Role of Sarsara in Revival of Spirituality and Management

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Abstract: While values degrade in society the instability and impurities in surrounding environment grow rapidly. Human tendencies of human values diminish due to impure desires and complicated life style acquired by various human resources. In such situation many of the intellectuals think of bringing revolution in society by spiritual practices and visions of spiritual management. Spirituality which is often referred as an alleged immaterial reality brings deep feeling of humanity during the course of evolution. Spirituality not only changes the attitudes of human individual from negative to positive but also purifies the environment and develops personalities from many angles. This also brings reformation as per necessity and rapidly brings evolution in human mind, body, spirit, thought and actions. Today’s developed world is severely suffering from diminishing humanity. This has resulted increasing rate of violence and breakage of communal harmony worldwide. In such case we do think and act for acceptance of spiritual laws, awareness programmes and practice which uplift natural tendencies of human individuals and give a new direction for development of humanity. This study highlights the role of an Indian rural village that brings lots of changes through spiritual evolution and practice of spiritual unity, integrity and harmony instead of race, caste, colour, religions etc. Its action clarifies the learning and perception of spiritual practices that helps in development of human resources a lot. Hope this study will help others with benefit of new visions about humanity and management of human resources.

Keywords: Revival, humanity, spirituality, management and performance

I. Introduction

Supreme Father says, “May you be an intense effort maker, show the angelic form through your face. With the volcanic yoga through the form of light and might, burn the waste and donate powers to the unhappy and peace-less souls.” (Avyakt Murli, 31.12.2011) It is true that modern world is suffering from value crisis. Due to rapid downfall and diminishing values many problems have come out and modern life has become clumsy. Today’s people remain unhappy in many affairs with lack of peace. This does not bring essence in modern living although we have developed a lot with science and technology. No doubt modern amenities and inventions have made our lives very easy with comfortable feelings, but have not given the complete satisfaction of peace and happiness. Many of us wander in today’s busy world in search of happiness and pleasure. But exactly nobody thinks about this matter that how can we get these things easily while we have forgotten the true purpose of human birth? For this purpose efforts are required to make to realize about our true identity that from where have we come, what is our purpose of human birth and where shall we go after death? Beloved father, the creator God says that we have angelic form and we should show this in our face. Jesus Christ says that God is light and might. It is exactly true thing. Again it is true that all souls are children of Supreme Soul and they also originally inherit the nature of light and might from beloved father. All souls are like tiny light form of stars. Through this form by practice of meditation i.e. yoga we can concentrate and by charm of light and volcanic power of knowledge we can burn the waste thoughts and polluted or corrupt actions along with the destruction of vices. Through this charm of knowledge we can again do another main duty of giving spiritual knowledge through which unhappy souls can attain happiness and peace in their inner cores. The word, “Sarsara,” also pronounced as Sarasara, is specifically derived from Sanskrit and Maithali languages. In South Koshli language which is often referred as Sambalupri, Sarasara means a person either a male or female with charm of power of knowledge and cuteness, whose life has simple appearance but has kept the treasure of unlimited happiness and spiritual knowledge. In Japanese Sarasara means noble whereas in Spanish and Hebrew this word means princess. In Japanese word, ‘Sa’ is commonly used for naming girls and it is more feminine in nature. If we break this word in to two as Sara-sara it expresses two different meanings. According
to many Indian languages Sara refers to soul and Sara means to have deep inner desire of purity, companionship, love, mercy, working capacity with peace and harmony and excellent creative nature. In together Sarasara means a soul having above qualities within him, which exactly refers to human being, a soul in a material body with skills, knowledge, values and ethics and in set finally refers to human resources. In Sanskrit, ‘Sara,’ expresses the meaning of stream, cream layer of milk and person who gives summary of knowledge. Let us break this word as Sa-ra-sa-ra. As per the meaning in Sanskrit, ‘Sa,’ means the beloved God, the creator of the universe, the ocean of all qualities Lord Shiva, ‘ra’ refers to fire that signifies spiritual knowledge, gold that signifies to virtues and golden qualities, colour refers to self luminous light and charm of soul and his journey in earth and speed of world. ‘Sa,’ refers to moon that signifies the calmness and peaceful nature of soul. Finally, ‘ra,’ refers to the coming of soul from soul world called Paramdhamaan and eternal nature of soul’s origin, infinite qualities and journey along with the eternal existence of the infinite universal system of God’s creation and also refers to paradise. If we break the word as, ‘Sarasara,’ then Sarasara expresses the meaning of pond, fresh, juicy, sweet, smiling, beautiful, lovely, excellent, thinking quality, observer and receiver of qualities. The word, ‘ra,’ refers to land, soil, waiting and judging. Beloved father says here by practice of yoga to become the treasure of knowledge through which a human being can provide spiritual service for others by giving the same. During the time of instability it is essential to establish peace and prosperity in the world. This is the duty of God and his children. But the main obstacles come in modern world are the various vices and impurities. Due to the selfish motives and bad desires negative vibrations are added continuously to environment. Modern world is captured by evil. God’s duty is to save humanity on earth. Expression of the Holy Bible says, “But the Lord is faithful. He will establish you and guard you against the evil one.” (2 Thessalonians 3:3, English Standard Version) Definitely God will guard us when we shall purify ourselves. For this reason we need to purify by charm of power knowledge as a service to mankind and service to nature. God says to his beloved children that all souls should understand this properly and culture the values and ethics within them through which they can serve for society. Spirituality is not a concept of modern people rather it exists from very ancient tradition to uphold humanity when degradation of status of human beings is observed. Spirituality does fix life’s true destination properly and guides human beings.

