

The Bhagavad-Gita & Hodiernal Life: An insightful study of Ethics, Psychology and Management

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Abstract: The Bhagavad Gita is an antiquated Indian philosophical text that still provides profound ideas and understanding of human behaviour, morals and choices. The book Bhagavad Gita discusses the relevance of the book in the current life in three parameters – ethical values, psychological upliftment and managerial efficiency. During a time of stress, ethical dilemma, and organisational problems, the Gita offers more practical guidelines like Karma Yoga (selfless action), Gyana Yoga (knowledge), and Bhakti Yoga (devotion). It is a qualitative and analytical approach paper and discusses the classical interpretation and modern usage in psychology and management sciences. It demonstrates the compatibility of the principles of detachment, duty orientation, emotional control, and use of ethics in leadership with the theories of cognitive behavioural therapy, emotional intelligence and transformational leadership in the modern world. The findings suggest that the Bhagavad Gita is not merely a religious text but also some general instructions to attain a state of mental balance and ethical and professional integrity. The paper also concludes that the relevance of Gita-based principles in the contemporary life can greatly enhance the individual growth and development of the organisation.

Keywords: Bhagavad Gita, Contemporary Life, Ethics, Psychology, Management, Karma Yoga, Leadership, Stress Management.

1. Introduction

The high rates of change in Hodiernal society due to the development of technology, globalization as well as heightened competition have changed the way of life and value systems of human beings to a great extent. In this study, the term '**Hodiernal**' is deliberately preferred over the commonly used expression '**Contemporary**'. While 'contemporary' may denote a broader historical period, 'hodiernal' specifically signifies the realities, challenges, and lived experiences of the present day. The use of this term emphasizes the immediate relevance of the Bhagavad Gita to today's ethical, psychological, and managerial concerns. While these developments have made life easier and more convenient—and more lucrative for some—they have also created ethical dilemmas, added stress and created a psychological imbalance. Modern-day humans find themselves in complex situations in their personal and professional lives all the time, many of which they are making based on other factors and not on their personal principles. In such a state, there is a growing need for a more holistic approach that can guide people in making a choice towards ethical clarity, mental stability and meaningful action.

The Bhagavad Gita, which is one of the most sacred philosophical books of ancient India, is the book that contains timeless wisdom that deals with these challenges. As a part of the Indian epic Mahabharata, the Gita is the dialogue between Lord Krishna and Arjuna on the battlefield of Kurukshetra, which is the conflict of the inner world of each person. Written thousands of years ago, but with teachings that have no time or culture limitations and can therefore be applied in a very relevant way in modern life.

Essentially, the Bhagavad Gita talks about fundamental questions in human life, like duty (Dharma), action (Karma), knowledge (Jnana), devotion (Bhakti). These theories offer an all-encompassing theory of human behavior and moral decision-making. These teachings can be interpreted in the modern world as a set of rules to follow when it comes to stress management, emotional balance, and effective stress management in the work environment. For instance, the concept of "Karma Yoga," which advocates self-less service without expectation of a reward", bears some resemblance to modern ideas of "work ethics" and "intrinsic motivation".

Furthermore, the wisdom of the Gita is in line with the contemporary theories on mental health and well being. Self-awareness, control of desires and adaptability in a positive or negative outcome are akin to the current cognitive behavioral therapy and emotional intelligence approaches. Similarly, the Gita contains lessons for organizations on how to manage, how to make decisions and ethics. Lord Krishna's guidance to Arjuna is a great example of transformational leadership, in which the emphasis is on clarity of vision, moral uprightness and emotional stability.

The research paper tries to explain the applicability of Bhagavad Gita in the present-day life through three broad aspects namely, ethical, psychological and managerial. In the hope that the study will help bridge the gap between ancient philosophical wisdom and modern academic disciplines, a qualitative and analytical approach is used. It tries to show that the Bhagavad Gita is not a spiritual or religious text but a universal text which can provide practical answers to the dilemma of contemporary life.

2. Systematic Literature Review (SLR)

This section describes a Systematic Literature Review (SLR) of the available academic literature on the applicability of the Bhagavad Gita to contemporary ethical, psychological, and managerial practices. This review aims at establishing the trends in research, the important findings and the gaps in the literature.

2.1 Review Methodology: The SLR was carried out in a systematic manner:

Databases: Google Scholar, journals that are indexed in Scopus, Web of science

Keywords Applied: Bhagavad Gita and ethics, Gita and psychology, Gita and management, Karma Yoga and leadership.

