

SAINT KABIR'S AMRITWANI: MANAGEMENT LESSONS FOR FOLK ARTIST

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Abstract

Saint Kabir Das is known as a mystical poet and a Great Saint of our country. He has given his philosophical ideas in the form of couplets or dohas or verses or bhajans to promote the lives of people. The present study deals with the management lessons to be learnt by folk artists from the verses written by Saint Kabir. The study is descriptive in nature and is based on secondary data. The researchers in this study analyse the verses or dohas written by Saint Kabir and after reading all the verses 23 verses have been selected for the purpose of present study. The results of the study have been drawn by analyzing the 23 verses or dohas selected and researchers inculcated one lesson of management from each verse selected. Its compulsory for the folk artists to learn such management lesson be a good human being and professional as well.

Key Words: Saint Kabir, Versus or Dohas, Management Lessons, Folk Artists, Couplets

INTRODUCTION

Saint Kabir Das, a mystical poet and Great Saint of India was born in the year 1440 and died in 1518. He is one of the leading spiritual poets in India who has given his philosophical ideas to promote the lives of people. His philosophy of oneness in God and Karma as a real Dharma has changed the mind of people towards goodness. His love and devotion towards God fulfill the concept of both Hindu Bhakti and Muslim Sufi.

It is said that he was from the Hindu Brahmin family and adopted by the Muslims weavers without a child, Nilo and Nimma. He was found by them on a lotus leaf in a pond of Lahartara (in Kashi/Banaras). They gave him the name of 'Kabir' meaning "The Great One". He never attended classes but he was very knowledgeable and mystic poet. He wrote his couplets and dohas (verses) in the simple language which was greatly spoken at that time which includes Braj, Avadhi, and Bhojpuri as well. He wrote a lot of Dohas, couplets and books of stories based on the social barrier.

He believed that human beings are equal and being one with God is the ultimate aim of every individual. The Holy Guru Granth Sahib contains over 500 verses by the Great Saint Kabir. He had written his dohas boldly and naturally which are full of meanings and significance. He has compressed the sense of the whole world in his simple dohas and couplets. His sayings are beyond comparison and inspiring. Guru Kabir's dohe are the hallmark of his work. His love and devotion towards the God clearly reflects in his poetry. The verses or dohas of Guru Kabir are still read by people with wonder and admiration.

The present study deals with the analysis of Kabir's verses and inculcation of management lessons from these Dohas which are meaningful and beneficial for the folk artists. The main focus of this study is on the analysis of kabir's verses in order to match the verses with the skills and qualities needed in a folk artist to be a good human being, leader, role model and a great professional in their field such as music, singing, dancing, painting and instrument manufacturing and in other related fields.

OBJECTIVES

The following are the objectives of the present study:-

- To inculcate the management lessons from the Saint Kabir's verses.
- To suggest the management lessons to the folk artist to be learned from Saint Kabir's Amritwani.

METHODOLOGY

The present study is descriptive in nature and secondary data has been used for the purpose of this study. The secondary data has been collected with the help of various published documents such as books, journals, articles by various academicians, researchers, analysts and Saint Kabir as well. The couplets or dohas or books written by Saint Kabir have been studied and out of all those couplets or dohas 23 couplets or dohas have been selected for the purpose of present study.

ANALYSIS AND INTERPRETATION

The present section deals with the analysis and interpretation of the selected verses written by Saint Kabir and after analysing these dohas following management lessons have been drawn: -

Verse 1: - गुरु गोविंद दोउ खड़े काके लागूं पांय। बलिहारी गुरु आपने, गोविंद दियो मिलाय।।

Meaning: If you have more than one option in front of you such as you have to choose one out of Guru and God. In that case choose your Guru and bow down to the Guru because he is one who showed you the path where to find God and how to achieve goals. Guru is the person who paves the way for your success and growth. He polishes and inculcated the knowledge, skills, abilities, aptitude, and other qualities needed by an individual for survival. Therefore, you have to be committed and dedicated towards your Guru and follow the path paved by him to be on the top of the world.

MANAGEMENT LESSON: RESPECT/REGARD/ADMIRE

Verse 2: बड़ा भया तो क्या भया, जैसे पेड़ खजूर। पंथी को छाया नहीं फल लागे अति दूर।

Meaning: You are a famous personality and have a powerful position in the society. It means you are influential or popular than other artists and have a number of followers and disciples. But it is of no meaning if you are not approachable and not really for them as and when they need you. So, you have to be there for them as and when they need you.

