

Application of Worshiping Six Directions in Sīgāla Sutta to Human Resource Development

M.K.Dinithi Padmasiri¹ W.G.S.Mahalekamge²

Human Resource Development (HRD)

The field of Human Resource Development (HRD) encompasses several aspects of enabling and empowering human resources in organization. Whereas earlier HRD was denoted as managing people in organizations with emphasis on payroll, training and other functions that were designed to keep employees happy, the current line of management thought focuses on empowering and enabling them to become employees capable of fulfilling their aspirations and actualizing their potential. This shift in the way Human Resources (HR) are treated has come about due to the prevailing notion that HR is sources of competitive advantage and not merely employees fulfilling their job responsibilities. The point here is that the current paradigm in HRD treats employees as value creators and assets (Heathfield, 2013)

HRD is the framework for helping employees develops their personal and organizational skills, knowledge, and abilities. HRD includes such opportunities as employee training, employee career development, performance management and development, key employee identification and organization development. The focus of all aspects of HRD is on developing the most superior workforce so that the organization and individual employees can accomplish their work goals in service to customers.

A definition of HRD is "organized learning activities arranged within an organization in order to improve performance and/or personal growth for the purpose of improving the job, the individual, and/or the organization" HRD includes the areas of training and development, career development, and organization development.

And HRD is set of planned and systematic activities designed by an organization to provide opportunities to its members to learn skills necessary for the present and future job requirements. The process of HRD involves the development of expertise in the employee through organizational development and training and development. The aim of HRD is to improve the performance of the employees. (Robert, Mitchell, & Kusy, 2013)

HRD consider the development of individual, organizational, community, national and universal. Therefore HRD is the much broader concept and cannot limit it for certain category. This point would be the basis for the research findings.

Lord Buddha

Gautama Buddha, also known as Siddhārtha Gautama, Shakyamuni, or simply the Buddha, was a sage on whose teachings Buddhism was founded. A native of the ancient Shakya republic in the Himalayan foothills, Gautama Buddha taught primarily in northeastern India. Buddha" means "the awakened one"-that is, someone who has woken up from the dream of being a separate ego in a material universe. Gautama Siddhartha whom we affectionately call the Buddha, taught for forty-five years. Two major branches of Buddhism are generally recognized: Theravada ("The School of the Elders") and Mahayana ("The Great Vehicle"). Theravada has a widespread following in Sri Lanka and Southeast Asia & Mahayana is found throughout East Asia. The research based on the Theravada aspect.

Buddha was born in a royal Hindu family to King Śuddhodana and Queen Mahamaya, the leader of Shakya clan, whose capital was Kapilavastu. Legend has it that, on the night Siddhartha was conceived, Queen Maya dreamt that a white elephant with six white tusks entered her right side, and ten months later Siddhartha was born at Lumbini, in a garden beneath a sal tree.

The day of the Buddha's birth is widely celebrated in Theravada countries as Vesak. Buddha's mother died at his birth, a few days or seven days later. And the infant was given the name Siddhartha (Pāli: Siddhattha), meaning "he who achieves his aim".

Siddhartha look after by his mother's sister Maha Prajapathi Gothami. And his teacher is Sarvamithra Brahmin.

In age 16 he married Princess Yashodara and the time fo born their little child called Prince Rahula Siddhartha left from home to find the reason for the ageing, sickness, and death. He learned from Alara Kalam and Uddaka Ramaputhara and but ultimately he designed to find truth by himself. After he attained Enlightenment in age 35 under Bodhi tree, which is achieved through the way of calling "Middle Way" first sermon done to the five companions and till to age 89. His body was cremated and the relics were placed in monuments or stupas, some of which are believed to have survived until the present. For example, The Temple of the Tooth or "Dalada Maligawa" in Sri Lanka is the place where what some believe to be the relic of the right tooth of Buddha is kept at present.

Lord Buddha's Sermon

For the remaining 45 years of his life, he was sermon for various categories without any boundaries. Based on that sermon which similar to the sea we taken few sermons to do the article. When Buddha preached sermon everyone feels that sermon is for me, it is the awesome ability of take the attractiveness from others easily which belongs to the Buddha.

His teaching can be applicable for diverse range of people: from nobles to outcaste street sweepers, murderers such as Angulimala, and cannibals such as Alavaka. Finally he entered Par nirvana in Kusinara. Although the Buddha's language remains unknown, it's likely that he taught in one or more of a variety of closely related Middle Indo-Aryan dialects, of which Pali may be standardization. (Wikipedia, n.d.)

Some of the fundamentals of the teachings attributed to Gautama Buddha are:

- *The Four Noble Truths*: that suffering is an ingrained part of existence; that the origin of suffering is craving for sensuality, acquisition of identity, and annihilation; that suffering can be ended; and that following the Noble Eightfold Path is the means to accomplish this;
- *The Noble Eightfold Path*: right view, right intention, right speech, right action, right livelihood, right effort, right mindfulness, and right concentration;

The Buddha's final words were: *"All composite things (Saṅkhāra) are perishable. Strive for your own liberation with diligence"* (Pali: 'vayadhammā saṅkhārā appamādena sampādehā').

Community Development

Here basically describes about the development of the society. Who are living in the society? i.e. people. They should be developed as the first step before develop the community that means need to develop HR as the primary.

Lord Buddha preached for whole sections not only for one area, therefore we found his sermons regarding to community development. But we select only one sutta to describe how to develop HR in community level. That is Sigalovada Sutta which consists with 31st Sutta described in the Digha Nikaya ("Long Discourses of Buddha"). It is also known as the Sīgāla Sutta. But considered only one part of the sutta which describes about (Sadisa Namaskaraya) six directions where we have to worship.

