

**PERSPECTIVES**  
**Leading and Empowering Employability through Self Awareness and Self Management**

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**Abstract**

उद्योगिनं पुरुषसिंहमुपैति लक्ष्मीः दैवेन देयमिति कापुरुषा वदन्ति।  
दैवं निहत्य कुरुपौरुषमात्म शक्त्या यत्रे कृते यदि न सिध्यति कोऽत्र दोषः॥

**Sum total of Prosperity, success, needs, desires, wants; recognition fame these are known as लक्ष्मीः (Lakshmi).**

The above Shubhashitam states Lakshmi lives with the person who is interested in working with goals in mind. Cowards feel success comes only by chance / luck. Self Awareness and true hard work bring success in life.

It is observed that successful qualities for employability are strong commitment, appropriate knowledge and passion towards the work. Most of the degree holders have academic knowledge but do not have these qualities. Hence they are unemployable in today's era, and hence most of the institutions/universities are trying to inculcate attitude skill and knowledge among their degree aspirants along with above qualities. Even simple SWOT analysis can make understand the person his own positive and negative qualities. After that ASK SWOT can help him become employable.

Self Management includes time management and remains self-organized through planning organizing, directing, staffing, coordinating, and controlling. The application of self management includes raising the level of self for physical quotient, emotional quotient, intelligent questioned, thus overall employability quotient. To the field of production has been the result of at least three developments:

Self Employability is ability to make one's own self fit for employment, it is kind of fulfilling the expectation of the employer. Self Employment means to develop entrepreneur / intra-preneur nature with in him/ her. Apart from above qualities, daring to take risk, supreme self confidence, positive minded, hunger for achievement, trying to be self-dependent, commanding, originality, visionary, futuristic, perfectionist, sociability , forever learner are the qualities of an entrepreneur. Here we also discuss various methods to reach supreme self-confidence which is prerequisite to run self employment and wa to Attain the Concept by Indian philosophy; in this section we discussed Indian philosophical and mythological reference to achieve above mentioned qualities.

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## 1. Introduction

उद्योगिनं पुरुषसिंहमुपैति लक्ष्मीः दैवेन देयमिति कापुरुषा वदन्ति।

दैवं निहत्य कुरुपौरुषमात्म शक्त्या यत्रे कृते यदि न सिध्यति कोऽत्र दोषः।।

Prosperity, success, needs, desires, wants; name (reorganization) and fame (कीर्ती) etc are known as लक्ष्मीः. The above Shubhashitam Says that (लक्ष्मीः) Lakshmi lives with the person who is interest to work. Cowards say Success comes only by chance and luck. Concentrate on effort and self realization is main source of success. If your efforts are true, you will succeed in life.

“उद्यमेति सिध्यतं कार्याणि” (Udyameti Sidhyantam Karyani)...Sanskrit proverb; It says that Employment is starting point to fulfills all needs of human beings. Those needs are basic security, social, self esteem, self – actualization. “Udyogache Ghari Ridhdhi Sidhdhi Paani Bhari”...Marathi Proverb; these are some other famous Sayings on employment.

## Employability

Employability is a set of desirable qualities for getting employed. The desirable qualities come only when one has strong commitment and interest towards the work what he is going to do. Along with these qualities employability also requires appropriate knowledge which is essential ingredient to get Employment.

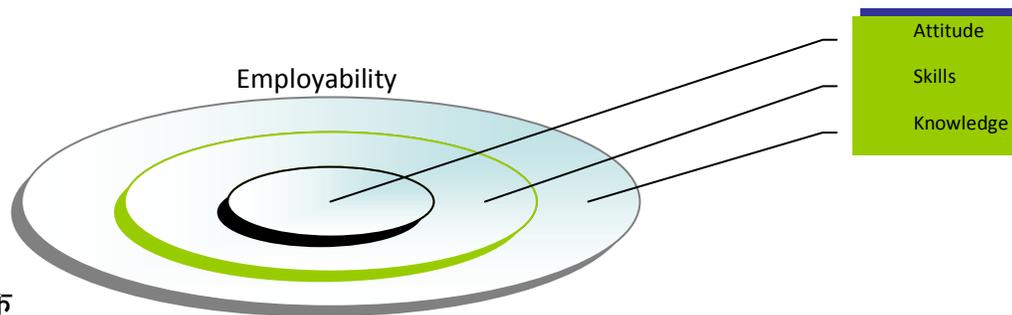
Professor Mantz Yorke defines Employability as ‘a set of achievements – skills, understandings and personal attributes – that make graduates more likely to gain employment and be successful in their chosen occupations, which benefits themselves, the workforce, the community and the economy’

