

HRD under the Fathom of Bottomless Paradigm from the Perspective of Quantum Mechanics and Unified Field

Arup Barman

Author(s) Biography

Dr. Arup Barman is Associate Professor at Department of Business Administration, Assam University, Silchar-788011 India.

ABSTRACT: HRD is a dynamic field of study captures the attentions not limited to management, business and social sciences, but, also attracting attentions of scientists, priests, meditators, humanists, practitioners and professionals and many more. The multidisciplinary contributions to HRD field and to the conceptual repositories have enforcing HRD a greater way for its paradigm change due to recent concentrations and emergences of Quantum Physics, Meta-physics, Neuro-physics, Psychopathology, Quantum-Psychophysiology, Neuro-quantology, Cognitive innovation and Bio-Vitalism. This emerging paradigm of HRD is helping in setting up age breaking rules and regulations by the evolving change in boundary, pattern, and the edge of thinking. Here, I articulated the quantum analogies, application of theory of unified field with the potential of application in HRD activities and strategies. Articulating the quantum analogies for future HRD application with the help of existing work of quantum mechanics could shape the conceptual map of Quantum based HRD process in confronting future challenges for HRD limitations of emerging practices.

Keywords: *Workforce, Human, Quantum Seeing, Cognitive Component, Quantic HRD, Quantum Thinking*

Human resources are the set of individuals who are in combinations or collectively make up the workforce in an organization or in a business sector or in an economy. HR is a set or collection of people who make a workforce of a company (Himesh.K.C, 2014) . In the common parlance of HRD is understood as a process of the development of employees through training, performance appraisal, potential development exercise, communication policies, job enrichment programmes, etc., and building of an organizational climate, which may encourage openness, risk taking, role clarity, awareness of employee's responsibility, increased communication, improvement of personnel policies, management styles, etc. so that employees may be effective in translating their potential energy into kinetic energy and the organization may be benefited in terms of better image , higher productivity, better utilization of resources, etc. HRD in a way involves total management and for HRD to make effective, we have to introduce changes in management at all levels . I strongly feel that tagging this whole ecosystem as Human Resources relegates us to non-human elements / objects and somehow also helps in dictating and / or typecasting the whole "user experience" for a normal human resource accordingly (which devoid of emotions and all the other sensitive dynamics those differentiate logs from us) .

It is believed that the resources of human being are resides in the knowledge, skills, and motivation of people . From the usual and from the common parlance, HRD can be describes as the development of learning including knowledge and expertise and enhancement of performance. Within this broad approach, HRD, "the process of increasing the knowledge, the skills, and the capacities of all the people in a society" , is thus a necessary element of the broader development objective. McLean and McLean (2001) have offered the following global definition of HRD after reviewing various definitions across the world: "human resource development is any process or activity that, either initially or over the longer-term, has the potential to develop adults' work based knowledge, expertise, productivity, and satisfaction, whether for personal or group/team gain, or for the benefit of an organization, community, nation, or, ultimately the whole humanity" .

If HRD is a process of developing potentials and unleashing human expertise for purpose of achieving the goal of organization, or goal of society, or may be of nations or to achieve the goal of nations together, then HRD as an academic discipline has to think on developing of potential energies, thus, states about the relevance of quantum mechanics. HRD is still considered as the formless academic discipline still suffering from unlimited notions of boundary. Himesh forecasted that to match with the next generation needs of

the "workforce" are emotional, cognitive and intuitive. With the shift of economy with digitalization and move to the attention economy, and due to expecting changes of communities form around passions and ideas may even demand more application of quantum mechanics in case of human resources, and HRD in future organizations . Present day's employees have to work by applying biological, cognitive, rational, social band and multi-tasking abilities are considered as the prime consideration of technetronic job functions.

Recently, human resource development has been capturing attentions of scientists from the discipline of Physics, Chemistry, Life Sciences, and Neuro-Scientists, Nano-Technologists. The quantum physicists are recently contributing to HRD in a great way, may even determine HRD by the quantum mechanical principles. The reason of influences this emerging human resource aligned quantum mechanics (HRaQMech) on HRD is becoming another fad for the scientists especially due to reasons and analogies.

