All Life is Yoga' - Inclusive Spirituality - Religion - at - the - Workplace

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Abstract: *The Indian Knowledge System's worldview is integrated & not fragmented like Western Knowledge Systems. The scholarship of workplace religion-spirituality is making practical sense through improving productivity, performance, relationships, outputs etc. for the organizations. The great deal of precision is going on in identifying, & establishing its related definitions, constructs, factors, possible employee, organizational, social impacts etc. However, these scholarships seems to be confined in much narrow & lower intellectual realms. This study aims to establish much broader, higher, experiential knowledge proving — All Life is Yoga. It is a unifying Vedic-Yogic vision that can be beneficial guide & can have subsequent practical applications for the leadership & management. This study may lay a cornerstone, a new paradigm, for the future research in Veda – Yoga – Management - Spirituality related interdisciplinary studies. The study has used Mathematical modelling method. Preliminary results show that "Living all the Life in Yoga" leads to the outright auspiciousness, & accomplishments for organizations, leadership & management.*

Keywords: Indian Knowledge System (IKS), Yoga, Spirituality, Workplace, Religion

1. Introduction

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"The concepts like Karma theory, Loksangraha, Swadharma, Mindfulness etc., which primarily originate from the Bhagavad Gita & the Buddhist teachings, provide a sound theoretical foundation for conceptualization & understanding Workplace Spirituality (WPS) " (Shrestha, 2020) . In spite of these observations on IKS by Shrestha western researchers often have limited, biased & inferior views about it. "Studies on organizations date back to the 13th century, with noteworthy later on developments. So far, such studies have linked organizations & workplaces to spirituality in general to Christian ethics & social responsibility; to leadership & spirituality; to sustainability & productivity; & to the organizational culture achieved from individual spiritual life, subsequently linked to the community" (Vila Porras & Toro - Jaramillo, 2020) . Focusing management from outlook (Pardasani et al., 2014) observed that SRW is backed by substantial integration of the east - west academic scholarships. They detailed definitions of workplace spirituality from individual, organizational point of views. "SRW explored for the related definitions, constructs, factors, possible employee, productivity, outcomes, cultural, organizational, social impacts etc" (Singh, 2019) . Other studies like (Pathak et al., 2017) elaborated positive impact of workplace spirituality on organizational commitment. Workplace spirituality studied from employer employee perspectives showed organizational benefits (Bhatia & Arora, 2017) . *For* (Göçen&Özğan, 2018) *, "How to embed workplace spirituality in true wisdom needs to be one of the most researched future topics in the field of organizational management". This concern of these researchers about WRS/WPS is noteworthy in context to current research.*

There was no divide between spirituality - religion & work in IKS. These all & plethora of such studies are essential but they seems to be intellectual level scholarships. They don't question SRW in first place from its pioneer's literature. Also they don't emphasis on transcendental levels of action every time everywhere. Around 5000 years ago in Srimad Bhagvad Gita (B. G.) SriKrushna revised the spiritual elevation through daily work. "However; this Vedic - Yogic science was practiced by the Rajrishi (Sage like King Leaders, the role models unifying the spirituality based work & life) since many millennia. This knowledge was chronologically handed down from generation to generation in its purest form" (B. G., v.4.1 - 4.3). "The intellectual is one with practical experience of total freedom, as recognized by wise men" (B. G.4.19).

With deeper investigation into the researched phenomena, the IKS based on experiential wisdom of the sages seems more practical in understanding life & work. "Sri Aurobindo's 1st secret is a persistent refusal to cut life in 2 - action vs. meditation, inner vs. outer, & the whole range of our false divisions. What we need is a total life; to live the truth of our being every day, at every moment. *Practice silencing the mind just where it is seemingly the most difficult: on the street, in the subway, at work, everywhere*" (Satprem, 1970, pp.28–36) . "*Spirituality is perhaps one of the most profound yet least understood streams of study till date. It is a special ability of an individual to experience life beyond the boundaries of the physical limitations & connecting to the source of inner awareness*" (Khatri, 2019) . The yogis with their first - hand knowledge defined spirituality. The key takeaway are 'experientially connecting to inner source' & 'continuously bringing it in day - to - day action', thereby ***'Living All Life in Yoga'.***

