



BPA MCU Nan Model: Characteristics of Modernistic Administrators According to Buddhism


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[Abstract]

This academic article by a group of authors is written it under education, research and teaching experience has three objectives as follows: 1) to analyze and synthesize the various contexts related to the current administration, 2) to analyze and synthesize the roles and characteristics of the current administrator, and 3) to present the characteristics of modern administrator that needs to be in the administrator. That can be summarized as follows. 1) The various contexts of the society are different according to topography, society, culture, and way of life, politics and government form of each country. 2) The role and characteristics of current administrators there are many problems, such as improper demeanor, lack of making faith to be accepted between administrators and subordinates, insufficient regulatory knowledge and conflicts between administrators and personnel in the organization ect. 3) The characteristics of modern administrators must have characteristics that are combine with the principle of Buddhadhamma by having 9 characteristics or called "BPA MCU NAN Model" in order to be used to lead social organizations and the nation to progress further.

Keywords: Characteristics, Administrator, Buddhism

Introduction

Administration is a very important thing to the operation of the organization because it is an important tools to point out success or failure, efficiency or inefficiencies of the administrative institute as a pointer to know the progress of society, progress of various sciences. The administration is an important path leading to the progress of administration as a teamwork of people group in the organization. That has an estimation of executive orders that has to realize to various environmental factors. The estimation of executive orders is to show the executive's ability and the growth of administrators in everyday life of human beings, no matter any family or organization, are always related to administration.

As the various contexts are related to the administration there is changing rapidly. No matter that will be technology development by taking and using technology to work more and more. The transformation of a society that has changed from being a society that is socialized in the characteristics of social reality that must be met only until Developing into a virtual society, including a social of various on lines, encountering ethical problems of executive positions of various organizations These are partly due to the various contexts mentioned above, but another important thing is to define the characteristics or the role of the executives who lack of good characteristics affecting to the subordinates or other people inescapably.

Therefore, the good characteristics of various organization executives at present and in the future, so there are absolutely necessary to the organization, society, nation, that is one reason that the organization will have development and success, another part that is important, including having good executives to lead the organization. The authors propose the good characteristics of the modernistic administrators "BPA MCU NAN Model" as a guideline of administrator practices by explaining to the readers understand more in the next step.

Various Contexts Related to Modernistic Administration

"Administration" is the process of planning the organization and commanding,

controlling, the efforts of organization members and using other resources for success in the organization's goals (Somyot Naveekarn, 2001 : pp. 38) that various actions are based on the definition of modernistic administration there are still other contexts related inescapably.

The development of information technology can be used for many purposes that lead to benefits for human beings immensely, also resulting in changes, whatever changes will affect people, organizations or societies. We can classify the impact of information technology into two aspects, including many positive effects such as doing work easier and faster, saving paper resources, etc. And the negative effects such as Burglary Insurance (Thairath Online, : 1 January 2019). A part of message, "Journal of Bank Finance" reported that according to Hakmagaeddon's data that compiled computer crime statistics, identified that in March 2017 preceding, the first attack target was 21.5% of the industrial sector, followed by the government and natural person were 16.9% equally. The industrial sector was most attacked that were software, financial, banking, online ticket, business services, restaurants, retail stores etc., also have ransom ware spread throughout the world as well." The origin of computers about fifty years ago were an important step leading to the information age. At the beginning, the computer was used as a calculator, later developed the computers were an important devices for data management. When electronic technology had progressed more and more until could create a smaller computer, but higher efficiency, operating conditions are then widely used. The results of information technology towards living and social life are numerous by learning and using the information widely. It can be seen that various contexts changed rapidly, especially in various technologies bring about changing the way of work, way of life and important thing is the way of administration that must be adapted to keep up with the changes that occur harmoniously.

Roles and Characteristics of Modernistic Administrators

In fact, the issue of administrators role in modern times, each country may have different contexts that may be specific to each country such as geographic differences may cause the differences of administrator characteristics or

leaders of each area, or differences in the availability of technology will also affect the efficiency and effectiveness of the organization management, community, society or nation to be progressive and further development, including the administrator characteristics of each organization, community, society or nation because the administrators are heart keys of each organization.