One of biggest social problem of today is unemployment. Most of the people are not getting proper employment even though they have higher education or after completion of their education. We see so many graduates are lining in front of business establishment to get employment. Also, Statisticians have proved that Indian Education System and Educational Degrees are not sufficient enough to meet global manpower competition. Only few among several educational institutions are providing employability education and rest of the others are only offering degrees for name sake.

Both making employable and educating human resource is the biggest challenge faced by the global human resource market. So this paper gives a unique guidance to the researcher, academicians, scholars and human resource professionals to come out of present challenges.



## ASK Principles - Attitude Skill and Knowledge (इच्छाशक्तिः, क्रियाशक्तिः तथा



ज्ञानशक्ति

### Exhibit 3: Employability Skills- ASK principle

The Krishna Yajurveda Says “श्रद्धां भगस्य मूर्धनि। श्रद्धां कामस्य मातरम्।।” that means conscious interest is main element of success and it is mother of all interest.

Attitude is mirror image of one’s conscious interest that is श्रद्धा (shruddha). Indians believe it as इच्छाशक्तिः that means ability to develop interest in certain field. Showing interested attitude is initial stage of Employability.

The Second fact/step of employability is Skill. Indians know it as कौशलम् or क्रियाशक्तिः the ability to do certain task. One should accomplish appropriate skills to meet global employment challenges. Indians knew this as Kartavya. They give importance to both skill and knowledge while educate the disciples.

Today person should have Job specific skills, Industrial skills, Technical Skills and Communication and life skill to get good employment. This is presented in the figure.



### Exhibit 4: Communication and Life Skills

Knowledge is third important elements to get employment. The Krishna Yajurveda elaborates knowledge as Medha Shakti (the power of mind). Further it says in Medha Suktam as “मेधां म इन्द्रो ददातु मेधां देवी सरस्वती।।” Indians also call it as ज्ञानशक्तिः power of knowledge or ability to have sufficient knowledge about his respected subject and area of interest.

Business education is more concentrate to increase these three qualities among the degree holders. Today most of the degree holders are jobless because of over attitude or lack of interest, lack of appropriate skills, lack of knowledge.

Both over attitude and lack of interest are dangerous to become employable. The desirable amount of attitude is known as eager to do work with whole heartedly and interestingly.

### **Self Realization**

Self Realization means to understand the overall Strength, Weakness, Opportunities and Treats (SWOT) of oneself. Before acquiring “ASK” principle one/person should understand his/her both internal and external environment which empowers his/ her employability. By analyzing one’s SWOT the person can understand his positive and negative qualities. He introspect himself while committing any mistakes instead of blaming the circumstances or others. In Indian philosophy we called it as self Realization. Lord Sri Krishna cited about self realization in Srimad Bagavad Geetha as “क्षुद्रं हृदयदौर्बल्यं त्यक्त्वोत्तिष्ठ परंतप.” He orders come out with your weakness and treats and covert weakness as strength and treats as opportunity. This will bring success in your life. Self realization is basic requirement to develop ASK.

### **Self Awareness**

यो वा एतदक्षरं गार्ग्यविदित्वाऽस्माल्लोकात् प्रैति स कृपणः ॥

Krapana means one who take birth as human being and having wisdom power, but dies without understanding himself. The above line is stated in Brahadaranyakopanishat. Even Lord Krishna also calls the person who does not know himself properly as कृपण (Krapana). This clears self awareness is also an important quality to become employable.

Self Awareness means to understand about oneself. This can be attained only through conscious practice of Yoga and Dhyana. Any form of education should not be employable by bay hearing the syllabus script or simply having degree certificates. It should be fruitful only when one should know his internal qualities and personal interest before taking any course. Self Awareness assesses the person to know him/her self which leads him/her to strong employment opportunities.

