



PHILOSOPHY OF GANDHIAN MANAGEMENT

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ABSTRACT

The guiding ideals of Mahatma Gandhi's management style are simplicity, humility, nonviolence, welfare for everyone, and the truth. He uses consensus-building, dialogue, empowerment, and self-discipline in his procedures, and he places a strong emphasis on ethics, integrity, service leadership, and respect for diversity. The article focuses on important management concepts from a Gandhian perspective.

KEYWORDS: Service leadership, Ethics, Satyagraha, Sarvodaya, Philosophy

INTRODUCTION

Mahatma Gandhi's management principles were largely rooted in his philosophy of nonviolent resistance, known as Satyagraha. His approach emphasized the importance of moral leadership, empathy, and consensus-building. Gandhi believed in leading by example and empowering others through dialogue and persuasion rather than coercion. His management style focused on fostering cooperation, fostering trust, and promoting self-discipline among followers. Additionally, Gandhi stressed the significance of integrity, humility, and simplicity in leadership, advocating for a servant-leadership model. Overall, his management philosophy centred on ethical leadership, effective communication, and the pursuit of justice and social change. In essence, Gandhi's management philosophy is characterized by a blend of moral principles, nonviolent practices, and ethical conduct, all aimed at promoting justice, harmony, and human dignity in society.

If we look objectively at the gestalts of Gandhian management, dispelling contempt for the past and dispersing with the hubris of the present, the world can still learn very valuable lessons to prevent errors and avert crises and catastrophes in the future.

Before deciding on strategies and tactics to achieve the objective, he researched the origins of issues, the ground truths, and the legal ramifications. By implementing checks and balances to adjust to the changes without compromising his rock-solid ideology, he was constantly reinventing both himself and his surroundings. His approach for managing man, machine, materials, and methods were not derived from any legislation or fright but were the distillate of humanitarianism and an outcome of self-actualization and introspection sustained by inner force and inner discipline.

PHILOSOPHY OF GANDHIAN MANAGEMENT

Satyagraha-Mass Mobilization

As much curiosity is sparked by Gandhi's ability to organise large-scale protests and mass movements while minimising

collateral damage. According to Gandhi, the goal of civil disobedience is not to destroy individuals but rather to dismantle institutions or systems that are inimical to human values and humanity.

All of us are aware of his widespread "Satyagraha" civil disobedience campaign against the salt law in the provinces of Natal and Transvaal, as well as here in India. When he arrived at Dandi Sea Port on April 5, 1930, he broke the law by stealing a handful of salt off the shore. This marked the start of the countdown to the collapse of Indian British colonial rule.

He was aware that there would always be inequality because of disparities in money and wisdom, but he was also certain that, with enough sacrifice and commitment, it would be possible to bring people together to form a cohesive group that would be prepared to stand up for the defence of human rights and dignity.

Human capital

Gandhi emphasised the importance of each person's comprehensive and integrated development, followed by the growth of the community and welfare state. He thought that there should be no labour that is not done with dignity, and that the only way to make one's life and work dignified is to work with dignity. He came to see that as people are the foundation of all activity, management needs to develop people-centric policies, and the government needs to support initiatives that improve the quality of human existence. He depended on the inherent value of human resources.

Self help

He thought that the first step in preparing oneself to serve society is self-help. How can we help others if we are unable to complete our own tasks? He didn't comb his hair or wash his clothing because he was too independent, but rather because he didn't want to be dependent on anybody else. He voluntarily cleaned the loo in the colonies of lone, esteemed residents.



If one attempts to become self-restrained and self-reliant, which requires moral uprightness, intellectual self-assurance, emotional maturity, and physical health, one learns to throw off the crutches of dependency on others.

HR Services-Sarvodaya

He opposed the mechanistic view that views people as interchangeable parts of a machine, hence he was deeply concerned about the issues facing labourers and the working class. He believed that in order to increase employees' efficiency and, thus, production at work, workers needed to be trained and disciplined.

Regarding employee engagement in decision-making, he was adamant that, given that employees have a stake in the success or failure of the company, management should ask for their input on all issues that directly or indirectly affect them.

Truth

All science is the pursuit for the truth. truth exists not just in the physical world but also in the domains of behaviour, psychology, logic, and so forth. An organization's business must be managed by a manager free from ego, pride, prejudice, envy, hatred, compulsion, undue influence, fear, etc. The development of SMART goals would be jeopardised by the absence of love and truth under any circumstances, as well as by the existence of violence in any form and interference with PESTAL and SWOT analyses. He was an unrivalled and unassailable leader who dominated the minds of millions of individuals from every stratum of society for nearly fifty years despite holding no formal position or authority.