The Buddha has described the Four Compass Direction as: parents (East), teachers (South), wife (West), and friends and colleagues (North), and the two vertical directions as: ascetics and Brahmins (Up), the Servants (Down). He has elaborated on how to respect and support them, and how in turn the Six will return the kindness and support (Figure 1: Worshipping six directions).

It is shown the householder's commitments to and the reciprocal acts of each side's re presenter. This practice of 'worshipping the six directions,' as explained by the Buddha, presupposes that society is sustained by a network of interlocking relationships that bring coherence to the social order when its members fulfill their reciprocal duties and responsibilities in a spirit of kindness, sympathy, and good will. Thus, for early Buddhism, the social stability and security necessary for human happiness and fulfillment are achieved, not through aggressive and potentially disruptive demands for 'rights' posed by competing groups, but by the renunciation of self-interest and the development of a sincere, large-hearted concern for the welfare of others and the good of the greater whole."

Worshipping six Directions link to HRD

In the level of community HR can be developed by accepting the concept of worshipping to six directions which was sermon by the Lord Buddha. As a human he/she able to do

such type of comments to other party which are given in the (Figure 1: Worshipping six directions) involuntarily other party acts on reciprocal ways. Therefore, whole society respects each other and it may result of the development of the society. And to develop HR in the community level we can follow such kind of behavior which are given in the Figure 1 and ultimately can be received positive reactions and output while developing the HR. Finally, we can accept the worshipping of six directions as the way to develop HR in the community level.

Here considerable thing is employer and employee (worker) direction. Because it can be define under HRD concept. In the section of the discourse devoted to the employer-employee relationship the Buddha enumerates five duties of the employer towards the employee, and five duties of the employee towards the employer.

The employer has certain duties.

- Taking the duties of the employer first, the Buddha says that the employer must give the employee work according to his bodily and mental strength - that is, work he or she can do without injury.
- Secondly, the Buddha said that the employer should give the employee sufficient food and pay.
- Thirdly, the Buddha says that the employer should provide the employee with medical treatment and support after retirement.
- Fourthly, the Buddha says that the employer should share with the employee any extra profit he makes.
- Fifthly and lastly, it is the duty of the employer, according to the Buddha, to grant the employee holidays and special allowances

The employee also has certain duties. Those are:

- The first of these is that he or she should be punctual.
- Secondly, the employee should finish work after the employer
- Thirdly, the employee should be sincere and trustworthy.
- Fourth point is that the employee should perform his or her duties to the satisfaction of the employer.

- Fifthly, the employee should speak in praise of his employer.

These facts can be used in community level as well as the organizational level. The worshipping to the six directions we can be defined as the relationship between employee and employer which could be considered under organization aspect to develop HR.

Figure 1: Worshipping six directions

		North FRIENDS <i>Commitments reciprocal acts</i>			
		generosity kind words helpfulness impartiality integrity	supportiveness protect your wealth provide shelter loyalty honor your family		
West WIFE <i>commitments reciprocal acts</i>				East PARENTS <i>commitments reciprocal acts</i>	
honor her respect her fidelity share authority provide gifts	organize duties hospitality fidelity wise budgeting skillfulness			support them fulfill their duties honor traditions deserve inheritance honor their passing	restrain from evil nurture goodness teach skills arrange marriage provide inheritance
		South TEACHERS <i>Commitments reciprocal acts</i>			
		rise to greet them attend to them eager receptivity serve them master their teaching	thoroughly instruct ensure comprehension provide well-roundedness provide referrals ensure safety		

Nadir WORKERS		Zenith ASCETICS	
<i>Commitments</i>	<i>reciprocal acts</i>	<i>Commitments</i>	<i>reciprocal acts</i>
apt work just wages health care perks leave time	rise early stay late no stealing work well allegiance	loving acts loving speech loving thoughts hospitality material support	restrain from evil nurture goodness loving kindness enlighten clarify teach goodness

(Lord Buddha)

Summary

Today HRD is very important topic in the world of work. HRD is a set of systematic and planned activities designed by an organization to provide its member with opportunities to learn necessary skills to meet current and future job demands. HRD is the framework for employees to develop their personal and organizational skills, knowledge, and abilities. HRD includes such opportunities as employee training, employee career development, performance management and development, key employee identification and organization development. HRD consider the development of individual, organizational, community, national and universal. Therefore HRD is the much broader concept and cannot limit it for certain category.

This report describe the Lord Buddha’s sermon to HRD. This clearly describe how to develop human resource based on Lord Buddha’s teaching attributes. In this report we described HRD frame work based on Buddhism in different areas such as individual, organizational, community, national & universal as well as it describes what are the duties and responsibilities of employers and employees according to Buddhism and how it involve to organizational development. The Lord Buddha’s sermon is valued not only for the past but also present and future. Therefore the every organization should apply Lord Buddha’s sermon for both present and future activities.

References

Lord Buddha, *Khuddaka Nikaya* , *Khuddakapāṭha* , *Sutta Nipāta*.

Lord Buddha, L. , *Dhammacakkappavattana Sutta*.

Lord Buddha, *Diaga nikaya*, *sigalovada sutta*, *sadisa namaskaraya*

Heathfield, S. M. (2013, 05 31). Retrieved from About.com: <<http://www.mbaofficial.com/mba-courses/human-resource-management/human-resource-planning-and-development/what-is-human-resource-development-and-what-are-the-functions-of-hrd/>>

Robert, R. H., Mitchell, E., & Kusy, J. R., (2013), *"Development of human resources -- Part 1 BEYOND TRAINING a perspective on improving organizations and people in the paper industry.*