

# **Gandhian Philosophy: The Management Reformer**

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## **ABSTRACT**

*In the present era, management take place in everywhere. Management is applicable universally. The word 'management' has attained a magical significance. Currently, the twist of globalization is blowing at a high velocity. Hence, new proportions are being added to the concept of management virtually day-to-day. This is the phase of professionals and specialists. Consequently, in the field of management, technological invention, research and development, is giving a new momentum to a competent and adroit functioning.*

*Thus, like in many other arenas, different departments and sub-sections are being founded ceaselessly. Financial marketing, human resource management, and other similar areas are emerging as its important branches. Not only that, even the idea of micro-specialization and super specialization is fast emerging in the arena of management studies. Nowadays management has become an essential part of our social renovation and Gandhian philosophy play monumental role in it. His philosophy of trusteeship developed a new discipline which is giving an imprint in corporate world and become a management reformer.*

**Keywords: Trusteeship, Labour Management, Corporate Social Responsibility**

## **I. INTRODUCTION**

The previous understanding about the management of men was that man is basically lazy and a work slacker. Behind that understanding the feeling was that man is more worried with his rights rather than his duties. Hence, he could work only when directed by the principle of reward and punishment.

Gandhi rejected such perception on man and his nature in his outline of things. He has greater conviction in self-regulations than all the external controls put together. He was also a great supporter of cultural and spiritual tradition and its major ethics. He accepted and promoted the major spiritual value of Indian tradition which explained that man is not a fallen being as he has not committed any 'ancestral sin.' Rather he carries a speck of theology in his persona. He always believed in the basic goodness of man and his capacity to move toward perfection by overcoming some of his apparent faintness.

## **II. GANDHIAN PHILOSOPHY OF TRUSTEESHIP**

Mahatma Gandhi's entire thinking about management was based on affection, belief and service of mankind. He believed that the human behaviour should be based on mutual love and trust. It was such an amazing view of the great man Gandhi and his philosophy which was the rudimentary idea behind his concept of trusteeship.

Gandhi Ji was very well know the relevance Gita in his life and it is likewise expressed in his oeuvre. He was a big

votary of it. These are some following quotations of Gita which is the favorite quotes of Gandhi and it also have been seen in his thoughts and concept of trusteeship of wealth. Neither I desire a Kingdom nor I do hanker for paradise or salvation, I simply want the end of miseries of all animate beings who are smitten with sorrow.

Na twaham kamep rajyam na swarnam na puparbhavam  
Kamaye dukh taptanam praninamarti nashwam  
Javata priyate dehu tavatsatva hidehinam  
Adhikam yo bhibhanayat sa stano Dand marhati

As much as is essential for one's own living only that much is one enable to have. One who has surplusage of this is a thief and deserve punishment.

**Ishtan bhogan hi wo deva dasyante yagna bhavitah  
Tairdattan pradaryabhyo yo bhangyakte sten aiv sah**

Nurtured by sacrifice (hard work) you will get all enjoyments. He who enjoys it without sacrifice and giving in return is undoubtedly a thief.

The philosophy of Trusteeship involved the capitalists and landlords in the service of society without any element of compulsion. He invited those people, who considered themselves as owners of their wealth to act as trustees. According to Gandhi, if an individual had a fair amount of wealth, assets bequest, trade and industry, he must understand that all that prosperity did not belong to him, what belongs to him was the right to an honorable livelihood, no better than that enjoyed by millions of others. The excess wealth of his must be utilized in the reconstruction of the society and community welfare.

Gandhi was against the exploitation of the poor. He emphasized that if the landlords and the capitalists acted as trustees of poor people, it could be helped to reform their poverty.

The Trusteeship theory was not supported to the concept of philanthropy, because philanthropy is known as charity and charity created limits to richest, but according to Gandhi ji there was no limit for social responsibility. Richest should not surrender or shared their ownership, they should become trustee. Trusteeship is qualitative transformation of the attributes.

Gandhi wanted that the rich should hold their property and possessions as Trustee. But he did not tire of asserting that labour too was power. Capital cannot fructify without labour. The power of labour lay in its unity. When labour is united and determined, it can be more powerful than capital. Its power can indeed be frightening. Labour and capital both should have to hold their power in faith. This philosophy is completely bilateral. It is a perfectly mutual affair of capital and labour. They both will be mutual trustees, and trustee of consumer too.