HUMAN(S) ARE THE STORE OF ENERGIES

Human Energy

Insert Figure 1 here

The human body is nothing more than a bunch of quantum particle arranged in such a way that it can get charged automatically with its potential energies and powers. May be new properties that make human beings in organization may make dynamics, which by Hack is proposed that the progress within the organization or economic space constraints, with adaptive velocity through "Quantic". Hack stated "Quantic" is a personal new word for "Quantum + Frantic" dynamics. It is a "Darwin" adaptation to complexity, with a leap from lower scale of management beyond the next scale or crossing the actual limits . Human being is a powerful creature. Tremendous powers holds by human being backed by its inherent abilities of retaining multiple energies and absorbs and releases energies with principles of particle physics. A gifted scientist named Fritz Albert Popp, PhD discovered and found energetic activity which occurs between each and every cell in the human body. He found that it is not only a network of energy, but a network of "Pure Communication". These Biophotons, are what he calls bursts of energy that travel through your brain and around your body at the speed of light. Theses Biophotons carry the pre-cursor messaging that accomplishes the successful function of each organ in our body .A true human resources in organaisation are the bigger reservoir of energy to draw upon. The supply of energy needs to surpass the demand so people come to work with full of enthusiasm and go home with energy

to spare. Each human being in organisation needs an abundance of energy for change, growth and safety. From the stand point of psychology and behavioural sciences, human being posses four forms of energy (fig.1) and from standpoint of Newtonian physics, human being transmits any form of energy to its surrounding. As we understand the energy can not be exhaust automatically, unless it is converted to any other form. It is assumed that the transmission of four dimensional energies are depends on the level of capacity of a human to absorb or stored any form or all form of energies in him. Actions of human being are reflections of the levels of absorption of any or a set or a combinations of energy it absorbs. Here the Newtonian principles of energy can not be destroyed but can be converted, an analogy can be developed that human actions are the reflections of absorption of any form or a set of energies togeher. If we put this analogy of quantum mechanics, then, we conclude that human actions are nothing but radiated particles with multiple interactions which creates a holographic reality in nature. Thus, the level of individual's behavioural, physical perfection of human actions are the light manifested in the form of a quantum of four forms of energies which was absorbed by human being. Here, the quantum analogy that actions or performaces of human resources is nothing but a holographic reality of thought, feeling, actions stimulated by the four forms of energy of human being. The prime tenets of holographic reality of interaction or communication of human consciousness, actions, and outcomes in mind was promulgated by Gellego (2008) .

The holograph or the bluprint of the physical body of human being is the manifestation of etheric energy . Most important reality is that the physical energy is studies as the particle and waves, and many scientists concluded that there are five types of physical energies, they are, megnetic, chemical, radiants, mechanical, thermal energy which produce finally a form of electrical energy within body and the entire phenomenon is manifested through the consciousness.

POTENTIAL ENERGY IN HUMAN

Potential energy is defined as mechanical energy, stored energy, or energy caused by its position (www.yourdictionary.com) . The examples of potential energy in our body are-

- Our (human) jaw before we (human) chew food
- The energy stored as fat in the body
- Our leg before we move/run it
- Digestive enzymes in our stomach before we eat
- The brain before we think (electrical energy)
- Our hands before we clap them together (sound energy)

Insert Figure-2 here

Our bodies are a holographic projection of our consciousness, and they are the sum total of our beliefs about ourselves. If we can change our beliefs about ourselves, and thus if we can change the energy that defines our human energy field, then we can change the energetic blueprint which our body aligns with as it re-materializes back into form 1044 times per second. The human body is nothing more than a bunch of quantum particles arranged in such a way that it provided a place where consciousness can reside to experience the material, physical world as specific conscious level (endgametime) . Other than the physical potential energies there are lots of behavioral, psychological, neurological energy metaphors that may appropriate in analyzing the total potential energy of human being. HRD approaches must focuses on on the optimum utilisation of human resources by tapping all potential energy to vitalise, activate, renew an organisation to generate dynamism and development (Gautam and Goel, 2005) . Absorbing informations from the whole universe and retain in the brain-mind-sky in right side hologram of figure- 2 above could be real mystery of scientists as well as to human resource deveopment professionals.

