

# Human Resource by Buddhist Path and Education Administration

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## ABSTRACT

*Human resource management is an important factor that will lead the organization to growth. At present, the development of happiness has been adopted as a policy and national development plan which is consistent with the 11th National Economic and Social Development Plan (2012-2016) that focuses on strengthening the country by enhancing social capital emphasizes the importance of human potential development to make Thai society a quality society, emphasis on adapting to be a happy organization employees work happily by various management guidelines in order for the organization to survive from various crises and make the organization grow sustainably by both productivity and employees happiness collectively called Health Organization (WHO) which the World Health Organization has set guidelines for enhancing working health in 4 aspects: 1) the physical environment, 2) the psychosocial environment, 3) the source of human well-being, 4) company community therefore, good human resource management organization should effect on a personal level, cause morale and morale to work have love and commitment to the organization happy to work. The organization has been developed with goals to lead the organization towards stable growth by working happily both physically and mentally. They can apply the principles of Buddhism as a tool to enhance morality and ethics to occur within the organization. When employees are happy to work, it will have a positive effect on the work assigned as well as having a positive effect on the development of the organization in the future as well. The educational organization is different from the general organization in the goals of the organization. Educational organizations have a very important mission, which is to develop people, here means learners. The National Education Act B.E. both physically, mentally, intellectually, knowledge and morality, having ethics and culture in life able to live with others happily. Such goals can be achieved, therefore, depends on the leaders, administrators, teachers and educational personnel, which is considered an important human resource of educational organizations. Human resource management is therefore crucial for the success of educational organizations.*

## Keywords

Human Resource, Buddhist Path, Education Administration

## INTRODUCTION

Humans are an extremely important resource in any organization. It is also an important factor in organizational management to the success of that organization as well as human beings have knowledge, abilities, intelligence, and can develop their potential without limitations and no tools or technology can come, truly replace human beings In the past, organizational management focused on other factors in management such as finance, production, sales, tools and technology in production, etc., emphasizing the success of the organization mainly through profit. But after the birth of many changes in various fields such as economic downturn from terrorism. The changing business model with more new technologies or the expectations of society towards the organization including the emergence of a new epidemic affecting all sectors in the 21st century, etc., causing various organizations must be aware of and review the goals and results of the new organization immediately and saw that the most important factor in an organization that needs to be focused is personnel or human resources.

Human Resource Development in the 21st century has changed. Development from the former focusing on economic development or profit is the sole aim. It is an emphasis on people as the centre. Because only people are the

decisive factor in the success of any development where economic development is just one tool to help make people happy and have a better quality of life. It is no longer the final goal of development.

Management is both a science and an art, that is, knowledge or theory used in management is science. The ability to manage and operate is an art in the modern era that executives or other people must be used in management as well as a person's life to be more efficient and effective. It is the science or knowledge that people at all levels bring as a support to promote their performance to achieve objectives better quality. Management will be successful. Executives must know how to use a combination of management science and art appropriately and in accordance with the situation which has no fixed answer. This requires the basis of experience, intuition, personal judgment, and skills of each executive. Management is an advanced profession because: 1) it is a systematic body of knowledge with specialized knowledge, principles, theories, practices, and research in the sciences to constantly develop, 2) have professional ethics (code of conduct/professional ethics), 3) have operational standards (operation standard), and 4) have professional organizations (Professional Association) has an organization responsible for promoting, developing, certifying, issuing,

licensing, monitoring and monitoring professional practice, honouring, awarding, in this case, for educational organizations, namely the Teachers Council of Thailand.

Out of these three parts, they were all clearly connected. To create an educational organization with quality and efficiency. It is necessary for the management to have knowledge competence in human resource management to promote the development of the individual that will lead to the creation, promotion and development of that educational organization to be successful with dharma or Buddhist approaches that will help promote better efficiency and effectiveness.

This article therefore presents the concept. Theories related to human resources through the Buddhist way and educational administration on various issues that are expected to promote benefits to those who are interested or those related to educational organizations.

