<p>Introduction</p> <p>1.1 Introduction 1.2 Background 1.2 a. Management Perspective – Global 1.2 b. Management Perspective – India</p> <p>2. Evolution and History of Western Management Thought</p> <p>2.1 Economic History of USA with its influence on evolution of modern Management thought 2.2. An overview of the US Economy, Business Scenario then and Now 2.3 Challenges of Management in the 21st Century Globally 2.4. Research questions revisited 2.5. Academic research contributions of the present study.</p>	
2	Introduction to Vedanta	10
	<p>2.1. It covers basic philosophical concepts and principles starting with the nature of the world and the human being, and provides an exhaustive insight into human life and its three fundamental aspects – namely action, emotion and knowledge.</p> <p>2.2. It covers the practical application of Vedantic philosophy to everyday life. This includes a study of the avenues for spiritual growth: Karma Yoga Path of Action, Bhakti Yoga Path of Devotion, and Jnana Yoga Path of Knowledge which lead to meditation and Self-realization.</p> <p>2.3 Lessons from Scriptures: Management Lessons from Vedas, Management Lessons from Mahabharata, Management Lessons from Bible, Management Lessons from Quran, Management Lessons from Kautilya's Arthashastra.</p>	

Credits / Duration:

The duration of the certificate course is four units and two credits, spread over three months.

No.	Modules / Units	No. of Lectures
3	Introduction to Dharmashastra	10
	3.1. Introduction to Dharmashastra 3.2. Introduction to the <i>Dharmashastra</i> is a collection of ancient Sanskrit texts which give the codes of conduct and moral principles (<i>dharma</i>) 3.3. Different Dharmashastras 3.4. Relevance of Dharma Shastra for a Global Manager, Global Economy.	
4	Work Ethos	10
	4.1 Work Ethos: * Meaning, Levels, Dimensions, Steps, Factors Responsible for Poor Work Ethos. 4.2 Values: * Meaning, Features, Values for Indian Managers, Engineers. Relevance of Value Based Management in Global Change, Impact of Values on Stakeholders: Employees, Customers, Government, Competitors and Society. * Values for Managers, Trans-Cultural Human Values in Management and Management Education, Secular v/s Spiritual Values in Management, Importance of Value System in Work Culture.	
5	Professional Ethics	10
	5.1 Business Ethics: Meaning, Nature and sources. Different Schools of Business Ethics 5.2 Moral Development and Moral Dilemma and how to resolve the same 5.3 Code of Conduct / Ethical Living for Professionals	

Evaluation : End of Certification Examination along with internal assessment.