

2022-2023

Volume  
Issue

M. L. DAHANUKAR COLLEGE

The Student Press

DECEMBER ISSUE

HAPPY NEW YEAR



# The Student Press

DECEMBER EDITION

M.L. Dahanukar College

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Omkar Redkar



## WHY TSP?

*DEAR READERS,*

*TSP SHORT FOR 'THE STUDENT PRESS' NOW YOU MIGHT BE WONDERING WHAT'S THIS? THIS IS A MONTHLY MAGAZINE WHEREIN WE BRING YOUR WORDS IN FORM OF ARTICLES TO THE READERS. TSP WORKS WITH THE MOTIVE TO CREATE A PLATFORM FOR ALL THOSE ASPIRING WRITERS AND STUDENTS WHO HOLD A PASSION FOR WORDS. IF YOU FIND WORDS AS A MEDIUM OF VOICING OUT YOUR VIEWS BECAUSE WORDS HOLD THE POWER TO CHANGE THE WAY THE WORLD THINKS TSP PROVIDES YOU THE PLATFORM TO DO SO. WE BELIEVE YOUR WORDS ARE A WAY TO COMMUNICATE WITH THE READERS. WE ALWAYS WELCOME YOUR IDEAS AND REVIEWS TO HELP US IMPROVE. AND DON'T WORRY ABOUT YOUR ARTICLES BEING NOT ENOUGH OR UP TO MARK AFTERALL THE FIRST DRAFT OF EVERYTHING IS NEVER PERFECT IT'S THE PROGRESS THAT WE DO IS WHAT MATTERS.*

*- SHARVI SAWANT*



## Principal's Words

DEAR STUDENTS,

I AM VERY HAPPY AND GLAD TO ANNOUNCE THAT OUR STUDENTS UNDER THE GUIDANCE OF DR. (Smt.) KANCHAN FULMALI HAVE STARTED A MAGAZINE 'THE STUDENT PRESS' A VERY INNOVATIVE PROGRAM WHICH THEY HAVE TAKEN UP WITH THE HELP OF THE STUDENTS. IN THIS PANDEMIC TIMES WITH STUDENTS WORKING THROUGH ONLINE MODE THESE STUDENTS HAVE STARTED THIS E-MAGAZINE WHICH EVERYONE CAN READ ON THE COLLEGE WEBSITE. I WISH THEM ALL THE BEST AND CONGRATULATE THE TEAM LEADER AND THE STUDENT MEMBERS. AND ONCE AGAIN ALL THE BEST FOR YOUR FUTURE SUCCESS.

- DR. DNYANESHWAR. M. DOKE

## Co-ordinator's Words

I AM SUPPORTING THE STUDENT PRESS FOR THEIR IDEA THAT THEY HAVE BROUGHT FORWARD BECAUSE EVERYONE HERE IS APPRECIATED FOR THEIR WORK. THE STUDENT PRESS IS A PLACE WHERE STUDENTS CAN WRITE WITH A OPEN MIND AND HEART THROUGH THE MAGAZINE WORDS.. THIS INITIATIVE IS NOT ONLY FOR THE DAHANUKARITES BUT FOR STUDENTS ALL OVER MUMBAI. I ASSURE YOU OF THE QUALITY FROM THE BEGINING AND WOULD PROVIDE WHATEVER YOU REQUIRE.

-DR. KANCHAN FULMALI



# Kar Har Maidan Fateh

Hello Readers, welcome back to another issue of Kar Har Maidan Fateh in today's issue we are going to talk to Dr. Bhimrao Kamble who is the Principal of Chinai college of Commerce and Economics.

**Everyone has their own struggles and hardships that they face. So, what struggles did you overcome from a student to where you are now?**

I am from a middle-class family. I was born and brought up in a very remote Area which is in Marathwada. So naturally, my education was in Zilla Parishad high school. From there I started my journey. After my school education, I went to the district place for my further education. There I was admitting in a hostel. In 1986 got pass my SSC examination after which I enrolled into a reputed college for Junior college and for Degree College too. Went through lot of struggles throughout my educational term but I had determined & ambitious to be something which motivated me to learn something to reach at this position. So, with that determination and with help of several people, friends, & my professors, Support and guidelines I could learn how to prepare and make my career during my college years. During college period only started preparing for my MPSC and UPSC examinations and I succeed there in within a year or two years. I passed MPSC prelim but unfortunately, I could not succeed in main exam. Then in the year 1993 I passed my master degree and came to Mumbai in search of job and join the lecture ship in Elphinstone College Mumbai during 1993 and started developing from there onwards. I did my B. ED during my professorship and from there I went to MCC Mulund and in 1999 I join to Shri. Chinai College. Since then till today I am working with zeal energetic way not only in teaching but also in other activities along with NSS. I took a lot of effort to improve myself and completed my PhD during 2011. And during this period, I utilized every opportunity to join this position where I am today. So, this is my journey. It was hard work that got me through. And I got this success.

**What motivates you to give your best to the teachers' students, and the college?**

Our Chinai College had some bad patches during 2008 to till 2014. Although! Believed somewhere the good days will return. During that period there were many ups and downs. Most of our faculty had to leave while the strength of the students had lessened down and during this situation, I received a chance to become the principal since from 2016-17. As soon as took the charge of college, I thought about what changes I could make to improve the situation. I began to motivate the teachers that were present because at that time, most of the permanent faculties had left, which left us with several newcomers which was a challenge for me as the new commers had to be channelized.



They had to be brought in mainstream as when you are new you must introduce them to the system, about how things worked. They had to be made aware of what education field is, how the activities commence for the betterment. I examined of situation, and started motivating them. Right now, since 2016 till today, my goal is to keep on motivating the professor's by holding meetings with them from time to time, apart from our office meetings Informal meetings were arranged, I keep in touch with them and try to contact often through phones and keep on motivating them. But compared to the teacher's motivation, the students are of more importance. In today's situation the students are not much interested in study so it is a professor's responsibility to create that interest among the students. If students have that desires, ambitions, and expectations then they would receive a good education. I stress on finding out such students, who are lacking behind and are unable to cope up with the teaching methods. So that could help them out where they are lacking, provide them certain help so that they can cope up with and will brought at bar level. That were my intentions and accordingly along with the other staff members help we keep on motivating them to continue working on improving themselves and bridge the gap.

### **What are your future ideas and plans to flourish this college further?**

Chinai college is a single faculty College that is Commerce and Economics. Within the field of Commerce, there's always new developments that come up.. I decided that the students should be made aware of the changes that are going to take place. And from that point of view, I am planning to run courses, which are known as Add-On courses, certification courses and some other courses. Besides this, I also have realised that nowadays there is a tough competition in the real world. From the view of government jobs, I have appointed one or two teachers who would look from View point of the government jobs like MPSC, UPSC, staff selection and any other government jobs related competitive exams. Then I decided that who will guide the students, in what way they conduct the exams, how the students can prepare for that, and which books are too referred for study etc. And accordingly instruct to professor to, make the students familiar with the topics and option that they have. We want to give our best to the students as once pass out from this college and recall their college memories they must realise that their college has taken a lot of efforts to make their life easier. This kind of sense we want to inculcate among students and from that point of view to the extent it is possible, we are taking all necessary steps.

