

Deendayal's Concept of Integrated Humanism: A Cross-Sectional Study

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Abstract: According to Deendayal Upadhyaya, India's priority must be to develop a people-centred indigenous economy. In India, the domestic and foreign policies of these organizations create obstacles to the growth of our national economy. If we consider the four aspects mentioned by Shri Upadhyaya in his book *Ekatma Manavvad*, viz. H. With the proper use of body, mind, intellect and Soul or spirit in the organization, the organization will easily achieve peak growth without major obstacles. But we rarely see this being implemented by superiors and the staff cannot understand the politics they are playing. It's not just employees who suffer here, it also indirectly affects our economy. The research paper highlights how these four aspects of organization are useful not only for the development of human relationships, but also for the development of our economy.

Keywords: Ekatma Manavvad, Organisation, Company, Economy, Development, BIMS.

1. Introduction

In 1965, Jana Sangh adopted Holistic Humanism (Ekatma Manavvad) as an official policy, mainly developed by Deendayal Upadhyaya. It aims to appeal to a broad segment of Indian society by demonstrating a people-centred indigenous economic model. According to Upadhyaya, human beings have four hierarchically organized aspects of body, mind, intellect and soul, corresponding to four universal goals, Kama (desire or satisfaction), Artha (wealth), Dharma (moral duty) and Moksha (complete liberation). Upadhyaya gives a good example in his book *Ekatma Manavvaad* which represents the essence of this concept. He wrote an example, if 40 people want to start a club, a club of 40 people is a body. They were eager to open a club and they wanted to provide a complete structure to the concept, so that was their spirit. To run this club well, administrative regulations must be made, funds raised, and organized, which means it is based on wisdom. The club has its own goals, providing members with entertainment, the best service, health and wealth tips to make it the soul of the whole body [2]. Although we have seen these four aspects, it shows very clearly that every organization or simple activity of society depends on these four aspects. If an organization or a society uses it perfectly and powerfully, the development of industry and society is easy for members of any group. The research paper is highlighting the role of these four aspects of Ekatma Manavvaad in the Indian organisations and how the industrialist can use these for development and settlement the crisis in the

company.

Problem Statement:

Today in many organisations internal politics is curbing the growth of the company. It creates impact on our overall economy. So, from the research paper it shows here that, for our economic development everyone should learn four aspects of Ekatma manavvad i.e., Body, Mind, Intellect and Soul, (BMIS) these will change the humankind and everyone will benefit for the further development. Today, in many organizations, internal politics slow down the company's growth. It affects our overall economy. From the research report here, everyone should know about the four aspects of Ekatma Manavvad on our economic development namely H. Body, Mind, Intelligence and Soul or Sprit (BMIS) which will transform humanity and all will benefit from further develop.

2. Research Methodology

Data collection:

Primary data was collected through questionnaire method and secondary data collected through articles, e-Newspapers, Magazines, and few Reference books.

Sample size:

Simple random sampling method was applied in selection of 200 employees including teaching and non-teaching departments from one university.

Scope of the study:

If the organisations can understand the concept of these four aspects i.e., Body, Mind, Intellect and Soul (BMIS) then the efficiency of employees will go up and it can help to the growth the university.

3. Results

In 1964, Pandit Deendayal Upadhyaya first gave a lecture on the concept of Ekatma Manavvaad (BMIS) in Pune and Mumbai. However, it is fair and appropriate to acknowledge that the term Holistic Humanism was a phrase casually used in 1921 by one of the trinities of Lal Bal Pal (Lala Lajpat Rai, Bal Gangadhar Tilak and Bipin Chandra Pal). Native Indian ideology. But it was developed by Pandit Deendayal Upadhyaya. In describing the concept of Ekatma Manavvaad (BMIS), he gave in it the aspects of four levels of organization, namely body, mind, intellect and soul, corresponding to the four

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universal goals. In his book *Ekatma Manavvaad*, he describes one of the beautiful examples that represent the essence of this concept. He has written an example that if the 40 people want to open one club, that the club of 40 people is one body, they have a wish to open a club and want to give one whole structure to this concept so it is their mind. For running this club they have to prepared management rules and regulation, collect fund, structure, that means it runs on intellect, and the club has its own objectives like providing entertainment, best services, health and wealth tips, to the members so it work as soul of the whole body [2].

