CHAPTER X
SUMMARY AND CONCLUSION

This research study has presented an integrated theory of *Vedic* management as a holistic art of management with individual, social, cosmic and spiritual dimensions. The study has successfully identified, focussed, analysed, classified and consolidated the management principles enshrined in the *Vedas*, resulting in the fulfillment of the main objective of the study.

This study has structurally codified and comprehensively covered the *Vedic* self management principles. It has demonstrated that management starts with the individual as the core and basic entity. After projecting an overview of the significance of human life and the need to protect and nourish one's body, it has highlighted the intricacies relating to mind, intellect, *karmendriyas* and *jñānendriyas*. It has described the role of *annam* and its link with *Ātman* beautifully. It has focussed on the importance of effective time management. It has stressed on the significance of possessing good *vāsanās* and qualities and following the *Vedic* code of conduct. It has outlined the *trīguṇās* of *satva*, *rajas* and *tamas* and the personality traits. Thus *Vedic* self management has dealt with the management of the individual as a wholesome entity at the physical, mental, emotional and intellectual levels.

This study has explained the methodology of managing one's *Varṇa* and *Āśrama* based on *Vedic* management principles. It has clearly established the ways and means of maintaining and building up harmonious and cordial relationships in all
facets, fields and domains of human interaction. The *Vedic* general management principles have amply demonstrated their depth, width, efficacy and effectiveness in practical and day to day situations in terms of key aspects relating to labour, leadership, subordinates, companionship, communication, education, training, judiciary, culture, ethics and value system. Thus *Vedic* relationship management has discussed the art of managing relationships, associations and connections by the individual with others in the family and in the society.

This study has picturised the splendours of the cosmic universe in its entirety. It has dealt with the wonders of flora and fauna. It has focussed on the need to protect the environment and maintain the subtle ecological balance. It has underlined the importance of preservation and development of multifarious types of plants and trees. It has stressed upon protection, preservation and nourishment of the natural habitation, free from air and water pollution. Afforestation and judicious water management have been given prime significance. In addition, cosmic consciousness in the form of celestial deities has been propitiated for relief from *tāpa trayas* and for maintenance of the subtle cosmic equilibrium. Thus *Vedic* cosmic management has covered proper environmental management besides the positive harnessing of the cosmic energies which are beyond the comprehension and control of human beings for the purpose of achieving universal peace and well-being.

This study has highlighted the methodology of introspection and investigation into the subtletest *Ātman* for Self-realisation, which is construed as the ultimate and supreme objective of human endeavour. It has furnished an overview of the *Ātman* and a description of the *Brahman*. It has asserted that *Ātman* is *Brahman* on the
basis of the *Mahāvākyas* and other immortal *Vedic* declarations. The process of Self-realisation has been vividly and lucidly presented through the concept of *Pañca Kośa*. Thus *Vedic* spiritual management has dealt with an inquiry into *Ātman*, *Brahman* and the coveted process of Self-realisation.

This study has proved beyond doubt that the *Vedas* contain a number of sound business management principles. Planning, organizing, leading, motivating, communicating, co-ordinating and controlling along with related management concepts are undoubtedly found to be of *Vedic origin*. A careful analysis of the various *Vedic* management principles reveals that they are significant even in the modern business management era.

This study has substantiated that the *Vedas* constitute a treasure house of modern business management practices which have special contemporary relevance. The ancient *Vedic* wisdom is refreshingly meaningful and ceaselessly significant even to-day in the complex and dynamic business situations. The modern business management practices in respect of diversified areas like financial management, knowledge management, human resource management, relationship marketing, social obligations, benchmarking, total quality management, culture management, value system and ethics, corporate governance, globalisation, productivity management, kaizen, competition management and change management have been examined and proved to be of *Vedic origin*. The *Vedic* concepts of *Varna* and *Āśrama* have been re-interpreted with clarity and deep understanding in the
business management parlance. The *Vedic* theory of *Pañca Kośa* has been explained convincingly with reference to personality management.

This research study has successfully demonstrated and proved that *Vedas* cover all aspects of management in a wholesome manner and have a wider scope and coverage encompassing all domains of human endeavour, effort and enterprise. The *Vedic* statements quoted in this study have beautifully presented the astounding width, amazing depth, multifarious dimensions, profound meanings and paramount significance of the *Vedic* management literature. This study has clearly and succinctly established that the *Vedas* pervade the socio-economic spheres universally cutting across the contours of cultural dualities, inspiring human beings to act with wisdom, foresight and vision coupled with moral and ethical values. It has been substantiated that the *Vedas* impart ancient, timeless, stainless, priceless and immortal managerial wisdom which would stand the test of time with its practical orientation and relevance. Thus this research study has presented a concise and comprehensive theory of *Vedic* management which has universal application with a holistic perspective uninhibited and undeterred by the frontiers of caste, colour, creed, religion, race, age, sex, social or economic status.