### **You have seen a student who passed out a decade earlier and the students today. So, what differences have you noticed among them?**

Ever since I joined the professorship till today, there has been a lot of variation among the students. The variation among the students will continue to happen year after year. But the most distinctive variations, you will find after the pandemic. If you looking at the students before and after the pandemic, there were certain habitual things which they have given up during the span for example, for reading books. Nowadays students do not have the kind of perspective, or are not willing to take the effort to simply read. I am a principal and when I engage into lectures and take lectures anywhere around 14-15 there, I find out that students have lost their tendency to read. They have limited themselves to only read the exam-oriented questions, preparation materials and books.

I make them understand that they are the students. And in a student's life you must read. No doubt today there are different digital devices which are making the material readily available. But that is not a true learning. Say, for example, you will find all the answers you need by simply typing on the Google and you will get the information. But the knowledge and happiness that you get, while reading the books, will not happen on the digital devices. So, this is the variation in their psychology. I think the students. Should always be associated with their books. Books gives us the added the detail knowledge. It provides the background for a particular term or topic and helps with their vocabulary. That does happen when you use a device to help you. That is to be developed among the students. That are my expectations. I always keep on insisting to my students that reading books is the best and gives you the added incentive. Unfortunately, the students are apposite of this.

**What message would you like to give to the readers through our magazine?**

I would like to give message to the readers that being a reader, they must have to be accompanied with the books. Keep on reading books, keep on acquiring the knowledge, even if they become a principal or high positioned personality still they are a student. So, every day something new is being discovered and that is to be learned. That should be the priority and I think this kind of activity of readers will update the students with reference to the new happenings around them. I would like to suggest them, that always be vested with the habit of reading. Then you would be the perfect and expert person in your respective field and ultimately in life.

-Sharvi Sawant & Omkar Redkar

# Ek Baat Guru Ka Saath

Hello Readers today in our issue of Ek Baat Guru ke Saath we have with us Dr. Samrat A. Gangurde who is our Accountancy Professor at M. L. Dahanukar college.

**1) Everyone has their own struggles, but hard work has never failed anyone. After you chose your field as an accountancy professor, what obstacles have you overcome in your professional life?**

Strength and growth come only through continuous effort and struggle  
- Napoleon Hill

Struggle is an unavoidable part of self-employment. Nothing ever comes easily, when you are trying to make your dreams a reality. Difficulties and hardship, will be your constant companions. But there have been people before you. There have been people, who passed through similar struggles, as you are doing now. And, there are people, who are facing it right now. You are certainly not alone in your journey of struggle.

Struggle is the pre-requisite for growth. Without going through extended periods of hard-work, sweat and difficulty, we cannot move beyond our current level of performance.

In a sense, struggle is a form of training. It prepares us and forces us, to be ready for the next step. As we face harder and harder challenges, the amount of hardships we undergo, it only increases our probability of success.

The moment we stop struggling, is the moment, that we stop taking on big challenges. I never thought of myself being a teacher, as becoming a Chartered Accountant was my primary goal.

There was a time when I was about to appear for the Chartered Accountant final and UGC NET in the same year. First, it was the turn of NET and immediately after two months, the result was declared and I cleared NET in my first attempt. Soon after that I got the opportunity in my own college, RK Talreja college. Then my Chartered Accountancy books were kept aside and teaching became my priority. Finding a permanent job in the teaching field was challenging but my studies were very strong and in third year of my struggle I got a job. I would say it was the blessing of my parents that paid off.



**2) The National Education Policy 2020 has been introduced pursuing new changes in the education system, from changing 10+2 pattern to now being able to learn in your mother tongue. As an educator, what are your thoughts on it?**

Our demographic size and variables may defeat us however, there is one common factor that can turn the tide and lead the Indian education system out of its current morass of aimlessness and inflexibility to become a progressive, flexible, multidisciplinary, technology and skill focused education system that will have the capability to produce competent, creative, skilled, employable, and ethical learners. This common factor is – the Teacher. The Kothari Commission, 1966 said, ‘Of all the different factors which influence the quality of education and its contribution to national development, the quality, competence and character of teachers are undoubtedly the most significant.’ The NEP 2020 too exhorts, ‘Teachers truly shape the future of our children – and, therefore, the future of our nation’ thereby implying that teachers play the most important role in nation-building by creating high quality of human resource in their classrooms.

While this idea of an empowered teacher has the potential to move mountains, the ground realities are quite different

Benjamin Disraeli had said, “The secret of success is to be ready when your opportunity comes!” For Indian teachers’ time has come to seize the opportunity and become makers of their own destiny. To do this- Dream and work hard to achieve your dreams. Become an aware, enthusiastic, and empowered practitioner. Share your ideas, grow by experimenting and researching. The new education policy will be a challenging task which would not be an easy task to adapt too and would kindle drastic changes. Now whether they are positive or negative is yet to be seen.

**3) Looking back to years of teaching, is there any instance or student that has made you realize that your choice of teaching was right?**

In my opinion the students are innocent. Their innocence compels you to shoulder your responsibility and show them the correct path, rectify their mistakes.

When a student asks you a question and if you are able to fittingly justify or satisfy him or her and see their satisfied face that is the moment that makes you believe that yes, your choice was right and you get the feeling of contentment which stays with you throughout life.

The students’ transformation of behaviour through their upgradation of knowledge of accountancy, their becoming more disciplined and ability to channelize their strength in proper arenas of skill development, makes me trust that I could justify my role of being a teacher.

#### **4) Since comparing a student who studied a decade ago and the current one what difference can you spot between them?**

Nowadays, the students receive every update about everything that is happening around them whether they be college fests, sporting events or exams through different sources of digital media and social platforms. They get everything today through various sources which is turning them lazier.

The students earlier were always attentive and on point in preparing their notes with different accessories and highlighting their notes to help them study better in classes and used to study for hours catching up and preparing in advance.

Today, a great portion of students want to be ahead of everyone else but are growing up without any correct direction. Due to the increasing fondness for technology and social media the students are becoming addicted to the latest technology and asking their friends to send the the notes instead of preparing on their own before exams.

Earlier students used to play abundant outdoor games like kho-kho, kabaddi, cricket, and various others which helped them make joyful memories with their friends. But now students prefer to play mobile games like Pub-G, free fire, candy crush or watch web series and anime and becoming inactive for other things.

Comparatively, although students in the modern days are much more confident about their actions and results and are better with their approaches and can express them to others vividly, they lack the patience and the habit to work hard for their goals unlike the students in the previous years

#### **5. What message would you like to give to our readers through our magazine?**

I would like to say that the magazine is one of the best initiatives by the students that I have ever witnessed in my career. And I congratulate editorial team and the mentor of the magazine. The magazine provides the best opportunity for the readers to explore in different areas. Students must occupy themselves in different activities and explore their hobbies. Hobbies enrich your mental health and distracts your mind from the stress of your studies and pressure of being a student.

