Intellectual Death

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Introduction

This paper encompasses and enfolds the decay and gradual decline in mental abilities of Managers who are busy in serving Organizations round the globe. It is being felt that companies are mobilizing their Human Resources in such a manner that this resource seems busy in generating hefty profits for them, however, the paid cost is heavy enough to ignore and whole society is slowly but persistently marching towards a dead end.

This dead end leads to their personal failure in society, family, friends, social circles and finally in the organizations as well, by every passing day, we are running faster than before in the very direction of being mechanical. The output is justifying their existence, their worth is calculated in terms of financial gains and their presence is gauged through quantifiable meters.

It is not thought that they are human beings, they have a personality, they are thinking being and they cannot rather must not be treated as machines. Unfortunately, it is what we are and the lasting, atrocious and terrible effect of this intellectual transition is hunting their inner selves.

The sole purpose of this paper is to highlight those areas that provide 'Food of thought' to an individual acting in his/her capacity as Manager in an organization. The missing links and after effects of these missing, We need to think it over and over again as what is being missed cannot be gained back and what is being gained cannot be saved for ever. The loss is much more than the profits.

Statement of Problem

The Business and Corporate world round the Globe seems depending on its Managers, Top, Senior, Middle and Functional as well.

They run the show and invest their best to get the best, their days turn into nights and night turn back in days and whole life wraps over. In this mechanical schedule they usually lost the appetite to enrich themselves with knowledge, they have no time to read, no time to involve in mind warming discussions and no time to think, to contemplate and to envisage of different changes around and their own selves. This intellectual paranoia haunts them and finally they find themselves no where as their mind appears barren owing to long and desolate period of hunger and they fell prey to old age and loneliness.

Significance of the Study

This study is initiated in the era of advanced technological automation and the rapid growth in this very area is snatching away the status of MAN as MAN and the same is being transcribed as an important machine whose financial worth and productive output is more and better than any other machine. In an Organization where productivity and Profit are the key words; it is next to impossible to term MAN as something different in comparison with other mechanical, Electrical, electronics, computerized and manual instruments and equipment which are solely utilized for production, Inspection and testing. Martin Heidegger once said, "What is most thought-provoking in these thought-provoking times is that we are still not thinking." This lost thinking habit has turned us into an unfertile land chest full of cracks and scars.

Man is not a machine and can never be but the flow of competition, profit, competitors, external influencing factors have not left any room for the one to survive, no fresh air to breathe. If you ask a very successful Manager about his/her daily routine then s/he begins with words like, 'job, task, target, objective, goal, competitor, brand, product category, price, promotions, strategic planning, and organization etc'; forget to quote himself, family, kids, knowledge, relaxation, ideologies, society, social responsibility and civic sense etc. If you ask, when did you read the last book?, when did you watch the last movies with your family? When did you go out to dinner with your loved ones? When did you sit with your friend and discuss something qualifiable? Then there would be a long pause, and cough throat before a reply and the reply will definitely be an Hippocratic one.

It is so alarming a situation and by every passing day these individuals, in their organizational capacity as Manager {different levels} it is getting worst and now near to touch the point of no return. Towering numbers of Patience with mental disturbance, blood pressure, sugar, heart diseases etc, is another facet of the coin. Disturbed, piled up and tired individuals with pockets full of money are busy in investing the dear opportunity cost good for nothing. It is needed to be understood and comprehend that they need a sigh of relief, they need a blow of fresh air, they need time to be with their inner selves, they need ample time to rest their minds and gain some more knowledge, they need to shed of this 'profit making frustration' and only a healthy mind guarantees the safe passage to save the persona. Life is a combination of psychological and biological phenomena and substance…

The alternative view of life preferred by most Biologists, is generally known as the functional or operational view. Instead of considering life a thing or a substance, this view regards it as a process – or rather, as a whole series of processes. 'Life' thus becomes merely a convenient name which we give to the sum total of all those activities, functions or processes which characterizes an organism. The minimum list of those functions is usually something as follows: re-production, adjustment, self-repair and irritability (Mead 1946)

The fundamental purpose of this study is to search for those missing links which are deeply rooted but not searched, to give corporate Managers a way out towards themselves and to have them acquainted with what are they loosing on their way of making more and more for their organization. The sense of 'job satisfaction; is the key towards success and 'self satisfaction' is the key for 'job satisfaction'.

This study pens down the difference between the generation passed and the generation passing in align with the generation in making as what we got from our elders and what are we giving back to our elders and what is being gained by our kids from us. If we do not refresh ourselves then the day is not far when the tag word for Manager would be converted into 'Flesh Machines'.

Methodology of Research

This research incorporates the extensive written contribution by noted philosophers {in align with specific terms}, corporate stalwarts, psychologists and experts. Books, articles, definition of Terms, printed Reports, fact sheets etc; have been encircled to establish a concrete theoretical framework for the said study. These contributions with thorough relevancy pave the way towards building a solid and candid foundation needed to understand the issue and its different dimensions.

