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## **The Human Resource Development in Buddhism And Modern Sciences**

\* Busakorn Watthanabut

\*\*Professor Walmik Sarwade

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### **Introduction**

The management considers a human resource development is the most important. The administration whether in the public or private organizations has resources like a key factor of at least four reasons such as human resources (Man), budget (Money), instruments (Materials) and Management also are called 4M's. Each resource is important in itself. If there is the budget and materials completely but lacks the human resources. Thus, it cannot happen. It can be said that human resources are the resources that have priority over other resources.

Human resources are the most valuable resources in the development of global societies. Even though, societies will be organizations, institution, community or the smallest society is a family. All levels need to have a morality and ethics. The society will develop much it depends on the quality of human resources in society towards the human resource development in the field will cause others to follow such as a society, an economy, a culture and so on. It is essential that a society will need to develop human resources to have knowledge, ability in order to living in a society where the rules are laid out. When human resources are developed to have both the knowledge and good things and then it makes other systems in society to change and improve onto the good ways. Human resources are the people who are ready, sincere and able to work to achieve the goals of an organization or a person in an organization can create a valuable management system to achieve objectives

The organization is responsible for developing of human resources to achieve the operational objectives of the organization. It has to require a strategic planning of a human resource management to help. The developing countries want to be consistent as the economy, the society and the environment that require a strong local government.

The enactment defines the plan and the process of decentralization to local governments in B.E. 2542. It determined the power and the position in the public system of local governments for the benefit of the local people there in the correct ways. It is a complete human being because human beings are special animals which unlike other types of animals. Things make a human to be a special animal is learning and training by themselves, so when people get an education or training, they have been developed. The right learning causes a shift in consciousness of human. The consciousness is the determinants of human life among a variety of lifestyle. However, nowadays people are not able to organize social life and to balance happiness in society because learning is to develop in way that is not valid.

The study in the arts and knowledge today is people don't understand the reality of life and are unknown lifestyle coexistence in society properly classy. They will take the knowledge or science of studying to be a tool that is used as a weapon in the fight or competition for the scramble. If society is full of competition in the various forms that cause conflict and violence in society more. In the era of globalization and capitalism in consumption form makes the poor majority in society and the rich have the ability to exploit the resource inequalities and there is a gap as the two sides. While the other parties are in a tussle over resources, on the other; the other is inferior to protest against the conflict that will occur and eventually lead to violence.

The development for changing has both knowledge and science and it has always developed and continuously improved over time to occur the knowledge of the era of change. These things happen because of human. In a highly competitive developmental change, the condition changes and has more competitions so our world would have the development and the change more.

Thailand is a country that has Buddhism as the national religion. It also introduces the concept of the modern theory and application by imitating philosophy and process of human resource development along developed countries. Especially, the bringing in the introduction of modernization theory develops countries to be the modern countries by using a model of human resource development. Which of these ideas and theories, there are some ideas or some theories that are contrary the principles of the Buddhist way. Those might make government agencies lose the budget and staff and the agency wasn't the

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\* Assistant Editor of MCU Social Science Review, Mahachulalongkornrajavidyalaya University, Thailand

\*\*Director Department of Mgt Science & Dean Faculty of Commerce and Management science, Dr.B.A.M. University A'bad.

principles to help to strengthen the moral and ethical principles in practice too. Because the modern concepts and theories are to develop the human resource capitalism that is the trend of the human resource development in the world.

If Thailand doesn't step down to join the trend of this capitalism. It was abandoned to be backward and it will have the disadvantage and cannot compete with other countries for a long time. (Becker, G. S. ,1993, page 1) Thus, the researcher proposes the human resource development according to Buddhism. For that reason, the researcher has interested to study Buddhist doctrines of Buddhism that is the human development in order to appear a concrete object and can practice and cause the results seriously and appropriately go on.

### Objectives of the Research

1.2.1 To study the concept of human development in Buddhism.

1.2.2 To study the concept of human resource development in modern science.

### Scope of the Research

In this research, the researcher aims to study the theory and the research related in developing human resources by the main threefold called "the threefold " (Sikkhā) such as precepts, Concentration, Wisdom by integrating into the core concept of 1.Training, 2.Education, and 3.Development.