Famous poet of Japan Fujiwara-no Akisue (1055-1123 AD) defines spirituality as the essence of life that directs and saves human beings with righteousness, truth and love to achieve the greater purpose of birth. Japanese emperor Go-Toha (1180-1239 AD) defines spirituality as royal and heavenly path of living life which directs and controls human beings during their crisis of morality and up lifts them to achieve higher purpose of life with Godly knowledge. Warrior poet cum Buddhist monk Ota Do Kam (1432-1486 AD) defines spirituality as a path of mercy of God which shows human beings the truthful purpose of life, understanding which people love each other and live happily with cooperation, integration and harmony. Japanese poet of renku and haiku nature Matsuo Basho (1644-1694 AD) defines spirituality as the true purpose of God’s creation which rings the bell of self realization with the realization of true aspect of universe that pours deep impact in building personality with personal and social affairs of human beings. Yosho Buson (1716-1784 AD) defines spirituality as a true eternal path of self development with values and ethics that builds positivity in human mind and intellect by purifying instantly the activities of human beings. German Jewish poet Harry Heine (1797-1856 AD) defines spirituality as an essential wise full breath that is very secret in nature but nurtures humanity with sincere effort at all time to spread kindness among all souls. Indian philosopher, Saint Shri Aurobinda (1872-1950 AD) defines spirituality as indeed the master key of human civilization, the sense of infinitives and giver of true knowledge which makes the mind still and calm to attain the chance of truth and purity through which souls know that hidden nature is secret God. Scottish cum American poet Helen Adam (1909-1993 AD) in her writings expresses and defines spirituality as essential essence of the universe that builds the personalities of human beings as faithful and marvellous. Famous American poet Elizabeth Bishop (1911-1979 AD) defines spirituality as an important art created by beloved creator of the universe that decorates the letters of life and living of all the creatures those move and do not move in to pleasing and faithful as per God’s principles.