Theoretical Framework

In order to institute a vigorous comprehension of this very multipart subject a dense theoretical context is needed to take into account all the related terms as unless these are understood in the real sense of words, true comprehension of the subject is not probable.

Human Life as a Whole { Brain Versus Mind}

Human life is an Organic compound keeping psychological essences and biological substances in a balanced and compassionate manner. Brain in its physical capacity controls the nervous system of our bodies. The brain of a human being is the center of its entire nervous system, it is enveloped in the cranium and the general structure of a human brain is same as that of other mammals except the size which is thrice in proportion as compared to other mammals, of equivalent human body size**.** It is the core function of brain to control, standardize and formalize all body's acts**.** Our senses keep on transferring all information to brain as brain receive this date, having it stored, analyzed and linked it actions and functions that are undertaken by the human body. Breathing, heart rate, and other autonomic processes that are independent of conscious brain functions are controlled by brainstem. Center of higher-order thinking, learning, and memory have its roots in the neocortex. The body's balance, posture, and the coordination of movement is the faculty of cereblum, (Johnson 1996). The movement and different positions of human body favor the efficiency of human brain.

It exemplifies that all the physical activities of Human Body is controlled by and operated through brain. Nervous system and all its functions are inter-related and this relatedness can be gauged in quantifiable terms as the physical strength of body is computed in terms of *Horse Power*. Brain effectiveness can be judged through the physical actions of a human body. Maturity in chronological age {Ageing} effects the core functions of brain, brain passes through the continuous phases of physical change even though neuron loss is meager rather comparatively negligible, once the 20th year of age is attained, the total length of brain's myelinated axons start reducing with the proportion of 10% per decade which is imperative for the adequate functioning of the nervous system. (Marner 2003)

The chronological order of Human age can be witnessed through physical and bodily changes and the operational efficiency of brain gradually go slow and Human at mature (old) age appears weak in their responses and reflections and memory loss etc., growing older means to counter a score of physical, chemical and biological changes in body, so the same happens with human brain**,** (Craik 2000). Increasing cases of Brain dis-functioning and malfunctioning advocate the damage occurs in Brain in these modern ages and by every passing day these physical damages are growing.

Mind. The collective physiology of Human Body changes by every passing minutes, it is *chronological age* and it is so natural a phenomenon applied to every physical-Organic being. On the other hand, Mind plays central role in providing metaphysical support to Human Body. The concept of mind can easily be comprehended in number of ways ranging from panpsychism and animism , on the other hand many religions, cultural traditions, civilizations including materialist and secular schools of thoughts have defined mind in their distinct understandings, commonly they surface their agreement that minds is instituted by cognizant experience and intellectual thought. Common faculties of mind include sensitivity, purpose, thoughts, remembrance, passion, responsiveness, and an aptitude for communication. A rich set of insentient procedures are also encompassed in numerous contemporary descriptions of mind, (Wikipedia – 2011). The division of *substance* and *essence* is the core division of *person* and *personality* which exists in the true form of a physical compound called human. Physical acts are routine and reflective in nature as every Human passes his life in a reflective mode and it goes on and on as they are followed by a sense of universality in them.

Individualism. When we talk of imagination, knowledge, love, anger, hatred, thinking, socializing, intuition, cogitation etc., then the core focus is *individualism* as every individual shows variations in this very area and we will never find and can never maintained a bench mark that can be applied universally all over the globe. Each and every individual excels in his/her own style and manner, this style and manner is solely depends upon mind as mental balance of every individual is different from every other individual. Individualism is the moral stance, political philosophy, ideology, or social outlook that stresses "the moral worth of the individual" (Britannica 2011) Individualists promote the exercise of one's goals and desires and so value independence and self-reliance while opposing most external interference upon one's own interests, whether by society, family or any other group or institution, (Free Dictionary 2011).

The core functions of mind are metaphysical and relates to *Human Personality,* the true and in-depth mechanism of human personality is in fact a compound of different attributes, the instinct that is not formed but received naturally and it is the reason that every person is different from another person in physical features and the same is applied when we talk of personality in related terms. "Personality" can be defined as a vigorous and controlled set of physiognomies possessed by a person that exclusively effects his or her perceptions, inspirations, and deeds in countless circumstances,(Travis 2007). The phenomenology of Human Personality is that it deals with abstract and conjectural acts that are exposed through physical body.
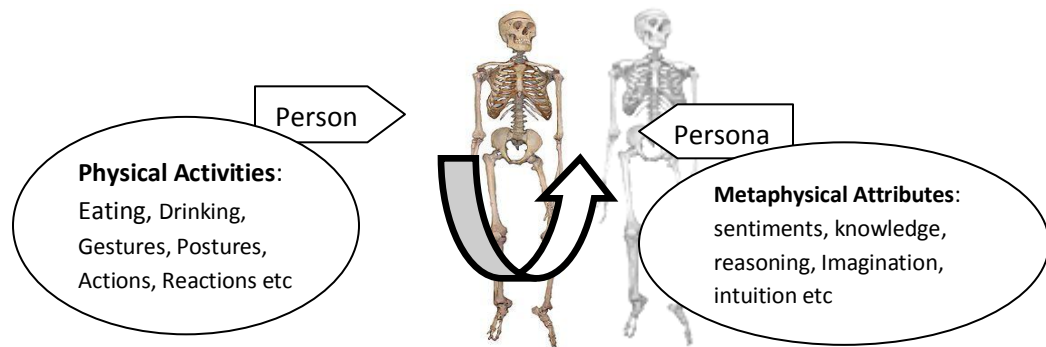
Personality uses the physical body as a carrier with the help of which essence turns into substance and gain recognition from other substances. The functions of essence are known as 'psycho-metabolism' while the operating functions of brain named as 'physio-metabolism'; a perfect balance is required in order to touch the level of 'acceptable or excellent performance'.