MANAGEMENT LESSON: APPROACHABLE

Verse 3: धीरे-धीरे रे मना, धीरे सब कुछ होय। माली सींचे सौ घड़ा, ऋतु आए फल होय।

Meaning: You have followers and disciples whom you are teaching, music, dance, painting or any other folk art. Some of them have capability to learn faster and some are slow learner. But you want each and everyone to be perfect in their field as soon as possible. In that case you are in hurry that each one be perfect by wasting no time. It is not possible for each and every individual to grab immediately all the skills. It demands individual to devote time to acquire, learn and grow certain knowledge, skills and abilities. For this one must have patience.

MANAGEMENT LESSON: PATIENCE

Verse 4: ऐसी वाणी बोलिए मन का आप खोये। औरन को शीतल करे, आपहुं शीतल होय।

Meaning: It is essential for an individual to lose the ego and always use soft words while communicating because speech plays an important role in creating good relations with others. It also helps in building image and goodwill of an individual in the society. One must speak in such a manner that others may find peace while talking to them. An individual has to use meaningful words and

language, so that there would be no space for misunderstanding. The soft skill helps in building harmonious relationship among people living in a society.

MANAGEMENT LESSON: RELATIONSHIP BUILDING

Verse 5: मांगन मरण समान है, मत मांगो कोई भीख। मांगन से मरना भला, ये सतगुरु की सीख।

Meaning: It is an important advice to you never asks or demands for anything you need for yourself. Because you have certain qualities and talent by which people can recognise you and gives rewards in terms of respect and love. The competence, knowledge, skills and abilities you have are merits reflecting in your presentation and behaviour. It automatically provides you rewards and recognition which cannot be demanded but earned.

MANAGEMENT LESSON: REWARDS AND RECOGNITION

Verse 6: कबीर खड़ा बाज़ार में, मांगे सबकी खैर, ना काहू से दोस्ती, न काहू से बैर।

Meaning: A good human being such as a folk artist creates an environment of loyalty, belongingness and trust. For him all his followers or disciples are equal, neither he created a strong relationship with any disciple nor does he wish for enmity with his followers. It is their obligation to treat all the followers or disciples with equity and transparency.

MANAGEMENT LESSON: EQUITY/WELL-WISHER

Verse 7: पोथी पढ़ि-पढ़ि जग मुआ, पंडित भया ने कोय, ढाई आखर प्रेम का, पढ़े सो पंडित होय।

Meaning: The respect for Guru or an artist builds in the mind of their followers because of the behaviour, skills, knowledge, abilities, competence, talent and experience the Guru or an artist has. But the strong relationship has been created when these people have love and time for their followers and disciples. A Guru or artist is knowledgeable one (Pandit) but if they fails to deliver the benefits of knowledge they gained by learning books. Then the knowledge they gained by reading those books is of no use. If they want to covert that bookish knowledge into beneficial one, they have to practice again and again to be the master in their field or subject.

MANAGEMENT LESSON: PRACTICE, PRACTICE AND PRACTICE

Verse 8: हीरा परा बाजार में, रहा छार लपिटाइ। बहुतक मूरख चलि गये, पारखि लिया उठाइ।

Meaning: There are a number of talented artists present in the society. It becomes difficult for experts to make choice out of that pool of talent. Being an

expert it's your duty to choose the best one who meets all the requirements or standards after analysing the knowledge, skills and abilities needed for performance.

MANAGEMENT LESSON: SELECTION

Verse 9: कबीर लहरि समंद की, मोती बिखरे आई। बगुला भेद न जानई, हंसा चुनी-चुनी खाई।

Meaning: As an artist you know better that what is good for you? Or what is bad? Or what are your boundaries? So, it is necessary for an artist to differentiate between soil and gold. If he fails to do so, then his survival in this competitive world becomes difficult. Therefore while making choice for his career advancement he must be able to differentiate the areas on the basis of his/her efficiency or interest. It is important for an artist to become a swan not a crane.