### **Self Management**

Self Management includes time management and remains self-organized through planning organizing, directing, staffing, coordinating, and controlling.

Time is one such thing which we lost it will never comeback. In the same way every person has same time period. Thus self management is most important element of self management. Time management means one should understand on which task we should assign the time, what is important task to complete first, how to utilize time, where to time should be utilized. The Subhashitam says about time as follows;

क्षणशः कणशश्चैव विद्यामर्थं च साधयेत्। क्षणत्यागे कुतो विद्या कणत्यागे कुतो धनम्॥

Knowledge and Wealth should yield by every minute and every element. Don't waste a single second or small entity to feel it as unnecessary. By wasting time and small entity knowledge and wealth would not be gained.

The second element of self management is self organized through planning, organizing, directing, staffing, coordinating, and controlling.

**Self Planning:** Self planning means systematic forecasting of self. One should have clear idea about what he/ she would be in future and what action they need to take daily to achieve his/ her dreams. By acquiring quality of visionary, quality of missionary and quality of strategic thinking one can become strong employable entity.

**Self Organizing:** Self organizing means systematic arrangement of one's internal and external qualities. No person is perfect until he /she does not know how to arrange his/her internal and external qualities in suitable order and format.

Once our vision is clear the second step is to organize our qualities in proper order. It is also important to get hold of vital qualities from outside if we lack behind with them.

**Self Staffing:** Self Staffing means removing the evil nature from us and hire more and more value aided qualities and capacity within us. These qualities and capacities are key player in our life to achieve our vision. Employability depends upon how strongly we enlarge our competitive capacities within us.

**Self Directing:** Self directing means to put our dream in right path to achieve success in life. We should guide our prospective qualities time to time to achieve success in life. It is also important to take maximum benefits out of our internal and external capacities.

**Self Coordinating:** Every success is result of good coordination. The man/woman tide up with several qualities and capacities. Some are very easy to manage and remaining is very complex. Thus balancing the limitations and distinguishable thoughts entitled by our sense is known as self coordinating. Consciousness within oneself can assess to balance these two qualities in right manner. Consciousness within oneself can achieve through continuous practice of yoga and meditation.

**Self Controlling:** Self controlling means attain control over oneself. He/she introspects himself / her in every success and failure. Introspecting while succeeds in life helps him/her to understand how can make the things even better. And introspecting when failed in life assesses him/her to recognize the reason behind the failure.

The application of self management includes raising the level of self for physical quotient, emotional quotient, intelligent quotient, thus overall employability quotient. The application of management to the field of production has been the result of at least three developments:

- (i) The development of physical and psychological system of human beings
- (ii) The development of the corporation with many intellectual qualities and the necessity to hire more abilities to reach individual goal or business

(iii) Stems from the work of many pioneers or initiative of scholars who were able to demonstrate the value, from a performance and success point of view, of the techniques they were developed

### **Result of Self Management**

Self Respect and Self Empowerment are result of Self Management. One needs to have these qualities to qualify him to extreme employment.

☛ Self Respect: Self respect means to respect oneself. Half of the job has been done if we confidence about ourselves. So self confidence is expression of self respect. Hence self respect is result of self management.

☛ Self Empowerment: Another consequence of self management is self empowerment. Self-determination and value added to our internal and external qualities, is known as self empowerment.

### **Self Employability**

Self Employability is ability make one's own self to fit himself in employment. He should understand what he/ she is and how he/her leads himself/ herself, why they need to employ himself/herself, where he/ she needs to employ himself /herself and which job /employment he/ she can choose. We discuss all these in details in this section.

### **Self Employment**

Self Employment means to develop entrepreneur / interpreneur nature with in him/ her. Here we discuss various methods to reach Self confidence which is flue to run self employment. daring to take risk, supreme self confidence, positive minded, hunger for achievement, trying to be self-dependent, commanding, originality, visionary, futuristic, perfectionist, sociability , forever learner are the qualities of an entrepreneur. The last part of this paper we discuss about various methods.