Mind-Body Relation

It is to be understood that routine life acts which envelop the biological steps of human life are under the close control of 'brain'; all the living beings act accordingly and there is no difference among them when it comes to perform daily life functions as eating, drinking, sleeping, walking, talking etc., on the other hand there are functions where human beings crosses through the phase of decision making.

These acts are reactionary in nature and purely metaphysical in their generic capacity, here comes the mind which commands the causes that generate effects which are undertaken by physical body, philosophy of mind primarily deals with the core relationship between mind and body**,** on the other hand it must be understood that there are other issues that are not in concerned with this relation and mental presence seems isolated from physical body.*,* (Kim 1995). Mental functions and events are solely *metaphysical* in nature; these metaphysical causes breed physical affects.

If mind-body relation is not absolute then the outcome of concerned physical acts will not be so complete as they ought to be. Brain effects mind in related terms, physical diseases that relevant to brain spread their effects to mind also, the most candid scientific substantiation regarding a solid connection between the physical brain substance and mind is the parallel influence of physical changes occurs on the brain and passes to the mind, such as with a long and tedious disease, shocking brain damage and psychoactive drug use; the mind begins to show numerous signs of malfunctioning and depression, stress, frustration and other reaction reveals the same . It shows that Physical damage does cause defects on Mind as well and there are millions of such examples can be witnessed around us.

Mind Body Balance Enhances Productivity. Healthy body needs healthy minds or healthy minds need healthy body are vice versa as they both go together and their balance is their survival. A well productive individual is the one who takes along his physical body and mind in align with upcoming conditions. This balance appears in several forms and these forms possess one commonality which exemplifies the relationship between Metaphysical-Physical as when one is angry then the stiffness of the body and face expression reveals the same, when one is sad then the passiveness of the physical stature advocate the metal weakness. Dr. Spaulding took the discussion further with some more instances of balance as:

1. The organic-functional balance, e.g., balance maintained between the claims of the various organs of the body.
2. The mental-growth physical-growth balance, as tested by psychometric methods.

3. The energy balance between expression and repression, e.g., extroversion-introversion.

4. Affective balance-freedom from emotional attachment versus emotional dependency.

5. Emotional-intellectual balance.

6. Balances of characterological traits, as for example a. Masculine-feminine. b. Imagination-reality. c. Routine-creative activities. d. Work-play. e. Optimism-pessimism. Etc. (Spaulding 1920).This plausible balance enhances the productive output and it seems easy for the person to direct the body well in align with mental instructions.

Hard/Smart Tasks.   There are scores of functions being performed by individuals in an organization, the categories of tasks are opposite in nature as when the task is *hard* then physical body dominates mental functions, for instance, people involved in production and working on machines are actively following the machine manual and they cannot act otherwise, they have to follow a well defined protocol as machine manual. The required force is a comprehensive physical composure and unless they are physically composed the task cannot be performed. These functions are operational {processes} and goes along with set procedures and work instructions.

There are numbers of other tasks in an organization that are undertaken solely on the basis of Mental balance, presence and activeness as if a person is in Human Resource department and involved in Recruitment then he had to go through a series of mental processes, if he is disables and cannot walk then this disability does not make any difference in the job he performed. He does the *Smart* job which relies more on mental faculties than physical capacities.

Mental Function. Managers are involved in decision making and decision making is the core mental function which needs extensive mental strength and sharpness. Decision making is a very fundamental and intricate mental process (cognitive in nature) which is primarily selection of the best alternative from a set of the available ones and getting down to a final choice is the purpose of every decision. (Reason 1990). In order to select the best alternative from the available, it is required to have that mental sharpness that is needed to perform these tasks and all these tasks are functions {activities} that are performed in a different fashion from person to person.

