

The Buddhist Approach on Rules and Regulations as a Motivation Factor

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A “rule” is a statement drawing a line between what must be done or not in a particular situation. “Regulation” is the official rule made by an authority, which explains the procedures. Both involve punishments. As a fact, no one likes to be bound by rules and regulations. But, rules and regulations are needed to discipline society, to maintain peace and harmony. The Buddhist approach regarding rules and regulations is some what different from the other approaches. Purpose of rules and regulations is to prevent a person from doing harmful things to him self and other members of the society. Buddhist teachings not only discourage a person doing bad deeds, but also encourage the person to do good deeds. As a result, rules and regulations act not as a demotivating factor but as a motivating factor. The purpose of this research is to identify the characteristics of Buddhist approach to rules and regulations which can be applied to any organization to discipline the people.

Documentary study of Buddhist Human Resources Management concepts and that of modern management theories is the method used in this research.

According to the Buddhist teachings the one who has an ill behaviour is a sick person. So the action that is taken should be a treatment for his illness. Purpose of pointing out a wrong deed is to help that person to correct that deed; and the punishment should be the treatment for sickness. When the punishment is over that person would be cured.

The characteristics of the Buddhist approach in rules and regulations can be summarized under following topics.

Need for the rules and regulations

Relationship between rules and regulation and organizational vision

Philosophy of the enacting rules and regulations

Buddhist way of disciplining

Philosophy of the settling disciplinary matters

Key words: *Disciplining, Philosophy, Enacting rules and regulations, Organizational Vision treatment*