Trusteeship delivered a means of transforming the current capitalist society of order into an egalitarian one. It give no barrio to capitalism, but gives the present possessing class a chance of revolutionizing it. It is based on the trust that human nature is never beyond deliverance. It does not recognize any right of private proprietorship of assets, except it may be permitted by society for its own benefit. It does not eliminate legislative ordinance of the possession and economic consumption of wealth.

Hence, under the State-regulation trusteeship, an individual will not be free to support or apply his wealth for self-centered fulfillment or in disregard of the pursuits of society. But as it is offered to prepare a decent minimum living wage, even then a boundary should be determined for the supreme income that would be permitted to any individual in guild. The divergence between such lowest and highest incomes should be judicious and reasonable and mutable from time to time, so much so that the tendency would be towards

eradication of the conflict. Under the Gandhian economic order the graphic symbol of production will be resolved by social necessity and not by personal impulse or greediness.

### III. LABOUR MANAGEMENT

Gandhian philosophy of Trusteeship is foundation of philosophy of wealth and labour management. According to him, finance and labour must supplement and help each other in harmony they both should be alive like great family living in harmony and unity; management should not only be looking to the material welfare i.e. salary, wages, social securities and industrial safety of the labourer, with moral welfare also. The capitalists being trustees of the welfare of the labour classes.

Gandhi assigned a paternalistic role to management. They should be obliged to perform with morality in their dealings with labour. According to Gandhi the trade unions to be instrumental for workers material, moral and social development and empowerment. And they should be more focused on labour welfare, according to Gandhi, A strike is an inherent or constitutional right of the worker for the purpose of securing justice and liberty, Gandhi proposed Satyagraha if conflicts arise between management and labour. He emphasized that they must not consider a crime or mistrust and capitalists and labour should accept the principle of trusteeship.

### IV. GANDHIAN PHILOSOPHY AND CSR

The Gandhian Principle of Trusteeship is closely linked to the "Social Responsibility of Business". Gandhi wanted capitalists to act as trustees (not owners) of their property and conduct themselves in a socially responsible manner. In the present day, the concept of Corporate Social Responsibility (CSR) is rooted in the principle of Gandhian Trusteeship which links Corporate Sector to Social Sector. It is now reaching popularity in our club which is beset by increasing inequalities. It underline the fact that the corporate sector, which earns profit through the sale of its goods and services in the social club, has some responsibility towards it as easily. This is an indispensable to encourage development with equity and to achieve an inclusive club.

An increasing number of industrial house are taking active interest in the benefit of the employees, their households and social club at a large level. Originating from the preparation of basic necessities like drinking water, primary teaching, health facilities to the development of environmentally friendly technologies on regional/national or even international scale, they are playing in diverse fields. In reading up few initiatives, some of them also have taken on various social works. By doing thus, they are not entirely able to publicize their merchandise but are also selling them to the beneficiaries of their actions. Some of them are involved in the charity work like provision of midday meals to school kids. Many of them own their own NGOs operating at ground level, and in other instances they are affecting the civil society in their actions.

Economic experts and many CEOs are argued that the purpose of occupation is to maximize shareholder profits, but the CSR community talks about contribution to society for better good and welfare. Hence the essential problem about the role of business cannot be concluded within the current framework unless the element of Trusteeship will be incorporated. The TATA group of company has declared that it comply on this rule and will practice trusteeship principle in its working. Trusteeship is the model of responsibility that best depicts the group founder and JRD Tata is the best example who followed the ethics of CSR in his work. Hence the relevance of trusteeship lies in the fact that it offers a way of transforming to the present capitalist society of

order into an egalitarian one. It gives no quarter to capitalism, merely renders the present owning class a chance of regenerating itself. It is grounded on the religious belief that human nature is never beyond redemption.

## V. CONCLUSION

Gandhian philosophy has made significant role in management as well as corporate world. Few rich men in the world, especially, Bill Gates and Warren Buffet are practicing the Gandhian Principle of Trusteeship. These noble philanthropists are giving out a vast portion of their wealth for social reasons like a public health improvement, funding AIDS research and higher education, running programs for poverty relief, etc. Their willingness to solve community's problems as a moral responsibility is rather remarkable and deserves appreciation.

- This concept has more relevance in today's competitive business world because if every businessman tries to bring in maximum profits and accumulated huge wealth they also should give their participation in welfare of society.
- Its motivate the hardworking businessmen and all workers. Because of labourer know that the organization will protect their rights and interests. This philosophy will helps to increase the economic growth of the nation.
- If all the Businessmen should feel that its their duty to take some responsibility of the wellbeing of the society then poverty level will become very low and India will become richest country in the world.

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