## II. HUMAN RESOURCE MANAGEMENT

### Definition of Human Resource Management

The process by which executives use the art and strategy to conduct recruiting, select and place persons with appropriate qualifications to work in the organization as well as interested in developing and maintaining members to work in the organization, increasing knowledge, competence, physical and mental health at work, and also to seek ways to remove members of the organization from work due to disability, retirement or any other reason in the job to be able to live in society happily. [1]

Policies and practices pertaining to people in the workplace, especially in the areas of recruitment, training, performance appraisals, rewards, safety at work, ethics, and fairness towards employees. These policies and practices will cover job analysis. Human resource planning, recruitment, selection, orientation, compensation, salaries, incentives, performance appraisals, communication training, development and organizational commitment. [2]

Policies, practices, and systems affect behavior employee attitude and efficiency, many organizations refer to human resource management as managing employees since job analysis, human resource planning, recruitment, selection, training and development. Compensation. Performance management and labor relations affect the success of the organization. [3]

The use of valuable human resources of the organization to work successfully according to the organization's objectives. There are 7 main missions, namely manpower planning, recruiting, selection, development training, compensation, benefits health care safety labor relations, human resource research. [4]

It can be concluded that human resource management refers to policies and practices related to individuals in the organization's work from finding people with the right qualifications to work in the organization, development, maintenance to increase knowledge, competence, good physical and mental health at work, and also to enable employees to live in society happily after leaving the organization.

## III. FUNCTIONS IN HUMAN RESOURCE MANAGEMENT

### (Hard Human Resource Management Function)

Organizations differ in many ways such as location, size, organizational culture, organizational strategies including production processes and products. As with the effective human resource management of each organization, there are differences in details such as wages that motivate employees in each location, but the duties of human resource management that require special attention include duties in relation to the arrangement of people (staffing) consists of:

1) Human resource planning (HR planning) is planning to be consistent between the organization's strategic plan and the human resource strategic plan as a guideline for organizational change.

2) Job Analysis: This is to create understanding and develop employees' competency in order to achieve their full potential in work and long-term success.

3) Recruitment and retention recruiting and maintenance of employees is a method to provide opportunities for employees who are needed by the organization to come along and find ways to maintain employees to reduce employee turnover rates.

4) Selection is the employer's duty to select an employee or employee who has the ability and willingness to continually learn new tasks and make adjustments when required, change in various conditions in relation to the development and creation of effectiveness (Training and Performance).

5) Training and development is to find ways and methods to continually develop employees in terms of skills, knowledge, and work efficiency under the conditions that have changed both in terms of work and external conditions. Employees must be able to develop knowledge, competence and attitude to work, develop new competencies to accommodate new jobs and career changes.

6) Performance Management is an evaluation and feedback to employees, which is the preliminary process that leads to decision-making on rewards to employees and thus motivates to work with and in relation to compensation.

7) Compensation expectations of employees' compensation and other benefits affect their efforts to succeed, paying compensation in the form of money or other benefits is therefore important to the organization.

8) Pay for performance organizations may have to design a package of pay for employees to choose from, in the form of salary, payroll and compensation, and other benefits to create incentives for employees to achieve the organization's success according to the strategy that has been laid out. [5]

## IV. HUMAN RESOURCE MANAGEMENT

Human resource management is an important development in the management of people based on the functions of personnel management and human relations knowledge. Human resource development helps to improve the ability to contact communication and coordination. At the same time, it helps build unity between groups. It fosters a positive attitude towards work [6]. For organizations that focus on a soft HRM approach, personnel are considered a valuable asset of the organization and human beings, which if personnel are committed to their duties and missions will play

an important role in the success of the organization. Organizations that adhere to this approach have four key characteristics:

- 1) Focus on integration human resource policies (HR policies) with the strategic planning process or organization's strategy
- 2) In order for personnel to have commitment to the duty according to the mission willingly
- 3) To achieve flexibility in work by trying not to adhere to a rigid bureau ration structure.
- 4) To increase the quality of the performance, the model under the mitten style approach which are widely known including Harvard Model of HRM. [7]

## V. HUMAN RESOURCE MANAGEMENT

Development refers to the process of active learning from experience leading to the systematic and objective development of a person in the physical, mental and spiritual aspects. Development combines the concept of development (change training and organizational development learning specific skills) as follows: Human resource development is the use of training, integrated organizational development, and professional development to improve group and organizational effectiveness [8].

