

## **A Psychological Model of Meditation for Human Resource Management: Evaluation Through Textile Company**

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### **Introduction**

Human resources are the employees or people who work for a company. Modern management theories identify four fundamental resources required for an organization to produce a product or service. The four basic resources are,

- Human Resources which include managerial skills and labour.
- Financial Resources, the capital used by the organization to finance both ongoing and long-term operations:
- Physical Resources including raw materials, office and production facilities and equipment.
- Information Resources are the usable data needed to make effective decisions.

Human nature has been analyzed in great detail in Buddhism. Knowledge of this analysis will be useful for the proper understanding and management of Human Resources. As mentioned before it is very difficult to understand and interpret human nature. Therefore, in Buddhist teachings, human nature has been analyzed in many ways. In Samanupassana Sutta in Samyutta Nikaya says that those who regard self in different ways regard the five aggregates as self. These five aggregates are:

1. The form
2. The feeling
3. The perception
4. The mental formation

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## 5. The consciousness

Buddhist meditation is not intended to achieve Nibbana. This could also be used to better the lives of a secular individual. In Samyutta Nikāya and Anguttara Nikāya, Sangarava Sutta discusses ways for secular individuals to enhance their lives.

Sangaruva Brahmin approached Lord Buddha and inquired as to the cause for forgetting the hymns, not only those that were not chanted frequently but also those that were. Further, cause and reason, not only the hymns that are said frequently but also those that have not been recited in a long time, come to mind at times. Lord Buddha responds to the Brahmin's queries and describes what happens when a person's mind is consumed and plagued by sensual desire, ill will, laziness and torpor, restlessness and worry, and uncertainty. Lord Buddha explained to the Brahmin that a person's mind is like a bowl of water.

Based on the above description following research question was formulated. Before that small survey was conducted in Sri Lanka to identify whether there was any issue relating to the psychology/stress of employees. It indicates stress is the dominant factor.

- To develop a psychological model from the Buddhist concept for practical use in corporate organizations (Human Resource Management).

Based on the research question three main objectives were developed.

- To identify the impact of co-worker support on the individual performance of the employee.
- To identify the impact of work-life balance on the individual performance of the employee.
- To identify the impact of psychological empowerment on the individual performance of the employee.

The study is significant for the corporate sector human resource management of Sri Lanka. The methodology can be used for them for evaluation and only one section is considered as textile. Further, this can be extended for the Colombo Stock Exchange (CSE) company classification.

## **Methodology**

The overall psychological model which is considered meditation, which practically tested in a small textile organization (49 employees) to see the validity and practicality of the model. The standard structured questionnaires are used to

get the responses from employees and the questionnaire is translated into Sinhala for convenient purposes. The evaluation of the respondents (answers) will be completed through SPSS software.

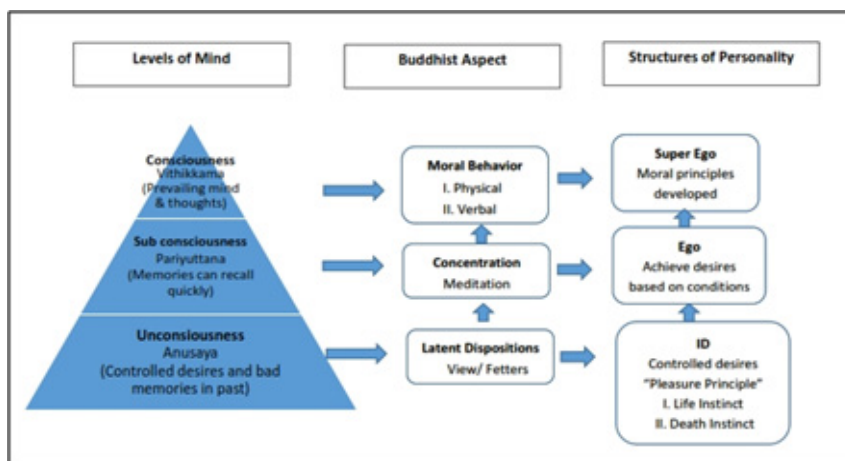


Figure 1.1: Model of the Study Source: Author Created (2023)

