

The Biblical Approach for Practicing Human Resource Management

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Abstract

Recent research shows that religion beliefs or values of managers significantly influence on the practice of Human Resource Management in the organizations. Christianity as a most widespread and all-encompassing religion in the world is bound to have implications of certain aspects of HRM in organizations. This article has been focused the implications of Christian values and beliefs for management of workforce in organizations in the light of the Bible's principles, the great scripture of Christianity. It was found that, the HR Philosophy of managers, the Leadership Style, the Leadership Role, Job Designing, Employee Compensation, Employer-Employee relationship and Discipline Administration are the most related HR functions with the Biblical perspectives. It can be introduce the foundational concept used in analyzing, describing, conceptualizing, predicting and modifying human behavior in an organization integrating Christian perspective in to the human dimension of business and management. According to the findings of the study, managers can develop a sense of Christian mission in their working lives and of the ethical framework which will govern their work.

Key Words; Human Resource Management, Bible's principles, HR functions, Christian Perspective.