Human resource development refers to the management of workers involved in the formulation and implementation of policies in the field of workforce planning, recruitment, selection of workers, development, and compensation public relations to maintain manpower. Developing fair working conditions in order to aim for people to work well and is an important part of the success of the organization [9] tasks that are in current responsibilities effectively and has the potential to be able to work well. [10]

Human resource development refers to the promotion of human resources in the organization to be more knowledgeable and competent in work. Human resource development is the process of enhancing and changing workers in the field of knowledge, skill ability character, attitude, and how to work that leads to efficiency in the work. It is important to the organization because human resources are important factors that will make the organization successful or failure. If any organization has human resources that are very knowledgeable and competent, that organization will have the opportunity to manage the organization with efficiency and effectiveness [11].

It can be concluded that human resource development is the development of the ability of personnel in every organization.

Organizations executives are essential to developing their work and people development. Because the success of the job depends on the operator, using both strategies, and skills to effectively develop existing human resources.

### Under the limited budget for maximum benefit

Human resource management and development is therefore considered an important development in the part of promotion or create personnel to have a good attitude towards work unity between people towards increasing the quality and efficiency of operations.

In Buddhism, when analyzing the role of human resources which can be linked or related to the principles of

Sappurisadharmā; One of the principles that can greatly develop human beings [12] which consists of:

1. Dhammaññutā knows the principles, knows the reasons, knows the rules of human resource development and understand what they have to behave, that is, know the position job duties as a profession, knowing how to take responsibility as well as the highest achievement is the nature of reality, do not become a slave to greed, anger, delusion, passion, lust, clinging.

2. Atthaññutā, knowing the purpose and knowing the result, is to know the meaning of their practice understand the purpose for which they are doing, know what that principle is for living like that for what benefit, good or bad, and up to the maximum that is the essence of life.

3. Attaññutā: Knowing oneself as it really is by status, gender, knowledge, strength, ability, morality to behave properly and to know how to correct and improve accordingly according to the ultimate goal of development human resources.

4. Mattaññutā: Knowing the moderation in consumption, the expenditure of property is knowing in moderation, knowing how to think, speak, and do various activities in moderation, even relaxing is fun.

5. Kālaññutā: Knowing the proper time, knowing when, what, when to do, and taking the time to do it; human resource development or conducting various business duties.

6. Parisaññatā: Knowing : How to know the community, society, environment in the local area? How should we have verbal verbs? What are the cultural traditions? should behave in accordance with society and that environment.

7. Puggalaññutā: Knowing people and understanding the differences of people who are related to each other.

The four Saṅgahavatthus, in which the Blessed One referred to the four Saṅgahavatthus: "Monks, these four aṅgahavatthus (the bindings of Dhamma), the four Saṅgahavatthus, namely: Dāna (giving), Piyavajja or Piyavācā (speech is beloved), Atthacariyā (beneficial conduct), Samānattatā (consistent self-concept).

The three principles of Paññā (wisdom) are: Sutamayapaññā, Cintāmayapaññā, and Bhavanamaya Panya, which are:

Sutamayapaññā means knowledge and understanding arising from listening, reading, conversation, and learning that produces wisdom. that affect learning, including external factors such as manuals, textbooks, places, environments, various knowledge bodies, etc.

Cintāmayapaññā refers to the knowledge and understanding that produces wisdom from thinking of innovative approaches or activities that promote or cause a process, analyze and synthesize data rationally, with reasonable judgment.

Bhāvanāmayapaññā means knowledge and understanding that produce wisdom through practice, action activities for learners to practice, gain knowledge and understanding on their own.

The seven Sappāya are suitable support, help support in the practice of prayer to have a good result, helps to concentrate, not deteriorate, promotes learning in the organization, including:

1) Āvāsasappāya means a suitable address, such as not being crowded.

2) Gocarasappāya: suitable travel must have an orbital path or road path; convenient transportation, not too close not too far.

3) Bhassasappāya: proper talk should have a conversation talk to each other but what is beneficial to practice listened to the things that would make the mind to be able to create power; proper conversation.

4) Puggalasappāya means a person who is harmonious with each other and has good friendship.

5) Bhojanasappāya; nutraceuticals mean food that is suitable for the body.

6) Utusappāya: Support for health; natural climate, suitable environment, such as not cold too much, not too hot, etc.

7) Ariyapathasappāya: Gestures that suit each other.

Sārāṇīyadhamma is a place of remembrance. It is regarded as the Dhamma that is the power to create unity. There are 6 things (kammās): 1) Mettākāyakamma: lovingkindness through the body, 2) Mettāvācīkamma: lovingkindness through speech, 3) Mettāmanokamma: lovingkindness through the mind, 4) Appaṭivibhattabhogī: unreserved generosity, (sharing his gains), 5) Silasāmaññatā: Love and unity, keep the precepts strictly, and 6) Diṭṭhisānaññatā is to have a common opinion, unselfish, know how to respect and listen to the opinions of others and work together in creating a peaceful society [13].