Many authors give their opinions about management. Although various modern authors have given many definitions still let us have a vision about the remarks of old age authors exactly what they say about management. Famous King of Haryanka dynasty and founder of first Magadhan Empire Bimbisara (599-527 BC), the important disciple of Buddha defines management as a process of dealing and controlling of people by a ruler as a trustee through his noble character, skills, attitudes, power and wealth for the benefit of people and development of organization or kingdom. Panini (520-460 BC) defines management as an art of skillful tactics followed by an individual or groups of individuals who act or play as authority in directing, controlling and dealing people and their affairs to plan, organize, lead and motivate them for higher social benefit and development of all. Socrates (470-399 BC) defines management as a process of control and co-ordination of people by definite authority with ascending to wisdom and up lift of the society with virtue to break down the wrong doing which is consequence of ignorance. Aristotle (384 -322 BC) defines management as special series
of actions by a ruler, authority, individual or group of individuals with spontaneity for dealing, ordering, leading and controlling people in order to achieve a particular goal or end. Chanakya, also known as Kautilya (350-275 BC) in his famous work of *Arthashastra* defines management as a sequential process that involves social, cultural, political, financial, intellectual and natural tendencies and qualities by an individual ruler or groups of individuals who act as ministers in regulation of public or public affairs in directing and controlling them with responsibilities with trickily deceit. There are several meanings of word revival. In spiritual sense revival means time of reawakened interest for religious beliefs which is characterised by public testimony including impassions of preaching. Revival also refers to judicial decisions, contract, validity or effect of renewal laws. In true sense revival refers to consciousness, strength, vigour and their restoration in human life to use acceptance of truth and activities with new presentation over a new period of time. In general sense revival means an improvement about fortunes, conditions, or strength of a person or something that brings reintroduction and re-establishes the true original qualities of human beings through which those become active and important in life once more. Due to multiple appearance and satisfaction revival plays major roles in shaping human beings during crisis of values and ethics. Revival in spirituality and management becomes very much essential during the period of diminishing humanity specifically in the critical period. For learning and perception of principles revival is very much necessary in society for up lifting.

II. Objectives

To describe about characteristics of soul it is necessary to bring human beings towards true knowledge. In approach it gives rise to many unsolved questions in many minds as values and ethics are degrading rapidly in modern world. This is why it requires spiritual transformation. But how is it possible without revival? How can relationship with God be built for transformation? How can people be more aware about spirituality and management? How do spirituality and management are related and in which way they will solve the problems? Why do values go down and why does humanity suffer a lot without spiritual awakening? If we go on asking why and how, then this will definitely form a chain of questions here. To solve and find answers we do proceed forward for studying such activities made by certain public which become role model for people of other regions to learn for future growth and development. So, here to outline the process of spiritual development and absorbing positive divine qualities it is necessary to participate actively in spiritual affairs. This along with above unsolved dilemmas forms the objectives of such study here.

III. Literature review

Increased spiritual interest brings lots of changes in churches with renewal and restoration of Godly principles and knowledge in late 16th, 17th, 18th and early of 19th centuries regionally or globally which is often referred as Christen revival. During protestant reformation in 17th century in Scotland, Ulster, Virginia and Pennsylvania revivals of Christianity is brought up by the charitable work of missionaries of many monks. In 18th century revival of Age of Enlightenment is countered by Methodist revival which is brought up in England by John Wesley, Charles Wesley and George Whitefield. Revival of First Great Awakening with a motive of salvation taught by preachers has left the impact over American colonies in between 1730-1740. Series of Methodist revivalists do campaigns in 18th century in England to influence over population of the land. Revival movements of 19th century deeply influence many of the people instead of caste, colour, religions, poor or rich not only in England or America but also in other parts of the world. In between 1858-39 the revival movement brought up by Great Awakening influences Australia which brings many changes and motivates people for spiritual learning. In between 1800-1850, Second Great Awakening, 1850-1900, Third Great Awakening, revival movement in Britain and Ireland and in 20th century after 1904 the final movement of Great Awakening are also considered as Holiness Movements bring spiritual evolution about Holy Spirit in many of the countries including Australia. Christian revival of world has left the deep mark of development of churches and religious people around us. This teaches many more moral things for our benefit. Again such movements are made by people with activeness for the purpose of learning.

