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**Critical Study of the Social Context of
Buddhist meditation in Relation to
the context of Human Resource
Management**

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ABSTRACT

This dissertation consists of two parts. The first part consisting of two chapters, is discussing the history, development, and the basic concepts of modern Human Resource Management. The history and development of Human Resources Management is examined and summarized in First Chapter. It also pays a special concern to the development of modern human resource management. In the Second Chapter I have paid attention to the different aspects of Human Resources Management.

In the second part, which include five chapters is discussing the Buddhist concept of human resource management. The third chapter is discussing the Buddhist concept of humanity. Human nature has been analyze in great detail in Buddhism. Knowledge of this philosophy will be useful for the proper Human Resources Management. The relevance of Buddhist personality analysis is studied in this chapter.

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It is difficult to understand people as they have different personality traits. The person who manage people should understand the individual traits of a person, and how to use of this knowledge for the benefit of management of an institution. There are many personality trait theories which are being using to understand people. Buddhist personality trait theory has been in use over twenty five centuries and giving more complete idea about traits of the person. Purpose of the Fourth Chapter is to study how we can integrate this theory into human resource management.

In the Fifth Chapter I discuss Buddhist meditation and its application to mental development. Buddhist meditation is not just meant to attain Nibbana. This could also be employed to improve life of a secular person. Mental development that could be attained through Buddhist meditation is discussed in detail in this chapter.

Person is managed by the society throughout his life. Various social institutions are managing the person from birth to death. Employees in a work organization are an outcome of these social organizations. All the social institutions which are contributing to socialize the person are doing some kind of human resource management. Buddhist teachings discuss human resource management in all these spheres including work organizations. The Sixth Chapter is discussing this concept in detail.

No one likes to be bound by rules and regulations. Therefore a person has to be motivated in some way to follow the rules and regulations. How a person could be motivated and disciplined to suit an institution according to the Buddhist Philosophy is explained in Chapter Seven.

Lord Buddha is the best human resource manager we ever have had. Lord Buddha was able to facilitate the people who came from various backgrounds to achieve the most difficult vision, i.e. attaining Nibbana. Studying the way Lord Buddha managed people, and the guidance given to the Sangha Community and lay people to manage others, will give some idea to the modern day human resource manager to do his role well. Chapter Eight is looking at a way to improve the quality and role of the Human Resources Manager integrating this knowledge as well.