HUMAN KINETIC ENERGIES

The definition of kinetic energy is mechanical energy that someone or something has by virtue of its being in motion. The energy possessed by a body because of its motion, equal to one half the mass of the body times the square of its velocity . It is fact that different human activities produce different amounts of kinetic energy; hence kinetic energy contains information that can be used to detect activity . Mixing

Insert Figure-3 here

The analogies from the quantum analogies and kinetic energy of physics to HRD, new perspective would be tenable. These as human resource development assumes the tapping of potentials of human being in organisation. Converting huam kinetic energies for the benefits of organisation does not mean the actual kinetic energies those derive only from the motion(s) or movement. Here, motion of human being to acquire quantum skills, those those may have ultimate effect kenetic energy to organisation (figure-3). Through a simple example, human resource kinetic energy can be understood; say, a person having its potentials and in accordance to the potential human resources are acquireing the quantum knowledge, quantum skills, quantum attitude in can be called as Quanto-KSA. This acqusitions of Quanto-KSA are nodoubt are multiple quantum movement. As we know, that any movement can create kinetic energy, thus,

the quantum movement imposed by quantum HRD would undoubtedly create quantum kinetic energy would unquestionably have impacts on the organisational kinetic energy through the movement of human resources. This analogies indicates in tapping the kinetic energy of HRD can work as the mover of static human powers and the force of HRD can create quantum of energy to organisation through momentum with time, distance and speed as its dimensions.

UNDERSTANDING THE PARADIGM OF QUANTUM-HRD

To make simple to understand the paradigm or to begin to think on quantum-HRD, I have forwarded a simple definition in the light of commonly used definitional framework of HRD of past. Here, I expressed

Human Resources (HR) = E+ Quantum (K+S+A)

Where, E=Energy (both potential and kinetic)

Q= Quantum

K= Quantum Knowledge

S=Skills

A=Attitude

With an inherent meaning of human resource in the light of analogies of quantum mechanics we can make an equation for Human Resources in organization. The expression is-

Human Resource (HR) = Energies of Human Being (Potential and Kinetic Energy) + Quantum Knowledge+ Quantum Skills+ Quantum Attitude

So, to define HRD from the parlance of quantum mechanics, "quantum HRD is a systematic process of development of both human's potential and kinetic energy, the quantum knowledge, quantum skills and the quantum attitudes which are relevant for current and future jobs in any organization. The development must be done through the applications of quantum knowledge(s), technique(s), technology(s) and through the quantum artifact(s)" so that all the visible result can be manifested in organization.

HRD IS ABOUT QUANTIC DYNAMICS

In the common parlance of term "HRD mechanism" is nothing but the how the subsystems of HRD adopted to achieve the goals of human resource development in terms of the employees KSA at different level. The mechanism of quantum based HRD may deploy many subsystems to maximize effects. What a human resources/managers have to master, seven skills identified and described by Shelton (1999). These whole set of skills are quantum skills which are antique and futuristic, scientific

and spiritual, is still simple but complex (Shelton & Darling, 2001) . These skills transcends normally the limitations of mechanistic, deterministic, reductionist thinking and becoming authentic change masters, changing themselves and their organizations at depth. These become very essentials at different levels of employees' echelons of any organization of today's organization. In the knowledge based Bio-Economy, where knowledge and biological knowledge are associated with the actual implementation of the Green and Blue-Economy-Economy of the sea (Menzali, 2010) quantum knowledge is must even to analyze neurophysiological processes and phenomena of the mind are now among the biggest unanswered questions in science.

