

# **The Process of Human Capital Development in Accordance with Business Organization on Buddhism Approach in Phrae Province: A Case Study of Nimseeseng Company**

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## **Abstract**

The human capital administration is a very important main point of organizational administration both public sector and private sector that has brought to the aim achievements, efficiency and successfully of the human capital administration. This research aimed to 1) study about the origin and development of the process of human capital development; 2) to study the operation of the process of human capital development; and 3) to study the replicating of organizational culture the process of human capital development in accordance with business organization on Buddhist approach in Phrae Province: a case study of Nimseeseng Company. It was a qualitative research by using interview and focus group discussion with the goal group. After participation in the operation of the process of human capital development, the results showed that; 1) the owner of business has brought knowledge from the Buddhism to human capital development in his company and announced the policy and the vision of his company in the Buddhist administrative approach.; 2) the operations the process of human capital development in accordance with business organization on Buddhist approach in Phrae Province concerned about the mind, the training the Dhamma and ethnic and helping the society aspect; and 3) the replicating of organizational culture the process of human capital development in accordance with business organization on Buddhist approach in Phrae Province by giving the positive knowledge, the magazine, radio station, and VCD; and increasing the value and advance to the customer, the officer, and the community.

**Keywords:** Process of Human Capital Development, Business Organization, Buddhist Approach

## Introductions

The human capital administration is a very important main point of organizational administration both public sector and private sector that has brought to the aim achievements, efficiency and successfully of the human capital administration<sup>1</sup>. The human capital administration has focused on the human capital of organization efficiency and it also has responded to the strategic goal by preserving the officers who have the best qualification. As the same time, it can guarantee that the organization has cooperated social responsibility.

In the present time, any country cannot be avoided the currency of globalization. So, it has to adjust with situation that is affected positive and negative to that organization for surviving morality. In particular, the Thai society has been alert both public sector and private sector by bringing the Buddhist dhamma principle to integrate with organizational administration for the most human capital development qualitatively, efficiency and effective.

Therefore, the research team has studied the process of human capital development in accordance with business organization on Buddhist approach in Phrae Province: a case study of Nimseeseng Company for investigating how the process of human capital development in accordance with business organization on Buddhist approach in Phrae Province: a case study of Nimseeseng Company go to the system and machinery in the human capital administration.

The main objectives of this research were 1) to study about the origin and development of the process of human capital development on Buddhist approach in Phrae Province: a case study of Nimseeseng Company; 2) to study the operation of the process of human capital development on Buddhist approach in Phrae Province: a case study of Nimseeseng Company and 3) to study the replicating of organizational culture the process of human capital development in accordance with business organization on Buddhist approach in Phrae Province: a case study of Nimseeseng Company on Buddhist approach in Phrae Province: a case study of Nimseeseng Company.

## Methods

### Material and Procedure

This research was a qualitative method and involved two groups of people: 1) one administrator from Nimseeseng Company and fourteen of-

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<sup>1</sup> Chanchai Arjinsamarjarn, Human Resources Development, Bangkok: Book Center of Chulalongkorn University, 2009, pp. 59-60.

ficers of this company, who were purposively sampled, and 2) one administrator of this company, seven officers of this company, one Buddhist monk and two nuns, who were selected by the community to participate in the research.

The study process included: 1) contact the company leader in Nimseeseng Company, Wieng Thong branch, Wieng Thong sub-district, Muangphrae district, Phrae province, 2) study the basics of the origin and development of the process of human capital development, 3) conducted the research by study the operation of the process of human capital development on Buddhist approach in Phrae Province: a case study of Nimseeseng Company and study the replicating of organizational culture the process of human capital development in accordance with business organization on Buddhist approach in Phrae Province: a case study of Nimseeseng Company on Buddhist approach in Phrae Province: a case study of Nimseeseng Company.

Data collected were divided into two parts: 1) information that was gathered from documents including concepts and theories and other worked related to this study, and 2) information that was gathered from focus group discussion and in-depth interview.

The research tools that were used in data collection were: 1) in-depth interview the administrator from Nimseeseng Company and fourteen officers of this company to explore knowledge about the operation of the process of human capital development on Buddhist approach in Phrae Province: a case study of Nimseeseng Company, and 2) focus group discussion the administrator, officers of this company, Buddhist monk and nun to explore about the replicating of organizational culture the process of human capital development in accordance with business organization on Buddhist approach in Phrae Province: a case study of Nimseeseng Company on Buddhist approach in Phrae Province: a case study of Nimseeseng Company. The results were analyzed using the content analysis method by looking at the evaluations from the in-depth interview and focus group discussion.

## Results

The findings are discussed in three issues related the operation of the process of human capital development on Buddhist approach in Phrae Province: a case study of Nimseeseng Company.