Gandhian Management Functions

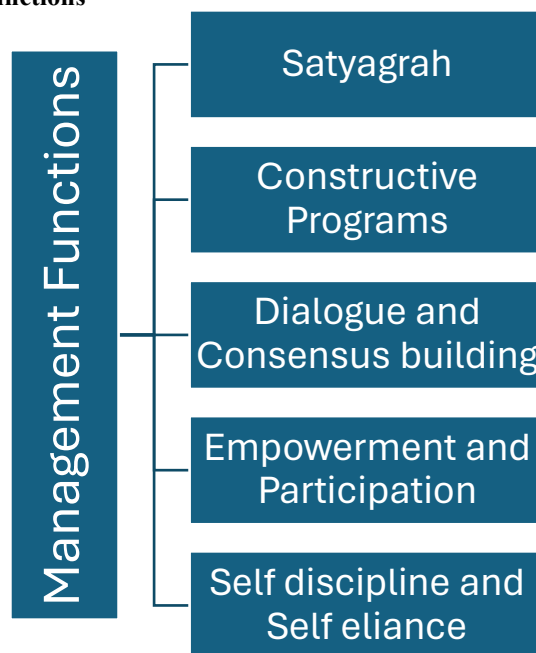


Figure 2 – Principles of Gandhian Management

Mahatma Gandhi's management philosophy encompasses various principles, processes, and ethics, which are deeply rooted in his broader philosophy of life. Here are some key elements:

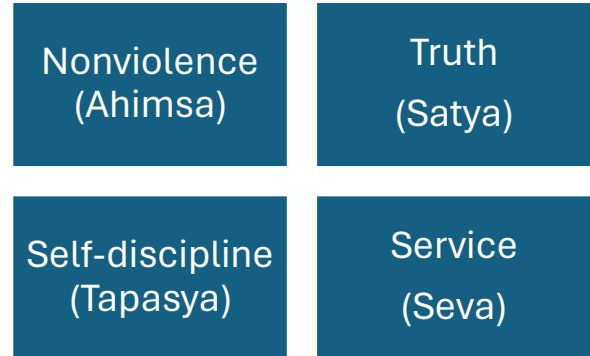


Figure1-Principles of Gandhian management Principles

- **Nonviolence (Ahimsa):** Gandhi believed in resolving conflicts through nonviolent means, emphasizing the power of love and truth.
- **Truth (Satya):** He advocated for truthfulness and honesty in all actions and communications, considering it essential for building trust and integrity.
- **Self-discipline (Tapasya):** Gandhi emphasized self-control and self-discipline as crucial for personal growth and effective leadership.
- **Service (Seva):** He promoted the idea of serving others selflessly, viewing service as the highest form of human endeavor.

- **Satyagraha:** Gandhi's method of nonviolent resistance involved passive resistance, civil disobedience, and non-cooperation as means to achieve social and political change.
- **Constructive Program:** He emphasized the importance of constructive activities such as education, community development, and self-reliance alongside protests, to build a stronger society. Gandhi believed in implementing constructive programs such as education, sanitation, and economic development to address social issues and empower communities
- **Dialogue and Consensus-building:** Gandhi believed in the power of dialogue and negotiation to resolve conflicts and reach mutually beneficial agreement. Gandhi emphasized the importance of dialogue and negotiation to resolve conflicts and reach consensus peacefully.
- **Empowerment and Participation:** He encouraged the empowerment of individuals and communities, promoting participatory decision-making processes.
- **Self-discipline and Self-reliance:** Gandhi promoted self-discipline and self-reliance among individuals and communities, encouraging them to take responsibility for their actions and well-being.

consider the needs and perspectives of all stakeholders.

- **Service Leadership:** He advocated for servant leadership, where leaders prioritize serving others and working for the common good.
- **Respect for Diversity:** Gandhi respected diversity and advocated for tolerance and understanding among people of different backgrounds, religions, and cultures.
- **Ethical Conduct:** He upheld ethical conduct and moral values, emphasizing the need for individuals to align their actions with their principles and beliefs.

TO SUM UP

In addition to not killing, attacking, or injuring others, being nonviolent also entails being devoid of unfavourable and negative feelings such as pride, ego, envy, anger, and enmity, given that these components have the potential to incite violence against oneself or other people.

In essence, truth, nonviolence, welfare for everyone, simplicity, and humility are the cornerstones of Mahatma Gandhi's management philosophy. He uses consensus-building, dialogue, empowerment, and self-discipline in his procedures, and he places a strong emphasis on ethics, integrity, service leadership, and respect for diversity.

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Management Ethics

Mahatma Gandhi has always kept humanity in the centre. He has always focused on key principles of ethics such as integrity, simplicity, empathy, service leadership, respect for diversity and moral conduct. Below figure shows the key dimensions of the Gandhian ethical principles.



Figure 3 – Management Ethics

- **Integrity:** Gandhi emphasized the importance of integrity in leadership, encouraging leaders to align their actions with their principles and values. Gandhi stressed the importance of integrity and honesty in all aspects of life and leadership.
- **Humility:** He valued humility as a virtue, urging leaders to remain grounded and empathetic towards others.
- **Simplicity:** Gandhi lived a simple lifestyle and believed in the principle of simple living and high thinking, advocating for minimalism and frugality.
- **Empathy:** He stressed the importance of empathy and understanding towards others, encouraging leaders to