

THE LEADERS OF EDUCATIONAL INSTITUTION IN THE GLOBALIZATION ACCORDING TO THE BUDDHISM

Chuangchote Bhuntuvech^{*} Phramaha Yannawat Thitavaddhano.^{**}

Boonmee Pansa^{***} Phramaha Prasert Thavaro.^{****}

ABSTRACT

The leadership was very important to organizational development and management because it could make the purpose of the organization to achieve the goals. Whether the organization was the public, the private, at the world level or at the local level, the leadership was very important because it made the different result. Some leadership managed a poor organization to be active organization and someone managed organization to have vision and the challenging forever. The leadership had to take the knowledge, thought, ability and the morality for working until it had proficiency as any knowledge such as budget, cultural and traditional preserving plan, good government and praising others. The leadership of educational institution in the globalization consisted of 1) ability, 2) mind, 3) team work and 4) honesty.

Key word: Leadership, Educational institution, Globalization

^{*} Independent Academician and Propagator

^{**} Curriculum of Buddhist Educational Administration, Faculty of Education, Mahachulalongkornrajavidyalaya University.

^{***} Curriculum of Teaching English, Faculty of Education, Mahachulalongkornrajavidyalaya University.

^{****} Independent Academician

1. INTRODUCTION

The educational management is consistent with the objectives and achieves the goals. The government has to support the process of educational management such the budget, educational equipment and technology. It is believed that the person who is the leader in society is the leadership because the leadership is important to manage the education for achieving the goals.

Phradhammapitaka, (1998: 63) says that the leadership is very important to develop the organization and to manage all levels of organization not only the public sector, the private sector, at the nation level but at the world level so the leadership is important to manage the organization. There is the problem in bureaucracy. It needs to resolve instantly. It needs the leadership who is strong, intense and intelligent to solve this problem and to change the organization. The leadership can make the inspiration for working in bureaucratic system so the leadership is important for the process and the structure of the organization; furthermore, it is agreed that the leader is an important component of organizational management. The organization will succeed or fail of working due to the leader. If the organization gets the leader who is intelligent and capable, he can order the followers to work or to do some activities of organization to get the achievement but if the organization gets the leader who is not intelligent and capable, he cannot order the followers to believe or to work so the leader is the person who sets the direction of organization's policy by vision and strategy. The leader has to intend to environment of the organization and the system of educational organization.

2. THE LEADERSHIP OF EDUCATIONAL INSTITUTION IN THE GLOBALIZATION

In the era of a change, the organization has to face with a change all the time and it is not a change in the same style but it is the change of characteristic of the leader of the organization or characteristic of management. The technology has

important role to management, the leader and others in the time of the change so the leadership in the globalization consists of

1. Quality of Ability

Ability is an important factor of management, supporting to achieve the management and sustainable growth. The measurement of management is a challenge for educational administration. The equipment is taken to use in institutional management for achieving the objectives of the educational management. It was very important for both public sector and private sector. The factor of success of good educational management is developing of human beings to have a good quality of body and wisdom.

2) Quality of Mind

The qualification of administrator has to control the emotion and develop mind in any factors such as 1) developing of body; having an exercise daily life, having a good food, 2) developing of emotion; making meditation, joining the recreation, relaxing and travelling, 3) developing society; joining social activity or helping social activity and 4) developing the wisdom.

3) Quality of Team Work

Team work is not occurred by itself but it was occurred by the idea of the leader because he wanted to work as a team. The characteristics of team work were 1) orientation, 2) on the same page, 3) finding the conclusion and 4) working.

4) Quality of Honesty

The honesty is the important characteristic of the leader. It takes the organizational management to achieve the success. The leader or the administrator has to be proved by the honesty. It is the good equipment to measure because the every man had greed, if the leader has honesty; he will be the leader for a long time. The leader does not keep money of the organization.

3. THE LEADERSHIP ACCORDING TO BUDDHISM

The man who is the complete leadership consisted of the seven Dhammas:

1. Knowing the principles (Dhammaññutā), whenever you are in any positions, you should know the principle, the work, the duty and the law for example the governor has to know political science principle and the rule of the state that is the law or constitutional law. Whether the community, society, organization or any sectors has to follow the principle, the rule and the law, the leader has to follow the Dhammaññutā. The leader according to the Sappurisdhamma is (Thongyoi, 1993: 8-9)

(1) Knowing the truth; knowing how the situation is.

(2) Knowing the principle; knowing how to the work and knowing how the result happening.