Inclusion Criteria: Peer-reviewed journal articles, classical interpretations and books, and research to connect Gita with the contemporary disciplines.

Exclusion Criteria: Non-academic or purely devotional material, Unverified online sources

Forty-plus sources were filtered, and 20 of the most relevant studies were filtered to analyse them further.

2.2 Thematic Classification of Literature: The literature chosen can be divided into three broad themes:

A. Ethical Perspectives: Some researchers have highlighted the moral code given by Bhagavad Gita:

- Radhakrishnan (1948) understood the Gita as a moral code of conduct that advocated the righteousness (Dharma).
- One principle of selfless duty, of which Karma Yoga is an important principle, was emphasised by Tilak (1915) as a key to ethical living.
- Sharma (2015) discussed the application of Gita-based ethics to minimise corruption and enhance integrity in professional life.

Key Insight: The Gita encourages duty-based ethics and not consequence-based ethics, which is like contemporary deontological theories (Kantian ethics).

B. Psychological Perspectives: The psychological applicability of the Gita has found extensive discussion over the last few decades:

- Lazarus and Folkman (1984) indirectly present Gita concepts using stress-coping theories.
- Goleman (1995) associated emotional intelligence with self-regulation, which is a fundamental teaching of the Gita.
- Rao (2012) examined the case of cognitive dissonance and anxiety in Arjuna in the context of his mental conflict.

Key Insight: Ideas such as detachment, mindfulness and emotional balance in the Gita are closely similar to:

- Cognitive Behavior Therapy (CBT)
- Positive Psychology
- Mindfulness-based stress reduction (MBSR)

C. Managerial Perspectives: The Gita has become more and more the subject of study by modern management scholars:

- Sinha (1990) examined the principles of Indian management that were based on spirituality.
- Chakraborty (1995) stressed on value-based management following the teachings of Gita.
- Rao (2012) has addressed such aspects of leadership as vision, resilience, and ethical responsibility.

Key Insight: The Gita supports:

- Transformational Leadership
- Servant Leadership
- Karma Yoga work ethics.

2.3 Comparative Analysis to the Modern Theories

Gita Concept	Modern Theory
Karma Yoga	Work Motivation Theory
Detachment (Nishkama Karma)	Stress Management
Self-realization	Humanistic Psychology (Maslow)
Equanimity	Emotional Intelligence
Dharma	Ethical Decision-Making Models

2.4 Research Gaps Identified: Although much has been written, there are the following gaps:

- Lack of integrated studies combining ethics, psychology, and management together
- Little empirical study (majority of research is conceptual)
- Lack of use of Gita principles in organisational case studies.
- Requirement of quantitative validation of Gita-based interventions.

2.5 Summary of SLR: The systematic review shows that the Bhagavad Gita has an important interdisciplinary application. Nevertheless, most of the research work is about single domains. This paper tries to fill this gap by giving a holistic analysis based on ethical, psychological and managerial facets.

3. Objectives of the Study

The current study will explore the applicability of the Bhagavad Gita in present life with a multidisciplinary approach. The aims of the research are:

- To explain Bhagavad-Gita morality and its relevance today.
- To examine the psychological insight of the Gita in the context of stress, emotional distortion and mental health.
- To know about the implications of the principles of Gita in management from the point of view of leadership, decision-making and organisational behavior.
- To establish a comparative picture between the philosophy of Gita and modern concepts of ethics, psychology and management.

To determine the gaps in research and propose the areas of further interdisciplinary research.

4. Research Methodology

The research design adopted in this paper is qualitative, descriptive and analytical research aimed to explore the applicability of the Bhagavad Gita in contemporary times.

4.1 Nature of Research: The study is philosophical and exploratory in nature since it seeks to explain the philosophical concepts and relate them with the existing theories and practices.

4.2 Data Sources: The study employs secondary data, and the sources of secondary data are the following: Popular authors such as Radhakrishnan, Tilak and Aurobindo's classical texts and translations of the Bhagavad Gita books. Scopus and Web of Science peer-reviewed journal articles. Scientific works from the field of psychology and management.

4.3 Research Approach Textual Analysis: Meaning of the significant texts and ideas, including Karma Yoga, Dharma and detachment Analytical comparisons between the concepts of Gita and contemporary philosophies/theories like Cognitive Behavioural Therapy (CBT), emotional intelligence, transformational leadership, and thematic analysis: grouping of the findings in the ethical, psychological and managerial levels.