There are evidences of experiment to determine the effects of meditation training on the multitasking behavior of knowledge workers. Human attention is a trainable capacity (Lutz. A. et.al.2008 ,Watlinger and Isacowitz, 2011), and recent work in cognitive psychology and neuroscience (Jha. and et.al, 2010) provides strong suggestions that certain forms of meditation are capable of enhancing attentional skills, permitting people both to concentrate more deeply and to switch between objects of attention more fluidly.

EMERGING PARADIGM

The Quantum Knowledge Paradigm

In the knowing field 'knowledge is power', i.e. ability to control people and things, or ability influence on decision (Bratinau. C, 2011) . The concept of power is a multidimensional semantic construct and it's all new dimensions are being added through a metaphorical process(s). In these metaphors, knowledge is fluid; tacit knowledge means potential energy; explicit knowledge is kinetic energy; Bratinau (2011) stated knowledge dynamic is nothing but energy dynamics, energy dynamics is fourth metaphors. Here, we should note similar metaphors identified by Andriessen (2006) in his textual analysis using metaphors along with the paradigm "knowledge as wave, knowledge as electricity". Quantum Knowledge is based on the concept of integrating knowledge, which is local and small knowledge of a complex process, into a global knowledge. Quantum knowledge was defined as "equivalence of relation on configurations for each of the agents, embodying what an agent knows about the global configuration from its own information only" (Danos. V. and D'Hondt. Ellie) . From the cognitivistic perspectives "knowledge" is a quantum commodity of symbolizable elements. The autopoietic theory defines "knowledge" as a projected evaluation by some observer, "we admit knowledge whenever we observe an effective (or adequate) behavior in a given context, i.e., in a realm or domain which we define by a

question (explicit or implicit)" (Maturana & Varela, 1987, p. 174). Quantum knowledge involves being able to scan a large amounts of information without a predetermined agenda. Quantum knowledge and philosophy can be both implicate and "inner knowledge" and explicate or "external knowledge" of reality in organizational life of employees (Quantum Perspective). Quantum knowledge can be imagined as the knowledge gained from the unified field of business, economic, social, environmental and technological reality.

Quantum Skills Paradigm

As the modern managers has to perform his work or activities under shadow of leadership characteristics, so, in the quantum skills literature explains brought forward the episode of quantum organization. The metaphor 'explicit knowledge is kinetic energy' Bratinau (2011), adding the metaphor of 'knowledge is fluid' both substantiate the skills as is explicit knowledge created in conjugation of kinetic energy with fluidity transform from mechanical continuum of human body. While we think about skills then we must built the context of leaning skills and skills need to be applied. In this case, Shelton (1999) in his work refers to as quantum organizations – organizations where all stakeholders know how to access the infinite potential of the quantum field. Quantum organizations are, therefore, learning organizations – places where continuous improvement and constant learning are cultural norms. Table-1 describes the relationship of each quantum skill to seven contemporary workplace challenges; they are- quality, innovation, motivation, empowerment, social responsibility, change, and diversity.

Insert Table-1 here

As human resource development has to adapt new mental models that need to be harmonious with the quantum worldview, it has to discover highly innovative ways of dealing with these organizational challenges (Shelton & Darling, 2003, pp.358-359) through human resources. The quantum worldview, which characterizes the universe as a dynamic, unpredictable, subjective, self-organizing system, provides the conceptual foundation for seven quantum skills – skills that enable managers and leaders to surface and test their mental models and thus improve their capacity to learn. The metaphor of "quantum organization" is learning organization-places where continuous improvement and constant learning are cultural norms (Sariolghalam. N, 2010).

Insert Table-2 here

Paradigm of Quantum Attitude

In psychology, an attitude is an expression of favor or disfavor toward a person, place, thing, or event (the

