

HRD - The Spiritual Way

This HRD equation holds the key to sustainable HRD (Human Resource Development). Sociological studies show that depressed people perform lackadaisically at both work and home. So if the HR department can help employees feel more satisfied and happy, then their performance can improve significantly. In the context of the HRD equation, most people attempt to enhance happiness by increasing their resources -- learning more skills, earning more money and acquiring more possessions. But sooner rather than later, they find themselves

$$\text{Happiness} = \frac{\text{Resources}}{\text{Desires}}$$

hamstrung by the perpetual economic perplexity - desires always exceed resources; desires are unlimited, whereas resources are limited. Moreover the increase of resources of the haves generally implies the decrease of resources of the have-nots. For example, a doctor's prosperity may cause a patient's bankruptcy. Or increased industrialization causes greater deforestation.

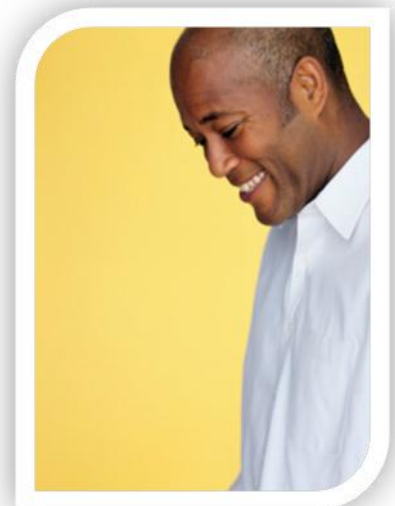
The alternative way to optimize happiness is to streamline desires. However, most people feel that their desires are too many and too mighty to control. Moreover many even consider decreasing desires as undesirable, for they fear losing their ambitiousness.

This HRD dilemma can be resolved by tapping a resource that most people miss out on - their latent spiritual faculty. Indeed among the numerous species of life on our planet, we humans are uniquely endowed with the capacity for spirituality. In that sense, spiritual potential is a distinct human resource developing which constitutes real HRD. As spiritual beings, souls,

To Optimize Happiness → Streamline Desires

we are parts of the supreme spiritual being, God, who is the source of unlimited everlasting happiness. By mining deep into our consciousness using time-tested spiritual processes like meditation, yoga and chanting of the holy names, we can unearth the treasure of spiritual fulfillment. When we harmonize and connect ourselves with the Supreme through divine love, we experience a non-material enrichment so fulfilling that our desires for material enjoyment automatically come under control. This does not however mean that we become desire-less or ambition-less. The great philosopher-saint Srila Prabhupada, founder of ISKCON, states, "We don't have to kill desires, we have to cure desires."

When we are internally fulfilled, we become motivated by the selfless desire to share our spiritual joy with others. We become inspired by the ambition to fully use all our talents and abilities to benefit all our brothers and sisters in our divine family. Thus by developing our spiritual resource, we can simultaneously increase our individual happiness and social productivity.



Don't kill,
but cure desires

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