Lack of good characteristics of administrators causing bad result to organizations, communities or society and the nation as appeared in the newspapers frequently, such as foreign news about Mr. Najib Razak, former Prime Minister of Malaysia, was charged about embezzlement in 2.1 billion baht from 1MDB into own account (BBC Navigation, Najib Razak, former Malaysian prime minister, was charged about embezzlement in 2.1 billion baht from 1MDB into his own account : 1 January 2019) or even offence to take a bribe, launder and offense in tax cases of Mr. Rahoy, former Prime Minister of Spain, became the first Prime Minister in Spain's modern history that the parliament voted of relieving and vacating (BBC Navigation, Open History, New Spanish Democracy, Driving Prime Minister without a Coup : 1 January 2019) because of the lack of some characteristics mentioned above that lead to damage to many people in the country

From the reasons mentioned above both 2 kinds, these are the starting point of the study, research, analysis and synthesis until getting the good characteristics of the modern administrators hereafter set forth.

BPA MCU NAN Model: The Characteristics of Modern Administrators

Modern service person that must have good characteristics and suitability according to the changes of society, technology, and culture that tend to be volatile and fast as follows.

1. B: Buddhist concept means administration based on the teachings Buddhist

In this type, due to be Akāligō of the Dharma teachings of the Lord Buddha that can apply those principles to appropriate application according to the changing times. Modern administrators should put into practice

in organization management in various levels according to the suitability of the people, the community, and the organization level in order to lead the organization to sustainable success in the future.

2. P: Practice means training and self-improvement

Self-development is a very necessary thing for the personnel. This is because these people need to use various skills in the operation to be able to be accomplished efficiently, but at the same time, good administrators need to have these characters in themselves as well. Only the roles and duties between administrators and personnel are different. Self-improvement will make the results of work more effective, such as to develop the skill in using technology to help work, to develop the skill of foreign language, and to develop the skill of human resource management, etc.

3. A: Adaptable means adjusting to harmonious changes.

The factors that make changes to the organization can be divided into 2 types:

3.1 External forces such as marketplace, governmental laws and regulations, technology, labor market, and economic

3.2 Internal factors, including operations within the organization (Operations of the Organization) that is to operate within the organization that may need to change the new strategies, employees of the organization have changed the age, education level, skills, experience, bringing new machinery and new equipment come to cause changes in the production processes, labors, production costs, production volumes, etc., including attitudes of employees that change and may lead to administrators who must change policies and practices in the organization (Louis, K. S. Organization Change, 1992 : pp 118).

New modern administrators need to cope with various changes that will happen suddenly that can be done as follows:

1) Get ready no matter what changes we are facing. We can start preparing ourselves to receive new situations. Think about what our new situation is and then find how to learn what we are facing.

2) Try to think in your heart. If you are facing with uncontrollable

changes in life. Accepting situations that are facing may be difficult, but we can make ourselves accept by confirming with ourselves the kind that we accept in the heart.

3) Remind yourself that we are controlling attitude and action. Change may change our world to the upside down, but we still control to respond to this situation. We choose to face the situation with anger and exploding emotions into other people or choose to look at this situation as a new opportunity, and facing this change with exciting.

4. M: Making Informed Decisions means using information and news in decision

If looking at the dimensions of the duties of the administrators indicate that administrators each level they will have a role in participation or a role in making decisions in various matters are different according to the administrator level. But one of the most importance before making various decisions, new modern administrators need to realize to the decisions under having information that is true and accurate. In order that if considered and decided under the partiality of the data, it will lead to partiality of performance also. Besides, administrators must be well-known to the organization. Because it is information that helps in making decisions correctly and appropriately (Gary Dessler, 2004 : pp. 258).