I wish all the readers and concerned folks all the very best in their pursuit of career and life!

**-Sharvi Sawant & Omkar Redkar**

# Research Article

## *Title of the Paper:*

*A Study on Inevitability and Implications of Spirituality at Workplace in New Normal Era  
Track: Human Resource & Industrial Relations*

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## Abstract

Doubtlessly employees are the asset of an organization. Employees play a chief role in helping the organization to earn profit and elevate corporate image. If employees perform well, organization performs well which aids economic development of the nation.

World is going through the highest level of misery today on account of ongoing pandemic. This unprecedented challenge has altered the way employees work. It has a cataclysmic effect on working hours, working relations, work culture, leadership style, motivation level, morale and income of the employees in the organization not only in India but universally. It has added to job stress to a great extent which leads to burnout.

**Svetasvatara Upanishad clearly states in Chapter**

**यदा चर्मवदाकाशं वेष्टयिष्यन्ति मानवाः ।**

**तदा देवमविज्ञाय दःखस्यान्तो भविष्यति ॥**

Only when men will be able to roll up the sky, they can end all the miseries even without gaining spiritual knowledge. This is an indirect statement mentioned in Svetasvatara Upanishad to explain the biggest truth of this universe that in order to end miseries in life, gaining spiritual knowledge is inevitable. This is applicable at workplace too. In order to end all the miseries that employees and organizations are going through, adding spirituality at workplace is inevitable. Workplace spirituality ensures co-operation, sensitivity, augmented motivation, commitment, dedication, improved quality of life, value-added working relations, work-life balance, job satisfaction and enriched job performance.

This research study aims at understanding the Inevitability and Implications of Spirituality at Workplace in New Normal Era.

**Keywords:** Workplace Spirituality, Co-operation, Job Satisfaction, Job Performance

## INTRODUCTION

“The enquiry ‘Who am I?’ is the principal means to the removal of all misery and the attainment of the supreme bliss.”

- Ramana Maharshi, Collected works of Ramana Maharshi

In order to face the extraordinary challenges posed by the ongoing pandemic and to come out of the misery that the entire creation is going through, it is high time that inevitability of spirituality is realized and incorporated everywhere including workplace. In the text book, lesson comes first and then the exercise (questions). Only those are able to answer the questions; who reads and understands the lesson. Similarly, a spiritual person understands that only those who are able to stay connected with The Supreme Authority within are able to solve questions arising in the outside world. A spiritual person believes in doing revolution inside because he understands that revolution done inside helps to improve external situation. Revolution outside without doing revolution inside is not the real revolution. Revolution inside refers to getting connected with The Supreme Authority inside.

A spiritual person remains connected to The Supreme Authority always whether at home or at workplace and will continuously engross in acquiring spiritual knowledge as he is aware that spiritual knowledge is the solution to any and all the problems.

## LITERATURE REVIEW

Several books and websites were identified and selected for the study. The overview of the related literature is enunciated as under:

### 1. Bhagavad Gita on Inevitability and Importance of Spirituality

THE BHAGAVAD GITA or THE SONG DIVINE, Gita Press, Gorakhpur.  
Lord Shri Krishna has said in Bhagavad Gita 13.17  
ज्योतिषामपि तज्ज्योतिस्समसः परमुच्यते।  
ज्ञानं ज्ञेयं ज्ञानगम्यं हृदि सर्वस्य विहितम्॥

Supreme Brahma is said to be the light of all lights and entirely beyond Maya. That Godhead is knowledge itself, worth knowing, and worth attaining through Real Wisdom, and is particularly seated in the heart of all.

### 2. Bhagavad Gita on Right Method of Doing Work

Lord Shri Krishna says in Bhagavad Gita 2.47  
कर्मण्येवाधिकारस्ते मा फलेषु कदाचन।  
मा कर्मफलहेतुर्भूर्मा ते सङ्गोऽस्त्वकर्मणि॥

Swami Ranganathananda (2000) translated this shloka as: 'Your right is to work only, but never to the fruits thereof.

May you not be motivated by the fruits of actions; nor let your attachment be towards inaction.'

An employer and employee who are spiritual understand the Law of Karma. An employer and employee who have higher level of spiritual intelligence will do Karmayog i.e. they understand that renunciation of the fruit of actions is even superior to meditation because peace instantaneously follows renunciation (Bhagavad Gita 12.12). Therefore, such a person offers the fruit of actions to The Supreme Authority (Bhagavad Gita 5.12). They will engage in doing good deeds always. They will make good use of whatever facilities they will be blessed with.

### 3. Bhagavad Gita on Right Approach for the Fruit of Actions

Lord Shri Krishna says in Bhagavad Gita 2.48  
योगस्थः कुरु कर्माणि सङ्गं त्यक्त्वा धनञ्जय।  
सिद्ध्यसिद्ध्योः समो भूत्वा समत्वं योग उच्यते॥

Swami Ranganathananda (2000) interpreted this shloka as: 'Being persistent in yoga, O Arjuna, execute actions, leaving attachment, remaining indifferent as regards victory and failure. This evenness of mind is known as yoga.' The author further explains that equanimity, mind in perfect balance is called yoga.

## RESEARCH METHODOLOGY

Objectives:

- 1.To understand the Inevitability of Spirituality at Workplace in New Normal Era.
- 2.To explore the Implications of Spirituality at Workplace in New Normal Era.
  - a)To scrutinize positive relation between Spirituality at Workplace and Job Performance
  - b)To analyse no relation between Spirituality at Workplace and Job Performance
- 3.To present recommendations regarding the methods of Incorporating Spirituality in the Businesses across the Globe.

Hypothesis:

H0 - There is no significant positive relationship between Spirituality at Workplace and Job Performance

H1 - There is significant positive relationship between Spirituality at Workplace and Job Performance

Data Collection:

Primary Data is collected through questionnaire and interview method and secondary data for research study has been obtained from Spiritual books like Bhagavad Gita, Upanishads, websites and lectures heard during JNANAYAJNA of Shri Ajitbhai D. Sodha. Sample size: The data collection tool used is a closed ended questionnaire prepared in Google Forms, the sampling technique used is simple random sampling. The obtained sample size is 102 inclusive of both employees and a few employers from Mumbai region. Statistical tool: The data collected has been analyzed using One Way ANOVA test

Limitations: a) The study is restricted to the area of Human Resource & Industrial Relations. b) The study is only indicative in nature as it covers the viewpoint and experience of only a few employers and employees out of many.

## FINDINGS

Inevitability of Spirituality for Principle Based Decision Making Spirituality leads to development of clear vision which helps one to become more and more stable. Spiritual person keeps analyzing, keeps thinking of The Supreme Authority with complete faith and by doing so; he attains crystal clear vision which in turn enables a spiritual person to attain the quality of stability. On the other hand-

- There are people having the quality of dullness predominant in the temperament (tamoguni) becomes stable in wrong things.