### Definition of the Terms Used in the Research

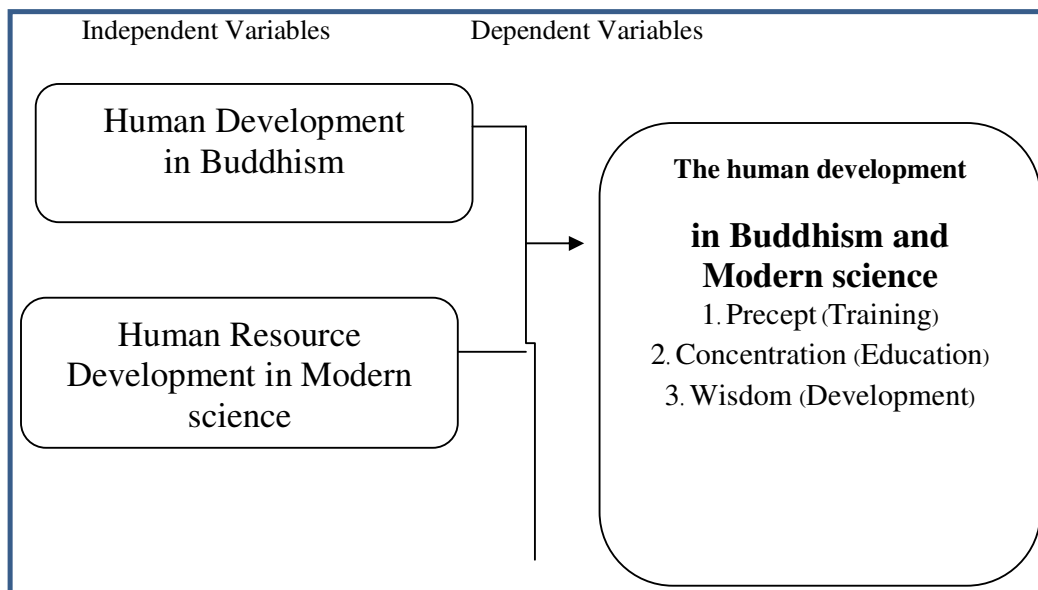
In this research has terminologies related to the study. Thus in order to benefit the study, definitions are defined as follows:

**1.5.1 Buddhist Human Development** means Sikkhā 3 or the threefold learning; the Threefold Training as the practice is for the trainee is training as a body, a speech, a mind and a wisdom to achieve the ultimate goal is nirvana.

**1.5.2 Human Resource Development** means the framework under managing science for helping employees develop their personal and organizational skills, knowledge, and abilities.

### Conceptual Framework

The conceptual framework of the research exhibits the significant research process in terms of input, process, output, outcome and impact as follows:



**Chart 1: Conceptual Framework**

### Research Methodology

This qualitative research work is a documentary research. The research methodology can be divided into 3 stages as follows:

#### 1. Data Collection

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Collecting data from the primary source of English translations of Tipiṭaka in order to explore the body of knowledge of Human Resource Development both in Buddhism and Managing science that Buddhist scriptures for accurate description. As well as the secondary source of Commentaries, Sub-commentaries, textbooks, research works, journals, together with the new interpretation from modern scholars respectively both in Thai and English languages. This is to survey the viewpoint from later literatures in detailed explanation for clearer comprehension.

## **2. Analysis and Synthesis**

Analyzing and synthesizing the raw data as well as systematizing the collected data in order to give a clear concept of Human Resource Development

## **3. Conclusion and Suggestion**

Formulating conclusions, identifying significant research findings, and suggesting useful information for further research.

## **Research Result**

The purpose of this study is collected the data for analysis of human resources development in three aspects(Nadler, L., & Nadler, Z.,1990 , p.84) are training, education, and development, as summarized below.

### **4.1 Training**

The human resources development in training by the policy of the Organization. Most of us can look at the development plan organization, whether it is 2 years, 3 years or 5 years. The development plan should be an annual program. The policy is to encourage staff to gain their knowledges and additional skills can bring their experiences from the training program used to develop the organization to be effective both the staff themselves. The management views this point as important and the training is provided at least once a year according to annual budget which is limited to staff and employees. In the part of human resources development will be successful. The organizations must have confidence in human values and believe that human being is the most valuable human resource. In addition, the organization must develop to take care of staffs and to give them the opportunity to express their views on ideas and abilities in various fields. Therefore, staff must be trained because it is an important activity and It is also a popular method and can be easily implemented in human resource development. The purpose is to increase knowledge, skills and attitudes for the staffs. The managements have allocated a budget every year but the budget is limited to organize the training programs. It's a development or training to a person that suited for work or working. The management has provided the expert knowledgeable to educate the staff. Training will be effective; the purpose of the training is very important to set the scope like the training to achieve the ultimate goal. Training is generally to increase knowledge and improve skills. Finally, it changes the attitude make good morale and good work. It can do their work with pleasure and work with others as well.