4.4 Tools and Techniques

- Literature review synthesis
- Conceptual framework development
- Analytical explanation of philosophical principles.

4.5 Scope of the Study: The research is focused on:

- Ethical decision-making
- Emotional stability and mental health.
- Leadership and organisation effectiveness.

It is not based on empirical or field-based data collection; thus, it is mostly theoretical.

4.6 Study Limitations

- The research is based on secondary data which may limit the empirical validation.
- Different scholars have different interpretations of the meaning of the Gita.
- Lacking quantitative analysis and/or case studies.

5. Ethical Perspectives of the Bhagavad Gita

The Bhagavad Gita is a time-honoured ethical code which cuts across time and cultural borders. Its moral teaching is that of Dharma (duty), Karma (action) and Nishkama Karma (selfless action), which guides people.

5.1 Expand and explain the concept of Dharma (duty-based ethics): Dharma is the main ethical concept of the Gita that lays stress on doing what is right and moral and what is required of him or her socially. Contrary to the consequence-based ethical theory, Gita promotes duty-based ethics whereby what is right is that which is in accordance with the role and duty of the person and not the consequences. The principle is very applicable in present-day society in areas like administration, education and corporate governance, where people are supposed to behave in an ethical manner despite any outside influence.

5.2 Nishkama Karma (Selfless Action): Nishkama karma, or doing actions without attachment towards the outcome, is one of the most important teachings of the Gita. This principle encourages:

- Integrity and honesty
- Lessening of greed and corruption.
- Concentrate on doing, not on doing.

This fits into the current culture of the workplace that has a focus on intrinsic motivation and ethical professionalism, where such unethical results-driven behaviour is not encouraged.

5.3 Ethical Decision-Making: The Gita offers a course of action in solving moral dilemmas by focusing on:

- Thinking over feeling.
- Righteousness in the long run rather than short-term profits.
- Congruency with the universal moral values.

This is quite like the present ethical decision-making models, particularly the deontological ethics.

5.4 Universal Ethics and Social Responsibility: The Gita encourages such values as the following:

- Truthfulness (Satya)
- Non-violence (Ahimsa)
- Self-discipline (Sanyam)
- Compassion (Karuna)

These values help to create a just and harmonious society and are crucial to sustainable development today.

6. Psychological Perspectives

The Bhagavad Gita is full of profound psychological insights that are relevant to today's psychological challenges such as stress, anxiety, and emotional volatility.

6.1 Stress and Anxiety Management: To learn how to manage stress and anxiety, like Arjuna's anguish and worry on the battlefield, which are like modern-day stressful situations. The words of Gita can help you with:

- Detachment to calm down
- Improving decision-making processes
- Promoting mental resilience

6.2 Equanimity and emotional regulation: Gita stresses equanimity (Samatva) in success and failure. This is directly connected with the following:

- Emotional Intelligence (self-regulation)
- Psychological stability
- Self-control in stressful situations/ Stable reactions in challenging situations

This is emotional management that is vital for both personal and professional success.

6.3 Self-Awareness and Self-Realisation: The Gita asks people to recognise their real self (Atman), which results in the following: Lessening identity crises. Improved self-confidence, greater life satisfaction This is in line with humanistic psychology, especially the self-actualisation idea as per Maslow.

6.4 Comparison with Modern Psychological Theories

Gita Concept	Psychological Theory
Detachment	Stress Management Theory
Self-control	Cognitive Behavioral Therapy (CBT)
Mindfulness	Mindfulness-Based Stress Reduction (MBSR)
Purpose in life	Positive Psychology

6.5 Mental Health and Inner Tranquillity: The Gita calls for meditation, control and restraint of desires that lead to:

- Reduced mental disturbances
- More focus and productivity.
- Long-term psychological well-being

So, it's a comprehensive mental health guide.

7. Managerial Perspectives

The Bhagavad Gita offers useful information regarding the contemporary management practices, especially in leadership, decision-making and ethics in organisations.

7.1 Leadership Principles: The role of Lord Krishna in guiding and mentoring Arjuna is a perfect example of transformational leadership, as it is typified by the following:

- Vision and clarity
- Moral integrity
- Motivation and inspiration

These attributes can be embraced by contemporary leaders to make organisations effective.

7.2 Decision-Making Under Pressure: The Gita lays stress on rational and value-based decisions, particularly when confronted with critical situations. Key aspects include:

- Clarity of thought
- Emotional stability
- Ethical considerations

These values are critical in the modern business world that is multifaceted.