Revival in *Sarsara* is not a new concept. The name expresses multiple meanings in many ways. The word, ‘*Sarasara,*’ mainly follows the principles of Sanskrit language although we find many meanings of this in other languages. In Persian *Sara* means pure and *Sara* means excellent. As per Persian language *Sara-sara* refers to a pure and excellent place where all required amenities are available according to village administrative systems. Also this word expresses the meaning for a pure and excellent leader or person. The history of *Sarsara* dates back to ancient period. At different time period movements of Vaishnavas, Shaivas, Shaktas and many more along with Jainas monks and Buddhist monks have brought revival for spiritualism as per their own doctrines during the crisis of values here. Broken rock edicts and ancient broken statues of different deities found from *Sarsara,* which are expected to be of time period of 322 BC to 2nd Century AD, recently decorate the boundary of constructive temple of Lord Shiva. There are several marks found among these have similarities with many of the arts of Maurya Empire (322-185 BC). During the spread of kingdom of Gandawana, famous queen named
Rani Durgavati (1524-1564) brings the kingdom of Bonai under her and Sarsara becomes a part of this empire for long time. At this period Sarsara is leaded by land-lord rulers called zamindaras of tribal origin of Gond community. During this time tribal ruling has brought new direction in settlement of tribal faiths and revival of tribal religion has also focused to protect the humanity. During British Raj (1858) travelling of missionaries to the region of Chota-Nagpur and to Bonai leaves the mark of social service of Christians mainly in the region of Gurundia and Sarsara. The Third Great Awakening in England also pours impact in India and Sarsara gets the benefit of revival moment of Christians. Being excellent in multi cultured social system Sarsara has smoothly maintained communal harmony with strong administrative system with respect for each other from ancient period to this modern age. This is such a place which has got the beloved touches of multi-revival approaches of Hindus, Christians, Muslims, Shikhs, Buddhists and Jainas along with varieties of tribal and traditional people. Interest is seen for spiritual education and material education with great hope which wonders many of the visitors. The foot print of ancient education has fallen in Sarsara by holy Buddhist monks during their visit to the place. However establishment of modern school for education is the effort of former land lord, Sj. Pramod Chandra Singdandpat and his consort Smt. Punyavati Singdandapat along with the people of Sarsara and Balang. It is said by the people that Punyavati with her spiritual vision of doing virtuous works has motivated her husband for donations of wealth and land for establishment of school of learning and for other developments of the region like preservation of forest resources, protection of soil from erosion, preservation of water, prevention of health, food rights for the poor, protection of domestic animal resources and many more. The practice of daily prayers in the religious institutions at morning and evening called Satsanga gives the thrilling of spiritual life. Daily worship at temples like temple of Lord Swapneswara, temple of Lord Vaneshidhara and Lord Jagannath temple spread the fragrance of revival of spirituality. The weekly market brings the destination for better marketing of forest products including cereal grains like paddy, wheat, maize etc. This place is famous for exporting mango to outer places. Sarsara is not only surrounded by beautiful sceneries of mountains, forests and streams around but also stands with courage of spirituality. Sarsara belongs to Bonai subdivision of Sundargarh district in the Indian state of Odisha. This village is near about 117 kilometres far from district head quarter and 22 kilometres far from sub-divisional heard quarter Bonai, which is situated in coordinates with latitude 21.75°N and longitude 84.97°E. Scenic beauty of Sarsara attracts the attention of many with special rhythm of spiritual songs of nature. This speaks about the message of revival of new period with respect to spiritual management as per necessity of time in this modern world. At this modern age revival of spirituality is highly essential for development of children and youth to establish ethics and values among them. Intellectuals of world today think very deeply about this issue and turn faces to study about spirituality and management simultaneously from various corners.