Upadhyaya rejected social systems in which individualism 'reigned supreme'. He also rejected communism in which individualism was 'crushed' as part of a 'large heartless machine' and rejected Nehruvian economic policies and industrialization on the grounds that they were borrowed uncritically from the West, in disregard of the cultural and spiritual heritage of the country. According to Upadhyaya, rather than arising from a social contract between individuals, was fully born at its inception itself as a natural living organism with a definitive 'national soul' or 'ethos' and its needs of the social organism paralleled those of the individual [4].

The philosophy of integral humanism, like Gandhism, opposes unbridled consumerism, since such an ideology is alien to Indian culture. This traditional culture stresses putting restraints on one's desires and advocates contentment rather than ruthless pursuit of material wealth [11]. All these literatures were helped to prove that Upadhyaya was arranged *Ekatma Manavvaad* for the betterment of the society and thereby economic development of the nation. After interviewing the employees, their answers provided the following justification of the hypothesis is given in the research paper.

Table 1
Awareness about Body, Mind, Intellect and Soul (BMIS)

Awareness (BMIS)	Frequency
Yes	48(24%)
No	152(76%)
Total	200(100%)

Only 24% respondents recognize about the notion of body, mind, mind, intellect and soul (*Ekatma Manavvaad*). And 76% respondents are unknown about the idea of Body, mind, intellect and soul (*Ekatma Manavvaad*).

Surprisingly all hundred percent respondents are definitely unknown about the 4 factors cited with the aid of Pt. Deendayal Upadhyaya i.e., Body, Mind, Intellect and Soul (BMIS).

If these respondents are unknown about the major idea then it is challenging to betterment of economy.

Table 2
Do you agree that organisation is one Body and Team

Organisation is as a Body & Team	Frequency
Yes	184(92%)
No	16(8%)
Total	200(100%)

96% of the respondents are agreed that organisation is one of the our bodies and it is one group so every person can do their

work successfully and organisation can get anticipated result, subsequently there is a positive growth of economy of the institution in which reduces the wastage of resources.

Table 3
Reason beyond organisation is a body

S.No.	Reason beyond organisation is a body	Yes (%)	No (%)	Total (%)
1	Top Magnet Treatment	152(76%)	48(24%)	200(100%)
2	Relational	136(68%)	64(32%)	200(100%)
3	Team spirit	110(55%)	90(45%)	200(100%)
4	Like family	156(78%)	44(22%)	200(100%)

Employees were answering that, where they are working all they are the family as maximum hours of their life they spend in the company hence 78% employees agreed that organisation is one body. It provides team spirit but only 55% were agreed. 68% employees said that it is relational or depends on the relations they are developing in the company and 76% employees suggested that if the treatment of the top management is best then they have homely feeling and that organisation is one body.

Table 4
Body is important for economy

S.No.	Importance of Body in economy	Yes (%)	No (%)	Total (%)
1	Increase profit	152(76%)	48(24%)	200(100%)
2	Increase efficiency	156(78%)	44(22%)	200(100%)
3	Reduce errors	156(78%)	44(22%)	200(100%)
4	More creativity	112(56%)	88(44%)	200(100%)
5	Sharing of knowledge	128(64%)	72(36%)	200(100%)
6	Team decision	158(79%)	42(21%)	200(100%)

According to Upadhyaya, the organization's body works together. In the research, 79 percent of the employees supported teamwork and team decisions; consequently, 78 percent of the employees agreed that collective work among the employees increases efficiency, and 76 percent agreed that an increase in profit and subsequently the economy would increase, which depends on a few factors. For example, 78 percent of the employees said that many people have the capacity to recognise errors, and 78 percent agreed that any few of them could swiftly correct them. A team's ability to be more creative at work is something that 56 percent of respondents agreed with, and 64 percent stated they were sharing and improving their knowledge with one another.