In a pure physiological context Emotions leads the process of decision making and most of the times it guides the individual and takes him along. Decision making is well aided by emotions as decisions are made against a fear of uncertainty as if the chosen alternative would be advantageous or detrimental. The somatic-marker hypothesis is a neurobiological theory of how decisions are undertaken beneath the umbrella of uncertainty**.** This theory affirms that such decisions are supported by sentiments in the form of physical actions being caused the reflection of forthcoming concerns and that spot diverse possibilities for conduct as being beneficial or harmful. This process encompasses interaction between neural systems that prompt sensitive/physical conditions and neural systems that map these emotional/bodily states. (Nasir 2006)

Emotions. Now, the need is to look into those factors that effect Emotion as Emotions are basically compound in nature and they are the outcomes of many influences as they are effected by many internal and external factors, Emotion is that intricate psychophysiological   and expressive state of an individual's mind definitely an outcome of a consistent interaction with organic (internal) and ecological (external) impacts**.** Emotions primarily contain "physiological stimulation, communicative conducts, and cognizant understanding." (David 2004) and are associated with temperament, disposition, nature, and enthusiasm, human behavior is directed and energized by motivation whereas emotions offer the touching constituent to motivation, affirmative or adverse**,** (Steven 2003). Human Personality can only give desired levels of performance if emotions are well formed and controlled, the notion of *Emotional Intelligence* favors the same in the real sense of words.

Conclusion

If we take into account the rationale with respect to different aspects of one's personality then it is easy to be at the point where we ought to be; that a balance personality is the productive personality. Human body composed of physical Organs while mind is an essence that drives soul. The deficiencies in human body are restored through different intakes as physical object exist with in the close proximity of their *capacity* which can be described as, the maximum amount that can be contained: *a trunk filled to capacity,* (American Heritage Dictionary 2011) if a human loose one hand then he cannot perform the jobs that are supposed to be performed with two hands as he is de-capacitate for any such performances. Mind is an essence and it goes with *capability*, the skills one inherit by nature which cannot be inculcate but developed as defined; A talent or ability that has potential for development or use. Often used in the plural: *a student of great capabilities,* (American Heritage Dictionary 2011).

Here a question arises that what if a mind turns fragile? It needs food of thought and in order to have this food of thought one needs to be in the proper order to digest this food. Unnecessary stress, burn-out, alienation, no reading habits and less thinking leave the mind weak and often blank and this situation goes further and deeper by every passing day.

It so happens that while being in such a mental isolation one looses productive worth and time comes when the personal recognition seems out of question; it is the time which leads a human towards a dead end with no return. People with smart assignments need to charge their mental phenomena through different techniques and therapies to keep them intellectually alive for long.

Managers in Organizations

Managers are the back bone of any organizations as they run the show and absorb all the ill effects as it is the fundamental part of their jobs. In return, they are paid well and working atmosphere is kept congenial so that they may work efficiently and draw effective outputs. In this very progressive and hectic cycle, the missing link is that they do not have time of themselves and every passing minute adds more in this misery and when they finish they are no more. A study conducted by Bibby Financial Services Group indicates that 98% of small business owners and managers feel stressed at work with 26% feeling this stress 75% to 100% of the time. If all these managers and business owners are feeling stress all the time they are walking time bombs for serious mental and physical problems.

The social life goes blue because you are always busy at work, when you start working early and keep in working till late hours then in fact you are burning your energies and the essence of value addition which in turn leaves you with unsatisfied personal relationships and on a very next occasion, a social one you keep on talking regarding your work and nothing but work; and eventually you are avoided by the people as they feel you are isolated and mind-numbing. (Pirihi 2011) This situation left one in complete social isolation and there is no way out for fresh air.

Their professional life eaten up their personal life and they gain nothing at the end, their personal life philosophy is a picture without colors. The continuous opportunity of having one to be tied up in work-related activities has re- shaped the human life into a very stressful one for those who are involved. In addition to it this never ending schedule even haunt the way you generate and preserve valuable and evocative boundaries between the different parts of your life, and playing different other roles in life has become a very pressing and fragmented issue (Friedman 2008). The Managers are experiencing something that is not giving them any room for themselves and physical strength with mental ability is being invested without keeping in view that what would happen at the later age.

Intellectual Death

In align with the disabilities that are earned by a Manger over the period of time being in the professional services, the intellectual damage is the most prominent one. This loss is incurred against the opportunity cost and this cost cannot be reimbursed one it is spent. The concept of opportunity cost plays a decisive part in safeguarding that rare assets are used proficiently, (Economist 2010). Thus, opportunity costs are not constrained to economic or monetary costs: the factual cost of yield relinquished, vanished time, pleasure or any relevant advantages that provide usefulness must even be well-thought-out as opportunity costs.

The life cycle of a Human is based upon better and optimum utilization of this opportunity cost, once the time is passed then options to use it is over and by every passing minute we are depriving of this cost and there would be a time when our reflexes would not allow us to spend the way we want.