MANAGEMENT LESSON: DIFFERENTIATION

Verse 10: जाति न पूछो साधु की, पूछ लीजिए ज्ञान। मोल करो तलवार का, पड़ा रहने दो म्यान।।

Meaning: India is a diverse country and people from different religion, caste, creed, race and community are living here, whereas the most of the countries of the world are not diversified. Because of diversity in our country, it becomes one of the unique places in the world. Therefore, talent is more in India as compared to other countries of the world. The talent is not the right of particular caste, community, race, religion. You may find it anywhere and in any individual. While searching for the qualities and talent in the people belongs to artistic field, one should not be focused on religion, caste, creed, race and community of that individual but on their competence, knowledge, skills and abilities in their related fields.

MANAGEMENT LESSON: TALENT AND COMPETENCE

Verse 11: काल करे सो आज कर, आज करे सो अब। पल में परलय होगी, बहुरि करेगा कब।

Meaning: Human beings have tendency of laziness and to postpone matters. The tendency to postpone matters leads to uncertainty, which leads to confusion resulting into low performance level and ultimately de-motivated the individual. Such person cannot achieve his targets in time and becomes stressed. In order to avoid the negative impacts an individual has to respect time and take immediate actions to complete his tasks, duties and responsibilities. The consideration of time element leads to timely completion of tasks, duties and responsibilities as assigned to individual and results in satisfaction, higher enthusiasm and a

willingness to take risks, higher performance level results in higher level of motivation.

MANAGEMENT LESSON: ACTION ORIENTED

Verse 12: कबीर मन निर्मल भया, जैसे गंगा नीर। पाछे लागो हर फिरे, कहत कबीर-कबीर।

Meaning: If an individual has a clear vision and his feelings or thoughts are expressed in positive manner than other people are able to adapt your ideas or thoughts easily. If you are able to sense the future or unexpected problems and you have the capability to provide immediate solutions for these problems. If you are creative, innovative, calm nature, cool mind, loving and compassionate. The individuals who have these traits found them in love, harmony and peace with everyone associated with them. Because of it, everyone wants to associate with these people and becomes the follower of such persons.

MANAGEMENT LESSON: VISIONARY

Verse 13: चिंता ऐसी डाकिनी, काट कलेजा खाय। वैद बेचारा क्या करे, कहा तक दवा लगाए।।

Meaning: When a person fails to achieve the targets set by him, it creates unhappiness or worry in the mind of that individual. The worry is the major cause of generating confusion in the mind. The more a person welcomes unhappiness the more reinforcement has been provided to the worries by that individual which results in loss of creativity, innovativeness and energy. Once an individual suffers from the problem of worrying too much then there is no remedial measure that a doctor can suggest him. So, everything happening in and around us is according to the will of God. Human beings have limited abilities and even resources. Therefore, never hold yourself responsible for all the causes and the consequences of the events happening. Always share your success with others and take the responsibility of failure, so that you become able to manage the stress.

MANAGEMENT LESSON: STRESS MANAGEMENT

Verse 14: दुःख में सुमिरन सब करे, सुख में करे न कोय। जा सुख में सुमिरन करे, तो दुःख काहे को होय।

Meaning: it is the nature of humans that whenever they are in problem or in stress or undergoing something unfavourable or need someone's help, we look at others to provide backup, solutions and support. It mostly happens when people are deficient in one skill or others. It shows our selfishness or lack of faith on self. When you are relaxed, calm, or have support or backup or skilled or have time to

practice the tasks or duties or works in which one has deficiencies. Therefore, you must have faith and patience on him, so he may practice those tasks or works to become efficient enough.

MANAGEMENT LESSON: FAITH AND PATIENCE

Verse 15: बुरा जो देखन मैं चला, बुरा न मिलिया कोय। जो मन देखा आपना, मुझ से बुरा न कोय।

Meaning: It is the nature of human beings to search for deficiencies or weaknesses or flaws in others and on the basis of these he starts criticizing them. Even such people start dispersing negative words about those people with everyone. This habit becomes problematic in long run and for these individuals it becomes difficult to create good relations with others as they start analysing others before creating relations. People have one quote for such kind of people who analyse others i.e. they have a “Superiority Complex”. But it is not exact quote for them, the exact quote is, such people have “Inferiority Complex”. The people with such characteristics are weak or deficient from inside. Therefore, before criticizing or analysing others, it is necessary for such individuals to do their own self analysis then others.