### **Indian Contribution to the World**

Indians says several ways to aware self and manage self in their physiological, mythological and Vedic scripts. Some of the contributory work here we take for reference as Srimadbhagaavdgeetha, Sri Durga Saptashati, Subhashitam, four Vedas, ten Upnishathas and so on. Moreover Indians greatly contribute in the area of Education. We discuss those in details in further session.

### **Present Indian Education System**

“Education is like breast feeding, if mother does not guide to his child properly the JivamrathM (Mother milk) will waste, if mother feed too much it will (AmruthaM) will become toxic, feed it properly to make your child so healthy; in the same way Guru feed education to his disciple, whether education is employable, or it is simply wasted or it contribute a healthy society all depends upon Gurus skill and updated way of expression.”

Today we follow the Mechalen method of education. Most of Indian Education system depends on class room education. Students lack with proper practical knowledge which is needed

for corporate world, while they learning theoretical knowledge. The Business Education is also facing the same problem.

Some report says that graduates are not placing even after their completion of business education. Most of Indian Business Schools are lack behind to provide qualitative business education to students. Only few Institutional (like IIM, IIT, Xavier etc.) graduates are placed to appropriate job profile.

Now it is sad to say that not a single Indian University have not get place in top 200 universities among the world's top universities. Today Indian Education System is facing following problems.

1. Quality of Teachers: Most of the newly joined faculty in most of Indian colleges except IITs and IIMs; are neither trained well nor do they have that much knowledge. Moved out are the days when teaching was considered a splendid profession. Now people generally go in the teaching line because they did not get job elsewhere and they cannot competitive enough to take complex business challenges. There are exceptions however.

2. Interest of the Teacher: अध्ययन अध्यापन दान प्रतिगृण यजन याजन इति षट्कर्माणि॥ Teaching, Learning, Donating, Gaining, Dedicating and encouraging are six tasks, known as कर्म (Karma). So teaching and learning should be more interestingly doing. Now teachers do not want to teach students they just want to do their jobs. Only few faculties are dedicative and they are very much interest in overall development of their disciples. This is even worst in Government Schools and Colleges.

3. Accepting Technology: Most of the Teachers themselves are not too curious. Today technology is virtually changing every six months. They just have outdated knowledge which does not serve any purpose today.

4. Program of Study: The syllabus itself is very old and nobody is taking pains to change or modify them. For example B. Tech or Engineering is a great course because it takes 4 years of our life but what do we get in return- Just outward knowledge on each and every subject which never lends a hand even a bit in our future activities. Nobody wants to take fresh graduates because they know fresh graduates do not have anything to offer to the industry.

From the above explanation it is clear that most of Indian Education Institution do not provide quality education to students. Let we discuss Indian Education system which was stated by great men of wisdom, year ago.

### **The Real Indian Education System**

“एतद्देशप्रसूतस्य सकाशादग्रजन्मनः। स्वं स्वं चरित्रं शिक्षेरन् पृथिव्यां सर्वमानवाः॥”

“We ready to educate whole world along with our disciples. We teach you how to develop your character. We also give you scientific and ethical education to you. Come to India and learn the everlasting knowledge.” This was the call of Indian to the world.

India acquired Vishwaguru position very long year back. History says several Indian Universities was spread Jnana (knowledge) to the world in the earlier part of the century

“आचार्यः पूर्वरूपम्। अन्तेवास्त्युत्तर रूपम्। प्रवचनं संधानम्। इत्यधिविद्यम्।।” (तैत्तरीयोपनिषत्)

The Guru or teacher should have knowledge and practical experience. Disciple Indian called him as Antevashin that means who stay always near to Guru, should be educated to become as the reflection of Guru or the combined product of both knowledge and practical experience. Method of Education would be interactive. This is right way to gain Vidya (knowledge).

If business education aims to empower employability in youth it should follow above principle while providing education to students. The class room education would be more interactive, more practical oriented and case study or real life problem solution oriented.

Teachers should develop salary generator not be salary taker. They should take responsibility to generate more and more employable graduates.

The Guru always thinks about his disciple, and he would be more dedicative for overall development of his disciples. The attitude of the business educator will be change to make their disciple more employable. They need to come out with gender bias, relative bias, and relations bias etc.