The conscious mind, as defined by Sigmund Freud in 1915, is made up of all the mental processes that we are aware of, and is considered the top of the iceberg. Thoughts and feelings that a person is not aware of but can easily be brought to consciousness are stored in the subconscious (Freud 1924). The unconscious mind, according to Freud (1915), is the basic source of human conduct. The most significant part of the mind, like an iceberg, is the part that can't be seen by a human being. These three systems: The id, ego, and superego; were applied to Freud's personality or psyche structure.

The unconsciousness means the mind which is like the hidden part of the iceberg. The unconscious has a wealth of significant and unsettling information that we must keep hidden because it is too dangerous to accept fully. The subconscious mind serves as a 'cauldron' of primal desires and impulses that are kept at bay and moderated by the subconscious mind. Sigmund Freud (1915) observed that some events and desires were too terrifying or painful for his patients to admit, and he felt that such information was hidden in the unconscious mind. This can happen as a result of the suppression process. The physiologically rooted instincts (eros and Thanatos) for the primal urges for sex and hostility are stored in the unconscious mind (Freud 1915). The primordial urges do not typically enter consciousness, according to Freud, since they are unacceptable to our reasoning, conscious selves.

## Results and Discussion

A small-scale textile organization was selected in Ganemulla to get the responses for the meditation practice which they had issues initially with human resources. First, this was introduced and practised for one month beginning each day and ending each day for 15 minutes. The reliability and validity test was conducted before the final evaluation. According to the Cronbach alpha, it indicates reliability is achieved where values greater than 0.7 (Table 1.2)

Table 1.2: Reliability Summary Statistics

Variable	Cronbach Alpha Values
Task Performance	.839
Co-Worker support	.864
Worklife Balance	.768
Psychological Empowerment	.759

Source: Author Compiled based on SPSS Results (2023)

Table 1.3: KMO and Bartlett's Test

Variable	KMO Values	
Kaiser-Meyer-Olkin Measure of Sampling Adequacy	.784	
Bartlett's Test of Sphericity	Approx. Chi-Square	579.411
	df	120
	Sig.	.000

Source: Author Compiled based on SPSS Results (2023)

Results indicated a KMO value of .784. Furthermore, it portrays the survey's validity. Further, Bartlett's Test of Sphericity is statistically significant at the .000 level (Table 1.3). Further, the ANOVA table even proved that the overall model is significant at the 0.002 level. The coefficient table provides a summary of the final objectives and hypotheses.

Table 1.4: Coefficient Table

Coefficients					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	5.268	0.470		11.213
	CoworkerSum	-0.558	0.158	-0.459	-3.547
	WBSum	-0.508	0.138	-0.471	-3.662
	PsychoSum	-0.481	0.148	-0.426	-3.237

a. Dependent Variable: PerformanceSUM

Source: SPSS Results (2023)

According to the ANOVA table, the results showed that Coworker support, work-life balance and Psychological Empowerment are critical for the performance of the human resource and it has proved with .001, 0.001 and 0.002 where it is below the P value of 0.05 where it denoted that statistically significant impact exists.

## Conclusion

The final evaluation proves that 03 hypotheses developed based on objectives were fulfilled where there is a significant impact from Meditation to co-worker support, work-life balance and Psychological Empowerment. Further, meditation improves the efficiency and effectiveness of employees gradually. It is critical to have a mind that is free of five obstacles to complete the task successfully. Meditation is recommended for this purpose. However, for organizations, the Anāpāna Meditation is more practical and effective for practice purposes to develop psychological and social saturation. Based on the survey even reflects meditation's impacts on the psychology level where it finally leads to the performance success that every organization's last destination. This study can be tested in other organization types and can further develop to the next level for development as a model.

**Keywords:** Human Resources, Psychology, Meditation, Work-Life Balance

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