Modern researchers of spirituality insufficiently concluded it. What is meant for human being breaking boundaries & transcending physical limits has been bounded to organizational geographies. "Modern day spiritualism is a multi - dimensional belief irrespective of any religion" (Manchanda, 2020) . "It is seen as the force which comes from inner self, much beyond the gross existence" (Khatri, 2019) . Pradhan rightly points out the shortcoming of

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SRW/WPS scholarship. *"There seem to be as many definitions of spirituality at workplace as there are researchers"* (Pradhan et al., 2017) . "Spirituality at Work', 'Value Based Management', (Spirituality based) 'Ethics in Management' are some of *the alternative expressions which at times refer to an overlapping area of activity"* (Trivedi, 2019) . Dutta confirms that, *"The ultimate goal of the SRW is to help people to recognise that they can achieve a higher purpose in their careers"* (Dutta, 2019) .

While coining the term Religion - Spirituality at Workplace (SRW) (Benefiel et al., 2014) observed that ""*For Benedict, work & prayer complemented one another in the daily discipline of spiritual formation on the path to holiness.* Both provided discipline for body & soul & served a good end". "*Luther claimed that all people, whatever their calling, should "seek perfection" in their work, attaining holiness through the discipline of working faithfully*"". (Benefiel et al., 2014) are themselves mistaken, contradicted & undermined their own citation of Benedict & Luther therefore the term SRW itself is questionable & express limited paradigm to view life & work. What St. Benedict & Luther stated is exactly transcendental level action - "**योगस्थः कुरु कर्माणि**" (B. G.2.48), & 'Yoga is skill in action - "**योगः कर्मसु कौशलम्**" (B. G.2.50), & work faithfully - "**निमित्तमात्रं भव सव्यसाचिन्**" (B. G.11.33), & seek perfection/Siddhi - "**स्वे स्वे कर्मण्यभिरतः संसिद्धिं लभते नर स्वकर्मनिरतः सिद्धिं यथा विन्दति तच्छृणु**" (B. G.18.45), leading to good end - "**ब्रह्मार्पणं ब्रह्म हविर्ब्रह्माग्नौ ब्रह्मणाहुतम्। ब्रह्मैव तेन गन्तव्यं ब्रह्मकर्मसमाधिना**" (B. G.4.24) as emphasised by (Ugale et al., 2019) . Further the study explained that yoga level action implied rising above this compulsory force into freedom & stability of action.

Yoga is similar to the management manoeuvres to achieve the mental equilibrium to overcome any war like crisis. It implies, while doing one's duty, spirituality comes before action, & not action before spirituality. Therefore, the concepts of spiritual workplaces & workplace spirituality can be termed as myths, representing intellectual efforts devoid of experiential knowledge. Irrespective of place & time spirituality should always precede action. *The term (SRW) is non - scientific, inaccurate, & inadequate. It is a gross misunderstanding of both the divine potential of work & the spirituality itself.* "There are 'Seven Status of Consciousness' (Ugale, 2019) . The action from Yoga is the 4th state. Through daily work Yoga must be lived at all times so as to transform to even higher states. Similarly, the term corporate yoga is misnomer too. In contrast "All Life is Yoga" is an elevating, practical, philosophy of work, versus division & confinement of the spirituality in narrow workplace settings. *The researcher's authority & conscious level is the sole determinant of quality of interpretations of the Spiritual literature & thereby Spirituality.* "**अन्धं तमः प्रविशन्ति येऽविद्यामुपासते। ततो भूय इव ते तमो य उ विद्यायाँ रताः**" *Ishavasopnishd.9. The Upanishads emphasized upon direct experiencing.* Those who are ignorant, they are bound to be lost in darkness; & those who are knowledgeable, they are bound to be lost in even greater darkness" (Oshorajneesh, 1980, p.24) . "**तद्विद्धि प्रणिपातेन परिप्रश्नेन सेवया। उपदेक्ष्यन्ति ते ज्ञानं ज्ञानिनस्तत्त्वदर्शिनः :**" (B. G.4.34)

One option to gain true knowledge is to approach the living Masters (Sadguru) who is firmly established in the Supreme Consciousness through surrender. *Researchers fulfilling this* '**अधिकारी** / *eligibility' criteria are more likely to grasp the subject knowledge appropriately*.

