

## Attaining Professional Excellence and Work – Life Balance through Human Values and Ethics: An Observation

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### Abstract:

*Most of us are ambitious and have certain dreams and destinations in life. Whether it is attaining a good position in job, buying a new car, a 2-3-4 BHK house or fulfilling expectations of children and spouse, we all work extremely hard but still feel frustrated, dejected and disappointed most often. Most of our sufferings and pains are because of our misunderstanding of the facts of life. When I attended the eight day workshop on Human Values and Professional Ethics at PSIT, Kanpur, I realized that my approach to life and work was utterly wrong at many levels. I corrected my ways of living and maintaining relationships, and experienced overwhelming peace of mind and affection from loved ones. Later I conducted 10 Staff Development Programmes on 'Service Orientation and Professional Ethics' for the staff members of management institute, engineering college and dental colleges and got a feedback that this worked quite effectively for them also. The present paper is an outcome of the process and outcome of these workshops conducted in the year 2014-15.*

**Keywords:** Values, ethics, work-life balance, professional excellence, stress management, service orientation.

### I. INTRODUCTION

Dr. A.P.J. Abdul Kalam, the then President of India, had addressed the nation on 14<sup>th</sup> August, 2006 on the eve of Independence Day and in this address he also talked about 'Jeevan Vidya' being practiced by Prof. Ganesh Bagaria of IIT, Kanpur, Prof. Rajeev Sangal, Director, IIIT, Hyderabad and their teams. Jeevan Vidya is new development in human understanding. It is existence based human focused contemplation which is also termed as 'Coexistentialism'. With this initial acquaintance with the concept, I attended an eight day workshop on Human Values and Professional Ethics organized by Uttar Pradesh Technical University from 13<sup>th</sup> to 20<sup>th</sup> December, 2013 at Pranveer Singh Institute of Technology (PSIT), Kanpur. The takeaways were surprising overwhelming both. I got a new insight and got familiar with new concepts. The change that I experienced in my life-style and stress level after attending the workshop was notable and I wanted share the same with many more people. I, therefore, conducted 10 one-day workshops in the form of Staff Development Programmes (SDP) for different organizations like management institute, engineering college and dental colleges. The theme of SDPs was Service Orientation and Professional Excellence and the content was mainly from the concepts of Human Values and Professional Ethics. The SDPs concluded with huge success and participants gave their extremely positive feedback in written. When contacted later they said that the following facts that were revealed to them during the workshop, have changed their lives to great extent –



Figure 1. Values & Ethics are must for a good organization.

### II. IMPORTANCE OF RELATIONSHIPS AND RIGHT UNDERSTANDING

Most of the participants admitted that they had never realized that maintaining good relationships with others is as important as obtaining essential physical facilities for comfortable living. The inputs of Human Values helped them realize the importance of good relationship in life and the right understanding that facilitates our behaviour and responses. Examples were shared how a mediclaim policy may not suffice in the hour of an emergency but relatives could prove to be real saviours.

### III. INFECTIONS OF ANGER AND HAPPINESS

The participants were surprised to know that anger and happiness do not remain individual rather they pass on to

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others. A video of 28 minutes was shown to them which touched them so deeply that many of them went speechless for minutes. Later they expressed the realization and requested for the copy of the video too. They learnt that a small tiff with a family member while leaving from home may get passed to a colleague, customer and client and could result in even more resentment, embarrassment or losses. The workshop trained them for holding the anger it arises and passing on the happiness as much as they can.



Figure II. Participants of Staff Development Programme with Their Trainers

#### IV. BHOG, TYAG AND SADUPYOG

The participants also expressed their satisfaction and agreement to the fact that neither Bhog (indulgence) nor Tyag (abstinence) is good for a comfortable and meaningful life. They realized that Sadupyog (Right Utilization) is key to happiness and prosperity.

#### V. STABILITY OF CONDUCT

The participants of these workshops also learnt that the stability of conduct and behaviour is a must for maintaining good relationships and earning real respect. Irrational, illogical and unpredictable reactions by us, good or bad, cause confusion, anger and embarrassment resulting in poor relationships.

#### VI. PROSPERITY DOES NOT MEAN AFFLUENCE

Many of us take prosperity for affluence which is actually not correct. In the light of the proposals of Human Values, the participants could realize that prosperity is actually the feeling of having little more than required. Even a lower income group individual may feel prosperous if he feels that he has sufficient physical facilities for his and his family members' survival and happiness, and even a millionaire may commit suicide due to his never ending ambitions and expectations. The participants carefully noted down and remembered the example of a bottomless cup that never gets filled as it has no limits fixed.



Figure III. With the SDP Participants at a Management Institute in Ghaziabad

#### VII. COMPETENCE VERSUS INTENTION

The participants also realized that many of our relations get spoiled as we doubt the intentions. For instance the participants were told that when we drop a glass tumbler by chance and it gets broken, we say that we were not competent enough to hold the tumbler properly (*mujhse glass toot gaya*) whereas if the same tumbler gets dropped by someone else by chance, we doubt their intentions (saying that – *usne glass tod diya*).



Figure IV. SDP at the Dental College, Murad Nagar

#### VIII. TRUST IS THE FUNDAMENTAL VALUE

The SDPs benefitted the participants with one more realization that Trust is fundamental out of nine important values i.e. Trust, Respect, Affection, Care, Guidance, Reverence, Glory, Gratitude and Love. That means if there is no trust, there can be no other feeling in reality.

#### IX. SELF AND BODY

The existence of any human being is divisible into two – the Self and the Body. The requirements of Self are qualitative like respect, love, affection etc. whereas the requirements of body are qualitative or physical like food, sleep, facilities etc. The fact is that body can never be permanently satisfied. Food, sleep, sex or facilities are required frequently still throughout life we remain engaged in accumulating things required for body and ignore the precious relationships which could have fulfilled the requirements of Self and might have given us permanent happiness.



Figure V. Sharing the Secrets of Stress Management and Work-Life Balance.

#### X. RIGHT EVALUATION IS REAL RESPECT

Under evaluation or over evaluation of the other person could be due to our ignorance, misunderstanding or selfishness but the real respect emerges only when the right evaluation is done. Respect due to power, position, appearance or

wealth is not real respect. Right evaluation on the basis of one's talent and character is his/her real respect. Therefore, while working with our organization we should everyone equal importance irrespective of their appearance, power and positions.

## **XI. CONCLUSION**

Jeevan Vidya and Human Values include a very detailed content with many more concepts on self, family, society, nature, their coexistence and the harmony at all these levels but even just a few excerpts from the subject that I shared proved to be extremely fruitful for the participants of the Staff Development Programmes conducted by me along with my colleague Dr. Charu Chaudhary. The participants still respond and remind us that the inputs from Human Values and Professional Ethics have helped them a lot in fighting with stress, building relationships and maintaining work-life balance.

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