

**BUDDHISM AND BUSINESS MANAGEMENT:**

*A Study of the Philosophy of Management as reflected in the Jātakas*

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THIS IS SUBMITTED TO THE POSTGRADUATE INSTITUTE OF PĀLI AND  
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THIS IS TO CERTIFY THAT THE DISSERTATION, TITLED *Buddhism and Business Management: A Study of the Philosophy of Management as reflected in the Jātakas*, OF MR KIM LEUNG TUK DARGA, IS HIS OWN WORK AND THAT HE IS FULLY RESPONSIBLE FOR IT UNDER MY SUPERVISION. I RECOMMEND THE SUBMISSION OF THIS DISSERTATION TO BE CONSIDERED FOR THE AWARD OF PhD Degree.

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## ABSTRACT

### ABBREVIATIONS

The present global economic crisis and suffering of millions of people is a direct result of the unsustainable economic growth and development pattern of the world. More enlightened business leaders realize the need for change, but are confused with the plethora of temporary and often culture insensitive management theories. This research examines the time-tested Buddhist business education of 2500 years taught through the Jātakas, to find whether an underlying business management philosophy exists, which could be proposed as one of the solutions. Therefore, the 547 Jātakas, birth stories of the Buddha before enlightenment, which were used for teaching laypeople were scanned through, and 45 chosen portraying the Bodhisatta, as of the “vaishya” caste, and involved in “trade and economic affairs”. The twelve most common management skills and competences found, were then classified under four management knowledges, and their parallel teachings identified in the Pāli Canon. The Jātakas describe spiritual breakthroughs into the “stream” to final liberation, with guaranteed happiness in this life and the hereafter. And the Pāli Canon mentions four factors to be developed, preceded by a spirit of sharing, and realization of the theory of causality as the final thrust to a breakthrough. Finding a parallel with our research, an organization development concept was modeled according to this Buddhist concept, and named “Organisational Happiness”. This work is a contribution to the organization development field, and to the global effort to achieve a sustainable world development for the well-being and happiness of all.