MANAGEMENT LESSON: SELF ANALYSIS

Verse 16: चाह मिटी, चिंता मिटी मनवा बेपरवाह। जिसको कुछ नहीं चाहिए वह शहनशाह।

Meaning: Who is real king? It is the question you have to ask from yourself. The real King is one who desires nothing. When you have no desires or expectations, you will be relaxed or calm. There would be no space for tension, stress or worries in your life. If you help others, don't expect anything in return from those people whom you helped. If you follow the Golden rule of “Selflessness”, you would become the real King.

MANAGEMENT LESSON: SELFLESSNESS

Verse 17: रात गंवाई सोय के, दिवस गंवाया खाय। हीरा जन्म अमोल सा, कोड़ी बदले जाय।

Meaning: There is a specific reason behind every individual's birth because people born to shine like a gem. If you have wasted your night in sleeping and day in eating, the results will not be fruitful. It will lead to worthlessness and lack of time management. An individual has to manage time in such a way that you start your day productively and may even feel that your day has more than 24 hours. The time management system of an individual also shows that how he/she will spend their life.

MANAGEMENT LESSON: TIME MANAGEMENT

Verse 18: कबीरा गर्व न कीजिए उंचा देखि आवास। काल परौ भुंड़ लेटना उपर जमती घास।।

Meaning: Suppose you are a renowned or knowledgeable or powerful personality and you are outstanding in your field. Nobody is there to beat you. Don't ever be proud of your excellence because in the end you shall be under dirt like others. People will miss you for your good deeds otherwise when you will die and buried, only one thing left behind is the growing grass above you. Therefore, always be humble with others because materialistic things such as lavish home, costly electronic items, money and jewellery and power etc. provide you a false or fictitious status. People will follow you because of your status in the society. But if you have humbleness, politeness, care and love for others, it provides you strong base to be the role model or leader for them.

MANAGEMENT LESSON: HUMBLENESS

Verse 19: जब तू आया जगत में, लोग हंसे तू रोय। ऐसी करनी ना करो, पीछे हंसे सब कोय।।

Meaning: When a person born everyone laughed with joy but you were the one who cried at the time of your birth. The day of birth was the only day when you cried. You come to this world, you born to perform specific role and to accomplish certain goals. So, if you want others to remember you or praise you after your death, do the good deeds or live your life in well manner. During our life span, if we lived our life with discipline, commitment, and devotion, only then people would miss you. Be a role model to others so that you may spread positivity in the society.

MANAGEMENT LESSON: ROLE MODEL

Verse 20: मान उन्मना ना तोलिए, शब्द के मोल ना तोल। मूर्ख लोग ना जानसी, आपा खोया बोल।।

Meaning: When you are angry or not in your senses in that situation think and analyse the words you want to speak. Because when you are angry, you are not able to evaluate the environment and fail to assess the words you used while speaking. In that case the person who is angry believes that the other individual deserves whatever hard, slang, caustic and trashy words or language he is throwing at others. It is essential for a human being to know how to manage anger and how to handle the situation when other person is angry or not in his/her senses.

MANAGEMENT LESSON: ANGER MANAGEMENT

Verse 21: निंदक नियेरे राखिये, आंगन कुटी छावायें। बिन पानी साबुन बिना, निर्मल करे सुहाए।

Meaning: everyone in this world want to be perfect and a role model for others. Most of the people wants that other will follow them and ask for their advice to resolve the problems. But the main thing is that how one can be perfect? An individual may become a perfectionist, if he has the ability to analyse his own strengths or weaknesses and has the capabilities to listen to his/her criticism by others. An individual want himself to be at the top, he must have critics with him. But not every criticism about you is right and not every is wrong. You have to sit back, think and analyse about criticism. If you are weak or deficient in any field or area, work in those areas to remove those deficiencies as per the suggestions provided by the critics, otherwise avoid the words of critics. Never be destructive with your critics, always smile and make a polite promise with them that you will work on it. Thus, if you want to improve, grow and develop always accept the constructive criticism because certain constructive points will definitely make you a better human being. Such critics are keepers, so keep them with you.