### **4.2 Education**

Human resource development should provide education to enhance knowledge and skills attitude as well as enhancement of adaptability in all aspects to the individual by focusing on to the future employee work(Les, D., & Edward, E. S.,1986.p. 57). This is because our management is promoting to support for educations that organized cooperation between public and private institutions to practice skills in various activities to be more extensive. For example, adjust the learning process and theoretical as well as practical and work in strategic organizations. The study is a direct human resource development because of education is an extension of knowledge, skills and attitudes as well as enhancing the ability to adapt in all aspects to the people as well both present and future. In the other case, education can be used for re-promotion, this may not take long to re-promotion in advance.

### **4.3 Development**

Human resources development, the management will be effective. It must be planned in operation strategic development plan which is the way of planning and a plan to set the operating guidelines by using the limited resources for maximum benefit and to support the needs of people systematically and follow objectives of the organization. A strategic plan has been prepared to match the current mission and situation. Hopefully, the organization's strategic development plan. It is a tool that can support management. The operation of the organization leading to the development goals and benefit the public at its fullest. Staff development is a process of effective organizational improvement and it is a learning activity that is not focused on the work but, there is a focus for change as the organization needs.

The development of the staff will prepare the organization to perform the work of the organization to achieve its objectives.

This will contribute to the sustainable development of human resources by the principle is called the threefold 3 (Sikkhā)(PhraBrahmagunabhorn(P.A. Payutto), 2551). Buddhism is the doctrine of original Buddha. There is an important one that is the recognition of human potential and humans can practice or develop their own until they achieve the most noble by developing themselves. The principles are threefold 3 (Sikkhā.) such as;

1. The precept (Sīlā) is a matter of human development in a physical behavior, speech and mind. It is the conduct of training for people who have the discipline to work properly sanctioned and trained human administration with ethics, honesty, integrity and fairness as it is a mark of a good man because humans must coexist peacefully.

2. The meditation (Samāthi) is a matter of mental discipline or psychological. It is the psychological and mental development and morals such as a relationship with a colleague, kindness, responsibility, stability, and consciousness. That says a developing quality, an efficacy and a mental health.

3. The intelligence (Pañña) is a matter of training and development of human in intellect level to enhance knowledge of science and knowledge other fields such as the judgment cause and effect, knowledge in consideration, the different ideas, understanding with facts about the search process, understanding, realization the value of using the intellectual life, knowledge in work and solving problems, ability in analyzing data in order to solve the problems as societies, cultures, nature, environment and so on.

Therefore, the development and training are for humans to have knowledge, the ethics and the stability of Buddhist doctrine. Humans understand the problems of life and appreciation of Buddhism more. It is essential that all parties need to work together to achieve the human development by helping and promoting humans to develop until achieve the ultimate goal of life and humans who are trained are to rely on a society with bringing the introduction of Buddhism to assist in the practical application correctly and according to the regulations of the society because the doctrine of Buddhism is vital to the development of human resources which it is a favorable benefit to society publicly.

Based on the study of Human Resource Development. It causes new knowledge to be discovered integrate with the Three Senses are as follow:

#### **Sīla**

Means regular self-control, work on the basis of good faith not in trouble, the organization has strict rules and regulations for staff to strictly follow their duties and training is also provided for all personnel to be fully responsible for their duties. There is a campaign for good faith of training to live by virtue is a guiding principle of conduct.

#### **Samādhī**

Means willingness to work, mental state can withstand the emotions that come into effect and to have a strong mind, be ready to perform regularly. The organization provides personnel with mental training by meditating to train their minds. Encouraging is committed to the development of work to achieve the goal.

#### **Pañña**

Means understanding, (PhraBrahmagunabhorn (P.A. Payutto), 2554) expertise, Ability to work and to solve the problem caused by the operation in a timely manner based on reason as well as the attitude to look at the life to be true. Organization can use intelligence to solve problems and obstacles in the operation immediately. Using the concept, consider carefully. Yonisomanasikara Solve the problems at the work unit in the current situation and to ensure that all personnel are satisfied with the accomplishment of the joint plan and to focus on the use of intelligence in human resources development.

From the information above, the researcher summarized the knowledge gained from the research by the conceptual framework as follows.

<b>Virtue</b>	<b>Magga</b>		
Adhisīla (Canon)	Sammāvācā (Right speech)	Sammākammanta (Right practice)	Sammā-ājīva (Right living)

Adhicitta (Mediation)	Sammāsamādhi (Stable mentality)	Sammāsati (Right consciousness)	Sammāvāyāmā (Right perseverance)
Adhipaṇṇa (Wisdom)	Sammādiṭṭhi (Approval)	Sammāsaṅkappa (Conception)	

### Conclusion and Suggestion

The researcher recommends the following issues that should be considered as a policy to be applied by the relevant parties:

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