

Buddhism: The Forgotten Thought of the Literature of Human Resource Management

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Abstract

The available literature of Human Resource Management history, especially related with ancient era, raises a question regarding the existence of a knowledge gap between the real historical evidences and recorded documentary illustrations. In-depth study on this matter has been signified that most writers on management history have ignored some important and valuable ancient ideologies such as Buddhism. The purpose of this paper is to fill the gap of knowledge in literature highlighting the significance of Buddhism for Human Resource Management thoughts and practices. In this effort, several Buddhist concepts from the Tripitaka and other Buddhist documents were selected and examined in terms of relevance and applicability for managing people in modern organizational context. Finally, an attempt was made to introduce a guideline for human resource managers in the light of Buddhist teachings and through which they would be benefited in eliminating stress and enhancing job performance in the changing global scenario.

Key words: Management history, Buddhism, Scientific methodology, Management philosophy, Leadership style, Human Resource Management