Minds are being downgraded by number game and the Managers at organizations round the globe are placing their total efforts leaving themselves in oblivion and insensibility. The free play of the mind has been managerialized and marginalized in the form of numbers. Accountancy has secured the yields of our way of life. The logic of the commodity has now pierced into the domain of human requirements and cherish/upbringing pathological indications there, (Eagleton 2008).
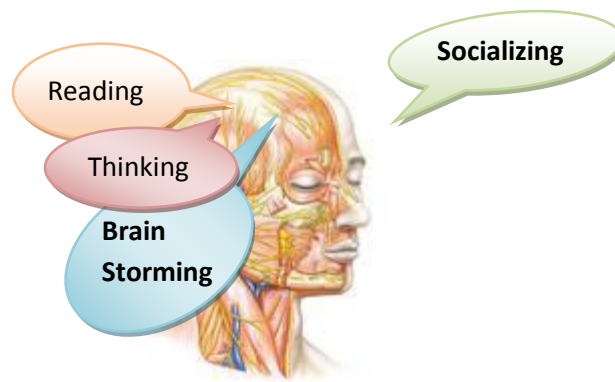
The imbalance mind-body relation is harming their generic abilities of imaging, imagining and thinking and this decline is so rapid that by now, corporate word has already started the best all efforts to save this intellectual loss, but wee need to formalize the right directions so that, we may gain quickly what are we loosing and come back on the track before further deterioration.

The Core Areas to be Focussed

The areas to be focused in terms to comprehend the gradual but steady decay in intellctual abilities of a Manager, it is required to look into the paradigm of 'Mental Inputs' as the sole cause is lying here some where and the persistent weakening of these inputs is a resultant factor of turning a thinking being into a mechanical one.

Thinking

What is thinking? It is a way of Reasonong, *Thought* is the core process, **Thought**" generally refers to any mental or intellectual activity involving an individual's subjective consciousness. It can refer either to the act of thinking or the resulting ideas or arrangements of ideas. Similar concepts include cognition, sentience, consciousness, and imagination, (Webster 1999). The said description reveals that thought process goes on when a person is subjectively conscious which means that thinking is an intentional activity and mind goes on thinking all the times and forms *Ideas*, these ideas are transformed into *actions* or *words* and these actions or words justify our place in the society as they captioned as *behaviorism.* Famous philospher Rene Descartes once said that **Cogito ergo sum** (French: "**Je pense donc je suis**"; English: "**I think, therefore I am**") is a philosophical Latin statement proposed by René Descartes. The simple meaning of the phrase is that someone wondering whether or not they exist is, in and of itself, proof that he does exist — at the very least, there must be an "I" who does the thinking, (Forrest 2008). The sole difference between a Human and other organic totalities is thinking. Unfortunately, these days, the corporate Managers are no more the *thinking being* as they have dived into a well knitted and hectic schedule 24 X7X365 and it is eating their thinking abilities out. A deep thinking profile of one's personality provides an edge over others and sheer sense of confidence revelas the said story.

David Huggins shares his experince as "Whenever I explain the simple relationships between 'linear', 'lateral', 'strategic', 'incubative' and 'integrative' thinking techniques to established business leaders and managers it is as though the majority are hearing this for the first time. 'Thinking', as one executive suggested to me, 'is like walking and breathing - I do it all the time but I'm not consciously aware of it.' Conscious thought processes are inefficient, it's true, but they are the gateway to all other forms. If we cannot control our use of this basic tool - conscious thought - how can we be expected to take it deeper?" (Huggins - Readers Comments 2008). *Conscious thought process* is diminishing among Managers and the consequences of this intellectual alienation are damaging and lasting.

Management process is an outcome of thinking and Managers are supposed to act as think tanks and their job is to provide Food of thought to those who are busy in operational and hard tasks but if they are not getting the same food for themselves then how can they pass it to others. The intellectual hunger has started haunting the organizations and on the other hand these Managers are looking pale and blind, machines have automate most of the functions and counter reliance on these gadgets has badly hurt the thinking process.

Mechanical involvement has deprived these Managers from enjoying their social and personal life and the way back home they have no time for their families and kids.

They are so busy that there is no time for vacations where they can indulge themselves in recreational activities and take time out to think for themselves in a passive mood.

Since the work-life balance has been missed out that is why mind cannot be concentrated in a definite manner when we talk of thinking, personal life haunts the Manager while performing the professional chores and he keeps his mind busy in solving professioanl problems while sitting at the dinner table. The work-leisure contrast was developed in the middle of 1800s, (John 2010, Rene 1995). In anthropology, a definition of happiness is to have as little separation as possible "between your work and your play" (Krassener 1963). This balance has shafted out and the needed composure for thinking has blown away and poor Managers, the real corporate buddies are being passed by life instead of passing their lives.

We need to stop this race of numbers or else one day we would not be coming across those humans who make things happen but only those who record things happen or who witness things happen. Intellectual capital of corporate world is burning out and mind is growing older in isolation; this issue needs immediate attention so that people who are using their minds more as compared to their bodies can enrich their abilities and save themselves for future.

