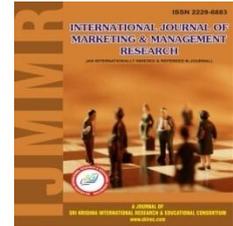




The Journal of Sri Krishna Research & Educational Consortium  
**INTERNATIONAL JOURNAL OF  
MARKETING AND  
MANAGEMENT RESEARCH**  
Internationally Indexed & Listed Referred e-Journal



## **HUMAN RESOURCE DEVELOPMENT THROUGH MEDITATION**

**DR. RAJENDRA. D. BIRADAR\***

\*Professor & Director,  
School of Commerce & Management Sciences,  
Swami Ramanand Teerth Marathwada University,  
Nanded, India.

### **ABSTRACT**

*One of most important parameters of all round national development of any country depends on Human Resource Development and the management of Human Resource Development depends on the meditation. In this paper, an attempt is made to know and understand what is mediation, why meditation is required, who can do mediation, how to do meditation, how meditation will help in developing human resource in the country. This all happens without any cost. Hence, it is considered as a natural method for achieving excellence in everyone & everything. This is need of hour.*

### **INTRODUCTION**

All kinds of development revolved around human development and its management. Any country's success and failure depends mostly on the level of human development. Higher the level of human development higher will be the national development. Worldwide human fundamental parameters are being developed for judging the country's all round development. Hence, human developing indicators play an important role in the development of the country. One of the most important parameters of human development is spirituality and meditation which is the way to reach there.

In the troubled world, there is a need for a fresh approach towards obtaining the peace, maintaining harmony, feeling the security, having a sense of purpose & achieving that real goal of human life. This is possible only through a proper meditation under the guidance of a capable teacher. Meditation is the ultimate tool for human integration. Sahaj Marg or Natural Path system of meditation is practiced by thousands worldwide across all continents & by people in more than 70 nations.

Mediation is a science that has been known by the mystics for centuries and misunderstood by the masses for just as long. Meditation is not knowledge that can be experienced from books but on experience to which the words are positive and can only be

transmitted by one who has loved them. They can be passed on only from a master to a disciple. A master can only help you in removing the obstacles so that meditation happens.

Meditation is seventh step as per Patanjali Ashtang yoga. In Sahaj marg, we start at the seventh stage namely, Dhyana. Meditation is associated with mind and whatever happens to the mind, affects the body, and whatever happens to the body eventually affects the mind. Any efforts to find the solutions need to establish the inner connection between different layers of your being, more so between the body and the mind. All illness, conflicts and pain require total human growth and development as cure. Also, they require a wakening from our psychological sleep and ignorance.

### **WHAT IS MEDITATION**

The English word mediation comes from the Latin word 'meditari' which derives from the same root as the word meaning to heal.

Raj yoga mediation of Sahaj Marg defines meditation as "the ability to think continuously about one thing, to the exclusion of all other things.

It is surprising that there is lot of misunderstanding about what meditation is and the difficulty associated in doing it. One who is obsessed with wealth is meditating on wealth. Similarly, one who is thinking constantly about success is meditating on success. Meditation is a very simple thing, so simple that even children do it all the time. When a child wants something, it remembers that thing even through sleep, and asks for it when it awakens the next morning. In the spiritual context, all that we do is to reorient the mind away, from mundane material objects, and give it a spiritual goal to meditate on. Meditation is uninterrupted, spontaneous flow of the mind towards the chosen object.

Swami Vivekananda describes it in a different way in his Raja Yoga. He has said, "Meditation is one of the great means of controlling the rising of these big waves. By meditation you can make the mind subdue these waves, and, if you go on practicing meditation for days, and months, and years, until it has become a habit, until it will come in spite of yourself, hatred and anger will be controlled and checked." That would be a great blessing. By practicing meditation, we can conquer all these different forms of waves that arise on the surface of our mind. But what shall we meditate upon any ideal we like.

Patanjali says, "By Meditation on the pure heart that has given up all attachment to sense objects." From the teaching Raja Yoga, Christianity has taken the idea of the heart of Christ. This had been given centuries before Christ was born. This is one of the methods of meditation.

Further he said, "By meditating on the knowledge that comes in sleep." That is, if you gain some knowledge in sleep, or in the form of a vivid dream, if it has any reference to any spiritual ideal, or if it answers some of your questions which arise and disturb your mind, then you can meditate on that. That will bring certain knowledge.

Patanjali says in the next aphorism, "By the meditation on anything that appeals to one as good." There can be different objects of meditation. But we should hold on to one particular object for the time, and meditate upon it for gaining a certain result.

Next, Patanjali says, "The Yogi's mind meditating, becomes undistributed from the atomic to the Infinite." That is the effect of meditation.

**WHY MEDITATION IS REQUIRED?**

Meditation is required for achieving excellence in human performance & human performance is required for organizational effectiveness. Specifically meditation is done for the following benefits

- It helps in releasing the stress easily and effectively.
- It keeps the mind and body fresh and stress-free.
- Meditation develops one's ability of thinking clearly and the ability to comprehend.
- It helps in individual for balancing in every situation.
- Regular meditations expand your aura; make you internally stronger and cooler.
- Meditation helps in getting the inner silence and happiness.
- It is away to relax and revitalize.
- Meditative state of mind leading to energy conservation by reduced speed of diversely running through energies.
- Our mental processes are purified, and this results in right action.
- Meditation helps to focus the mind by regulating it and thus prevents formation of fresh impressions or sanskars.
- It provides an experience of self realization, enlightenment and liberate from all miseries.