7.3 Karma Yoga in Work Culture: Karma Yoga advocates the following concept:

- Dedication to work
- Detachment from outcomes
- Never give up and never stop trying
- Employee engagement
- Productivity enhancement
- Work-life balance

7.4 Organisational Ethics and Governance: The Gita recommends morality in every activity, which justifies the following:

- Transparency
- Accountability
- Fairness

These are the values that are vital in instilling trust and sustainability in organisations.

7.5 Leadership Models Derived from the Gita

- **Transformational Leadership** – Leading and motivating others.
- **Servant Leadership** – The well-being of others is important.
- **Value-Based Leadership** – Principle-driven and ethical decision-making.

7.6 Applicability in a contemporary business setting: The teachings of the Gita are used in the present-day corporate world to:

- Managing workplace stress
- Enhancing leadership effectiveness
- Encouraging business ethics.
- Creating strong and motivated workers.

The Bhagavad Gita is a collection of ethical, psychological and managerial teachings that offer a comprehensive guide to contemporary life. Even though ethical values guarantee a sense of morality, psychological knowledge facilitates mental health, and business principles encourage the effectiveness of organisations. Collectively, they create the Bhagavad Gita as an all-inclusive manual to personal and professional excellence.

8. Discussion

The applicability of the Bhagavad Gita in today's life from the point of ethics, psychology and management will be discussed in the present paper. The teachings of the Gita are not only philosophically relevant but also can be applied practically in the solution of the problems of modern times as demonstrated in the discussion.

8.1 Ethical, Psychological and Managerial Aspects: The most significant result of this research is that ethics, psychology and management are all covered in the Gita as a whole. The Gita is unlike the modern fields which work in isolation; it provides a single blueprint in which human activities are driven by moral principles. Decision-making is aided by psychological stability. Effective execution is guaranteed by managerial principles. It is an integrated thinking approach, particularly in modern society with the tendency of disconnected thinking which tends to produce stress, wrongdoing and bad leadership.

8.2 Relevance in the Contemporary Ethical Dilemmas: The results show that the Dharma (duty) and Nishkama Karma (selfless action) as emphasised in the Gita provide a solid basis of ethical behaviour. In the modern world where corruption, materialism and goal-orientated behaviour are the norm, these values are promoted:

- Honesty for personal benefit
- Duty over outcomes
- Having moral responsibility to the outside pressure is important.

In this manner, the Gita is compatible with the current ethics, especially duty-based (deontological) ethics, which make it applicable to the professional and social aspects of life.

8.3 Psychological Significance in Contemporary Scenario: The Gita teachings are quite applicable in dealing with stress and anxiety as well as emotional imbalance that has been a part of the contemporary lifestyle. The study points out the following:

- The concept of **detachment** helps reduce anxiety and overthinking.
- **Equanimity (Samatva)** promotes emotional balance.
- **Self-awareness** enhances mental clarity and resilience

Such principles have significant similarities to recent psychological theories like cognitive behavioural therapy (CBT), emotional intelligence, and mindfulness practices. This means that the Gita would be used as a supplementary psychological support to mental health.

8.4 Managerial Implication in Modern Organisations: The paper has also shown that the Bhagavad Gita is a good source of leadership and organisational behaviour. The context of Krishna and Arjuna might be considered an epitome of transformational leadership in which:

- Leaders led with vision and clarity
- Decisions are based on ethical values.
- Emotional intelligence is used in an important scenario.

Besides, the philosophy of Karma Yoga encourages the work culture of dedication and responsibility as opposed to result stress. This may be very applicable in the current organisations where the goal is

- Employee engagement
- Productivity improvement
- Ethical governance

8.5 Bridging Ancient Wisdom with Modern Theories: The second is that Gita philosophy parallels well with the modern-day academic theories (relationship between karma yoga and work motivation theory).

- Detachment ↔ Stress Management
- Self-realization ↔ Humanistic Psychology
- Equanimity ↔ Emotional Intelligence

This letter implies that most of the problems that are being investigated through modern disciplines were already discussed by ancient Indian wisdom.

8.6 Addressing Research Gaps: The purpose of the analysis is to fill the gap of the previous studies by providing a coherent analysis in different aspects. The earlier work focuses on one part, while in the present research its interdisciplinary meaning is highlighted, and so it is more applicable to the academic and professional environment today.