Reading. Reading is typically an individual activity and a comprehensive cognitive process with the help of which a harmonized mental process starts functioning and knowledge is acquired, codified, stored and utilized. The foremost use of knowledge secured through reading is to analyze and rationalize what has been read.
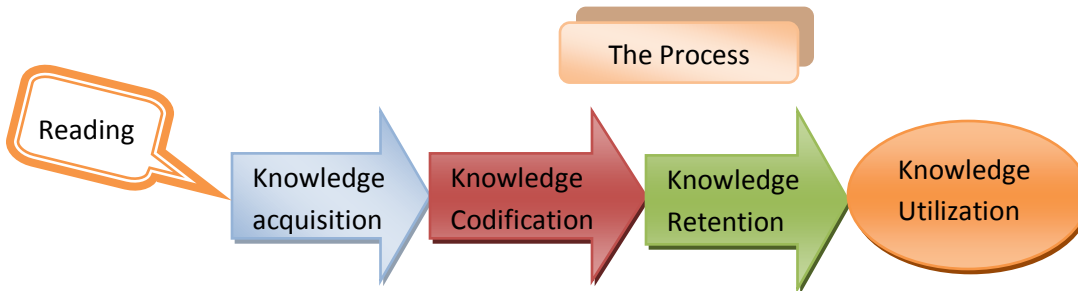
Senses are the sole source of knowledge, philosophy deals in this area through the caption of 'sense perception' and the related school of though is named as 'Epistemology'; 'implicit' and 'explicit' both and the greater share of this knowledge entres human mind through eyes. *Speculation/Observation* is one source and *Reading* is another one.

Acquisition of knowledge is the very first advantage we gain through reading, even the hard copy printed Text or soft copy through the Laptop /Desktop screen. It provides immediate and hands-on knowledge, once the sense acquire the knowledge in a raw form, it is named as *a priori* knowledge, this knowledge enters mind through the respective sense { in case of reading seeing is the sense} and mind transforms that knowledge and have it comprehended, this mental process is known as *a posteriori*, Mind transforms a priori kowledge into a postriori form after passing through the phase of experience as all knowledges that are gained through senses are not real but certain, in order to prove their reality mind orders the body to have it experienced. For instance, in bright sunny afternoon we see a water pond on a shiny tarkol road, once the water pond is ascertained by our sense then mind orders the body to move forward and drink but when we take a step forward then the water pond moves backward, at this point mind rationalizes the acquired knowledge as non rational and named it as a *Mirage* but there is no human who can name it as a mirage before taking the first step and the very first step towards it is experience but the source of this knowledge is our sense of seeing. Once the knowledge is codified by mind then mind keeps it in a conscious store and utilizes it whenever it is required to be used.

Reading is not only a simple activity, it relates the previous experiences with critical thinking and drives Reader into a comprehensive thinking process. According to Bullock (1975), "Reading is far more than the refurbishment of the author's denotations; it is primarily the insight of those meanings in the very right perspective of the total milieu of the pertinent experiences of the reader that in itself is a very cohesive and arduous process. At this very stage the reader is in need to relate through precarious and imaginative thinking that what he reads to what is already known by him." Mental processing starts with Reading and a person reason out what has been read with the experiences of his own.

The work-life balance, we are discussing before is obtained through constant reading and it freezes down the boiling level of frustration in one's personality. If cultural environment is not in a sharp balance with any individual living in it then the said individual will be left out by the society. Once a person assimilates knowledge and skills in reading and writing then he appears eligible to be a part of all literacy based activities in his socio-cultural environment. Precisely, reading is a multifaceted process that needs the mental capability, insight and knowledge with in and of a person in his individual capacity with reference to his cultural settings**.**(Gray 1956). In a literary society, reading is the most important activity and holds prominent place in an individual's education that is depicted during inter-personal communication. Mann, stressed that "even though the latest technological interfaces has managed to facilitate Man with reference to acquisition of knowledge in much faster and easier a manner but the importance of a book cannot be undermine and the hard copy book is still the most significant source of knowledge**.** He further emphasized and focused reading as an important means to acquire knowledge in today's world. One appears enable to present oneself more confidently via enrichment of one's knowledge sphere to par limits.**"** (Mann 1971). This confidence helps an individual out in balancing his life in an effective manner with a more productive on-look in a happy go lucky way. Jorie W Philippi emphasized that "Quality production has changed the concept of self-directed team work and it seems necessary to alter the approach in this very direction in order to be competitive in prevailing global economic conditions.

It has diverted workers towards objective and task oriented reading as they must be capable to use reading as a tool to locate information in order to furnish their jobs. They are supposed to recognize needs and requirements and competently utilize basic skill application or place of work literateness (i.e. reading, writing, speaking, listening, calculation and problem solving) to fulfill job related responsibilities. Consequently, these skills turn them into a confident, self sufficient and competent enough to enjoy better control over issues and problems at the work place." (Philip 1993). It shows that effective organizational work out is well supported through reading as it drives the professionals towards using their mental abilities in producing quantitative output.

The less reading means less ideas and when mind is not forming new ideas then it is under immense pressure of surrounding environment and this pressure impresses whole body and Man becomes a 'doing being' than a thinking one. Managers can get active, comprehensive and well aligned support from Books; it melts down the mental pressure and provides a sigh of intellectual relief. This relief is so important that survival of a human depends upon it, not to talk of a Manager only as He/she is a human being from the very beginning.

