

Buddhist Strategy: As a Causal Link between Human Resource Management and the Business Performance; A Conceptual Approach

D. R. Dissanayake

Recent researches worldwide have shown that good Human Resource Management practices and policies play a major role in influencing business growth and development. Most successful organizations believe that it is their people who provide them a competitive advantage. However, HR professionals and researchers in many countries seem confused about what good HR practices and how one can link them to business performance. This is the basic question that this article seeks to answer. This article reviews the research studies and other evidence available from the prevailing body of knowledge of the pedagogy of Human Resource Management to show that good HR practices do have an impact on the business performance of organizations. Demonstrating the linkages between good HR practices and achieving business goals, the article is focused on the Buddhist strategy as a causal link of good HR practice. The elements of such HR practices are described through Noble Eightfold Path of Buddhist teaching. Finally, it has presented a model to explain the linkages between HR practices, Buddhist strategies, HRM outcomes and business performance.

Key Words: HRM Practices, Linkages, Business Performance, Buddhist Strategies