- People in whom Rajoguna is predominant i.e. people who are basically lustful are seen to take themselves towards the way that helps to fulfill their selfish motive. Such a person is opportunist.

- Only when a person becomes Sattvika (Righteous/Virtuous), he is able to embrace principles in life. And only when there are principles in life, there is stability in life.

A spiritual person has Sattvaguna predominant in the temperament and therefore follows principles in life. Person, who keeps adjusting his thoughts as per his convenience, can never become stable in life. A spiritual person adjusts himself and his actions in accordance to the righteous thoughts and principles. A spiritual person never indulges into anything that is hazardous for self and others.

Adjusting thoughts, speech and action	As per our own convenience	Dangerous for self and others
Adjusting thoughts, speech and action	In accordance to the Principles	Welfare of self and others

Source- Self Complied

A person, who keeps watching the universe, remains unstable in life. A spiritual person keeps thinking about The Supreme Authority and therefore becomes stable in life. External situation keeps changing continuously. A person with high spiritual intelligence looks within in order to keep himself stable in this continuously changing external situation. There is a mention in Kath Upanishad that everyone's bodily eyes (Charma Chakshu) open in the external direction and sees outside world. A spiritual person opens his eyes of wisdom (Vivek Chakshu) and tries to look within then by the bountiful grace of The Supreme Authority, eyes of Knowledge (Jnana Chakshu) will open up which will enable the spiritual person to see The Supreme Authority within who is stable.

Lord Shri Krishna says in Bhagavad Gita Chapter 6, Verse 26

यतो यतो निश्चरति मनश्चञ्चलमस्थिरम् ।  
ततस्ततो नियम्येतदात्मन्येव कश्च नयेत् ॥

Spirituality enables a person to understand that external situation is not to be ignored but to learn to not get affected by it and should be looked upon with the intention of improving the external situation always. Spirituality enables one to realize that external situation can be improved only by looking at the internal situation and staying connected with The Supreme Authority inside. This connection helps one to stay detached from success and failure outside and enables one to improve the external situation as much as possible.

Lord Shri Krishna states in Bhagavad Gita Chapter 2, Verse 48

योगस्थः कुरु कर्माणि सङ्गं त्यक्त्वा धनञ्जय ।  
सिद्धसिद्धयोः समो भूत्वा समत्वं योग उच्यते ॥

Therefore, a spiritually intelligent person will not remain unstable by looking at the external situation always instead will look within, get connected to The Supreme Authority within and thereby improve the external situation as much as possible. Everyone has to continuously take decisions in life. A spiritually intelligent person takes decisions that are in accordance to the approval of The Supreme Authority. When ego becomes dominant in a person then he starts feeling that whatever decisions he takes, whatever he says and however he behaves is correct. When mind plays a dominant role in someone's life, then that selfish person will feel that whatever decisions others take, whatever others think, whatever others says and however others behave is correct.

Egoistic person considers 'I' as truth, selfish person considers 'You' as truth, and spiritual person overcomes both these faulty considerations. He understands that The Supreme Authority is the Truth, Ultimate Truth. This Truth does not rely on anyone's belief or acceptance. The Truth does not change if someone does not believe in it. Therefore, considering self as truth is 'ego' and considering others as truth is 'selfishness'. A spiritual person understands that not 'I', not 'You' but 'That' (Tat - The Supreme Authority) is Truth.

Adhina says in Bhagavad Gita Chapter 10, Verse 11

सर्वोत्कर्षं वाच्यं यथा जगति विद्यते ।

न हि ते भगवन्सर्वाणि विदुः न वाचते ।

Table 2

Considering self as truth	'Ego'
Considering others as truth	'Selfishness'
Considering 'That' (Tat - The Supreme Authority) as Truth	'Spiritual Intelligence'

### Inevitability of Spirituality for Principle Based Performance

Spiritual person is constantly aware that The Supreme Authority within is observing me continuously and therefore his thoughts, speech and behavior remains truthful always and everywhere. This brings stability in life.

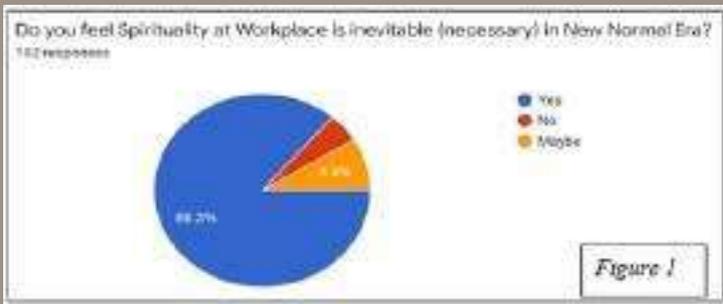
Lord Shree Krishna states in Bhagavad Gita Chapter 18, Verse 22

उपद्रष्टानुमन्ता च भर्ता भोक्ता महेश्वरः ।

परमात्मैति चायुक्तो देहेऽसिन्युत्सवः परः ॥

What people see with their eyes can be seen by The Supreme Authority without eyes. This is because; it is The Supreme Authority who has filled the capacity of seeing in the eyes of all. Spiritual person understands that The Supreme Authority who has endless power and capacity is observing all and therefore becomes stable. The Supreme Authority usually plays the role of a supervisor in the life of all. The Supreme Authority does not intervene when a person thinks good or not even when a person thinks evil, when a person speaks correctly or not even when a person speaks wrongly, when a person behaves morally or not even when a person behaves immorally. Spiritual person requests The Supreme Authority to not only observe his thoughts, speech and behavior but also direct him in taking the right decision. Spiritual person requests The Supreme Authority to guide him to think good and stop him to move in the direction of evil thoughts, to guide him to speak correctly and stop him to move in the direction of speaking wrongly, to guide him to behave morally and stop him to move in the direction of immoral behavior which leads to principle based performance.

Following questions are supporting this, with the help of primary data:



Spiritual employer and employee requests The Supreme Authority to not be only supervisor but also be a Teacher and keep guiding them in performing ethically.

शिष्यस्तोऽहं शाधि मां त्वां प्रपन्नम् | (Bhagavad Gita 2.7)

Lord Shri Krishna became Arjuna's Charioteer and a Teacher too on being requested by Arjuna. Lord Shri Krishna did do the task of taking the chariot of Arjuna to the right direction. A spiritual person requests The Supreme Authority to be his Teacher and decide the direction of his performance. Then, thought, speech and action goes in the direction decided by The Supreme Authority which ensures principle based



performance.

benefits: Table 5

Figure 2 represents the reasons why employers and employees feel that Spirituality at Workplace is inevitable. It is observed that 53.2% of the respondents find Spirituality at Workplace inevitable because it adds meaning and purpose to the work done; 50% respondents find Spirituality at Workplace inevitable because it leads to high morale; 47.9% respondents find Spirituality at Workplace inevitable because it improves efficiency and 43.6% respondents find Spirituality at Workplace inevitable because it ensures team work.