Brain Storming

Brain storming is a well known and very famous mode of intra-personal communication, as consistent dialogue goes on between one and oneself; there is no voice and noise in this silent discussion and it takes place amidst thousands and thousands of people and when no one is around. Mind forms the idea and transform that idea into actions or words and it is the beginning of wide-ranging communication process.

This phrase had turned into a very famous inter-personal technique when one appears short of forming new and innovative ideas then like mined and similar-jobs based group was formed in order to invite people to think and share their ideas and through a process of *Collective Wisdom* come down to a solution.

The origin of brainstorming came from Osborn in 1939 as a method for creative problem solving. He was frustrated by employees' inability to develop creative ideas individually for ad campaigns. In response, he began hosting group-thinking sessions and discovered a significant improvement in the quality and quantity of ideas produced by employees. After organizing his discovery, Osborn then published *Applied Imagination* in 1953 in which he systematized his creative problem-solving methods. This book popularized the term brainstorming and received significant response in the industry. (Osborn 1953)

Individual brain storming is known as Mind Mapping, in which through conceptualization and free writing an individual rationalize the formed idea and tries to frame a conclusion; on the other hand when Brain storming is undertaken as an structured organizational activity then it bears many fruits and paves the way towards mutual understanding and open formalized ways for different problem solving techniques. The intrinsic ideology works behind the process of brainstorming is to ignite your very personal ideas in the form of chain reaction of ideas. Conclusively, it is not necessary to have groups for stimulating the thinking process but Individually we can brainstorm**.**

Besides, it is quiet possible that when in a group, we would be listening more to others than concentrating on our own ideas or on the contrary we would be repeating our idea to get more attention form the group (Knowledge Master 2011). In order to go for individual Brain storming, it is needed to pass the first two phases as to think and for thinking read something that provides ample opportunity to your mind for thinking. Group Brainstorming can be a second phase, in which judgment is foreseen against a formed idea.

The question arises here is that How can a Manager go for *Mind Mapping* and *Brain Storming* as it needs contemplation, cogitation, concentration and consideration and in the absence of these traits required for personal composure, mental catharsis is not possible. Emotional purification [catharsis] is obtained when emotions are shared with another person and if this sharing facility is not available then human beings appear like walking-talking time bombs prone to explode any time at any place. Catharsis can be understood as "an extreme change in emotion, occurring as the result of experiencing strong feelings (such as sorrow, fear, pity, or even laughter). It has been described as "purification" or a "purging" of such emotions." (Aristotle – *Poetics*).

Internal catharsis relieves the stress and external pressure; it gives scores of options to a person to act normally and behave in an acceptable manner. In order to keep employees, especially middle Managers who are mostly involved in decision making, up to the intellectual mark, these brainstorming sessions act as stimuli and generate a vehement incessant impulse of moving far beyond one's limits.

The possibility of smooth flow in related functions and operations seems on the card in an open organization. The more they share the more they care and give branded ideas in an innovative manner. These sessions drive one to 'think out of the box' and maintain a satisfied and contended image among other colleagues.

Socializing

Man is a social animal and he needs to be with other Man like him and it is a never ending need which envelop the life of a person from birht till death**.** "Socialization is a term focused by social scientists in order to make a straight reference to the process of receiving and spreading customs, values and beliefs. It does provide a definite opportunity to secure the abilities and lifestyles required to participate within the close proximity of their own social aura; a society grows the culture via plurality of collective norms, customs, morals, traditions, symbols and languages and through socialization we attain the continuity in socio-cultural settings." (John 1968). There are two form of socializing as (1) Organizational socializing and (2) Personal Socializing; both of these forms are meant for motivating humans in such a way that they forget for sometime that where they are? Their job stress, work loads, professional commitments, targets, goals, objective, departmental hierarchies, peers' pressure etc, and for the time being they feel free like birds and gain extra energy while being with birds of same feather.

Organizational Socialization: [a] {Procedural Socializing}. Orientation is provided to every new employee and this phase give the incomer a vital chance to understand the culture, design and attitude of other colleges and provides an ease to him which helps him a lot in future performance. If it is not done properly then potential of an individual cannot be converted into performance. "Organizational socialization is the process which prepares an employee to learn the knowledge and skills essential to shoulder his or her organizational part."(Adam 2010). It is like taking one on board and prepare him for evens and as well as for odds, strengthening the relationship and concreting the connections. Ashford advances the topic as different techniques and tactics that are used in procedural socializing as meeting, seminars, printed materials, group discussion, dinners, tea sessions or computer based orientation sessions for new employees seem very helpful as there have been many Research studies that revealed that these socialization techniques are core to breed affirmative outcomes for new employees such as higher job satisfaction, improved job enactment, lasting commitment and reduction in stress and turn-over ratio, (Ashford 1996).

Permanent and effective socialization reduces stress and opens Managers to talk more about how do they feel? And share the innerself in order to be at the point where they ought to be; eventually it leads to performance and potential both. This process of socialization is undertaken in two fold as [a] Procedural socializing and [b] casual socializing.

