

## AN AMAZING PHENOMENON OF MALAYALAM LITERATURE

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I believe that the management based on maximum productivity and of greatest possible profit will undergo a paradigm shift in future. I would advocate that paradigm shift into a management based on the Buddhist principle of well being of all including the labourers.

I got this idea or the idea possessed me after my visit to Thailand in October 2004. I spent 10 days at Bangkok in Thailand on the occasion of the World Congress of the International Catholic Union of the Press (UCIP). The Congress gave me ample opportunities to encounter with Buddhist religion and meet many Buddhists and their monks as well as socio-political leaders. In my encounter with Buddhism some of my pet ideas were shattered and I was deeply impressed by some new ideas of Buddhist management.

I held the view that Bhagvan Buddha was one of the incarnations of the Hindu gods and goddesses and that the followers of Buddhism accepted him as their God. But my encounter with the Buddhism and the Buddhists of Thailand changed my ideas and views. Consequently today I see Buddhism and Buddhists with a new perspective.

A principal speaker and Buddhist monk Venerable Somchai Kusalacitto said in his speech that “Buddhism may not be a religion in general sense as you know. To me Buddhism seems to be the system of holy life.”

Visits to places like Bangkok, Samphran, Damnern Saduak, Bang Nok-kwaek and the old capital Ayutthaya and the contacts with the Buddhists at those places helped me to get an idea of the Buddhist way of thinking and living. I also came to know, so to say, the secret of the speedy development of Thailand.

The secret is the Buddhist management system or principle. In the Buddhist management people believe that the competence and the maximum production of a person depend on his being a happy and contented person. So the Buddhist inspired management believes in keeping a person happy in all ways.

In other words, the more a person experiences happiness the more he become competent and consequently his production increases. When a person is happy and contented, then he does his job to the best of his abilities. Naturally a happy person not only produces more but also does his very best.

A happy person understands himself very well. He knows what makes him happy and contented. Buddhist management takes all these things into consideration and creates both suitable infrastructure and conducive atmosphere for a person to be happy.

In the daily programmes of the UCIP World Congress I could see that the small and big works of the day were divided and distributed among many people. There was also a sense of equality

among the people doing different odd jobs. There was no distinction of high and low among the Buddhist people.

The one who compered the meeting from the stage and the one cleaning up the toilet outside the hall every now and then were doing totally different jobs. But from the point of the quality of their works, both excelled in their jobs. Obviously both were happy and content in their jobs.

In Buddhist management works is considered a part of the living. A person has to seek and find happiness and contentment not only in his work but also in other areas of his life. So an efficient manager takes interest in his labourer not only in the area of his work but also in other areas of his life. He pays keen attention in the affairs of this institution as well as in the lives of all people associated with it.

In a Buddhist inspired management the manager will pay attention to the various areas of the development of his labourers. So also in matters of works and important decision he will involve the workers instead of making the decisions on his own.

In order to be happy always in life the Buddhist religion persuades her followers to create detachment in life. So an efficient manager will help his labourers to be detached from all types of attachments. Every labourer is taken into confidence so that he need not worry about his works or loosing his job. He can also discuss with the manager about anything concerning his life or his work. In the Buddhist management a work is not doing his work in tension but he does his best with a sense of responsibility.

As the venerable Monk Prof. Somchai Kusalacitto said, "In the religion of the Buddha all men are equal. According to the Buddha, all men, animals, plants and phenomena are interrelated and interdependent." Taking this principle into consideration, Buddhist management put emphasis on everybody working in harmony. People need the cooperation and support of one another both in leading a happy life as well as in doing one's best in ones work or business areas.

Community feeling is given great importance in Buddhist inspired management. So a manager does his best to foster community feeling and see that all his workers do their best in supporting and collaborating with each other. He takes all his coworkers and subordinates into confidence and with them decide the goals to be achieved in a shared responsibility.

The strength of any chain is the strength of its weakest link. Similarly an individual with problems of personal nature or against his group is the weakest link. In such a situation the manager knows that to keep up the community spirit and maintain efficiency, he needs to dialogue with the person concerned and understand him and his problems. So he is always ready to give a patient hearing and discuss problems and difficulties with his workers. Besides, the manager holds from time to time conferences with all coworkers and subordinates. He also organizes meals together and outings for his staff.

In the Buddhist management, a manager knows that there is no monopoly of truth. The truth may have more than one version. So a manager gives attentive hearing to any coworkers with

problems and makes all efforts to understand. With this kind of attitude and approaches a manager is usually able to understand and solve the problems of his workers.

In this way in Buddhist management, the man is in the centre and his happiness and well being are given importance. As a consequence every person does his best and production is at its maximum.

If we put into practice this type of Buddhist inspired principles of management, then, we will help our people to be efficient, happy and give their best services and increase their production. But do we dare to break up our old self-centered and caste- based management to make place for this new type of Buddhist management?