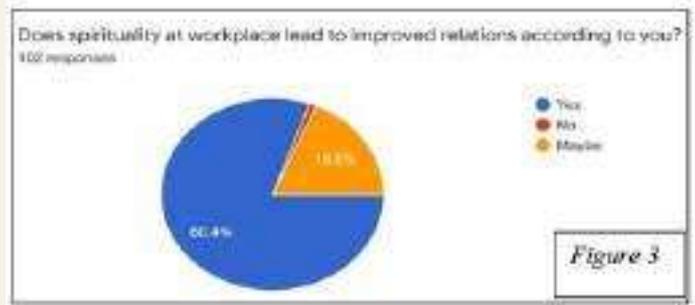
Implications of Spiritual Approach for Principle Based Performance at Workplace

Tamoguna (Mode of dullness) leads to illusion, Rajoguna (Mode of passion) leads to confusion and Sattvaguna (Mode of goodness) leads to Vision through Devotion. Spiritual employer and employee stay in the Sattvaguna (Mode of goodness) continuously and therefore perform with principles in the base as their decisions are based on vision through devotion.

Principle Based Performance leads to following balance of

Not Only	But Also
External Development	Internal Development
Welfare of self	Welfare of all
Profit Making	Customer Satisfaction
Corporate Image	Environmental Protection
Increased Market Share	Social Development
Business Expansion	Quality Goods and Services

Source – Self Compiled  
Following questions are supporting this, with the help of primary data:

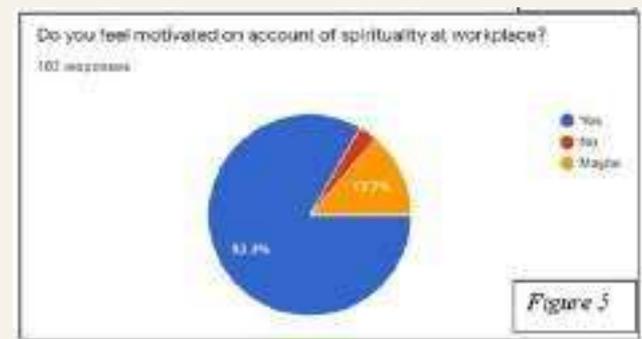


Lord Shri Krishna says in Bhagavad Gita Chapter 18, Verse 46 - तमोर्गुणोऽज्ञानम्

Table 3

Tendencies	Outcome
Tamoguna (Mode of dullness)	Illusion
Rajoguna (Mode of passion)	Confusion
Sattvaguna (Mode of goodness)	Vision through Devotion

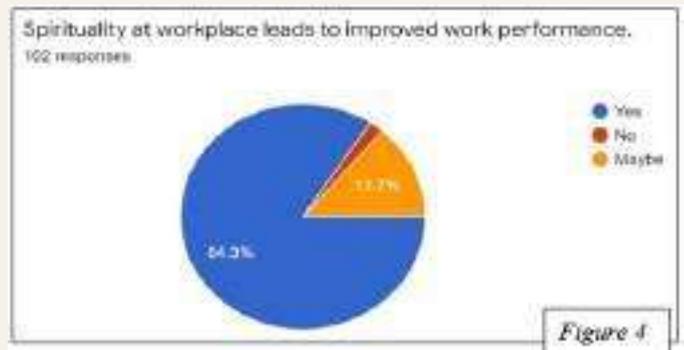
Source – Self Compiled



Bhagavad Gita Chapter 14, Verse 11-13: Table 4

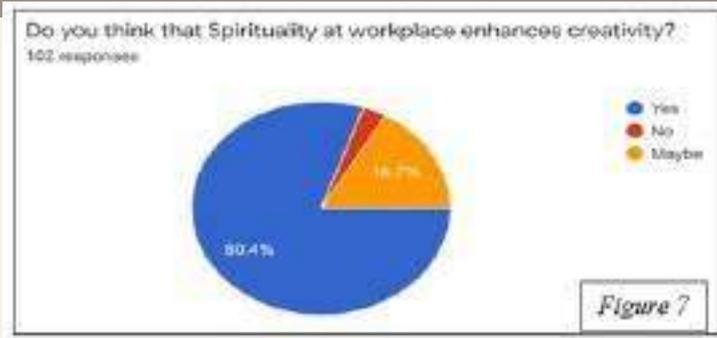
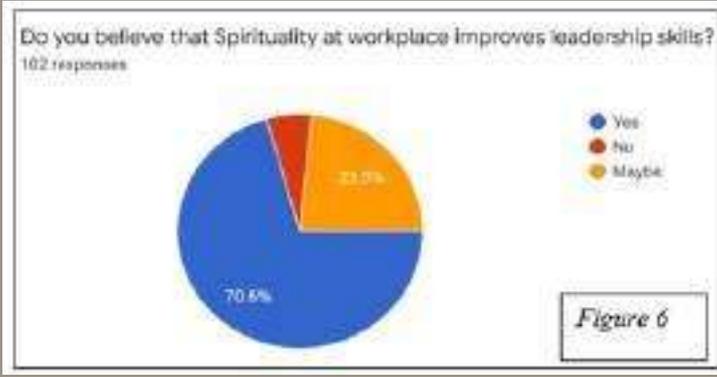
सर्वज्ञोऽहं भूयान्मया ज्ञानोऽयं	सर्वज्ञोऽहं भूयान्मया ज्ञानोऽयं	सर्वज्ञोऽहं भूयान्मया ज्ञानोऽयं
सर्वज्ञोऽहं भूयान्मया ज्ञानोऽयं	सर्वज्ञोऽहं भूयान्मया ज्ञानोऽयं	सर्वज्ञोऽहं भूयान्मया ज्ञानोऽयं

Source – Bhagavad Gita



Arjuna said:

कश्चिन्मया कृतम् || to Lord Shri Krishna - Bhagavad Gita Chapter 18, Verse 73



Source – All figures are Google Form Data Compiled

## CONCLUSION

Arjuna asked for Spiritual Knowledge from Lord Shri Krishna –

शिष्यस्तेऽहं शाधि मां त्वां प्रपन्नम् ।

(Bhagavad Gita Chapter 2, Verse 7)

Spiritual knowledge is given to those who ask for it. Arjuna did not ask for worldly gains from Lord Shri Krishna

न काङ्क्षे विजयं कृष्ण न च राज्यं सुखानि च ।

(Bhagavad Gita Chapter 1, Verse 32)

Lord Shri Krishna gave worldly gains to Arjuna who did not ask for it. Lord Shri Krishna gifted him victory. Arjuna asked for Shreya (Spiritual Knowledge) and did not ask for Preya (Worldly Gains). Shreya (Spiritual Knowledge) is received by asking for it and Preya (Worldly Gains) is received by not asking for it from The Supreme Authority. Spiritual upliftment can be done only by The Supreme Authority and The Supreme Authority blesses with the gift of Preya (Worldly Gains) i.e. Prasadik Preya (Gifted Worldly Facilities) to the one who does not ask for it. A spiritual person is advised from within by The Supreme Authority to ask for Shreya (Spiritual Knowledge).