5. C: Character means having a good personality, intention and clarity

A part of the importance of being the administrators that can be relied upon or a leader of the subordinates are to have a good personality of the leader that a good personality needs to have these things: 1) beaming face, 2) getting dressed that is polite and appropriate according to the time and place, 3) having knowledge that makes us look good and promote to the personality continuously, 4) good communication both the level of the tone, substantive speaking and speaking friendly according to appropriateness, 5) having self-confidence, 6) humility, 7) having good health, 8) enough rest, 9) dividing time for family because the family has a very important part in supporting personality in psychology, the family is like everything

both encouragement when disappointed, the best advisor, helped to solve problems that others don't know, the family is therefore an important energy to our lives and personality.

6. U: Unity means creating unity in the organization.

Even in the actual operation each organization has a common practice of personnel from various areas, different seniority and qualifications that lead to conflict in the organization more and less depending on many factors. However, the unity of the organization is necessary to make it happen. Because each organization has a vision, a mission that all personnel must understand and practice together. Administrators as individuals who have a role in caring of the organization's overview must find ways to create unity and be of one heart and one mind.

7. N: Niceness means being a good person who is respectable

This is related and linked to the fifth character in the meaning of respect, sometimes the administrator is the person that the subordinate can respect partly from the characteristics that has a good character, but that will be supported to the respectable administrators over that is to be an administrator those who is in the principles of morality and ethics according to believe in religion. The reason why the author said this is because the teaching principles of each religion are different, but in the end, they all focused on teaching religion followers to be good people and being a good people will result in the organization to progress further.

8. A: Attitude (Positive thinking) means having a good attitude in human resource management

Good administrators need to have a good attitude in managing people, managing work and managing the organization by the way of having a positive attitude that can be easily done by practicing these five behaviors as follows: 1) assessing yourself, but don't blame yourself, 2) stop criticizing others, turn to use understanding of what happened, 3) do not let a little frustrating story come to destroy a good day, 4) always organizing good ideas or think before doing, 5) speak to encourage yourself every day until a habit.

9. N: Not Bias means having to manage without bias or to give

justice to all employees

That bias is something that should not happen in an organization, community, society or nation. Because bias will bring unpredictable damage, such as if the judge decides the case by using bias or four bias according to the Buddhist principles would judge the wrong case affecting to the case. Moreover, the results of biased decisions may lead to suicide, loss of property, etc. Good administrators in the present and future have to pay attention to this issue, not less than anything else mentioned above. The organization will be able to continue to develop and secure.

From such concept to make readers understand more easily. The authors therefore proposed a Model as follows:

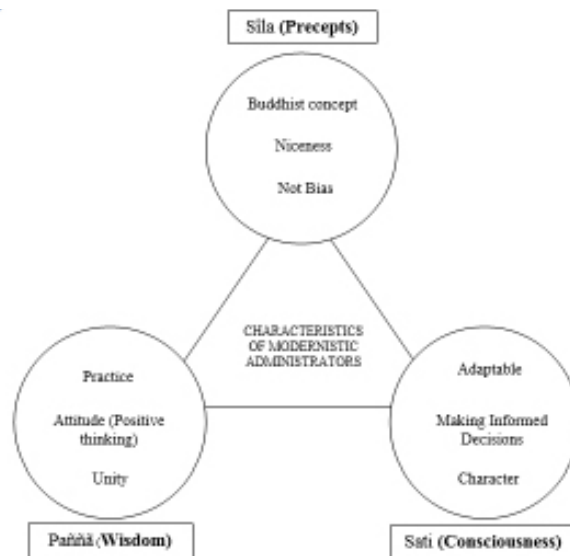


Figure1. BPA MCU NAN MODEL: Characteristics of Modernistic Administrators According to Buddhism

Conclusion

At present, various contexts both internal and external factors affecting to the role of administrators that expressed in the form of organizational management that there are both successful and failed, but in the future, management must be accurate and maximum efficiency. The good characteristics of the administrators are therefore the answer in the meaning of the administrator role that will lead the organization to survive and succeed in the future by bringing the style of good characteristics of the modern administrators “BPA MCU NAN Model” to be a management approach consisting of 9 aspects: 1) Buddhist concept, 2) Practice, 3) Adaptable, 4) Making Informed Decisions, 5) Character, 6) Unity, 7) Attitude (Positive thinking) , and 9) Not Bias

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