MANAGEMENT LESSON: ACCEPT CRITICISM

Verse 22: जैसा भोजन खाइये, तैसा ही मन होय। जैसा पानी पीजिये, तैसी बानी सोय।

Meaning: Whatever you eat, it becomes you heart and soul and what you drink, it came out in terms of words from your mouth. It means you have taken care of what you are eating and drinking. Because whatever we eat and drink directly affects our body. This verse related to our health. As we know a healthy mind lives in a healthy body and we have taken care of our body. For healthy body and healthy mind we must have good eating and drinking habits. Because proper, balanced diet helps in maintaining a healthy body and calms the whole body system down. If we eat unhealthy food, we will tend to be more negative in our thoughts/creativity and the outcomes won't be fruitful. Thus, eat and drink well to have a healthy body and creative mind because 'health is wealth'.

MANAGEMENT LESSON: PHYSICAL FITNESS

Verse 23: चलती चक्की देख के, दिया कबीरा रोये। दो पाटन के बीच में, साबुत बचा न कोए।

Meaning: For success, it is essential to take decisions wisely and you have to select best option from the alternatives available. There are many sources of idea generations because of this you may have various choices in front of you. Because of many choices, it becomes difficult for an individual to take exact

decision. When you have more than one option out of which you have choose the best one. It becomes essential to be in peace and relaxed to take the appropriate decision. Our decision-making capability directly affects our future. Thus, it is important to take meaningful decisions to be successful in life.

MANAGEMENT LESSON: DECISION-MAKING

FINDINGS, CONCLUSION AND SUGGESTIONS

After analysing all the couplets or dohas or bhajans of Saint Kabir, 23 couplets or verses or dohas have been chosen to draw the management lesson to be learnt by a professional especially folk artist. The following management lessons have been inculcated form the verses analysed: -

S. No.	Verse (s)	Management Lesson
1.	गुरु गोविंद गोविंद दियो मिलाय ।।	Respect/Regard/Admire
2.	बड़ा भया फल लागे अति दूर ।	Approachable
3.	धीरे-धीरे ऋतु आए फल होय	Patience
4.	ऐसी वाणी आपहुं शीतल होए ।	Relationship Building
5.	मांगन मरण सतगुरु की भीख	Rewards and Recognition
6.	कबीरा खड़ा न काहू से बैर ।	Equity/Well-Wisher
7.	पोथी पढ़ि-पढ़िसो पंडित होय ।	Practice, Practice, Practice
8.	हीरा परापारखि लिया उठाइ ।	Selection
9.	कबीर लहरि चुनी-चुनी खाई ।	Differentiation
10.	जाति न पूछोपड़ा रहन दो म्यान ।	Talent and Competence
11.	काल करे बहुरि करेगा कब ।	Action Oriented
12.	कबीर मनकहत कबीर-कबीर ।	Visionary
13.	चिंता ऐसी डाकिनी तक दवा लगाए ।	Stress Management
14.	दुःख में सुमिरनदुःख काहे को होय ।	Faith and Patience
15.	बुरा जो देखन से बुरा न कोय ।	Self Analysis
16.	चाह मिटी वह शहरशाह ।	Selflessness
17.	रात गंवाई सोय कोड़ी बदले जाय ।	Time Management
18.	कबीरा गर्व उपर जमती घास ।	Humbleness

19.	जब तू आया पीछे हंसे सब कोय॥	Role Model
20.	मान उन्मना आपा खोया बोल॥	Anger Management
21.	निंदक नियेरे राखिये..... निर्मल करे सुहाय।	Accept Criticism
22.	जैसा भोजन खाइये तैसी बानी सोय।	Physical Fitness
23.	चलती चक्की देख साबुत बचा न कोए।	Decision-Making

CONCLUSION

From the above discussion, it has been concluded that Saint Kabir's verses helped an individual to learn the lessons of life. The present study focuses on the folk artists, who are professionals or experts in their respective fields such as dancing, singing, painting, instrument playing, instrument manufacturing etc. so, it is necessary for them to learn the lessons of management. To be successful in life, it is essential for an individual to learn something about lessons of management. In this study an attempt has been made by the researchers to make it easy for folk artists to learn the management lessons from the verses or couplets written by Saint Kabir. The inculcation of management lessons from the verses gives an insight about the positive aspects of management subject in the minds of folk artists, which helps in increasing the chances of collaboration between management professionals and folk artists.

SUGGESTIONS

- It has been suggested to the folk artists that they must study the verse or couplets or books written by Saint Kabir because what he had written taught about the lesson of life.
- It is necessary for an individual to learn and follows such lessons as inculcated by the researchers in this study to be a good human being.

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