

Research Paper

Integration of Panchakosha Vikas in Teacher Training: A way forward for TQM

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ABSTRACT

This article describes a conceptual framework for need & importance to integrate Panchakosha Vikas in teacher training and the expected outcomes of Panchakosha- TQM integration in improving teacher training. Panchakosha Vikas, rooted in Indian philosophy, emphasizes the integrated growth of the physical Annamaya (physical), Pranamaya (vital energy), Manomaya (mental-emotional), Vijnanamaya (intellectual), and Anandamaya (spiritual happiness) are the five dimension of human personality. The NCTE website, press articles, and other secondary sources were used to collect the data. This paper explores the convergence of these two frameworks by positioning Panchakosha Vikas as a value-based foundation for achieving quality enhancement in teacher training. The study emphasizes the importance of integrating Panchakosha-based practices in curriculum design, teaching-learning, evaluation, holistic teacher preparation, and institutional management. It further highlights the role of stakeholders in sustaining this holistic approach. It also provides recommendations for teacher training institutions as centers of excellence that blend traditional wisdom with modern quality paradigms, thereby offering a sustainable pathway for Total Quality Management in Education.

Keywords: *Total Quality Management, Integration of Panchakosha Vikas, Teacher Training*

Teacher education plays a pivotal role in preparing future educators who not only impart knowledge but also inspire values, critical thinking, and holistic growth among learners. In the India context, the National Education Policy (NEP) 2020 emphasizes the need for teacher training institutions to move beyond academic instruction and integrate holistic development into their quality frameworks. At this juncture, two significant paradigms- Panchakosha Vikas from ancient Indian Philosophy and Total Quality Management (TQM) from modern organizational practices- offer complementary insights for strengthening teacher training.

Concept of Panchakosha Vikas:

The concept of Panchakosha Vikas, drawn from the Taittiriya Upanishad, highlights five dimensions of human personality: the physical (Annamaya), vital (Pranamaya), mental (Manomaya), intellectual (Vijnanamaya), and spiritual (Anandamaya) layers. Education,

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when aligned with Panchakosha, seeks to nurture the body, mind, intellect, and spirit in a balanced healthy, emotionally stable, intellectually competent, and spiritually grounded. This holistic view resonates with the long-standing Indian tradition of integral education.

Concept of TQM:

The concept of quality has become an essential aspect of educational success, given the shift from traditional classroom settings to online learning, alterations in course material, the characteristics of students, and the structures of educational institutions. Globally, multiple organizations have been created to establish guidelines for maintaining and delivering quality goods and services. The expansion of education on a global scale, alongside the movement of students from one location to another, within and across borders, has become a source of worry for education and administrators alike (Chauhan, 2015).

Total Quality Management (TQM) in education emphasizes continuous improvement, accountability, stakeholder participation, learner-centricity, and institutional excellence. In teacher training institutions, TQM has often been applied to improve academic standards, governance, infrastructure and performance outcomes. TQM frameworks focus primarily on measurable outputs and administrative efficiency, while the deeper dimensions of holistic human development remain underexplored.

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Integrating Panchakosha Vikas into TQM provides a unique opportunity to harmonize quality management practices with holistic human development. Such integration can make teacher training more meaningful by addressing both the external dimensions of institutional performance and the inner growth of teacher trainees. It offers a pathway to create not only competent professionals but also value-driven educators capable of shaping the next generation with resilience, empathy, and creativity.

REVIEW OF RELATED LITERATURE:

G.N.Tiwari, 2025. This article presents a case study of Nagaland, exploring how the integration of IKS into teacher education aligns with NEP 2020 and fosters research excellence.

S. Singh & A. Bajpai, 2025, This paper describes a conceptual framework for identification of components, its validation and relevance to integrate IKS at foundational and preparatory education. Here nine components of IKS are identified from review of NCF-FS and others sources i.e. Panchkosh, Ashtang Yoga, Tridosh, Triguna Theory, Panchbhut, Purusarth, Panchadi, story of Panchatantra, Hitopadesh and Jatak, Value education from Ramayana and Mahabharata. Components have been validated by school teachers. Validation has been done through Focus group discussion with 39 teachers of Hindi medium and English medium, UP Board and CBSE Board schools.

M. Singh., 2024. This study explores the possibilities and problems of implementing Panchakosha Vikas concepts in educational policies and practices by critically analyzing India's National Curriculum Framework 2023. The ultimate goal of this study is to highlight the role that Panchakosha Vikas has played in forming an all-encompassing, very culturally based educational system in India.

B. Satpathy.,2018, "Panchakosha Theory of Personality" This study explores the possibilities and problems of implementing Panchakosha Vikas concepts in educational policies and practices by critically analyzing India's National Curriculum Framework 2023. The ultimate goal of this study is to highlight the role that Panchakosha Vikas has played in forming an all-encompassing, very culturally based educational system in India.

Objectives

1. To analyze the concept of Panchakosha Vikas.
2. To study the need and importance of integrating Panchakosha Vikas with Teacher training.
3. To identify the challenges and suggestions of integrating Panchakosha Vikas in Teacher training.

METHODOLOGY OF THE STUDY

Research Design of the proposed study is exploratory and descriptive in nature. Secondary data is used for the study and collected from website of department of higher education.

Findings of the Study:

Concept of Panchakosha Vikas.

