

The Human Capital Development in Buddhist Way for Preparing of ASEAN Community

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Abstract

The objectives of this study were 1) to study principle and Buddhist Dhamma that can apply the process for human resource development in globalization age, 2) to study strength, weakness, opportunity and threat (SWOT) for human resource development process through case study, 3) to study Buddhist integration for human resource development process and 4) to build the new model of the human capital development in Buddhist way for preparing of ASEAN community. The research design and methods applied the mixed research method to study samples consisting of administrators and staff in Siam Cement PLC., be total 242 persons. Data was collected by using a questionnaire with a confidence level of 0.96 and were valuable manner substance accuracy were between 0.50-1.00. Data analysis used the following statistics: percentage, average, standard deviation and stepwise multiple regression analysis. The researcher collected qualitative data using in-depth interviews and focus groups, chosen by the snowball sampling method and stepwise multiple regression analysis. The researcher collected qualitative data using in-depth interviews and focus groups with 20 executives, experts and knowledgeable people, chosen by the snowball sampling method. The research findings were as follows: 1) The principle and Buddhist Dhamma that can apply for human resource development process in globalization found that the development in body with Sila could control good behavior, Samadhi could be supported calm and determination in doing their jobs and Panya could be supported their knowledge, intelligence and creative. All of three things can develop human life by Buddhist way. 2) SWOT for human resource development process in case study found that the management should be set the work process for control minimum cost and maximum output for quality of human life and best service. 3) The Buddhist integration for human resource development process in globalization found that the development should be integrated between Trisikkha that were Sila, Samadhi, Panya and human resource development activities that were training, education and development. 4) The new model for the human capital development in Buddhist way for preparing of ASEAN community revealed that the development should include 1) human capital 2) organization capital and 3) social capital. The process consisted of adaptability, analysis thinking, business ethics, change leadership, working skills, communication skill, competition understanding, honesty and integrity, loyalty, personality, emotion control, personnel mastery, system thinking and visioning for based of the human capital development in Buddhist way for preparing of ASEAN community.

Keywords: Human Capital Development, Buddhist Way, ASEAN community

Introduction

According to rapid of world change that be from the progress of information technology. Many organization must be try to build human resource to have value added in them such as skill, experience and knowledge that understand present environment and globalization to build the advantage in their organization. The human capital always value factors in the organization, they drive organization to accomplish in many functions or call in other words that human capital contribute to give the organization achieved the objective according to

their vision. The human capital development is the starting point of the development in every side such as organization, social and country development. The best method for human capital development is education in all format that do not limit only especial the education in the school or the university. Buddhism is a way of life practiced by more than 500 million people. The continued globalization of work and the expanding economic power and influence of Asian nations ensures that the beliefs, goals, practices, and traditions of Buddhism will take on increasing importance to business, education, and human capital development professionals in every part of the world. Buddhism, like most worldviews, is not homogeneous and has many variations. Indeed, this adaptability is one of the hallmarks of Buddhism and is a major contributing factor to its spread and applicability around the world. The differences in these approaches are not as relevant to this article as are their commonalities in foundational beliefs, goals, and methods. Thus, this article presents a Buddhist view of learning according to Buddhism that would be scoped to the basic of human being or the mind and brain which be driven human behavior. If the inside of human were received knowledge and merit as found that the doctrine of Buddhism could be applied to solve the human social in all aspects and be promoted of the new choices for solve human and social problems furthermore Boonton Dockthaisong (2007: 70) said that the basic of family and organization were a genius brain and Human was an asset for investment to be become to “virtue” that full of honesty and awareness in all facts and nature. All above could be value added for learning and development as well as Weerawat Pannitamai (2005: 9) said that “The development were occurred with everything and Buddhism believed that human was outstanding after development. The organization members should be supported in individual, team and organization development at the same time that was the duty for the management. The best point of development depend on the individual who were be responsible to develop their skill, knowledge and ability for strengthen team building and organization. The development would be tried to improve to the strong growth for present human and living with potential development as a living life at the fullest potential with the consideration with social, mind, human right and opportunity of equality.