### **Who is Guru?**

Over the ages, great men of wisdom, from diverse traditions have said and written in great depth about the sacred bond between the Guru and the disciple. The word Guru is composed of syllables Gu, denoting ignorance and Ru, denoting its removal. The Guru guides the Shishya (disciple) to awaken the Kundalini and remove the darkness within. “Guru” is one who removes the disciple’s ignorance; spiritually elevating one to experience the divine and live harmoniously with the Universe. As the Kundalini Shakti rises through each Chakra and Psychic centers, Goddess Chandi (she who tears apart thought) in different manifestation battles with these with these Armies of Thoughts and brings about Peace, Clear Understanding, Sanctity and Purity.

The Rishi as a Guru helps us recognize our perceivable capacity, within us. The Guru is continuously applying the principles in his thoughts for the upliftment of the disciples in removing the bondage from the world of objects, relationships and bringing the pure intuitive vision of the supreme consciousness that resides beyond Maya. When one can reside within, without identification or attachment to the ever changing externals, then the supreme Truth can be realized.

### **What one should do to become successive business men?**

According to Shri Devi Mahaatmyam cited in Sri Markandeya Purana tells a story of a King named सुरथः (Suratha) (one who has excellent vehicle to reach his destination) and वैश्यः (Vaishya) (the Business Man). They lost their prosperities, kingdom, workplace and everything.

After they worshiped Goddess Durga (Goddess of Power who kills evils) they regain their belongings at the end.

The preeminent secret of Shri Devi Mahatmyam story is most important to every business student as well as business educational institution. In Devi Mahatmyam the goddess manifests in different energies as MahaKali, MahaLaksmi and Mahasaraswathi to eliminate the thoughts of Great Ego (Mahishasura), Self – Conceit, Self Deprecation, Sinful Eyes, Seed of Desire, Passion (Chanda) and Anger (Munda).

Here we interpret them as follows.

### **Characters In Durga Saptashathi And Their Application In Business Education**

**सुरथ (Suratha)** - The King symbolical representation of the person who has an excellent means to reach his dreams, destination and goals. In business we call him/ her as an entrepreneur or intrapreneur.

**वैश्य (Vaisya)** – who doing business; means a business, an employee

These two persons are lost their properties because of their evil nature of self. They attacked by nine evil natures named as known themselves as too much, not knowing themselves too little, the great ego, sinful eyes, passion, anger, too much desire, self conceit and self- deprecation. At the end they get back their properties by knowing their power of self and continuous practice of worshipping those powers.

**महालक्ष्मी (Mahalakshmi)** – The Supreme Sovereign, the Great Goddess of True Wealth who is comprised of 3 qualities, is the first and foremost of all causes. Her intrinsic nature is both definable and indefinable. She holds in her hands a pomegranate, symbolizing the unity of creation and on her uppermost part; she bears the snake, which unites the male principle (Consciousness) with the female principle (Energy).

**महाकालि (Mahakali)** – The Great remover of darkness is seeing the entire Nothingness, the Supreme Sovereign (Mahalakshmi), by the quality of Darkness, assumed another form, Mahakali. That form became a beautiful woman whose radiant body was black like filth.

**महासरस्वती (Mahasaraswathi)** – the Great Spirit of all encompassed Knowledge; The Great Goddess of True Wealth (Mahalakshmi), by means of her extremely pure quality of Light assumed another form with radiant luster like the moon, Mahasaraswathi

These three characters are goddess manifest in different power. These three intellectual powers of a person surely bring success in life.

While educating students every education system or institute also concentrates to make them knowledgeable to understand themselves, aggressive to fulfill complex business challenges and to frame the self as more value added one.

**मधुकैटभ (Madhu Kaitabha)** - Too much and Too little: Mahakali kills him and the entire story was elaborated in chapter on of Sri Durga Saptashati. The balance of too much and too little is required getting success. This is known as self optimization. By the power of great remover of darkness a person can achieve the self optimization. Moreover self optimization is skills at creative capacity of individuals.

**महिषासुर (Mahishasura)** – The Great Ego: Mahishasura is another evil power explained in second and third chapter of Chandi Stuti. Goddess Mahalaxmi kills him and put his body under his feet. This indicates that ego can manifest in different forms and we should come out of ego by value adding to the self.