Panchakosha is a concept rooted in ancient Hindu philosophy and Ayurveda that describes the five layers or sheaths of the human being. When it comes to holistic child development, understanding and nurturing each of these layers is essential for the overall well-being and growth of a child. Panchakosha derive from two words Pancha and Kosha, Pancha means five and Kosha refers to sheath or layer of existence. The idea is that human beings are not only physical bodies but multidimensional beings consisting of body, mind, intellect, energy and spirit.

The five kosha are:

1. Annamaya Kosha (physical sheath): related to the body, food, and physical health
2. Pranamaya Kosha (Physical sheath): related to breathing, relaxation, balanced lifestyle
3. Manomaya Kosha (Mental sheath): related to emotions, thoughts, and mind
4. Vijnanamaya Kosha (Intellectual sheath): related to knowledge, wisdom, and discrimination.
5. Anandamaya Kosha (Bliss sheath): related to inner peace, joy and spiritual realization.

Need and importance of integrating Panchakosha Vikas with Teacher training:

1. **Holistic Teacher preparation:** Teacher education often emphasizes intellectual training but neglects emotional, physical, and spiritual aspects. Panchakosha ensures balanced development.
2. **Strengthening values and ethics:** Current teacher training faces value-erosion, panchakosha helps revive moral, cultural, and spiritual dimensions.

- 3. Bridging Traditional wisdom and Modern Pedagogy:** It blends ancient Indian philosophy with modern educational needs, making teacher education more contextual and meaningful.
- 4. Physical well-being (Annamaya kosha):** Promotes health, discipline, and energy-essential for effective classroom teaching.
- 5. Vital Energy & Emotional balance (Pranamaya Kosha):** Develops control over breath and emotions, improving patience, compassion, and positive teacher-student relationships.
- 6. Mental Stability (Manomaya Kosha):** Enhances focus, emotional intelligence, and stress management, helping teachers create a healthy learning environment.
- 7. Intellectual Growth (Vijnanamaya Kosha):** strengthens critical thinking, creativity, problem- solving and pedagogical decision-making.
- 8. Spiritual Fulfilment (Anandamaya Kosha):** Cultivates inner joy, integrity and purpose, making teachers role models who inspire students beyond academics.

Integrating Panchakosha Vikas with Teacher training:

Implementing Panchakosha Vikas pedagogies and evaluation methodologies needs proper teacher training and support. Workshops, seminars, peer learning networks, and mentorship can improve instructors' subject, pedagogical, and holistic education expertise. Teacher training in 21st century must go beyond knowledge transmission and prepare educators who can address learners intellectual, emotional, physical, and spiritual needs. On the other hand, teacher training systems, often influenced by competency- based and outcome-derive models, tend to emphasize academic performance, pedagogical efficiency, and measurable results.

An analysis of the two frameworks suggests several possibilities. For instance, the Annamaya (physical development) can be linked to health, wellness, and physical preparedness of teachers. The Pranamaya (vital energy) can be integrated into stress management, motivation, and vitality in teaching. The Manomaya (mental dimension) aligns with emotional intelligence and classroom climate management. The Vijnanamaya (intellectual dimension) strengthens reflective thinking, creativity, and decision- making skills. The Anandamaya (spiritual dimension) resonates with value education, empathy, and ethical responsibility.

By embedding Panchakosha principles into curriculum, pedagogy, assessment, and professional development, teacher training institutions can nurture teachers who are not only professionally competent but also holistic, value-driven, and resilient.

Integrating Panchakosha Vikas with teacher training represents a transformative step towards quality enhancement. It bridges traditional wisdom with modern quality frameworks, offering a sustainable pathway for building teacher excellence in line with holistic educational goals.

The expected outcomes of Panchakosha- TQM integration in improving teacher training:

- 1. Enhanced Quality of Teacher Education:** Panchakosha ensures the holistic development of teachers, while TQM brings systematic planning, evaluation and accountability. Quality of teacher education create a quality-centric teacher training framework focusing on both personal and professional growth.

2. **Development of Holistic Teachers:** Teachers trained under this model will show growth across five koshas:
 - i) Physical health & discipline (Annamaya)
 - ii) Emotional balance & resilience (Pranamaya)
 - iii) Mental focus & emotional intelligence (Manomaya)
 - iv) Critical and creative pedagogy (Vijnanamaya)
 - v) Values, ethics and joy of teaching (Anandamaya)
3. **Improved Student-Centered Pedagogy:** Teachers will be more empathetic, mindful, and learner-focused. Teaching will move beyond rote learning to value-based and experiential learning to value-based and experiential learning as recommended in NEP 2020.
4. **Increased Accountability and Continuous Improvement:** TQM ensures a culture of feedback, assessment and improvement in teacher training institutes. Panchakosha nurtures self-reflection, making teachers accountable to their conscience and community.
5. **Stress Reduction and Work-Life Balance:** Through yoga, meditation, and mindfulness (Pranamaya & Manomaya kosha), teachers gain tools to manage stress. Leads to reduce exhaustion and enhanced job satisfaction.
6. **Promotion of value-oriented and Ethical teaching:** Teachers embody values like honesty, compassion, responsibility, and integrity. Integration of Panchakosha Vikash helps in restoring the dignity of the teaching profession.
7. **Alignment with NEP 2020 Goals:** Directly supports holistic, multidisciplinary, and value-based education. Contributes to the vision of India as a global knowledge hub.
8. **Sustainable Quality culture in Teacher Education Institutions:** Panchakosha ensures internal (personal) quality. TQM ensures external (institutional/systemic) quality. Together they foster a sustainable culture of excellence.

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Conflict of Interest

The author(s) declared no conflict of interest.

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