For Thailand, Buddhism as a social institution that there was a role in majority Thai society people respected since Sukhothai Era had Thai people respect more than 90%, moreover Sathienpong Wannapog (1982: 20) said that “The religion was full energy of knowledge and influential in the married life, community, economy, politics, belief and way religion popularity pull to lead the behaviour of a human then a religion was important character of the life and social dimension. In addition McLean (1981: 35) said that Buddhism was be influential for the way of life of a human like other religion such as in case of the government sector set public policy by the legislation that opposes with the dharmic principle of the Buddhism. The Buddhism which be the intellect in the east comes to long be influential build the way of life of a Thai and the way of life of other nationality who respected the Buddhism which the Buddhist moral code had the emphasizes at human development. Thus there was Buddhist moral code lead to use in rows development resource human meditation that would be the accordance and the way of life, belief, the culture, moreover still for help solve a problem about the morality in the work which were big problem in now of government sector organization in the sense of the corruption of both of an officer of the state neither was the senior official or politician. The human capital development according by Buddhism way could push to improve the morality advantages, the Buddhist moral code would not the natural law to tell a human about malignance goodness only but the Buddhist moral code was a trend indicator for the living of a human to well-being. Hence the application from Buddhism in the world Ministry of Justice level and the dharma which releases one from the world for human capital development would be application both of human in individual position, organization

and the nation that made a person to become to a human who has both of the expert, goodness, and the happiness.

At the end of 2015 Thailand will go into ASEAN Community according to ASEAN leaders had ever to sign accompany with in the declaration about the cooperation, ASEAN which be the attempt gathers into a group in provincial level of country ASEAN group to harmoniously by have the slogan that built the ASEAN to generosity community “One Vision, One Identity, One Community”. In the arrangement stands ASEAN reasonable important community at wants to build the strength and enhance the bargaining power, for, the ASEAN where had 600 million peoples altogether more than a person has the ability competes with provincial other get in the world, the globalization that will have the competition with the superpower, moreover still can build the power to support in universal level like European Community or small hill group of The United States of America. ASEAN exist all 10 countries: Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Singapore, Vietnam and Thailand.

The Research Objective

- 1) To study principle and Dhamma that can to apply for human resource development process in globalization age,
- 2) To study strength, weakness, opportunity and threat (SWOT) for human resource development process in case study,
- 3) To study Buddhist integration for human resource development process and
- 4) To build the model of human capital development in Buddhist way for supporting in ASEAN community.

Research Methodology

The research design and methods used the mixed research method to study samples consisting of administrators and staff in Siam Cement PCL., be total 242 persons that get come to at random easily. Data was collected for the quantitative research using a questionnaire. Data analysis used the following statistics: percentage, average, standard deviation and stepwise multiple regression analysis. The researcher collected qualitative data using in-depth interviews and focus groups, chosen by the snowball sampling method.

The Research Result

- 1) The principle and Dhamma that can to apply for human resource development process in globalization found that the development in body with Sila could be control good behavior, Samadhi could be supported calm and determination in to their jobs and Panya could be supported their knowledge, intelligence and creative.
- 2) SWOT for human resource development process in case study found that the management should be set the work process.
- 3) The Buddhist integration for human resource development process in globalization found that the development should be integrated between Trisikkha that were Sila, Samadhi, Panya and human resource development activities that were Training, Education and Development.
- 4) The model for human capital development in Buddhist way for supporting in ASEAN community revealed that the development should be had 1) human capital 2) organization capital and 3) social capital. the process consisted of adaptability), analysis thinking, business ethics, change leadership, coaching skills, communication skill, competition understanding, honesty and integrity, loyalty, organization graveness, personality, emotion control, personnel mastery, system thinking and visioning for based of human capital development in Buddhist way for organization management support in ASEAN community.

As the in-depth interview and collected data from the samplings, the researcher found that human capital development in Buddhist way for organization management support in ASEAN community would be the trend for human capital development that be shown clearly by Synthesis Model as follows.