attitude object). Allport stated that attitude is most indispensable concept in social psychology (Gordon, 1935). Attitude is a predisposition or a tendency to respond positively or negatively towards a certain idea, object, person, or situation (www.business-dictionary.com). Quantum attitude is about the ability of human being to correlate, the correlates of the whole set of agent as because quantum attitude explains the correlation of correlation among the agent information and agents with realistic world views. Attitude is a psychological phenomenon comes from learning, so, attitudes are understood as the learned tendency to evaluate things in a certain way. This can include evaluations of people, issues, objects, or events. Such evaluations are often positive or negative, but they can also be uncertain at times. Attitude having two types, one is explicit attitudes, those that we are consciously aware of and that clearly influence our behaviors and beliefs. The other one type is implicit attitudes, those are unconscious, but still have an effect on our beliefs and behaviors. Attitudes as the phenomena emerge out of bipolar evaluative phenomena, having two extremes at any length either in positive and negative extremes. Many a time, it becomes uncertain phenomenon also. The components of attitudes are sometimes referred to as CAB or the ABC's of attitude.

1. Cognitive Component: Our thoughts and beliefs about the subject.
2. Affective Component: How an object, person, issue or event makes us feel.
3. Behavioral Component: How the attitude influences our behavior.

The analogy of quantum mechanics suggests that the combinations of components of attitude are by nature quantum. Quantum attitudes in organizational context may explain all about the human mind, through behaviorism, cognitivism, and finally constructivism which may form any connected outcomes manifested through the phenomenon of consciousness or unconscious actions by the human beings who involved in an opera-behavioral (operational and behavioral) dynamics of organization entangled with reality of its past, present and in the future.

Quantum Seeing Paradigm

Quantum seeing starts from mental process, thus, effect on mental states. The mental states follow quantum mechanics during perception and cognition of ambiguous figures" (Conte. E, & et.al.) . Possibly, this metaphor applies in forming cognition on objects and situations. As we understand, that the seeing relates to brain dynamics through neuroscience and neuro-psychology; hence, these has become a fundamental interest for researcher to ascertain if quantum mechanics having effects on

perception at all, or effect on the formation of thinking mechanism.

Quantum Being Paradigm

To acquire skills of quantum being requires the quantum perception. Quantum being has its possible entanglement with experimentation and scientific explanation for telepathy phenomena. The principle of quantum superluminal communication (QSC) (presented in Gao, 2000; Gao, 2003; Gao, 2004) in the work by Gao, 2004 stated that the quantum theory can in principle provide confirmed scientific explanation of telepathic phenomena considering the role of consciousness in quantum process. Thus, there are linkages of telepathic states of human being linked to collective consciousness through cognitive action based neurons. The same was stated in the NeuroQuantology Journal, wrote a recent testimony to the importance of quantum physics in the field of cognitive neuroscience (Tarlaci, 2010) .

Quantum Thinking/Brainstorming Paradigm

The idea of quantum brain storming of dialoging is communicating freely with another, listening without judgement, with attention and respect or it is about speaking from a silence (Goswami. A) .

Quantum Trust-making Paradigm

Maverick social network theorist and anthropologist Karen Stephenson theorizes the Quantum Theory of Trust (www.smartcompany.com) . Stephenson assumes that in every network there are people who act as “hubs, gatekeepers and pulse takers”. The quantum theory of trust explains trust as a way to make visible connections that exist between the level of trust among the people in an organization have for each other, their ability to build and act on tacit knowledge (potential energy) together. Trust is the glue. It solidifies relationships, which, in turn, drives performance. So maybe trust is more like the superglue .

Quantum Training Paradigm

There are evidences of experiments that determine the effects of meditation training on the multitasking behavior of knowledge workers. Human attention is a trainable capacity (Lutz. A. et al. 2008 ,Watlinger and Isacowitz, 2011), and recent work in cognitive psychology and neuroscience (Jha. and et.al, 2010) provides strong suggestions that certain forms of meditation are capable of enhancing attentional skills, permitting people both to concentrate more deeply and to switch between objects of attention more fluidly.