## VI. EDUCATIONAL ADMINISTRATION THEORY

Conceptual frameworks, principles, assumptions, theories that describe phenomena or variables that are systematically related to each other can be explained, tried and proven [14], systematic grouping of ideas and principles which defines the work outline or bringing together knowledge as important knowledge in a particular subject. [15]

Generalized Explanation for showing the relationship of one characteristic of a set of phenomena or statements demonstrating the rational relationship of a set of facts that have been tested and is widely accepted among academics in that field of study. [16]

In the past, there were 4 types of educational administration theory:

1) Assumptive Theory is a hypothetical theory or basic ideology for further application, mainly in psychology, anthropology, economics, and sociology.

McGregor's theory states that there are two types of people in an organization: the lazy and irresponsible, known as Theory X, and the diligent and responsible people, known as Theory Y.

2) Normative theory is a theory based on values, beliefs, experience, and social norms that determine it (specialization) causing the most efficiency. But nowadays, it is believed that multi-sensory work produces the most efficiency. Modern organizational management will focus on the belief that must have good management or good governance (Good governance) and good corporate governance (Good corporate governance), which in the past did not give any importance.

3) Empirical theory is a theory that has been experimented, researched and proven to be true, not a gibberish without scientific proof. Theories derived from research are more often used to manage organizations.

4) Instrumental theory is a theory that indicates guidelines, techniques, tools, methods and strategies for organizational success, such as the Quality Control Circle = Q.C.C. The 5S concept is clean, convenient, clean, hygienic and habit-forming, organization development theory (Organization Development = OD)

Later in the present, there has been a change in the development of learning until the emergence of 6 new theories of educational administration as follows:

1) Scientific management theory is a theory that emphasizes the principles of science that are rational, experimental, informative, systematic, and provable. Scientific management explains good managers strive to innovate and find the one best way to succeed. Time and motion study reveals that hard work doesn't always have to be effective. Working in the right way and less tiring will result in more work. For example, using a shovel of the right size, not too small, not too big, will help to scoop up a lot of soil and not get tired. Traveling with a map will allow you to travel faster. Scientific management theory thus encourages the search for cheaper, better, faster, more satisfying methods.

2) Management process theory is a theory that gives importance to the management, that is, if there are good executives, the organization will be effective. There are three main types of executive management processes.

2.1 POSDCORB Model: A good manager must have 7 management processes, namely Planning, Organizing, Staffing, Directing, Coordinating, Reporting, and Budgeting.

2.2 POCCC Model: A good manager must perform five functions or processes, namely, Planning, Organizing, Commanding, Coordinating, and Controlling.

2.3 POLC Model: Good managers must perform 4 management functions or processes, namely Planning, Organizing, Leading, and Controlling.

3) The theory of human relations is a theory that gives importance to human beings and human behavior, human being, honor and dignity are valuable, do not view humans as machines. Successful management requires learning and understanding about human beings. A very popular theory today is knowing he knows us, a hundred battles, a hundred wins.

4) Management science is a research theory, statistics, mathematics, and quantitative models. A very interesting theory is probability theory. If the opportunity is greater than the loss, make an investment decision. It has been expanded to include decision tree, operation research and linear programming theory.

5) Open system theory is a theory that focuses on 5 elements: input, conversion process, output, feedback and environment. Good managers must manage in an open system that is related to the environment.

6) Competition theory: a theory that pays attention to the external environment of the organization is important, believing that successful organizational management must aim for excellence is second to none. This is truly a modern organization management theory such as strategic management theory [17].

In education strategic management, it is management taking into account the internal environment and the external environment that will affect educational institutions to develop strategies for school management towards the goal.

Internal environment refers to factors within the school that affect the school's strategy bringing in imports school structure, concepts, and methods of administration, determination of goals, values, knowledge, and budgets. Strategic management of schools that are guided by internal environment factors are:

- 1) Analyze the inputs for quality and attributes to formulate appropriate strategies to achieve school goals.
- 2) Organize the structure of school administration and periodic restructuring.
- 3) formulate flexible and dynamic systematic management concepts and methods.
- 4) Set goals for improving the quality of education.
- 5) Create values that contribute to knowledge-based operations, learning exchange and expanding knowledge throughout the school.
- 6) Use knowledge as a base for school administration.
- 7) Create a balanced, results-oriented budget plan across the organization.