**धूम्रलोचन (Dhumralochana)** - Sinful Eyes: Durmrlochana is another evil power explained in sixth chapter of Chandi Saptasathi and kills by Mahasaraswati. This indicates self awareness asses individuals to understand which is good and bad.

**चण्डमुण्ड (Chanda Munda)** - Passion and Anger: The seventh chapter explain the story of Chanda and Munda. These two evil natures are killed by Mahakali and Mahasaraswathi. This indicates self awareness and aggressiveness are basic requirement to control our passion and anger. If we have great control over passion and anger we will succeed in life.

**रक्तबीज (Raktabijja)** – The Seed of Desire: The seed of desire in another evil nature in human being. From one desire to another, multiplying into countless desires are to hypnotize the mind. As we find desire for one thing immediately a new something is required in order to fulfill that desire. This is one of the effects of Rajo Guna. The goddess Chandi, she who tears apart thoughts and Mahakali kills Raktabijasura. Impenetrable meaning of the whole chapter is one should have great control over desires to succeed in life, with the help of the power of self optimization, self awareness and qualitative self.

**निशुम्भ (Nishumbha)** – Self Denunciation (Constantly put down himself). Self denunciation is another evil nature should be control to accomplish something. Goddess Chandi along with seven other energies named as Koumari (power to understand childishness in oneself), Brahmani(power to understand everyone has creative capacity), Maheshwari (power to aware the strength of self), Varahi (power to become enthusiastic oneself), Vaisnavi (power to know self is valuable entity), Mahakali (self optimization) and Shivaduti (Power to understand self satisfaction); kills this evil.

**शुम्भ (Shumbha)** – Self – Arrogance : Self conceit is brother of Self Deprecation. The goddess Kameshwari kills this evil nature. It indicates the ruler of desire (Kameshwari) is required to control self arrogance. One should have control over both desire and self pride to achieve something.

Sri Madbhagavadgeetha says the same things in different ways. Shri Krishan Calls desire as greedy fire. Anger and desires are most dangerous obstacles for self awareness and education. That is explained as further.

काम एष क्रोध एष रजोगुणसमुद्भवः। महाशनो महापाप्मा विद्ध्येनमिह वैरिणम्॥(भगवद्गीता 3. 37)

धूमेनाद्गीयते वह्निर्यथादर्शो मलेनच। यथोल्बेनावृतो गर्भस्तथा तेनेदमावृतम्॥ (भगवद्गीता 3. 38)

आवृतं ज्ञानमेतेन ज्ञानिनो नित्यवैरिणः। कामरूपेण कौन्तेय दूष्पूरेणानलेनच॥(भगवद्गीता 3. 39)

It is desire, it is anger, that's born of the rajo guna; of great passion and of great sin, know that to be the enemy. As a fire is enveloped by smoke, as mirrors are covered by dust, as womb covered the embryos; so is it enveloped by that. And knowledge is covered by this. The constant antagonist of all the wise, O son of Kunti know it as Desire's the greedy fire.

### **Career Edge and Shri Saptashathi Rahasya Trayam**

Shri Saptashathi Rahasya Trayam (The Three Great Secret of Devi Mahatmyam) is an appendix to the Chandi Saptasathi in this chapter rushi says the secret meaning of Entire Devi Mahatmyam. We take this and interpret it with career edge principle.

Mahalakshmi said Mahakali and Mahalakshmi to produce male and female according to their nature. Mahalakshmi produce Branhma (creative capacity) and Laksmi (ultimate prosperity). Mahakali produced Rudra (Reliever of suffering) and Saraswathi or Kamadhenu (the Spirit of all encompassed knowledge) and finally Mahasaraswathi produced Vishnu (Lord of true wealth) and Gouri (she who is emission of light).

Consciousness is male nature of Mahalakshmi. Creativity shows only when the conscious effort is done in any kind of idea. Mango seed produces mango plant in the same way if we invest the money we will return back the money with interest. This is the female nature of goddess Mahalakshmi. So an employable person should have should have consciousness and continuous effort then only his skill that is creative capacity and prosperity that is his physical strength, knowledge ect; will reveal to the world.