We have discussed above the procedural socialization which is practiced in an organization in the perspcetive of well desgined policies and on set schedules. On the other hand, Casual socializing is more important as it provides fresh air to the employees, especially those who seem tired after a long day of mental interfaces.

[b] Casual Socializing. Casual socializing and its pace reveals the ture culture of organization, the working environment and passive surroundings that not only absorb the incoming pressure but also provide ample opportunity to one who is in the flux of searching for the best alternative in terms to make decision. It is embeded in Organization design and its culture. If we talk about employee focussed organizations then these organizations always think of heir employees ahead of they think of themselves and this proactive approach extends the level of confidence one keeps for the said organization.

Get-to-Gathers, Rush up Parties, Family gatherings, Monthly dinners, Event celebrations, Promotion parties, Increment treats etc are the core openings for an employee to feel free and mingle with other employees of his department and the organization as a whole. In addition to it, the realtionship building parameters appear more personal than professional and Managers at different tiers come across one another freely and share mutual problems. Issues and related matters. It gives them a sense of satisfaction and releases tension they earn form the day's work.

Lynda Bourne expounded her views about workplace as, "As project managers and leaders, we are responsible for optimizing our teams' productivity. One effective way for you and your team to achieve great productivity is to create a happy workplace. Creating a positive environment is your responsibility as a leader. As the saying goes, "There are no bad soldiers under a good general." (Bourne 2011)

People put extra effort in their tasks and assignments and often they work over their capacity, if they are happy. Being a Manager, in a very responsible capacity, if one is motivated and happy, if the work place is a place gives enjoyment and goodness in one's life then the work becomes recreation and joy and more spice are added into it by the Managers.

Organizations depend upon their Managers, as they take the whole burden on their shoulders and share the burden of others also, they are in a constant mutability to decide more often as compared to any other tier. Planning, Organizing, staffing, leading and controlling are the core Management tasks and all these tasks require immense mental involvement and this involvement can only be ascertained if a person is over joyed and the working atmosphere is creative, productive, friendly, pleasant, out going and welcoming.

Personal Socializing. Life outside the close quarter of an organizaiton is personal life of a Manager and he needs to play multiple role in this life. He is a husband, a father, a son, a brother and dear friend to so many people around, he keeps so many loved once and he is loved by so many as well. This life is so demanding and need thorough attention of a person. The paradigm of this life is purely and completely emotional and all the loops of this personal chain are based upon deep sentiments drived out of mutual and natural interest.

Personal life plays a pivotal role in shaping, re-shaping and de-shaping a human's personality. "Personal life is the sequence of an individual's life, exclusively when observed as the entirety of individual selections backing to one's individual distinctiveness." (Maureen 2007). This personal identity is a very significant notion of one's personality. People with weak and lost personal identity usually fall into coma of alienation {loss of personal identity}, and for whole of their lives they act as a body without soul.

People involve in mental assignments keep thinking of their professional chores while they are with their families. One cannot stop one's mind from thinking and the core direction of thinking is bases upon the importance of something. The criteria of judging the importance of any thing in your life is that if you think of that when you are alone, it means that it is so important that you cannot stop yourself from thinking of it even in isolation.

They are present bodily within the close proximity of their houses but absent mentally and it can be felt in flash of an eye that they are somewhere. Recreation is as important as work as it makes you prepare for hard and odd tasks. (Robert 2002) describes recreation as the manner in which individuals utilize their left-over time and it even plays a pivotal role in shaping their personal lives. These activities are passive, if the participant is the part of the group or active if is based upon mind-body composure.

This mental energy is badly and necessarily required to perform mental tasks; the personal identity is established and strengthened through these activities and gatherings. These days corporate Managers and their family members are complaining more and more about the loss of this personal identity and this problem is not being addressed they way it should be.

Dr Melissa Parris (Management consultant and Expert) exemplified that much has been highlighted regarding the impact 'work' leaves of employees' family roles and lives. Dr Parris said Managers, at middle management level seem lonely an isolated as often they come across the situation when they do not find anyone with whom they can discuss their personal issues and it is the reason that they value their friends as these friends comprehend their problems.

"However when these managers dealt with the various demands on their attention, eg work and family, time with their friends was being sacrificed," she said, (Parris 2010), It is needed to have someone with whom emotional bondage can be formed on permanent basis; as people involved in mental assignments always want a shoulder to put their head on and missing this shoulder out damages their professional out put.

End Note

Day by day the lag between a Manager and his organization is increasing and it harms the productive value of an individual and financial worth of an organization, it will go on and on unless we visualize a very thin line between work-life balance and aligning this line to life is the key to lasting success. They pass the best time of their every day at their workplaces but they are not happy, their jobs are not adding something in their lives and by every passing day it seems that they are loosing more than what they tend to earn and this loss is generically a loss of their selves and we need to save them from this intellectual death which leaves biologically-functional bodies with dried up, futile, dead and damaged minds; we need to regain the balance that has been left far behind in busy corporate world but the standard bearers are not realizing that they have entered a number game and number game is meant for bodies not minds.

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