

Ethical and Moral Values in Management

Many Companies have shown interest in ethics. Even Western Management Institutes have started ethical inputs. But our 1500 MBA schools are yet to begin. They would, when westerners start ethical lessons. Therefore, there is urgent need to add ethics, morals, values, philosophy, yoga, meditation etc as part of education and HRD Training.

Education and HRD Training, based on ethical-moral-philosophical-humanistic values, would certainly help arrest the increasing negative trends in all walks of life. One part of Education is to impart knowledge and skills in order to make students productive in various specializations required by society for material progress, which is the real training. The other equally important part is character building and man-making in order to make them sensitive and cultured citizens for peace and harmony in society, which requires firstly inculcation of ethical values and secondly restraining negative instincts, such as anger, arrogance, hatred, etc. It is well known that even one per cent of education and HRD training time is not devoted to this vital

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component. Historically, values are part of religions, which are kept out of our secular education system. Mere preaching and prayer cannot make people good citizens. Hundred million Hindus go to temples every day and also listen to discourses on ethics. Still India is one of the most corrupt countries in the world. In Denmark and Nordic countries, people rarely go to Church. And yet they are least corrupt. Reason is managerial and administrative systems ensure transparency in transactions in those countries.

Religion consists of two parts. First is Theology, Concept of God and relationship with mankind, rituals, hell-heaven etc. This part should not be part of Education and HRD. The other part is philosophy and ethics, which seeks to discover mysteries of nature and the iniquities found in life and the need and benefits of ethical values, which is a must in Education and HRD Training.

In the context of Global financial crisis and scams and frauds in the political, business and social life, it is high time that ethics are

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introduced into Management training and practice. At present, concepts of Managements are drawn from social science disciplines, such as politics, economics, sociology, psychology, law, logic, statistics, information technology and productivity techniques. There is an urgent need to add ethics, morals, values, philosophy, yoga, meditation, theories of Karma-Dharma, law of cause-effect, reincarnation, benefits of ethical behaviour, compassion to animals, respect for nature's endowments, etc. These principles and values are rational, logical, scientific, fair and humanistic, without depending on religion.

Managerialism is a product and instrument of the capitalist system, where primary motivation for work is self-interest, with very little concern for other entities in creation. In fact, Management is an all pervasive element in every human attitude, activity, transactions and relationships between man-animal-nature, both intra and inter. For sustaining life on the planet and harmony in human relationship, values, such as, selflessness, service, sacrifice, concern for other entities, cooperation, compromise, culture, compassion, tolerance, forgiveness, etc should be fostered and concurrently abjuring negative tendencies, such as competition, conflict, envy, greed, jealousy, hatred, cheating, ego-centric desires, arrogance, lust, passion, tickling baser instincts in man etc.

There is an abundance of preaching on both these parts. But only managerial systems and

inculcation of values amongst all individuals and organizations would yield the desired results. Character should be given equal importance as competence in incentives and punishments. Mankind and Management should be scientifically and emotionally convinced of the benefits of ethics (happiness, longer life span, peace and efficiency) and consequences of unethical conduct.

Unethical and immoral base of Managerialism is responsible for all the ills and disasters in society, plunder of planet, cruelty to animals and degeneration, physical and mental sickness in mankind. It is the Management Component that would determine the happiness Vs misery in man and society. Therefore, ethics and philosophy are to be introduced in Education and HRD training. Using violence and vulgarity in movies and serials, using women to rouse lust in man etc are obvious examples of the greed of producers. The Aurishi murder case got 2000 hours of TV time, while a good citizens work does not get two minutes. Nobody would agree to give his house for murder or rape. Yet movies bring such vulgarity into our bed room.

The global crisis is because Corporates are inducing people to buy products which they do not want. They are induced to borrow beyond their means. Values give false certificates. They try to create wealth out of nothing. Fierce competition make businessmen beasts. Showing naked women has broken family life. In some parts, man has

become alienated and sick. Love and affection have disappeared, leaving behind naked lust and exhaustion. In order to promote sales, customers are fooled. Banks connive in this game.

A manager's authority and leadership should come from selfless service and blemishless conduct. In Sai and Amrith Ashrams and in missionary work of Christians, millions work free. Managers are more mercenaries, wanting compensation. By giving, one becomes more. Selflessness would enhance chances of achieving ones goals in life, moderation, restraint, balance, discipline in habits etc would improve personality.

In the philosophical field, it is well known that some are born healthy, rich and succeed in life while others do not. Therefore, besides competence, there is another factor, called Destiny. Dr. Manmohan Singh and Ms Prathibha Patil became PM and President, showing the influence of destiny. Man designs his life. Good acts beget good outcome. The present is the result of past actions in previous births. Similarly, what one does now good or bad will determine the future. Therefore, managers ought to realize consequences of unethical life.

Gandhiji showed that one can live ethically and become great. He led a simple life. Some of our successful businessmen are leading ostentatious life. Gandhiji undertook fast before taking major decisions. Managers take decisions over heavy meals and often drinks.

Mao tse Tung was a brilliant manager. Millions followed him without compensation. He introduced ideas and systems to make man a better human being. A good man was recognized and promoted. Everybody had to observe discipline. He emancipated women. But Maoism failed since he did not care for spirituality.

All this by ethical management and leadership. Most of our leaders are anti-thesis of goodness. Tatas have shown that business can be done on ethical lines.

Mere preaching and pontifying would not produce lasting results. Jesus taught love and sacrifice. Buddha taught compassion. Mohamed taught peace. Results were opposite, since there was no managerial system and practice.

Cricketers and movie stars are heroes more than **(and not)** good men and women who serve society to reduce suffering. **(Hence)** 30% of our legislatures are (reported to be) criminal(s). It is obvious that the establishment has no ethics. Our political system is inappropriate and unethical. Results are obvious.

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