

Buddhist Psychology in the Workplace: A Relational Perspective

During the past two decades several studies have indicated that there is a mounting dissatisfaction among members of the workforce. This is manifested in high employee turnover, absenteeism, greater stress and burnout at work, and lack of trust and fulfillment in the workplace. To provide a possible solution to the predicaments of contemporary workplaces, the researchers engaged in a study on Buddhist Psychology in work environments.

They did so because a review of the key Buddhist principles and practices reveals a striking similarity between what the current workforce wants from their work -- greater sense of interconnectedness, meaning and fulfillment -- and the core message of Buddhist psychology. Given our “fast and fragmented lives”--both personally and professionally--few topics are more pertinent in the present times than the art of conscious living and working.

This study explores the relationship between Buddhist practices and workplace wellbeing through the attainment of mindfulness and greater awareness. Thus far, no formal, in-depth studies exist that systematically explore the role of Buddhist principles and practices in achieving personal and professional harmony—especially the role of *mindfulness* and *greater awareness* in achieving workplace fulfillment. The present study intends to fill this important gap.

The research presented in this dissertation is meant to provide clarity to members of the corporate workforce as well as scholars and students of organizational behavior and Buddhist psychology about the linkage between Buddhist principles and practices. The study particularly focuses on the practices of mindfulness and the attainment of enhanced awareness, for greater personal fulfillment, increased workplace harmony, and improved organizational performance through better human connection.