If an employer and employee will ask for spiritual knowledge from The Supreme Authority and incorporate spirituality at workplace whereby performance is based on principles; and at the same time will not ask for worldly gains then following will be the outcome:

Lord Shri Krishna declares in Bhagavad Gita 9.22

अनन्याश्चित्तयन्तो मां ये जनाः पर्युपासते ।

तेषां नित्याभियुक्तानां योगक्षेमं वहाम्यहम् ॥

Those who always think of Me and stay devoted to Me; to them I provide what they lack and preserve what they already possess.

From the above questions: Table 6

Implications	Yes	No	Maybe
Relation	82	2	18
Improvement in work	86	2	14
Motivation	85	3	14
Leadership	72	6	24
Creativity	82	3	17

Source - Google Form Data Analysed

One Way ANOVA test has justified the hypothesis in the following way: Table 7

Summary of Data				
	Relations			Total
	Yes	No	Maybe	
N	5	5	5	15
∑X	407	16	87	510
Mean	81.4	3.2	17.4	34
∑X <sup>2</sup>	33253	62	1581	34896
Std Dev	5.3498	1.6432	1.0988	35.4119

Source	SS	df	MS	F
Between relation	17534.8	2	8677.4	517.53877
Within relation	201.2	12	16.7667	
Total	17736	14		

The f-ratio value is 517.53877. The p-value is < .00001. The result is significant at  $p < .05$ . Hence the null hypothesis i.e. "There is no significant positive relationship between Spirituality at Workplace and Job Performance" is rejected and alternative hypothesis i.e. "There is significant positive relationship between Spirituality at Workplace and Job Performance" is accepted.

## RECOMMENDATIONS

1. Incorporation of Spirituality at Workplace
2. Make everyone in the organization aware of Inevitability and Implications of Spirituality at Workplace
3. Organize Conferences and Seminars on the subject of Spirituality at Workplace
4. Display of Spiritual Quotes on the display board at Workplace

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## Authors Declaration

We Dr. Kanchan Fulmali, H.O.D. (Commerce), Associate Professor, M. L. Dahanukar College of Commerce, Vile Parle (East), Mumbai and Ms. Darshika M. Karia, Assistant Professor, Smt. K. G. Mittal College of Arts & Commerce, Malad (West), Mumbai authors of the article 'A Study on Inevitability and Implications of Spirituality at Workplace in New Normal Era' do hereby submit the above said article for publishing the same in the journal.

We further state that:

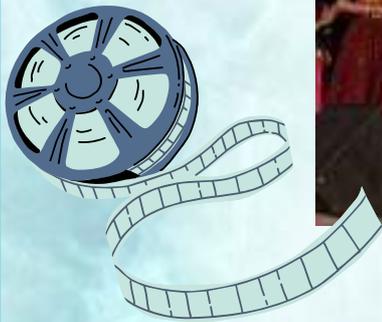
- (1) The article is our original contribution and has not been plagiarized from any source.
- (2) The work has been submitted only for publishing the same in the UGC approved Journal and it has not been previously published or submitted elsewhere for publication in a refereed or copyrighted publication.

# Annual Social 22

SUMMARY



*The students of M.L. Dahanukar college absolutely rocked the evening with their passionate efforts. The Annual Social 22 was one of the most awaited events of the year for the students of Dahanukar. After two years of Lockdown and online lectures, this was finally the year when they could come together and create an event that would bring everyone together to celebrate and enjoy. On the evening of the 23rd for the Junior college and the 24th for the Degree, the Annual Social 22 took place at 5:45 pm. The program started with Ganesh Vandana by the Principal, Vice-principal and the committee members followed by the Orchestra and our principal Dr Dnyaneshwar. M. Doke sir.*



*The Rod department which is the Rhythm of Dahanukar came up with mesmerising songs with a variety from Sad and romantic to joyous and dance vibing. They made us cry while Jabse Tere Naina while making us crave to dance to Dholida and everyone's favourite and trending Chandra. The solos and duets that were performed really touched the hearts of the audience and every single one received no less than loud cheering and happy claps.*



*Every one of you might have seen a traditional folk dance in our lives but I can guarantee you might never have seen one like the dance that commenced on the evening of the 24th. Jogva as we call it might just be another dance performance but the audience there would probably deny it as they watched in awe as two guys walked up to the stage and danced without a worry in the world. They danced in such a way that led everyone mesmerised and wishing for more.*

*Talking about mesmerizing dances as the theme of this year's social was Bollywood who's more mesmerizing than our actresses of the 90s. Complete package of beauty, grace, talent and remarkable elegance the actresses of Bollywood were something else if one had to phrase it it might be no less that 'unki kuch baat hi alag thi'. And what a dance was it from Monica Oh my darling to Pyaar kis mod pe le aya it had all the fun and grace.*



*Rutuja Naik who performed folklore was a hit among the audience ending in claps and cheering. After all who doesn't love a good Lavni performance?*

*D4 also known as the Dahnukar dance club had its own talent to showcase on the evening with dazzling attires and even more dazzling moves to match them the team managed to capture the hearts of many.*

*Talking about acts and plays the Natyamandal of Dahanukar had a dance performance which felt no less than watching a musical. And in fact, it was a musical to remember with pop hit songs and humorous themes one that made the audience laugh with joy.*





*The Gymkhana Committee too proved that they aren't just limited to the sports with their energetic dance performance..*

*'Akho me teri Ajab si Jajab si adaye hai' and truly the moves of the Retract club did have Jajab moves when they performed on the stage.*

*And if we are talking about bollywood how can one forget the king of Bollywood, the absolute fan favorite of public for romance. If you wanna know "Kya hota hai pyaar" he is the one we remember known by his many names like Rahul, Raj, Badshaah, Om he is Sharukh Khan and taking him as a theme along with his hit 90s romance movies from Kuch kuch hota hai to ek ladki thi anjani si it was that one dance where one could hear people singing louder than the actual speakers.*

*Everyone knows the infamous Ganya Dhav Re known as Balya Dance the student council boys did make the song on e of fun with their black outfits and handkerchiefs and dhols.*





*There was a Fashion walk event too with the theme of famous Marathi actors like Dada Kondke and several others. The team had also won an award at inter collegiate event.*

*A standup comedy is always a fun way to relieve all the tension and such a standup comedy was done by one of the students of the college talking about different topics like the Local Trains and Indian parents too.*

*The NSS team came up with an act to raise awareness about drugs the monoact was called 'Drug 73' which raised shivers among the viewers. The acting of the team was on spot with the powerful dialogue delivery.*



*The Annual Social 22 was a blast and I'm sure every single one in the audience felt the same.*



*-The TSP Team*



# NSS- Camp at Palghar

The N.S.S.(National Service Scheme) unit of our college had a 7 days special Residential Camp at Tandulwadi, Saphale (East), Palghar District. It was held from the 25th of December 2022 to the 31st December 2022. The camp was free of cost.