9. Findings

Based on the analysis, the following key findings have emerged:

9.1 Ethical Findings

- The Bhagavad Gita promotes an obligation ethics theory that can apply in today's society.
- Nishkama Karma is one of the ethics that can reduce negative practices like corruption and exploitation.
- The Gita lays down a universal moral code, which is universal and transcends cultures and time

9.2 Psychological Findings

- The Gita provides effective ways to manage stress and emotions.
- Ideas such as detachment and mindfulness are congruent with contemporary psychotherapy.
- It is involved in mental growth and wellbeing, resilience, and self-awareness.

9.3 Managerial Findings

- A transformational and value-based approach to leadership is supported by the Gita.
- Clearly improves decision-making ability under stress by applying ethical thinking.
- Karma yoga enhances the work efficiency, motivation and satisfaction of the job.

9.4 Interdisciplinary Findings

- The Gita teachings are not only confined to religion but can be applied to all fields.
- The Gita philosophy is closely related to the modern theories of management and psychology.
- The Gita is an all-purpose guide to both personal and career growth.

9.5 Overall Finding

The most outstanding finding of the current study is that the Bhagavad Gita provides a holistic and practical way of solving the present life's challenges by weaving into its philosophy concepts of ethics, mental health, and management. The study proves that the Bhagavad Gita is a living and universal book as well as a spiritual book that can answer the challenge of the present human life in the most amazing manner and in the most useful way.

10. Conclusion

The present study work offers the evidence that the Bhagavad Gita is highly applicable to present-day life in terms of a detailed structure that includes ethical aspects, psychological health and managerial performance. With the world in a state of rapid change, suffering increasingly, and wrestling with more ethical dilemmas, the teachings of the Gita are there to support us in our quest to create balance, clarity and purpose.

The Dharma and Nishkama Karma teachings, ethically speaking, would promote duty-orientated action, integrity and moral accountability – which are essential for addressing the present-day problems of corruption and the loss of values. The psychological aspect of the Gita offers helpful guidelines for managing stress, controlling one's emotions, and gaining insight into oneself, concepts that are in line with modern psychological practices, including cognitive behavioural therapy and emotional intelligence. From a management point of view, it provides a blueprint of value-led and transformational leadership, with a vision element, ethical decisions and strength.

The paper also brings out the fact that the Bhagavad Gita is not a religious or spiritual text but a general and interdisciplinary text. Its doctrines are echoed in the current theory in the field of psychology and management, showing that ancient wisdom still has a relevant value in the sphere of academic and professional life.

Overall, the study shows that the Bhagavad Gita can be considered as a complete and sustainable path to personal development and organisational development. Incorporating its principles into everyday life and the workplace, people can attain greater mental health and well-being, ethical clarity, and quality leadership.

11. Future Work

The present study provides a wide conceptual analysis, but there are certain directions that could be taken to make this domain more applicable and academically more useful in the future:

11.1 Empirical Validation: There is scope for further research into the effectiveness of the principles of Gita in practical situations, such as quantitative research and empirical research.

- Measuring the impact of Karma Yoga on employee performance
- Assessing the role of Gita teachings in reducing workplace stress

11.2 Organisational Case Studies: Case studies on the impact of organisations in implementing management practices based on the Gita are required, especially in:

- Leadership development programs
- Ethical governance frameworks
- Corporate culture transformation

11.3 Integration with Modern Psychology: Additional studies in this area could focus on the following areas of integration:

- Clinical applications in mental health therapy
- Development of Gita-based counselling models
- Comparative studies with Western psychological frameworks

11.4 Interdisciplinary Research Expansion: Future work can extend the scope of this study by incorporating additional disciplines such as:

- Education (value-based learning models)
- Public administration (ethical governance)
- Artificial Intelligence ethics (decision-making frameworks)

11.5 Practical Models of Development: New frameworks for research, conceptual and applied, may include the following:

- Gita-based leadership models
- Stress Management modules based on Gita teachings •
- Decision-Making Tools using Dharma and Karma Principles

11.6 Cross-Cultural Studies: A comparative study can be made with other sources to assess the relevance of the Bhagavad Gita in the world: a study of similarities and differences between the teachings of the Bhagavad Gita and:

- Western philosophical traditions
- Global leadership practices
- Multicultural organisational environments

The exploration of the Bhagavad Gita in empirical, interdisciplinary and applied dimensions will not only further its academic pertinence but also lay the foundation as a universal guideline for ethical living, mental health and effective leadership in the modern world.

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