"*There is a lack of rigorous frameworks for understanding & contemplating organizational spirituality from the perspective of philosophical spirituality*" (Benefiel et al., 2014) . The action - outcome outline (Ugale et al., 2019) has addressed this gap on individual level of organization. Performing actions steadfast in Yoga & equanimity towards success or failure is Yogic way of working. If only one's actions are skilful in the turbulences of business, one can truly claim to be in Yoga. "All our subjective working move in supreme & seek it. All our objective workings move out towards supreme in the world & make it their object. So come synthesis of mind - heart - will in oneself & spirit. And with it the synthesis of knowledge, love & work in this integral union, this embracing God - realisation, *this Divine Yoga*" (Sri Aurobindo, 1997, p.325) . The employees & organizations practising all Life as Yoga can mutually benefit on broad material & transcendental levels. "Spirituality could be the key to a way of life that can bring forth harmony & spiritually rational order to the unstable world of late modern organizations" (Peltonen, 2019) .

"As per nature of mind, only 2 categories of people are there either having faith in Supreme, or in changing Prakruti**.** Diminishing of both is the desired effect. This human Body & Mind along with group of Indriyas (senses) is the 'Warfield'. The real war is the friction between divine & demonic inclinations. Divine inclinations are conscious, unifying causing Syntropy (force in inward direction). *The action done on the basis of divinity in the heart is only the real duty & it is Sajatiya (Unifying) & non - binding.* The demonic inclinations are ignorant, diverging inclinations causing Entropy (force in outward direction). It is Vijatiya (heterogeneous) & binding. The action done without divinity & purity in the heart thinking as duty is not real duty. Field of action is the Body. For one to turn it in the Field of Spirituality (Dharmakshetra) heart area is to be dominated by Divine inclinations resulting in the field of Consciousness, Syntropy, & entering into ultimate law 'The Supreme'. Contrarily, turning body in the 'Field of Action' (Kurukshetra) heart area is dominated by Demonic inclinations resulting in Death - Rebirth cycle, & ignorant inclinations & Entropy. *The heterogeneous actions ought to dissolve in unifying actions, & further to be dissolve in (The Kshetradnya/ Knower denoted by Transcendental Consciousness Level or the 4th state– the origin & seat of Natural law, perfect order, Syntropy)* " (Swami Adgadananda, 1983, pp.1–2) . *This should be the seat of human actions irrespective of time & place of action. In short, the superior Yogic mantra of work - "All Life is Yoga"* (Sri Aurobindo, 1999, p.8) .

2. Materials & Method

The study used integral method to analyze, synthesize & then integrate the Yogic practical philosophy & experiential knowledge in the IKS based infographic. Mathematical tools used to integrate IKS concepts. "A basic function of an

integrative method is to reconcile apparently conflicting expressions & dichotomies. To this end, integral methodology proposes & utilizes the doctrine of the identity of opposites. On the epistemological level, integrative methods attempt to arrive at holistic knowledge. Integral methodologies could utilize quantitative, qualitative or mixed methods in the overall design of a study. The mode of scholarship of an integrative approach could range from disciplinary to cross/multi/trans - disciplinary. It is important to emphasize that integration pertains to research strategy, rather than mode of scholarship or a methodological choice.3 general designs are suggested here for utilization in integrative studies" (Shirazi, 2015) . "Models describe our beliefs about how the world functions. In Mathematical modelling, we translate those beliefs into the language of Mathematics. Deterministic models ignore random variation & so always predict the same outcome from a given starting point" (Marion et al., 2008, p.1) . The deterministic model type mathematical approach used to differentiate between the 'Workplace Religion - Spirituality' Vs. 'All life is Yoga' perspectives through Euler diagrams.