THE GRAND PARADIGM

I quoted in earlier “the human body is nothing more than a bunch of quantum particles arranged in such a way that it provided a place where consciousness can reside to

experience the material, physical world as specific conscious level (www.endgametime.com) ”. The Vedic science of consciousness brought to light by Maharishi Mahesh Yogi and validated by the latest quantum field theories and stated human consciousness as unified of intelligence and natural laws. As the business get expands maximum the innumerable nature all elements get interconnected to business venture. The employees mind has select spontaneously the actions which may effect on the business performance. The theory of unified field has forwarded grand paradigm, in understanding implementation and the impact of quantum HRD paradigms. The theory of unified field has the grand potential to business administration- growth of creativity, efficiency, intelligence, discrimination, dynamism, integration, balance, self-sufficiency, and even organizing power (Hazlin. and Harriot S.) . They also mentioned that theory of unified field will be able to develop full physical and mental potential, and thereby developing human resources will have immense value to organizations. Here, comes the relevance of understanding nature of quirks, anti-quirks, the absorption and annihilation of power, gluon their effects, electro-magnetism forces, sowers of soft hadrons due to energy loss of quirks need to be understood in metaphorically as well as practically in case of human resource development in organizational or macro human set up.

Prior to full application of the quantum paradigm of psychopathology”, the quantum- psychophysiology, the neuro-quantology, the cognitive innovation, and finally the "bio-vitalism" like subjects have to achieve their full maturity to contribute in the field of HRD-trans discipline. With this vortex of thinking under the quanta-HRD and unified field theory, HRD as young subject emerging science has been entering under the fathom of bottomless paradigm(s) from simple to complex, and micro to macro focus, one to one interaction to quantum of communication and interaction. HRD professionals need to know this emergence, and accordingly, they must shape their practices and the curriculum of learning from the fathom of science and technology for real human resources development in organization(s), nation(s), and at international and at global level. Now, HRD is not at all an art(s), it will soon become a science, science of matter, energy, metaphysics, bio-physics, neuro-physics.

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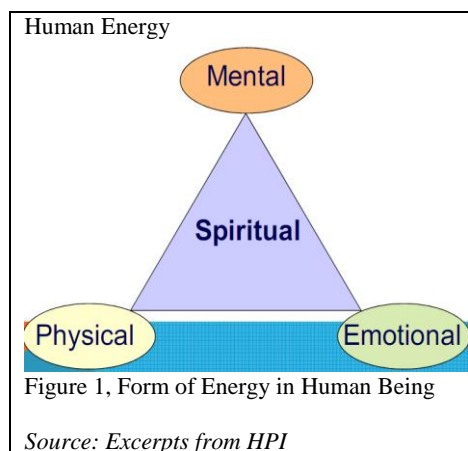
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**Appendix
Figure 1**



