

# Consciousness and Management: An Overview

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## ABSTRACT

Consciousness in management domain can be called stepping ahead with awareness in harmonizing human being, material and methods toward achieving goals leading to human development in many perspectives such as social, intellectual, intuitional and spiritual. Consciousness based management enhances efficiency and productivity of an organisation to the inner development of the potentials, and faculties of a human or manager. With the guidance of consciousness, managers can improve their management efficiency and achieve the goals correctly. Management is mostly viewed in terms of external control and governance and the external world a manager or leader creates in an organisation is the expression of his/her inner consciousness. So, every manager or management should lead consciously having attributes of consciousness for better results and definitely it is the call of the hour!

**Keywords:** Awareness, Consciousness, Efficiency. Harmony, Management

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## I. INTRODUCTION

Consciousness approach to Management is a holistic approach starting with managing one's own self 'self' first. Self and Self-management is an essential step looking into management era. Management by Consciousness presents a new paradigm of management based on the principle consciousness. It is simple for organizational leaders as well as business practitioners to speak of an organization's visions, strategies, goals and responsibilities. This implies that individuals have enough strength to reflect, evaluate, and make considered choices. The paper provides suggests the concept of consciousness in an organization. This study is based on the suggestive methodology co-dealing with consciousness and management therefore it is not problem bound but certainly a supposal.

Though there are existing number of books, articles, research papers on consciousness and management independently but collaborative domain has not been exercised much therefore it is the suggestive thought of the researcher to bring forth attributes of consciousness and management to fetch fruitful results for any organisation. The study is beginning with Consciousness first –

## II. WHAT IS CONSCIOUSNESS?

Consciousness is –

According to Dictionary Merrium Webster:

- 1 a : the quality or state of being aware especially of something within oneself
- b : the state or fact of being conscious of an external object, state, or fact
- c : awareness; especially : concern for some social or political cause ·The organization aims to raise the political consciousness of teenagers.
- 2 : the state of being characterized by sensation, emotion, volition, and thought : mind
- 3 : the totality of conscious states of an individual
- 4 : the normal state of conscious life ·regained consciousness
- 5 : the upper level of mental life of which the person is aware as contrasted with unconscious processes[1]

According to other web results of words –

- 1.the state of being conscious; awareness of one's own existence, sensations, thoughts, surroundings, etc.

- 2.the thoughts and feelings, collectively, of an individual or of an aggregate of people: the moral consciousness of a nation.
- 3.full activity of the mind and senses, as in waking life: to regain consciousness after fainting.
- 4.awareness of something for what it is; internal knowledge: consciousness of wrongdoing.
- 5.concern, interest, or acute awareness: class consciousness.[2]

According to Oxford Dictionary --

- 1.The state of being aware of and responsive to one's surroundings.
- 2.A person's awareness or perception of something
- 3.The fact of awareness by the mind of itself and the world[3]

### III. PRINCIPLES OF CONSCIOUSNESS:

According to the above mentioned meanings and interpretations, one can come to certain elucidations as to how consciousness be thought of or the basis of it? so, one can understand some characteristics such as **knowledge/perception/intuition, attention or intention, power of wisdom to intro and retrospection and phenomenon prone desirous experience.** In view of all principles it is essential and important to highlight

**Forms of consciousness** like –

- 1.Sensory Consciousness is the phenomenal sense that understands something exists in relation to, or has an impact on, a person. The concept of 'affect' attests to this kind of consciousness, as does 'sense data' "
- 2.Practical Consciousness is knowing how to do things, knowing how to 'go on.
- 3.Reflective Consciousness is the modality in which a person reflects upon the first two forms. It is day-to-day knowing about what has been done and what is to be done"
- 4.Reflexive Consciousness is reflecting on the basis of reflection, and interrogating the nature of knowing.[4]
- 5.Cognitive Consciousness is related to cognitive assessment of awareness; protocol analysis, properties of automaticity in perception and action ,self and self-awareness etc.
- 6.Spiritual Consciousness tends toward the unknown upper or higher regions of soul.

Except the last one (which can be attained after long meditative practices) all forms are more or less normal activities of a human being/person/manager/leader unknowingly or sub-knowingly. While stressing upon management one should understand that in an organisation work must be channelized and managed "consciously". Here are given some suggestive alternatives --

#### **Consciousness Approaches to Management -- Conscious Management with Equalisation:**

The Consciousness Approach is applicable to any field of human activity. It is based on the fundamental spiritual principle of Oneness. All life is one, our inner and outer existences are not separate and different. The external situation is an extension of our inner consciousness -- thoughts, feelings, impulses -- expressed in outer life. For getting better results organisation and employs must come forward as one entity. If management is interested only in worker productivity without concern for the man as a person, employees tend to care only for monetary reward without pride in the quality of the work they perform.