(3) Knowing the principle to get the result; knowing when doing this principle, and then getting that result. Knowing the principle, the work, the law was the important qualification of the good leader.

2. Knowing the purpose (Atthaññutā), knowing the purpose means having definite purpose and getting the purpose. This is the important quality. When the mind concentrates to the purpose, but if there is anything disturbing it, it will not change. Don't care of useless emotion and useless matter, to intend to only the way to purpose. The one who is the leadership should know this Sappurisdhamma (Phraratdhammanidhet (Rabeab dhitiyano), 1993 : 233)

The leader who has Atthaññutā has to know the result or purpose of working. He has to know what the purpose he does. Whenever he gets this result, he can know that it depends on that event. When the leader knows the result and purpose of this Dhamma, he can have the vision to develop the society to the prosperity.

3. Knowing oneself (Attaññutā) means knowing who you are, what position you are and how consciousness and wisdom you have, and you have to remind

yourself. The leadership is not the perfect man. He has to develop all the time. It is said that the highest purpose of the Buddhism is knowing oneself, controlling the body, speech and mind definitely. Knowing the oneself means knowing who you are, and knowing all this matter;

- (1) Knowing who one is means knowing what position you are such as knowing you are a monk, a writer, a parents, a son, a leader or a follower.
- (2) Knowing what one has means knowing the position, knowing how much the morality you have, how much the knowledge you have and how much power and money you have.

4. Knowing the moderation (Mattaññutā), knowing the sufficiency means knowing the process of doing any matter for example the governor knows how sufficient to punish and to get the tax, not depending on the need, knowing the situation so the sufficiency takes to the success (Phra Brahmagunabhorn (P.A. Payutto) 1994 : 25-26). The sufficiency or the knowing how to be temperate for example the governor know how sufficient to use the power, punishment. The leader has to use Dhamma to govern the country and he has to know three elements of sufficiency;

- (1) Knowing the moderation of getting, it means how to get, how much to get, what for to get, if you don't know how get, it will have a problem of getting.
- (2) Knowing the moderation of receiving from others. It is suitable for you to receive the benefit.
- (3) Knowing the moderation of eating, knowing moderation of speaking, working, learning, relaxing, sleeping (Phraratdhammanidhet (Rabeab Dhitayano), 1993 : 233).

5. Knowing the proper time (Kālāññutā), knowing what time to work, what time to stop, what time to do, what time not to do, knowing the time to speed, the time to be slow, knowing the moderation of time for working that how much time

to use, knowing to use the time to be useful, never waste the time. Kālaññutā is the cause for making the person be on time, knowing the value of time, and working on time to get praising and it is the cause to take the prosperity. The person who consists of Kālaññutā is good, intelligent man.

6. Knowing the assembly (Parisaññutā), it means knowing the society, knowing the society of the world, knowing how problems the world have, especially if you want to help anybody, you have to know their problem and need, so you will help them with their need (Phra Brahmagunabhorn (P.A. Payutto) 1998 : 26)

7. Knowing the individual (Puggalaññutā), it means knowing the individual people or different people specially the people who cooperate of working, knowing how to speak, to praise, to complain, knowing how to make them accept , knowing to use the people to suit for the work, the leader should know how to get the benefit of life.

4. CONCLUSION

The leadership of educational institution in globalization has taken place from integration with the leadership according to the western idea and the Dhamma in Buddhism. They are divided into four elements for applying to work as 1) the quality of ability, 2) the quality of mind. The administrator believes that the characteristic is the controlling the emotion peacefully, 3) the quality of team work and 4) the quality of honesty, it is the characteristic of the leader for managing the educational institution to achieve the goals of educational management. The integration of leadership's working according to the Dhamma reveals to the resolving of educational management. The obstacle of the organization is the leadership without the knowledge, ability. According to the Dhamma in Buddhism, lacking of knowledge (Avijjā) is the problem of the organization, the leadership should know the Dhamma in Buddhism for solving the problem.

The leader has to know how to make the unity of team, make the new knowledge of management. The Buddhist leadership has to take the knowledge, thought, ability and morality to work until having efficiency. The leader should use loving-kindness, the principle of praising the others, punishment as the fault. As the vision of Buddhist society believes that the man should respect to each other, live in the society peacefully and preserve the morality and follow with three Dhammas;

1. Wisdom, it means knowing as the truth, everything in the world helps each other.
2. Purity, it means the purity without greed
3. Compassion, it means sympathy for the animal and environment because the Buddhism teaches to know the compassion and to know the done favour to all human beings.

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