External environment refers to factors external to the school that affect the school's management in terms of opportunities or obstacles to the school's operations. External factors that guide the school's strategy are the direction of the school's development to society and knowledge-based economy. As for the external factors, that hinder the school is the social change conditions that cause gaps from development and unsustainability.

Strategic Management of Schools with guiding factors from the external environment, including:

- 1) Determine strategies for managing change in educational institutions.
- 2) Formulate management strategies by creating learning networks Academic Potential Development Network.
- 3) Formulate knowledge management strategies and information technology.

The strategic management process of the school consists of 5 steps as follows:

- 1) Analyze the environment by considering strengths - weaknesses within the school, and opportunities - obstacles from outside the school both are conditional factors that influence the achievement of school success. Condition factors in the past period and future conditions.
- 2) The orientation of the school (Establishing organization direction) by considering the mission and set the goals of the school to achieve its mission.
- 3) Strategic formulation by considering the design and choosing an appropriate strategy can be put into practice by analyzing alternatives with various techniques.
- 4) Strategic implementation by operating according to the action plan according to the established strategy, taking into account the structure of the school and corporate culture to lead to desirable success.
- 5) Strategic control by monitoring performance and evaluate the process and evaluating the success of the school.

Education for the 21st century requires a change in outlook, perspectives from the traditional paradigm to the new paradigm that places the learner's world and the real world at the center of the learning process. It is a learning that goes beyond simply acquiring knowledge to focus on developing skills and attitudes, thinking skills, problem solving, organizational skills, positive attitude self-respect,

innovation, creativity communication skills and above all, it is the ability to handle knowledge effectively in order to use it creatively. It is an essential skill necessary for being a student in the 21st century. It is a challenge to develop learning for the future, equip students with the skills, attitudes, values and personalities to face the future with optimism that is both successful and happy.

## CONCLUSION

Human resources are a fundamental factor that is an essential part of any organization. Because personnel are the driving force, it is an important force in performing duties in that organization, impossible for an organization to have no "human" workforce. Human resource management refers to the policies and practices that involve personnel within the organization to benefit both the organization and the personnel themselves, duties in human resource management. The main role will depend on performance, and leadership abilities to have procedures and forms in management. Starting with the management of "human" resources with integration means choosing the right personnel for their duties. Flexibility in operation but the quality of performance is taken into account as well. They also pay attention to increase knowledge for personnel, which is considered a part of human resource development as well. Performance evaluations are carried out for rewards to inspire people in the organization including returns, it must be in accordance with the law, and suitable for potential efficiency arising from the performance of personnel. When leaders can plan and operate according to the principles of human resource management as well. Encouraging personnel in the organization to create good conscience. It can be promoted by integrating the principles of Sappurisadhamma 7, Saṅgahavatthu 4, Paññā 3 and Sārāṇīyadhamma 6 together with human resource management. It will help promote smooth operations in the organization and personnel can live together happily.

From human resource management individual-oriented expanding the management circle to the administration of education that focuses on efficiency, effectiveness for learners from past studies, theories in educational administration can be categorized into 6 types, namely, Scientific management theory, Management process theory, Human relations theory, Management science, Open system theory, and competitive theory. Competitive theory is considered the starting point for the current popular strategic educational management theory. It is management taking into account the internal environment, and the external environment that will affect educational institutions to develop strategies for school management to achieve goals according to the goals set by the organization.

From the overall study, it can be said that Human Resource Management is the first factor that leaders of an organization should have to manage and operate effectively. That is, it makes the "human" resources in the organization create love, faith, and confidence in leaders all the way to the organizational level, be ready commitment to the performance of duties to achieve the goals of the organization, for the maximum benefit to the organization. The principles that organization leaders can use in human resource management are: The seven qualities of a good person, or the seven Sappurisadhammas, are linked to the

subsequent administration of education by different educational organizations. There may be different styles or methods of management depending on the leadership of that organization. The most popular forms of educational administration today are: Competitive theory or Strategic Educational Management. There is no fixed form of administration, depending on the situation and leadership decisions, no matter what kind of management. They all have the same goal focus on achieving the goals set under the operation of personnel who work with love and happy to work.

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