IV. Importance of the study

Existence of civilization passes through successive time periods and faces lots of changes with obstacles and favours. Due to the long journey on the surface of earth gradually the status of civilization degrades due to the degradation of qualities of human beings which is well observed by the diminishing of values and ethics in society. Such situation creates disturbance in society and life becomes puzzle oriented. Anxiety, stress and many negative tendencies grow in the minds of many human individuals. They suffer and their negative vibrations which enter frequently in to the environment make them sad and they feel the sorrows and pain. Other creatures also are affected by such vibrations along with people of other regions due to impurities and negative tendencies. During instability it becomes very much necessary to establish stability by revival of true qualities and true education to the people as per demand of time. It signifies that there is importance of such study about revival of re-establishment of true and original values of human souls through spiritual teachings and spiritual awareness. We need to analyse the different factors and reform them in such a manner that these will become more valuable for learning purpose. Humanity is the essence of people through which they feel and co-operate each other and live happily in this world through different colonial systems and civilizations. Awakening with spirituality is a natural tendency of human individuals. They knowingly or unknowingly search for happiness, prosperity, peace, bliss and many more things which are super natural. But exactly they do not get these things rather they compute each other for acquiring material things and many matters motivate them. Matters attract attention of people. Due to this attraction human beings start forgetting their own identity and fall in illusionary trapping. It originates clumsiness in living. Competition for material grasping originates conflict among two individuals or two groups of people. In modern world inhuman activities are growing rapidly in many countries due to this reason. For resolution of such problems we need to educate people with beneficial principles of nature to revive them for stable living with harmony and integrity. So such study comes in mind to learn many more about revival with respect to spirituality. Now let us fix our visions about learning of management principles from this study and understand them properly for implementation in life for longevity of humanity.

A. Characteristics of Human souls as essence of humanity drawn from Sarsara:-

Single word Sarsara represents multiple meanings as it is originated from Sanskrit. This is very much related to original qualities of human beings. In each step this teaches to rectify and remember the original nature of
human soul to each individual. Here we focus in each meaning which represents the soul’s each quality. Let us interpret all of them to become clear about these. Definitely these bring change in mind on learning.

**A.1. Soul consciousness:** - *Sara* indicates that first a human being is a soul, the energy of consciousness inside human body. So, we should feel that we all are souls of equal nature. We all are equal in size but the appearances of our bodies differ in size and colour, ordure and posture, nationality and religion, race and caste, rich and poor etc. The dignities of various bodies go away while we leave them on the bed of death and these decompose in soil. While we realize soul consciousness we forget about differences among bodies with gender and feel the equality among all. This teaches us to feel all human beings as our own brothers and sisters around the world and universal brotherhood is achieved easily. *Sara* represents the universal brotherhood in unity. Remembrance of soul consciousness empowers us from inside and gives chance to understand meaning of life.

**A.2. Rights of true knowledge:** - *Sarsara* satisfies the meaning with awareness of our rights of true knowledge about spirituality and materials available in different forms of matter around us. There is no difference among all in method of perceptions but perceptions of each person differ a lot with activities. Understanding this we should not bring any obstacles in learning and acquiring of knowledge for others. We should bring maximum scope for them for gaining knowledge and distribute knowledge on the basis of their learning and perceptions.

**A.3. Charming and lovely:** - Soul expresses the quality of charming and remains in lovely state. *Sarsara* expresses the same and reminds us to remember this quality always as we are eternally charming and lovely.

**A.4. Love and kindness:** - These are two precious qualities of soul. A soul likes to give love and likes to receive kindness from others. A soul free from vices is not so cruel towards others and gives love and shows kindness automatically while vice dominated human being expresses arrogance and cruelty. But a wise soul shows kindness and gives love to a cruel man even in critical situations with stability and unlimited ability.

**A.5. Tolerance and forgiveness:** - While soul remembers his originality then he tolerates all the naturally coming obstacles and manmade troubles. He forgives the trouble creators, enemies and the persons who cause harm to him and never takes revenge knowing this as sin.

**A.6. Peacefulness and politeness:** - Originally soul is peaceful. This is one eternal and natural quality of human soul. This is either forgotten or suppressed while body consciousness increases and a soul thinks even as a human body. *Sarsara* says soul is peaceful and always we should remember this. Peacefulness automatically expresses the politeness.

