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# **BUDDHIST PERCEPTION TOWARDS BUSINESS MANAGEMENT**

**Dr.V.VENKATESWAR RAO**

Professor in Management, Pace Institute of Technology & Sciences, Ongole

**M.PARAMESWARI**

Asst.Professor, Pace Institute of Technology & Sciences, Ongole

## **ABSTRACT**

This paper explores the relationship between Buddhist thoughts and the practices of Management .In Particular, the paper discusses the significance of team leadership, personal development, Managerial activities and five perceptions of Buddhism .Buddhism offers an interesting perspective on the proper practice of Management Buddhist beliefs on Managerial practice limited played a significant role in decision making of Managers. He postulates that Buddhism has a pragmatic orientation deals with cause and effect relationship. Focus on problem solving and recognize the importance of observation and verification. All of those relevant issues to managerial research and practice---This paper attempts to explain the effect Buddhism as a managerial practices

**Keywords:** Management Practices, Religious Orientation, Suggestions for Improved Practices.

## **Introduction:**

In modern days the impact of Buddhist religion has shown directly impact on managerial practices and how the researchers should study this relationship has become legitimate field of enquiry. Buddhism offers an interesting perspective on the proper practice of management. This paper provides a theoretical framework for more empirical relationship into the influence. At the same time the basic tenants of Buddhism have relevance for managerial activity outside Buddhist countries.1984 sanctioned has proposed that Buddhist beliefs are very consistent as he postulates that Buddhism has a pragmatic orientation deals with cause and effect relationship. Focus on problem solving and recognizes the importance of observation and Analysis.

All of these are relevant issues to managerial research and practice. This paper attempts to explain the effect of Buddhism has on managerial activity and therefore is primarily sociological in nature. However in order to get a more comprehensive understanding attention will also be directed towards these history, philosophy and phenomenology of Buddhism.

## **Objectives of Study:**

- 1) To know about the relationship between Buddhist perception thoughts of business management.
- 2) To know about Buddhism thoughts of business management and its relevance provided as pragmatic solutions to the business world.
- 3) To know about the Comparative solutions for achieving successive results



### **Literature for Review:**

Buddhist beliefs can manifest themselves in a number of different aspects of management including leadership behaviour, personal development, team building, the use of harmony over conflict, and a more gentle approach to management.

### **Buddhist Leadership:**

Concerning Leadership, the Buddha emphasized the importance of maintaining are values, promoting self management and developing one's abilities and the abilities of others. Buddhist said that leadership style may change and in the most cases should change to fit changing situations. In discussing the evolution of leadership behaviour they indicate that higher level of leadership is that of "Alchemist". Alchemist leaders have the ability to transform people and organizations by blending the martial and the spiritual. The Alchemist leader has the ability to reinvest themselves and their organizations. They are not fixed in their position and leadership style but seek to continuously change taking on the characteristic of "no self" management. Fundamental leadership draws on the leader's capabilities when the individual is challenged and represents a higher and more effective style. In the fundamental state, the leader puts the collective good first, acts in accordance with one's value, is open to new ideas and behaviors, and realizes that change in a normal state of affairs that can lead to greater opportunities. The Buddhist belief that nothing is paramount, referred to as impermanence recognizes that change is constant in the environment, and in us and others effective leadership requires adopting to this change while remaining steadfast in one's principles.

### **Personal Development is a Business Instinct:**

An important aspect of Buddhism is personal development .The Buddhist leader places the burden of development on himself not only own development, but the development of others .Much can be found in Buddhist teaching concerning self improvement and bringing out the best in others. A mastery of ones self, and the management of others, quire understanding this causality and acting upon it. Mindfulness and self disciplines are the important aspects of personal development especially found in the Zen school of Buddhism.

### **The Eight Fold Path:**

The eight fold path represents good behaviour. The eight fold paths consists of

- 1) Right of understanding
- 2) Right thought
- 3) Right speech
- 4) Right action
- 5) Right livelihood
- 6) Right efforts
- 7) Right mind full ness
- 8) Right concentration



The eight fold path involves proper thinking, causes no harm to others, no over indulging not having in proper thoughts or intentions, being mind feel of each moment and what we do, and practicing mental concentration.

### **Buddhism and Managerial Concepts-----A Pragmatic Study**

The Basic beliefs, values and assumptions that are found have application of a number of Managerial behaviors. In Buddhism the importance placed on the “middle way” or Modernization in all aspects of life tends to produce more consistent and moderate behaviour. The five precepts of Buddhism and the eight fold path have implication for ethical human behaviour. In Buddhism personal flings and motions are given greater attention. In Buddhism, managers tend to be more mind feel of their interactions with others and tend to avoid direct confrontation, angry and harsh words are not seen as being helpful in building a harmonious organisation. The development of others should have the goal of producing an individual who needs no supervision, a person who has internalized the mission and goal of an organisation and who is capable of self management or being his own master. In Buddhism, less emphasis is placed on command and control and greater emphasis is given on developing the abilities of individuals to manage themselves.

### **Team Building:**

Buddhist philosophy helps the individuals to see that they have interred connections to a large social system and that this connection will require individual sacrifice in order that all may achieve more. The importance of all individual sacrifice for the benefit of the group promotes team work for the benefit of

### **Importance of Harmony:**

Buddhist philosophy placed more importance on group harmony. Harmony is produced when organizational members share common values and work towards a common goal. Harmony begins with trust and a positive view of human nature. Harmony is enhanced by practicing a non judgmental attitude towards others. In order to create a harmonious business organizations. It is important that people prefer to cooperate and predispose excellence themselves. Proper role modeling and the assumptions that people prefer the Buddhist manager to action and enhance group harmony. The Buddhist leaders create a shared purpose, models good behaviour and encourage kindness inside the organisation.

### **People Management:**

A Buddhist approach to the management of the people involves established a personal bond with others based upon our true themselves. This approach is similar to “Authenticity of leadership”. Autocratic leadership reflects the leader’s inner self, yet to be developed or transformed in to something greater.

### **Buddhist Philosophy of Impermanence & Marketing:**

The doctrine of impermanence bears a deep connection with many management theories that involves life cycles based theories in business and the



implications that this connection has to business managers using recent examples from marketing issues world wide.

### **Business and Buddhist Ethics**

Business can be viewed as an important part of the modern world. Economic life plays a pre-dominant role in the daily life of people. However we find that today's world is seems to be directed by economics. Buddhism has always accepted the truth that happiness is an essential part of ethics. Happiness gives example to the practice of DHARMA and forms the ground or support for religious observance both on the level of DHARMA practice and that level of ethics also.

### **Conclusion:**

Buddhism offers an interesting perspective on the proper practices of management. He advocates different principles and practice methods that should b followed by the managers of the organizations to fulfill the goals. He postulated that Buddhism is a pragmatic solution that deals with cause and effect relationship that leads the harmonious relationship between management and employees in the organizations.

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