Based upon literature & references, assume (I) –

- Sleeping/Sushupti Consciousness Level (SCL)
- Dreaming/Swapn Consciousness Level (DCL)
- Awakening/Jagrat Consciousness Level (ACL)
- *Transcendental/Turiya Consciousness Level (TCL)*
- Cosmic/Turiyateet Consciousness Level (CCL)
- Refined - Glorified Cosmic/Bhagvad Consciousness Level (RGCCL)
- Unity/Brahmi Consciousness Level (UCL)
- Seven Levels of Consciousness/Chetana = {SCL, DCL, ACL, TCL, CCL, RGCCL, UCL} - - - - (1)
- SCL⊆ DCL⊆ACL ⊆ TCL⊆ CC L ⊆ RGCCL ⊆ UCL - - - (2)
- All Life is Yoga = Total field of existence from SCL to UCL - - - (3)

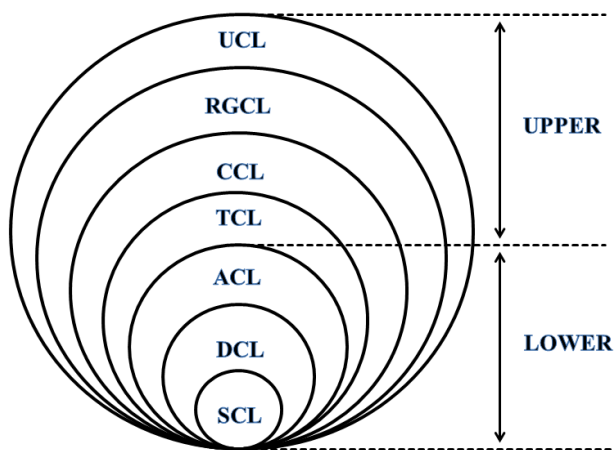∴ From 1 to 3 - The resulting Euler's diagram is –

Figure 1: All Life in Seven Status of Consciousness

The lower levels of consciousness are general & inferior levels of action & higher & intelligently & knowingly opted modes of consciousness are superior to them. As the employee starts functioning from the higher & higher levels of consciousness, it not only surrounds the successive lower status but also operates the qualities of those higher statuses in action. These levels of consciousness are key differentiators between the western understanding of the

workplace religion - spirituality, Psychology & the 'All Life is Yoga'.

Based upon literature & references, assume (II) –Divine Actions (DvA), Demonic Actions (DmA), Action from Transcendental Conscious Level (TCLA), Heterogeneous Action (HA), Unifying Action (UA), Body as Warfield (BWF), Body as Spiritual Field (BSF), Knower of Field (KoF)

- DmA – Force in outward direction from SCL towards ACL (- ve)
- DvA – Force towards inward direction from SCL towards TCL/KoF (+ve)
- War = f (Divine inclinations μ Demonic Inclinations)
- Prakriti/Matter⟹ Kuru (Action)
- BWF=f (Spirituality �Field of Action) - - - (1)
- BSF = f (Spirituality → Field of Action) - - - (2)
- BWF→HA∝ Binding Outcomes - - - - (3)
- BSF→UA∝ Free Outcomes - - - (4)
- HA ≠ Real Duty - - - (5)
- UA = Real Duty - - - (6)
- Demonic inclinations → HA → Death - Rebirth cycle, ignorant inclinations, Entropy
- Divine Inclinations → UA → Conscious inclinations, Syntropy, Entering into ultimate law 'The Supreme' - - - (7)
- Desired Effect = f (HA dissolved in UA& UA dissolve in KoF)
- TCLA → Seat of Natural law, Perfect order, Syntropy - - - (8)
- SRW= f (TCLA only at workplace – Rest of life) - - - (9)
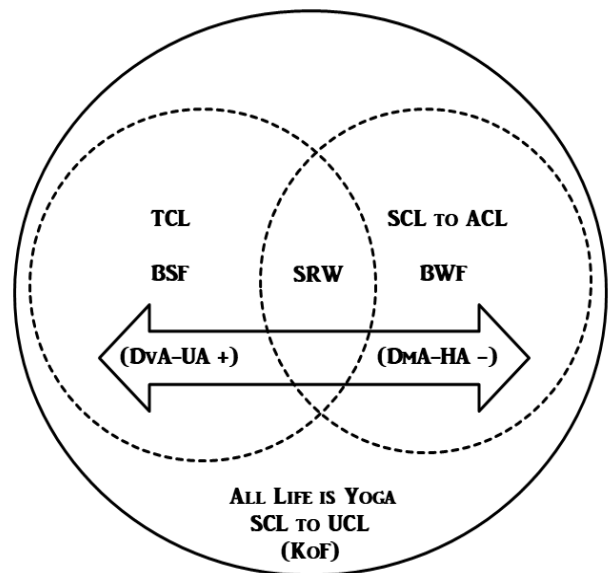
From (1) to (9), ∴SRW ⊆ All Life is Yoga

Figure 2: All Life is Yoga

This broader concept of action & living all the times from Yoga not only includes the Spirituality & Religion at Workplace (SRW/WS/WPS) but also goes much beyond it to cover the full spectrum of life's action - consciousness - outcomes. This also provided the clarification of real duty. The divine & demonic tendencies are always at war with each other, making body Warfield. The demonic actions are heterogeneous & spiritual actions are unifying. The demonic

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force to be overcome by the spiritual force & then it should also dissolve in the Supreme.