Table 5
Organisational structure is a mind

Organisational structure is a Mind	Frequency
Yes	176(88%)
No	24(12%)
Total	200(100%)

According to *Ekatma Manavvaad*, "organisational structure is a mind," 88 percent of employees believe that a strong and effective organisational structure is essential to a company's efficiency. If the organisational structure is appropriate, the organization's work will be streamlined and operate with a single thought. The company's flawless organisational structure functions like a perfect intellect and promotes economic growth.

Table 6
Importance of this Mind in the organisation

S.No.	Importance of the Mind	Yes (%)	No (%)	Total (%)
1	Increase Economy	164(82%)	36(18%)	200(100%)
2	Increase efficiency	156(78%)	44(22%)	200(100%)
3	Reduce wastage	152(76%)	48(24%)	200(100%)
4	Effective decisions	152(76%)	48(24%)	200(100%)
5	Respect to everyone	124(62%)	76(38%)	200(100%)
6	Proper hierarchy	172(86%)	28(14%)	200(100%)

The ideal organisational structure can provide proper hierarchy in official posts (86 percent agreed), it fosters respect for all higher officials (62 percent only agreed as they stated it depends on person to person), so that effective decisions can be made by them (76 percent approved it), and it reduces waste (76 percent approved it), which can increase efficiency (78 percent employees agreed). As a result, 81 percent of employees agreed that it increases the overall value of the company.

Table 7
As per Ekatma Manavvaad organisation is running through the intellect

Organisation become Intellect	Frequency
Yes	170(85%)
No	30(15%)
Total	200(100%)

85% employees agreed that every organisation need rules, funds and proper structure so the organisation will run in smooth manner. They agreed for the understanding of the Ekatma Manavvaad which trusts that rules, funds, structure are the intellect in the organisation and important for the development of the economy. But this also refuses by 15% employees.

Table 8
Importance of the Intellect in the company

S.No.	Importance of Intellect	Yes (%)	No (%)	Total (%)
1	increase Economy	188(94%)	12(6%)	200(100%)
2	increase self-control	156(78%)	44(22%)	200(100%)
3	Avoid castigation	172(86%)	28(14%)	200(100%)
4	Rule for discipline	192(96%)	8(4%)	200(100%)

96% agreed for rule and regulations which brings discipline in the company so the workers efficiency goes up, 86% approved that intellect is important to avoid castigation or criticism in the company so the team work will be improve, 78% agreed that self-control will be improve which is beneficial for more efficiency and the result is in the development of the overall economy of the company.

Table 9
Ekatma Manavvaad is organisation work as Soul

Organisation as Soul	Frequency
Yes	182(91%)
No	18(9%)
Total	200(100%)

Employee approval of the Ekatma Manavvaad's inclusion of entertainment, top services, or advice on how to improve one's health and wealth was endorsed by 91 percent of employees. Similarly, 9 percent of respondents do not consider Ekatma Manavvaad, its relevance, or its aspect soul.

Table 10
Importance of Soul in the organisation

S.No.	Importance of Soul in the organisation	Yes (%)	No (%)	Total
1	Develop Economy	164(82%)	36(18%)	200(100%)
2	Increase Efficiency	166(83%)	34(17%)	200(100%)
3	Best direction	144(72%)	56(28%)	200(100%)
4	Welfare of the...	164(82%)	36(18%)	200(100%)
5	Continuity in services	142(71%)	58(29%)	200(100%)
6	Satisfaction to all	160(80%)	40(20%)	200(100%)

Soul includes things like the best entertainment and services. It gives satisfaction to all stakeholders (80% agreed), the best direction (72% agreed), continuity in services (71%) and consideration of stakeholders' welfare (8% agreed), all of which increase efficiency (83%) and lead to the growth of organisational economics (82 percent employees agreed).

4. Conclusion

The research report shed light on the four parts of the Ekatma Manavvaad's history. One thing is clear from the observation of all these questions: the employees agree that Ekatma Manavvaad and BMIS stand for body, mind, intellect, and soul. These are supporting not only the stated goals, such as the BMIS's four dimensions, significance, and relationship to organisational economics, but also the alternative claim that "There is a strong relationship between the BMIS and development of organisational economy."

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