#### **Consciousness and Values of Management :**

An upward progress in any organisation occurs when it accepts a value based higher or broader ideal and attempts to uplift its level of functioning to be in accordance with that ideal. This requires vision, creativity, and perception. The quality of the product, the satisfaction of the consumer, a sense of social responsibility, ethics or aesthetic values bring a progressive movement which expands the entire institution. In the process of making institutional decisions one is constantly faced not only with two or more alternatives, but the opportunity to act out of a higher set of values. If one adopts the higher values, it leads to growth and incidentally includes the possible benefit of all such as **Long term over short term, progress over gains, convention over convenience, effort over comfort, resolution into a harmony over solution, employee's utility over management utility, confrontation over appeasement, and compromise at a higher level over confrontation.** These are the values which must be adopted by an organisation.

#### **Conscious Attention in Management :**

Good results are most pronounced where the attention given and employee is motivated simply by respect and concern for the thing and without demand or expectation. The truth is that the Supreme Being is in all and by giving attention in the

form of mental interest, loving concern, enthusiasm, physical caring is pleasing the Supreme Being. So, the role of attention can be observed in giving Attention to employees, Attention to Material Things, Attention to Systems and Attention to the Company..

#### **Consciously adopting Honesty for Management :**

Honesty must be practiced to delete lying, deceit, misrepresentation, falsehood from an organisation. Honesty is fearless whereas Falsehood is fearful and can never be fought by falsehood. Management and employees must develop consciously in such a way so that both would get progressive and fresh air to breathe in. No acts of concealment should be practiced on the contrary honest dealings should be encouraged. The solution to fight the false practices is only by Truth. One's own latent capacity for mischief, cheating, slander, ill-will, jealousy, etc. even when unexpressed, leaves one open the same to others. The best protection is a sincere examination of the roots of such vibrations within oneself. This can be understood consciously.

#### **Consciously managing carelessness:**

In an organisation there exist number of available resources such as labour, materials, energy therefore wastage, loss, hoarding, carelessness in distribution, are all acts of unconsciousness, lack of attention and ignorance of the inner self. These should be consciously managed through regular staff meetings at which time emphasis is placed on increasing awareness of the central purpose, introducing higher aims, promoting harmony, sympathy, interest, enthusiasm and participation among the members. One serious obstacle is gossip among the staff concerning other company members. Gossip is a destructive vibration which undermines harmonious relationships and erodes the atmosphere. If one cannot speak positively and constructively about another, it is better to be silent.

#### **Conscious Harmony and Management:**

Harmony should be consciously exercised in the areas of management. In an organisation it should be limitless between employees and management like harmony between principles and practise, between understanding and acceptance. Harmony is progressive exercise in existence. It is the firm foundation of peace and stability upon which creativity, expansion and growth can flourish. Harmony attempted in a situation yields greater results.

#### **Consciously exercising Responsibility**

In institutions responsibility is usually expressed as an attitude of professionalism. Management implicitly weighs the qualifications, competence, maturity and capacity of each man to properly exercise a certain degree of responsibility in a constructive manner. To relate to another as a professional is essentially a gesture of respect for his capabilities. Yet the true basis for respect is not training or experience. It is founded on the essential divinity and dignity which is common to all human beings and the capacity of every man to develop his personality and capabilities further by the unfolding of the hidden potentialities within him. Every man merits a certain degree of respect and possesses a certain capacity for responsible activity. If one relates to the essential core of divinity in man, he responds by bringing forward his best qualities and properly utilizing the responsibility given to him.

#### **Consciously applying Motivation**

On the initial levels man is motivated by rewards such as money, respect, success, gifts, monetary gains etc. At a higher level he toils for interest. If the Interest is a big he becomes less personal, more mental motive than desire. Big organisations consciously work for the welfare of mankind. The highest level of motivation is service to another, to the firm, community, society, mankind, the Divine. Service brings with it the pure joy of self-giving and in the process life sees to it that one's desires and interests are also fulfilled. The basis of service is a decision to give of oneself. It is man's highest motive for action and it is the key to life. When the management of an institution is able to practise this in its relationship with employees, other institutions and the society at large, then it opens the way for an unlimited growth,

### **IV. PROGRESSING CONSCIOUSLY**

Progress means a constant effort to upgrade one's ideas, services, employees, systems and in management spheres it is needed very importantly as thousands of people work together and they share the benefits of progress in a combined manner. The best way to start is by a period of sincere self-observation. Examine the entire institution as a whole and in all its parts and let each man examine himself also. small step should be implemented. This can be done on a group basis for

the entire organisation or each department but it can also be done by every individual working member. Daily each man can decide to take one step towards greater perfection.

### **CONCLUSION**

Thus, it is concluded that in the spheres of management conscious efforts should be put in to improve the degree of personal and job satisfaction for employees by relating each individual's personality strengths, educational background, work experience, interests, preferences, areas of creativity, etc. more closely to the organization of work and job assignments. Every outer obstacle and difficulty is an indication of an inner element to be worked upon and an inner progress to be made. When one exhausts all one's human capacities and resources in consecrated activity, it is the higher power, the Divine Grace that takes over.

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