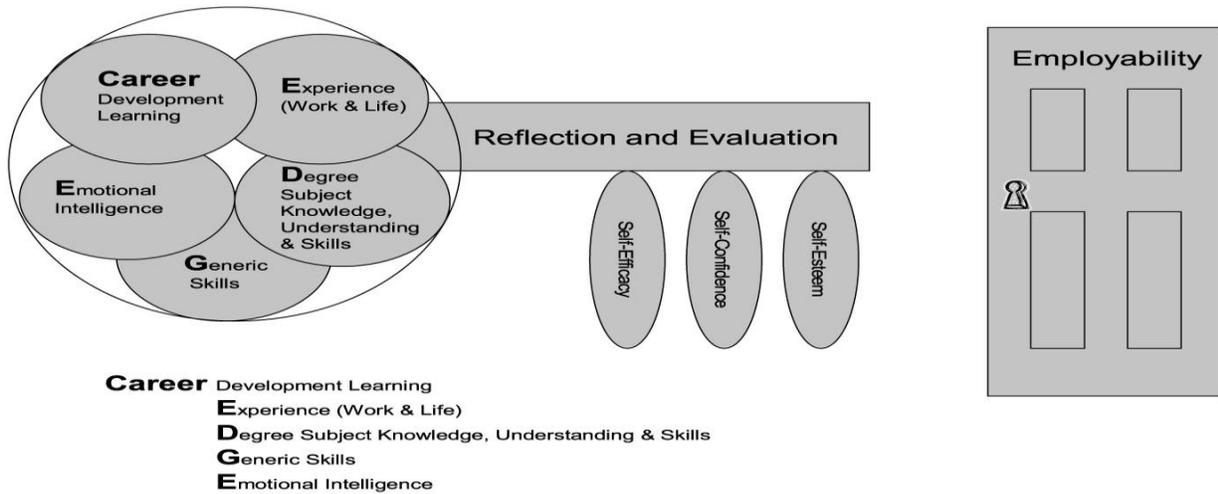
Necessity is mother of invention. Here nothingness means necessity. The Mahakali is symbolized as Goddess of necessity. Necessity brings two things one is solution to the problem that gives ultimate satisfaction and other one is Experience that encompassed with knowledge. Satisfaction is stable in nature. Stability is male principle. And experience is energy and it is always Volatility in nature. Volatility is female principle. For employees the work seems as necessary work when he/ she so committed towards the work. Business schools, business education develops commitment nature in their student's mind that is another important quality to get employment.

Mahasaraswathi produces Vishnu the lord of true wealth and Gouri; she who is rays of light.

विद्या ददति विनयं विनयाद्ददाति पात्रताम्। पात्रत्वात् धनमाप्नोति धनाद्धर्मं ततः सुखम्॥

The above Subhashitam tells that knowledge brings humanity; that makes man as fruitful entity; that brings wealth. So knowledge is real source of wealth. Here we take it as social status. And knowledge also brings name and fame. Here social status is in male nature and name and fame are in female nature. So all business education should be mean for yielding wealth, and brings name and fame to both students and the institution; this is most important things in getting employment. The given knowledge should meet the employer expectation then it becomes true source of wealth. And name and fame of the given education attract the employer towards the institution that makes the education aspirant employable.

Then Mahalakshmi gave Saraswathi to Brahma, Gouri to Rudra and Lakshmi to Vishnu as wife. Esoteric meaning of these husband and wife concept is, creative capacity should be encompassed with spirit of all pervading knowledge to innovate new things, glorious name and fame release one from all suffering and investing in wealth again brings prosperities that help to lead happy life.



**CareerEDGE - The Key to Employability**  
**Exhibit 5: Employability EDGE Skills**

**3. Conclusion:**

यथा खरश्चन्दनभारवाही भारस्य वेत्ता न तु चन्दनस्य।

एवं हि शास्त्राणि बहुन्यधीत्य अर्थेषु मूढाः खरवद्वहन्ति।। सुश्रुत अध्याय 4

**Just like a donkey which carries the sandal wood on its back doesn't know the importance ('Value') of the sandal wood but only knows (Realizes) about some weight which is put on its back, in the same way many learned people who have studied the 'Shaastras' (Sciences) don't realize the true meaning of it and simply carry the 'weight' of the knowledge!**

#### 4. References

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