**B. Management perspectives drawn from sub-areas and streets of Sarsara:**

**B.1. Kaaputikraa - Destroyer of impolite or uncivil qualities:** - *Kaapu* means impolite or uncivil while *Tikra* means the destroyer. Growing rates of uncivil qualities among human beings break the strength of unity and integrity of society. So it is essential to destroy such unfair qualities through spiritual knowledge for stability of society. *Sarsara* destroys the impoliteness and brings the charm of humanity.

**B.2. Kuramdihi - Establisher of strong administration:** - Society needs the strong and well managed administration which is well realized by people. *Sarsara* focuses on strong administration for real development including, social, political, cultural, economical, and spiritual and many more.

**B.3 Phikaldihi - Thinking, planning and organizing:** - Well established administration thinks properly before taking any step for development, properly plans and organizes the same in effective manner. *Sarsara* does the same and speaks about these important management roles.

**B.4. Mundasahi - public relation and social welfare:** - In any village or town or country many types of people of different castes and communities including of different religions stay. Authority needs to have public relation among them and the relationship is also maintained among them with the motive of social welfare to justify the social need with communal harmony. *Sarsara* gives strong attention on public relation and social welfare.

**B.5. Talsahi - Management of lower channels with cooperation, coordination and control:** - This is the duty of authority or administration to control, cooperate and coordinate the entire social mass from top to grass root level to avoid inferiority and superiority with equal justice. *Sarsara* manages the lower channels properly.

**B.6. Damaadihi - Conflict resolution and handling of instable situation:** - Conflicts and instable situations arise due to mismatching of ideas in between two persons of different motives, or in between two or more groups of people due to diverse interests. While conflict increases it gives rise to breakage of communal harmony. So it is very much essential to resolve the conflicts, avoid and remove out instable situations. *Sarsara* does the same with more tricks and wonderful ways.
V. Discussion

There are many examples in history of periodic revival during diminishing humanity. In such situation spirituality brings change as per efforts of the spiritual leaders around the world. It is necessary to establish peace and harmony, values and ethics, morality and humanity during such crisis. Realization of reestablishment of human qualities needs special attention for studying such movements of different periods for spreading the essence of study for other parts of the world. Main focus here is that to obtain the recognition of human soul through spiritual knowledge and spiritual practices. Building of character of children and youth is a big issue as they are running behind material grasping to acquire matters and material happiness and forgetting the path of righteousness. Many of them have neglected to understand true ambition of life and birth. Unnecessary competition of acquiring matters has resulted unrighteous practices and selfishness among teenagers and youth today including some of the senior persons. During such rapid degradation it is necessary to educate them with necessary requirements for becoming more aware about spirituality to manage them and surrounding with courage and effort. Beloved God, the father says to be instant effort maker to realize the angelic form of being light and might. This expresses the advice to become soul consciousness in all regards and to leave body consciousness. Matters do not give permanent happiness. On realization of soul consciousness human beings feel the importance of humanity. Establishment of human values and spiritual values only bring new direction in transformation of world. That is way revival of spirituality manages human resources nicely.

VI. Conclusion

This study reveals out the importance of a particular place and its role in revival of human affairs with instant efforts of the leaders of the region. Spiritual awareness brings new direction in shaping humanity and human affairs with love and affection. Spirituality teaches to become more kind towards others in all conditions and not to give pain to others. The motive of spirituality is to achieve higher order of life that would be pleasing to other in all occasions. After having this study we can say in strength that this definitely gives benefit to the authorities and organizations to aware about righteousness practice in workplace and motivates workforce with greater purpose. For children, students and youth this helps in character building and personality development. For common people this helps in understanding life, society and environment and this increases helping nature among them. For all persons including managers and employees this guides them giving sufficient knowledge for taking instant decisions at workplace, to increase patience, to reduce stress of workload, to think well, plan, organize, coordinate, cooperate, control and manage well their affairs for developmental works. Revival of spirituality brings new charm in faces of human individuals. The Holy Bible reminds about the original qualities of spirit with true statement. Bible verse says, “But the fruit of the spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, self control; against such things there is no law. (Galatians 5:22-23, English Standard Version, the Holy Bible)

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