**WHO CAN DO MEDITATION?** - As per Sahaj Marg philosophy any human being completed 18 years of age, they are men or women, black or white, irrespective of religion, caste, creed, country are eligible for mediation. Only mentally distributed/weak people are not allowed to meditate.

**HOW DO WE MEDITATE?** - We sit in a comfortable posture with our eyes closed, and make the thought the heart is filled with a divine light. We are not required to see the light, nor are we required to imagine the heart. Remember, all that we want to do is to replace all the thoughts that the mind would normally bring up, with one thought, that of divine light-in the heart. As per Patanjali's yoga, during meditation, the breathing slows down and settles into a natural rhythm, thus establishing pranayama.

There are no rules for meditation right posture, clean and quite surroundings, chanting of mantra, etc. are helpful but not necessary in meditation. We can cut off the external noises, but what about your inner thoughts and noises. When the inner talks are strong, we go on talking within and go on suppressing this talk to get the silence. In beginning, thy all the factors like silence, seclusion, calm surroundings to focus your mind. Then drop all these things and have an open mind just start watching all your thoughts, attitudes, likes and dislikes, struggles and so on with no bias what so ever. This will let you be in real meditation once you let used to it then you can meditate even in a crowded train where you are barely standing on one leg.

People often find boring and thus keep it away from meditation due to set pattern of meditation like sitting in a lotus posture with spine straight, eye closed, chanting something or breathing in a particular way etc after some time all these kinds of things become secondary. When you are totally relaxed and are in total surrender to anything that you are doing, you are in meditation. There is no running of mind and no pulling it back to focus on something. That means there is no inner struggle. This activity may be our work that we enjoy or game that you love, or any song that we like to sing or any drawing or painting that you are creating or even research we are deeply involved with.

There is an old saying that we become that which we meditate up our goal of oneness with the formless and abstract god is difficult to meditate on. When we meditate we will of course have thoughts. We are taught, but to ignore them. Thoughts have no power of their own, but depend on the power of the attention that we give them. So, if we ignore them, they will fall off. By developing the ability to hold this one thought (that of divine light in the heart) during meditation, we progressively develop the ability to regulate our minds.

### **DIFFERENCE BETWEEN MEDITATION AND CONCENTRATION**

Meditation is sometime referred as concentrations but a meditation is more advance process of mind, whereas concentration is a product of meditation. The yogic understanding of meditation is not mere concentration, but it is more than concentration. Concentration is the way to gain knowledge about any subject. In concentration mind is directed on a single subject or direction, but there exist multiple thoughts. According to sage Patanjali's Dhyana means fixing of mind on a specific object (or a spot, internal or external)

Meditation is not concentration but takes to the next step of focused attention. Meditation is uninterrupted, spontaneous flow of the mind towards the chosen object. The five characteristic features of meditation are a) Single thought b) Effortlessness c) Mindfulness d) Slowness e) Blissful expansiveness. It means it is a technique of withdrawing the mind so that it receives rest and rejuvenation. Thus, meditation deep in thought and includes deep physiological and psychological rest leading to energy conservation by reduced speed of diversely running thought energies.

Meditation is the ability to think continuously about one thing, to the exclusion of all other. When we have achieved thing ability by repeated practice, then we are in a condition when our mind is able to be single pointed. This state of mind is called concentration. So, concentration is the result of the process of meditation. Meditation is a process and not a goal by itself. The result of the practice of meditation is therefore the ability to concentration.

### **HOW MEDITATION HELPS IN HUMAN RESOURCE DEVELOPMENT**

As we have seen through meditation we are trying to regulate the mind and be the master of mind. As and when required according to the need, we can focus the attentions of mind to achieve it. If we are master of mind nothing is impossible for an individual to achieve the excellence. A clean and pure mind thinks better of everyone and everything. So, there is no chance of for any ambiguity other in work or performance. Today there are many companies have made mandatory to their employees to meditate before they start their work in the organization. Selected hotels and catering services in major cities in the country are made meditation compulsory for their employees before they go to the kitchen and their work place. Some educational institutions have also adopted the practices of meditation and a six week

certificate course is compulsory for all those who want to take admission in the institute Symbiosis International, Pune is one of them. In addition to this some universities are also coming forward to establish the center of meditation with a meditation hall. This all about to explore the potential of human resources and channelize their energy for constructive and creative activity. In due course of time, every organization will try to open the training center with the meditation hall and training to their mind instead of intellect. Thus, meditation is really a medicine for all kinds of problem in trade, industry, commerce and with exploring the potential of human being.

#### REFERENCES

- Kale Rekhaa, Easy Guide to Meditation, Fusion Book, ISBN 81-89605-86-0, 2009
- Gupta Vibha, Book Review “Meditation – The Way to Self Realization, Nisargopachar Varta, December 2008, P. 11
- Patil Sarang, “Meditation The Complete Medicine, Nisargopachar Varta, August 2009, Pp. 23-25
- Rajgopalachari P., Sahaj Marg Spirituality Foundation, Inc, Meditation for Human Integration, [www.sahajmarg.org](http://www.sahajmarg.org) used on 21/01/2010.
- Biradar R. D., “Management of Modern Educational System & Yoga: A Socio-techno-spiritual Approach”, Unloack Management, Research Journal in Management Sciences, SIBM, Solapur, Oct. 2009, Vol-I, Issue I, Pp 28-34.