A couple of events were taken by the N.S.S. unit to create awareness among the students. The walls of schools were painted by the N.S.S students having a social message on it. Following the cleanliness campaign, rally in the adapted areas of Tandulwadi village. The students out there also had brief sessions conducted by some of our college faculty on

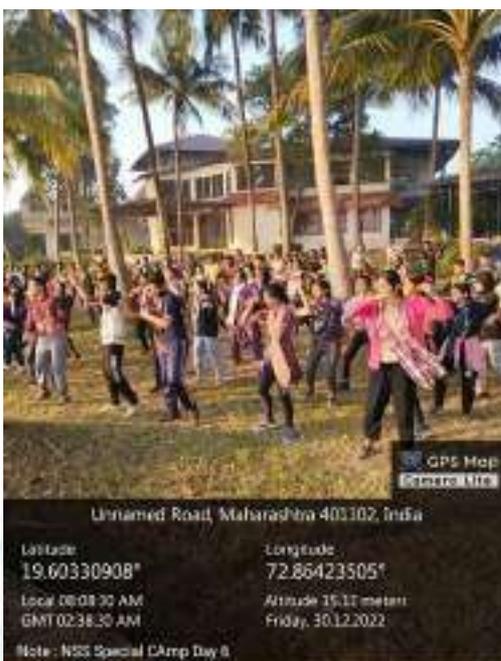
- Addictions
- Superstitions
- Exam Fear
- Self-defence
- Personality Development
- Stock Market and Investment

To spot the light on cleanliness and to make a better impact on the growing minds , Street play was conducted by N.S.S students.

Making the environment more playful and instilling the feeling of sportsmanship, N.S.S has conducted a sports day for the students out there.

Wrapped up with the general social survey for the local students.

The students of N.S.S had a closure exposure to the lifestyle of people residing there through this camp.







# 2022



A year which went totally unexpectedly for anyone. We went from battling covid to balancing our life. And just how fast the night changes. Life threw us one surprise after another and we faced each one as best as we could. Now moving through 2022 to 2023 we are yet in for another journey which might not be any less than a live Bollywood movie packed with action, drama, suspense, full-on mystery and who knows maybe some romance too. But before we tear off our old calendars and replace them with new ones, we must put a glimpse on the reel of life. How different are you from when you first started the year? Did you fulfil any or all the new year's resolutions that you had promised yourself or did you forget about them after a week? After Covid started to reside, the aftereffects started revealing themselves to the world, causing tremendous changes. Inflation rose to new heights shocking the world and mostly the middle and poor classes. And some of its effects even became a reason for the Economic crises of our neighbour country- Sri Lanka. Sri Lanka which had been already in unsteady waters due to the Covid lockdown and the decline of their tourism industry took a significant hit and with the rising prices, the prices of regular necessities soared sky-high. Moving from Inflation another one of the events that captured the eyes of the world was the Russia-Ukraine war. Any war causes a huge impact on its people. No one had expected Ukraine to defend itself in such a strong way. Ukraine's president soon became a world-known name for his decisions at a time of such distress. Talking about presidents and legal bodies the UK got its first Indian-origin prime minister after the dramatic tale of the British government with three previous prime ministers resigning from their posts and the death of the Queen. Rishi Sunak becoming the prime minister was certainly a moment of joy among the Indians who prided themselves in the fact over the irony of the situation.



Moving towards one of the news from social media, the blue bird- Twitter found itself a new owner in October after which almost half of the company's employees were fired by the owner along with the top executives too.

Ever since Tesla owner Elon Musk took over Twitter the app has certainly been blowing up with tweets like hot popcorn.

From the sports section, the football cup was certainly one rollercoaster for its fans especially the finals between France vs Argentina and anyone who attended the match would say that it was a game worth every penny.

*-Sharvi Sawant*



# FIFA Fever

In a country where cricket is just in the veins of the people, the love for any other game is hard to witness. This year was different. The amount of love and new fans that football got this year was truly incredible. And what caused it, is the FIFA

## WORLD CUP 2022

The greatest event in the sporting fraternity is surely FIFA WORLD CUP. The FIFA World Cup is a professional football tournament held between national football teams. This was the 22nd edition of the tournament and it was organized by FIFA. The event commenced from 20 November and fans had to wait for the champions till 18th of December. This world cup was unique in its own sense. The amount of drama it holds will give complex to many Hollywood movie scripts.

The true uniqueness lies in the host country. It was organized in Qatar, the first World Cup held in the Arab world and Muslim world, and the second held entirely in Asia after the 2002 tournament. The choice to host the World Cup in Qatar attracted significant criticism, with concerns raised over the country's treatment of migrant workers, women and members of the LGBT community, as well as Qatar's climate, lack of a strong football culture, scheduling changes, and allegations of bribery for hosting rights and wider FIFA corruption.

This tournament was the last with 32 participating teams, with the number of teams. To avoid the extremes of Qatar's hot climate, the event was held during November and December. The Qatar national football team entered the event—their first World Cup—automatically as the host's national team, alongside 31 teams determined by the qualification process.

All 211 FIFA member associations were eligible to enter qualification. The Qatari national team, as hosts, qualified automatically for the tournament. Qatar (Hosts), Argentina, Brazil, England, France, Spain, Belgium, Portugal, Germany, The Netherlands, Uruguay, Croatia, Denmark, Mexico, the United States, Senegal, Wales, Poland, Australia, Japan, Morocco, Switzerland, Ghana, Korea Republic, Cameroon, Serbia, Canada, Costa Rica, Tunisia, Saudi Arabia, Islamic Republic of Iran, Ecuador were the 32 nations participating in the event.

The table was divided into 8 groups ranging from A to H and every group consist of 4 teams. The groups looked like this

Group A Qatar, Ecuador, Senegal, and the Netherlands.

GROUP B England, Iran, USA, Wales.

GROUP C Argentina, Saudi Arabia, Mexico, and Poland.

GROUP D France, Australia, Denmark, and Tunisia.

GROUP E Spain, Costa Rica, Germany, and Japan.

GROUP F Belgium, Canada, Morocco, and Croatia.

GROUP G Brazil, Serbia, Switzerland, Cameroon.

GROUP H Portugal, Ghana, Uruguay, and South Korea.

From every group 2 top teams were qualified for the round of 16. The teams that were qualified for the round of 16 were Netherlands, Senegal, England, USA, Argentina, Poland, France, Australia, Japan, Spain ,Morocco, Croatia, Brazil ,Switzerland, Portugal, South Korea

What will be remembered about this World Cup is the upset the fans have witnessed throughout the event. Morocco's 1-0 win against Portugal in the quarter-finals was the latest stunner. The Atlas Lions have reached the semi-finals as the first African country in the history of the tournament, after having beaten Spain 3-0 on penalties in the round of 16. The Samurai Blue of Japan claimed a famous victory over one of the pre-tournament favourites Germany. That came just a day after another of the favourites, Argentina, saw their 36-match unbeaten run come to an end at the hands of Saudi Arabia. Belgium, who finished third in the last World Cup in 2018, crashed out in the group stage in Qatar after a shock 2-0 loss to Morocco and a 0-0 draw with Croatia, while Germany's misery was compounded as they failed to make it our of their group for a second World Cup in succession.