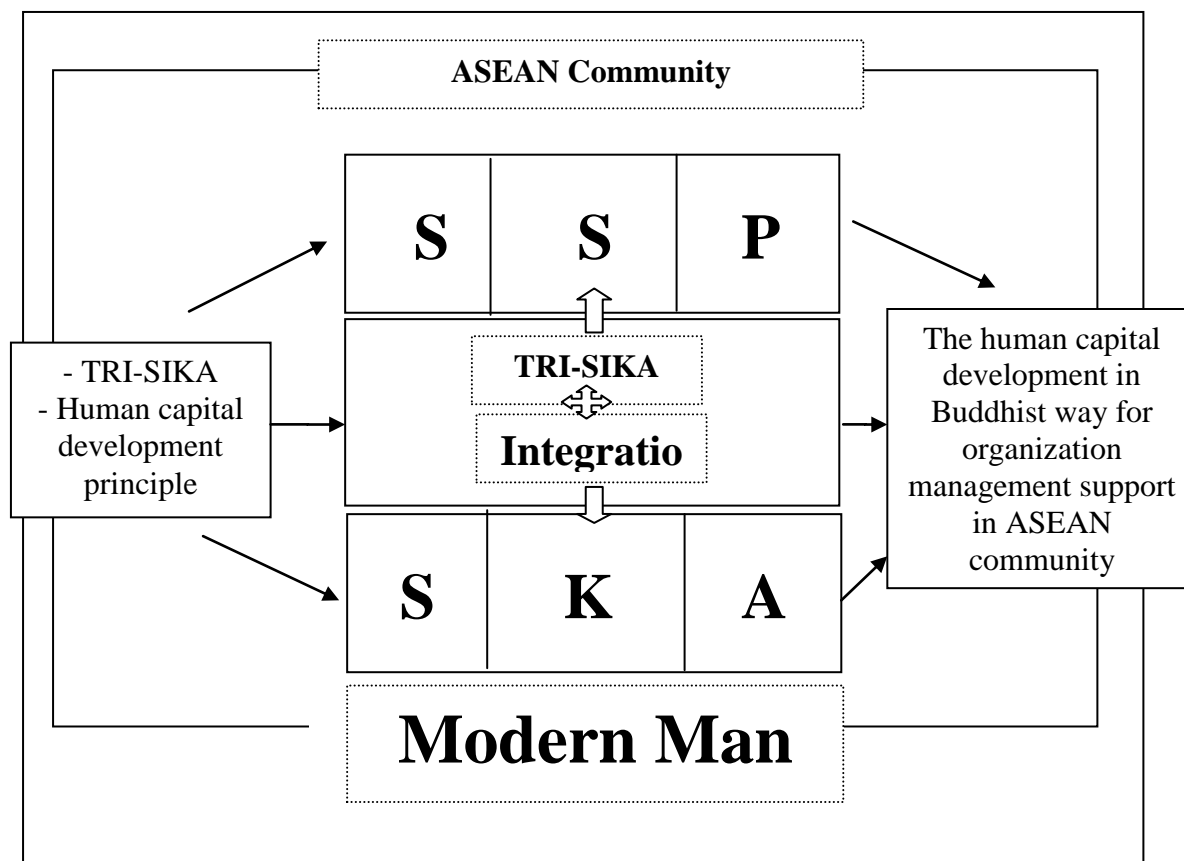


Figure 1 Synthesis Model

As a Synthesis Model, the researcher would like to conclusion that Input for human capital development should be put both Buddhism principle and human capital development principle into the process for this issue in globalization age that could be described the detail as follows:

1) The human capital development process according to Buddhism. The researcher used abbreviation for shown the whole that the detail for human capital development in Buddhist way for organization management support in ASEAN community that process with the tools as the table.

For the table shown that human capital development in Buddhist way for organization management support in ASEAN community should be operated follow this model that basic was Buddhism and human resource development principle such as Adaptability, Analysis Thinking, Business Ethics, Change Leadership, Coaching Skills, Communication Skill, Competition Uncle Standing, Honesty and Integrity, Loyalty, Organization Graveness, Personality and Emotion Control, Personnel Mastery, System Thinking and Visioning which were basic for human capital development in Buddhist way for organization management support in ASEAN community.

This model was developed by Tri-Sikka that the good point of human being that was shown that the development should be started from ourselves step by step as follows;

1) Sensing as feeling that acknowledge by body.

- 2) Feeling that acknowledge by mind and emotion.
- 3) Thinking that acknowledge by brain.

Table 1 The human capital development process according to Buddhism

Capital	Mean / Method	Tool
Human Capital	<u>Tri-Sika</u>	Pariyat Pathibat Pathiwat
	<u>HRD Activity</u>	Training Education Development

From the Synthesis Model, the research would like to shown that human capital development in Buddhist way for organization management support in ASEAN community would be depend on the environment all of economics, social, politics and family that through development process that consist of Skill, Knowledge and Ability integrated with Buddhism way that call “Pavana 4”;

- 1) Kay Pavana was body development, training and learning the nature.
- 2) Sila Pavana was behavior development, the art of living with others.
- 3) Jitta Pavana was mind development, give hard firm, grow with all virtue
- 4) Panya Pavana was Panya or brain development for understanding the nature by the facts through the middle way that be called “Mak 8”.

On the whole, this world composes a human was immense amount and important that discuss to make the social, nation, and the world can move both of the way of growth or down thus the necessary to make human procedure was the thing that was good quality. Then the necessary to design model for human capital development upwards for human learnt for the nature of the life, know the principle of the life, know the way lives be alive that good, be born learning, the training and develop to go to respectively a level with the intelligence until a level be become to the enlightened person, the intellect enlightens that make human intellect becomes the enlightened person, person awake, person in high spirits with the doing good, refrain from bad and do the mind are pure cheerful under the slogan “One Vision, One Identity, One Community”.

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