**Figure 2
Human Energy Holograms**

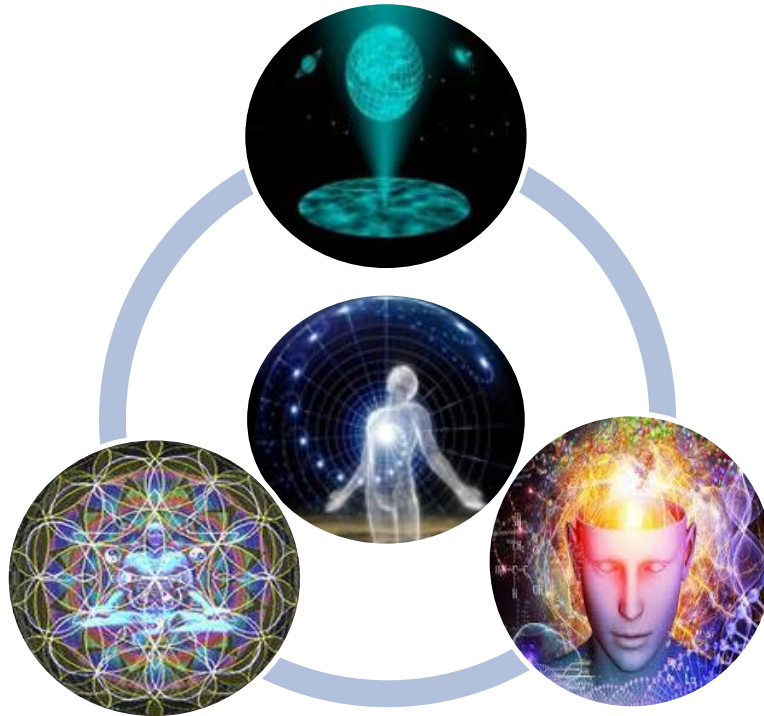


Figure 3
From Formula, Universe, and Human Kinetic Energy

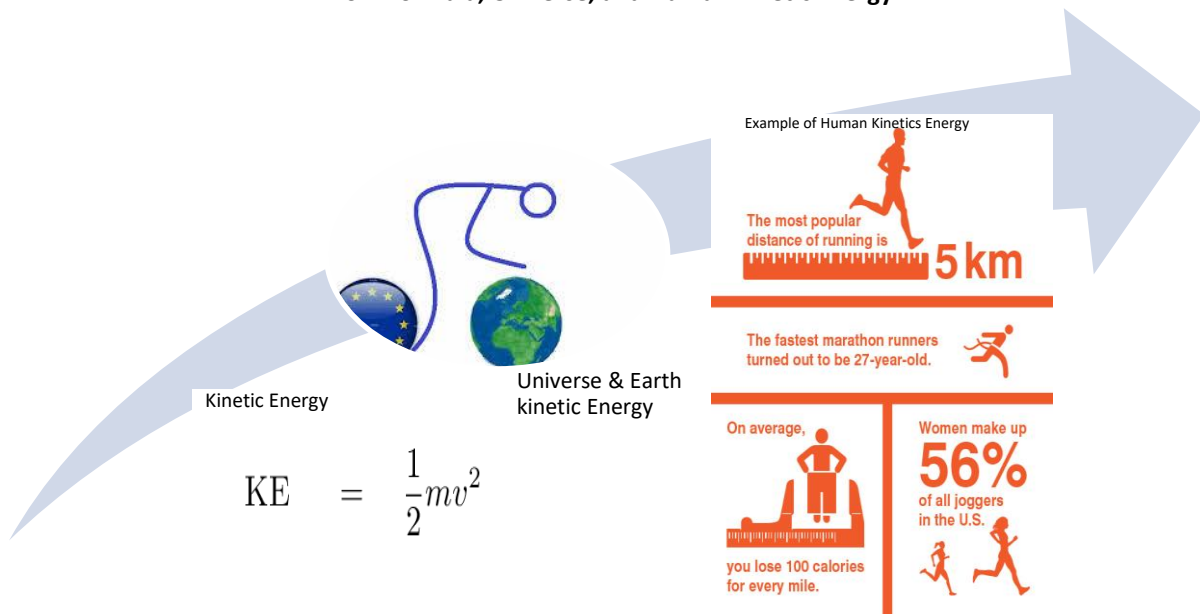


Table 1

Quantum-Skills

Sl. No	Name of Skills	Definitions of Quantum Skills
1	Quantum Seeing	The ability to see intentionally.
2	Quantum thinking	The ability to think paradoxically
3	Quantum feeling	The ability to feel vitally alive
4	Quantum knowing	The ability to know intuitively
5	Quantum acting	The ability to act responsibly
6	Quantum trusting	The ability to trust life
7	Quantum being	The ability to be in relationship

*Source: Shelton, Charlotte D, Darling, John R. (2003),
(Author Compiled the information from the source)*

Table 2

The Relationship of the Quantum Skills as the key Workplace Challenges			
<i>Modern Organizational Challenge</i>	<i>Quantum skills</i>	<i>Definition</i>	<i>Behavior</i>
Quality	Quantum Seeing	The ability to see intentionally	Focused
Innovation	Quantum thinking	The ability to think paradoxically	Creative
Motivation	Quantum feeling	The ability to feel vitally alive	Energetic
Empowerment	Quantum knowing	The ability to know intuitively	Confident
Social responsibility	Quantum acting	The ability to act responsibly	Ethical
Change/chaos	Quantum trusting	The ability to trust life	Flexible
Teamwork/diversity	Quantum being	The ability to be in relationship	Compassionate

Source: Shelton & Darling, 2003, p.359