3. Discussion

The precise presentation of workplace religion - spirituality, life, forces of nature, quality of action, its dependent outcomes, & its workplace application using integral research method & mathematical tool scores over previous related researches. In this context, the mathematics helped to dissolve ambiguity, settle the arguments, establish the foundation & improve clarity backed with proofs. After accounting for the full spectrum of life, then zeroing on the spirituality, then standardizing the researcher's authority & then establishing spiritual application for work makes complete sense in the field of study. Constantly experiencing the (TCL) Action from the 4th state of consciousness as shown in figure is the only real duty & Living All Life in Yoga. The action emerging from the lower states are not real duty. Whereas; only engaged in higher status of consciousness at workplace is the Workplace Religion - Spirituality. All the actions, at all the times, & places ought to be rooted in Yoga. "The 'Field of Spirituality' & 'Field of Action' are not any geographical land but this very body is the field depending upon types of positive/negative inclinations in one's heart. When practitioner pointedly moves towards the knower of the field, the Supreme Law & thereon performs all the actions all the time, then same body field becomes 'Field of Spirituality'. Compared with the 'Spirituality & religion in the workplace: History, theory, & research' by (Benefiel et al., 2014) , current study views spirituality from IKS based Yoga's experiential perspective. That surrounds all the life in the spirituality & points to its proper ancient history with practicality.

Contrary to 'Lessons from Indian spiritual traditions' (Pardasani et al., 2014) current study adds on the experiential level of knowledge over the intellectual paradigms using Mathematical model. Compared with studies like Workplace Spirituality & - - Employer - Employee Perspective (Bhatia & Arora, 2017) , Organizational commitment (Pathak et al., 2017) , Ethics in the Workplace (Dutta, K.2019), Demographic variables (Khatri, D. P.2019), Productivity & their Wellbeing (Singh, S. (2019), Modern Aspects & Dimensions related to the Work Environment & Culture (Manchanda, S.2020) current study questions the term SRW itself & with proof explains the broader criteria & impact of the spirituality for the human life. The transcendental inner force revealed by Khatri if applied to the ultimate goal of the SRW movement as stated by Dutta, can fulfil all the *Purusarathas (*life goals) much beyond only limited career goals. The fundamental conditions is always 'practising transcendental action' & genuinely keeping 'the society above the self'. In contrast to analysis & debates by (Göçen, A., &Özğan, H.2018), & Philosophical Spirituality of Organization by (Peltonen, 2019) current study dish out practical Yoga philosophy of increasing human elevation through work towards integrating spirituality in life. Further to 'The Conceptualization of Workplace Spirituality' (Trivedi, 2019) , & (Shrestha, 2020) current study highlighted the 'eligibility of the spiritual researcher' without which the SRW scholarship remains misdirected. It has also deepened

the conceptualization of SRW & established it in backdrop of the appropriate history, theory & research'.

4. Conclusion

The pure consciousness remains natural state of being, the experiential reality, transcending trigunas & intellect throughout the day - night, & not an intermittent incident. "All Life is Yoga, going beyond the Workplace Religion/Spirituality". This is the way to fulfil four Purushrthas - Life goals as Dharma (Spirituality), Artha (Finance), Kam (Enjoyment), & Moksha (Liberation). The mathematical tool facilitated the precision & formulation of infographic which otherwise remains a much complex & often confused philosophy. It also helped understand the real duty, without which the spiritual application for work is ambiguous. The study may contribute to Yoga - Management interdisciplinary fields by means of course correction into the spirituality blending which is termed as the future trend in management studies. Such proper integration of IKS with current modern research can allow us to establish critical work life aspects on solid time tested grounds to avoid intellectual diversions.

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