Half through the article but we haven't talked about the champions. Argentina. Yes Messi's Argentina. Although there were champions, their journey was not that easy. Argentina got off to a rough start at the World Cup after a surprising opening game loss to Saudi Arabia. Messi was the lone goal scorer for his team, but it wasn't enough as they fell 2-1. The squad rebounded against Mexico with a 2-0 victory with Messi and Enzo Fernandez finding the back of the net in the second period. They scored a decisive victory against Poland on Wednesday (30 November) with their 2-0 win sending them into the round of 16.



The Albiceleste were in command for most of their match against Australia, with Messi and Julian Alvarez scoring goals in the 35th and 57th minutes, respectively. Australia made a late push when they scored 77 minutes into play, but ultimately, Argentina prevailed. Then, the squad survived a thriller 9 December against a Dutch team that had not lost in more than a year to advance to the semi-final. It was 2-2 through extra time with Argentina taking it 4-3 on penalties. La Albiceleste seemed to be cruising, having taken a 2-0 lead off goals from Nahuel Molina (35') and Messi (73' P). But, then, Wout Weghorst scored - twice. First, in the 83rd minute and then, heroically, with just seconds remaining in regulation play (90+11'). Messi and his team were aggressive during the 30 minutes of extra play that followed, but failed to take the lead.

The match went to a shootout where the superstar set the tone with an easy, first goal. But a miss from Enzo Fernandez in the fourth spot meant the drama would continue all the way through to the fifth and final shot from Lautaro Martinez. Martinez held his nerve and kept Argentina in the global tournament. In the semi-finals, Argentina cruised to a 3-0 win over Croatia.

Now the final. The Final was supposedly the greatest ever final in the FIFA history. The match was played at Lusail Stadium in Lusail, Qatar, on 18 December 2022, the country's National Day, and was contested by Argentina and 2018 champions France. En route to the final, Argentina finished first in Group C, with two wins and one loss, before defeating Australia in the round of 16, the Netherlands in the quarter-final and Croatia in the semi-final. France finished top of Group D with two wins and one loss, before defeating Poland in the round of 16, England in the quarter-final and Morocco in the semi-final.



Argentina led 2–0 at half-time through goals from Lionel Messi and Ángel Di María, but Kylian Mbappé equalised for France by scoring two goals in the second half. During extra time, Messi scored an additional goal and Mbappé scored a third goal which left the match tied 3–3. Argentina won the ensuing penalty shoot-out 4–2 to earn their third FIFA World Cup title and first since 1986. Argentina became the second team after Spain in 2010 to win the World Cup after losing their opening game.

And now lastly the segment which cause debate among the fans. Who grabbed the Golden Boot and Golden Glove. Messi collected the Golden Ball award as the best player of the tournament moments before lifting the FIFA World Cup 2022 trophy in Qatar. Kylian Mbappe and Luka Modric were among his challengers. France star striker Kylian Mbappé is the winner of the 2022 FIFA World Cup Golden Boot award after scoring three goals in Sunday's final against Argentina, bringing his total to eight in the tournament. Lionel Messi finished with seven goals and would have won the tiebreaker on assists had he and Mbappé tied Argentina goalkeeper Martinez scooped the Golden Glove for best goalkeeper



*-Omkar Redkar*

# Sports Day

## Cricket



Pratham Dudham

Amev Pitale

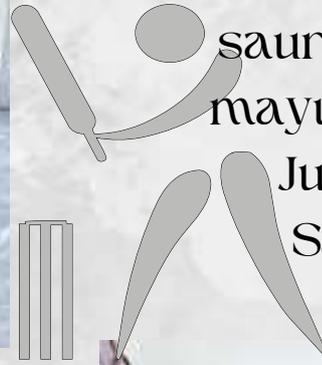
Atharva Ghadshi

saurabh Wavhal

mayur Lokhande

Juhee Mihir

Sahil Patel



## Volleyball

1) Shardul pawar

Heenal hodiwala

Mitesh rane

Ankita namjosh

2) Siddharth

Pandagle

Tanvi

Parth mane



## Carrom Doubles :

1) Tejashree kayadekar

Soham patil

2) Aakansha patil

Yash parsekar

# Carrom singles



First place.  
Eshwar  
Gaikwad



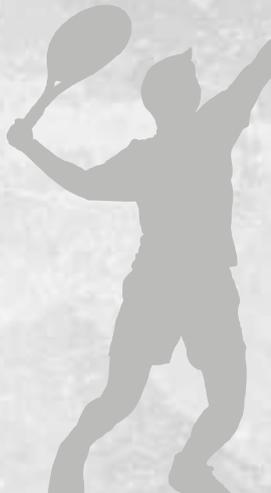
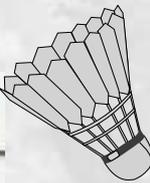
# Fittest boy first place

Yash Savla

# Badminton

First place  
Atharva Joshi / shravani  
pawar

Runner up badminton.  
Gaurav malvankar/ shravani  
nalavade





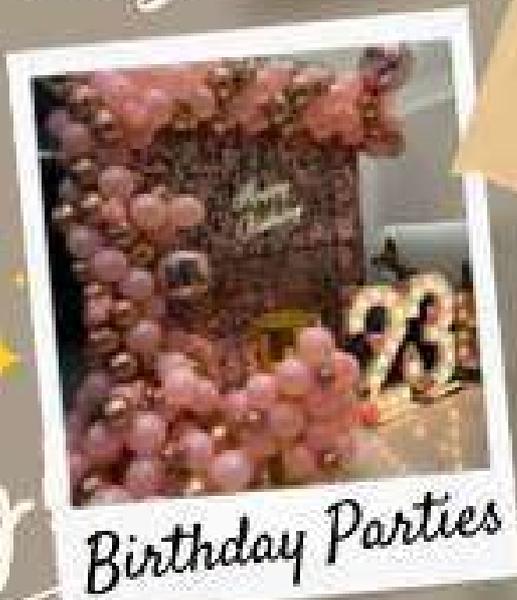
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Haldi Functions



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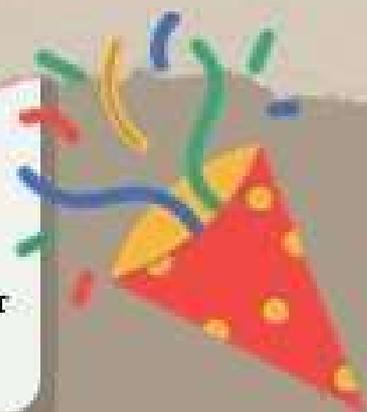
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NEW YEAR,  
NEW  
CHAPTER

*All you need is love, equal rights  
and lots of coffee.*