1) The origin and development of the process of human capital development in accordance with business organization on Buddhist approach in Phrae Province: a case study of Nimseeseng Company have come from the owner of business who has the opportunity to ordain in the Buddhism and has got the good knowledge about the Dhamma principle from Buddhist monk and intended serious practicing. Later, he has brought to hu-

man capital development in his company and announced the policy and the vision of his company in the concept of Buddhist administrative approach.

2. The operations the process of human capital development in accordance with business organization on Buddhist approach in Phrae Province have three issues namely, 1) the process of human capital development on the mind aspect namely; the practicing meditation and sending the good wish to everyone ever after chanting, 2) the process of human capital development on the training the Dhamma and ethnic aspect namely; the training the Dhamma from Buddhist monk, the activity about campaign stopped the part of ruin especially drinking alcohol and smoking by giving the moral money for officer who can stop drinking alcohol and smoking cigarette, and ordain ceremony activity and 3) the process of human capital development on helping the society aspect namely; Nim Volunteer community development activity, drinking service activity, occupation supporting to the infecting HIV.

3. The replicating of organizational culture the process of human capital development in accordance with business organization on Buddhist approach in Phrae Province was found that 1) On the principle aspects, the owner business has announced the policy and the vision of his company in the concept of Buddhist administrative approach of Nimseeseng Company, 2) the method of replicating of organizational culture the process of human capital development by practicing the as follows the announce the policy on Buddhist administrative approach, providing the positive knowledge by passing the magazine, radio station, and VCD 3) The value and useful aspect, It could add the value and advance to the customer, the officer, administrator and the community for increasing development all together.

The Buddhadamma Principle Integration with the Administrative Mechanism System of Nimseeseng Company was found that from the studied the process of human capital development in accordance with business organization on Buddhist approaches in Phrae Province had brought the Buddhadamma Principle to Integrate with the Administrative Mechanism System by holding the fifth precept come to be the input factor in recruitment the person of the company. On development process, it had brought the Buddhadamma Principle to human capital development in mental, academic training and social helping aspect continuously. And the outcome, it was created the ability to the officer and can be sustainable human capital development.

## **Discussion and Conclusion**

This research was conducted base on the filed works research method. The research process consisted of in depth interview and focus group

discussion; the outcomes were successful. The discussion is as follows:

1. The operations the process of human capital development in accordance with business organization on Buddhist approach in Phrae Province was found that the owner of this company had seen the suffering so he thought solving that problem and finding the way out for supporting, administrative and the officer development for changing both them and organizations. Therefore, the administration had announced the policy and mission in of human capital development clearly by bringing the Buddhadamma Principle to guide for human capital development in four aspects namely; wisdom capital, emotion capital, social capital and cultural capital. It had started from human capital development within mind owner of company firstly and applied with the administrator and officer by emphasizing to be aware know on them duty of own and conducts perfectly. In particularly, the company should give the opportunity to the officer participated as much as possible by supporting the officer used the ability of own mostly. It corresponds with Bussakorn Watthanabutra<sup>2</sup> studied human capital development on the Buddhist ways in organizational Administration for supporting the Asian Community said that human capital development in the globalization should wide activity create and profound for helping the produce quantity, creating the impression to the customer by starting from officer, manager and member of the organization. It has dedicated for establishing the expertise and preparing these subjects helping implementation of work, changing the systems by using the lowest cost and gets the most output and the officer has the most life quality.

2. The replicating of organizational culture the process of human capital development in accordance with business organization on Buddhist approach in Phrae Province was found that there were three aspects namely; 1) On the principle aspects, the owner business has announced the policy and the vision of his company in the concept of Buddhist administrative approach of Nimseeseng Company, 2) the method of replicating of organizational culture the process of human capital development by practicing the as follows the announce the policy on Buddhist administrative approach, providing the positive knowledge by passing the magazine, radio station, and VCD 3) The value and useful aspect, It could add the value and advance to the customer, the officer, administrator and the community for increasing development all together

Conclusion, The operations the process of human capital development in accordance with business organization on Buddhist approach in Phrae Province had used the crisis of the suffering for changing the behavior

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<sup>2</sup> Bussakorn Watthanabutra, " human capital development on the Buddhist ways in organizational Administration for supporting the Asian Community", Academic Journal Rajjapatpranakorn University, year 6<sup>th</sup>, Vol.1 (April 2015) : pp. 24-36 .

of own to the good act and induced the officer in his company practiced with him by using the five precepts principle come to apply within Nimseeseng Company and it had become organizational culture for every officer that was hold willing to practice for creating the stable of the organization by holding the Buddhist approach.

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