The Strengthening of Peace Organization by Buddhist Integrations

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Abstract: Fostering a peaceful organization in the workplace requires the collaboration of its members join together in one direction for any organization to move forward that requires the cooperation of its members. The purpose of this article was to propose a way to live together happily by integrating Buddhist principles. Ten objectivity principle was used for speech that should be spoken, which before the speaker says anything should be considered. Ponder the impact of the message on whether it will affect the situation in a positive or negative direction. It is also necessary to consider the context of the audience and adjust the idioms, expressions, and attitude while talking to focus on the success of communication in a positive direction. This article will present the issue of managing conflicts, managing happiness, by integrating 10 objects in the administration of happiness organizations, hoping that when applying principles. The members of the organization will be happy to work continuously.
Keywords: The Strengthening, Peace Organization, Buddhist Integrations

1. Introduction

A happy organization is something that organizations seek to foster happen in their respective units. In working together, there must be communication, because humans are animals, society must rely on others to help them live their lives but the practice of working together can lead to conflicts [1]. If the workplace is compared to a large machine, a machine to function requires a combination of several small gears that work together and synchronize in one direction. For any organization to move forward, it requires the cooperation of its members [2] with the ultimate goal of organizational success and happy coexistence [3].

Humans are living beings with complex dimensions and mechanisms. Some mechanisms may be overloaded, resulting in conflicts and unrest in the workplace. This can be seen from the news of the workplace conflict in various media, for example, a chief of a hotel employee in Chiang Mai argued with a colleague, and then took a machete that was more than 20 inches long and stabbed the other party. The perpetrator, Navin, waits to surrender himself to the police with his machete. Mr Navin confessed that before the incident, there was an altercation with Mrs. Chanpen over the work and there are challenges, causing a fight so violent that it causes anger to stab the opponent with a machete until death. [4] In an incident where a Chinese chief argued with his subordinates over uncontrollable wages, while his subordinates fiercely retaliated in front of the boss, they were hit by the boss in the face, causing the subordinate who was deeply upset to react by repeatedly hitting the boss before someone stopped him. [5]

The website of a Chinese news agency reported that an altercation occurred during a meeting of a company in Huainan City, Anhui Province, CCTV footage showed the boss and a female employee arguing on opposite sides of the conference table. Before the boss slapped the table and raised the chair next to him preparing to strike at the female employee. As the female attendant saw this, he grabbed another chair and threw it at the boss until it staggered back and fell to the ground with a chair still in hand. The female employee then threw the same chair at the boss's body, with other employees in the incident trying to stop it. The female employee said the boss claimed she owed him. She said that if she really owes him, then let him make a document out of it until the end of an argument arises. The woman was detained by police for six days and fined 200 Yuan (nearly $ 1,000) for assault, causing intentional injury to others.

In the case of an example, it is an example of the use of violence that is not effective in any case; this research proposes a way of living together happily by integrating Buddhist principles [7]. The principle of Kathavatthu10 will be proposed. Kathavatthu10 (Subjects for talk among the monks) is the principle of what to say, that is, thinking before speaking, considering whether the impact of the message will affect the situation in a positive or negative direction. In addition, the context of the audience must also be considered, and then adjust the expressions, expressions and expressions during the conversation in order to only lead to the success of communication in a positive direction. This article presents the issue of Conflict Management and Happiness Management by integrating

Kathavatthu10 into the management of happiness organizations. In this regard, it is hoped that once the principles are applied, members of the organization will be happy in their work continually.

2.Literature Review

Concepts and theories affecting peaceful organizations

2.1.POCCC Theory of Management

The POCCC Theory is based on the 5 functions of Henri Fayol [8] which were established for the management of the organization. Each function is important, linked and interrelated to ensure a successful and successful work. Details of the 5 functions are as follows:

P - Planning: Planning is the determination of an action plan or path that will be performed from start to finish and cover all processes. It is a set of guidelines for future work. This planning is born out of a vision combined with a forward-looking management imagination, which is transmitted as an action plan and goals must be achieved

O - Organizing: Organizational organization determines the positions, duties, duties, responsibilities, as well as the number of people to cover all work processes including the organization of the position and organizational structure to prioritize management and command. If the organization has a systematic management, a clear and non-overlapping division of work and the amount that is suitable for people will surely make the work more efficient and have a high chance of success.

C - Commanding: In mass order commanding operations, a commander is required to run smoothly. Therefore, the organization as well as the working structure will clearly show the chain of command and priorities as well as the authority to command. The advantage is that it allows for timely decision-making. Decision-makers must be able to analyze things carefully and make decisions quickly.

C - Coordination: Coordination refers to the obligation to connect the work as well as the compatibility of the workforce. Maintaining the same goal and facilitating the work to achieve the desired outcome. Good coordination is required at all levels, from individual to person, supervisor to subordinate, department to department, to executive to every department in the organization.

C - Controlling: Controlling means supervising and managing everything to be accomplished as planned and the implementation of the operation according to the specified framework in terms of time frame, operating standards, work procedures, co-ordinate all parties to be smooth. This control also includes non-human resource management such as raw material resources, machinery, output, as well as all operating budgets in order to work as efficiently as possible.

2.2.Principles of Management based on the concept of Henri Fayol

1) Division of Work: Organizational structure and work will allow us to clearly see the duties and work of each person in the organization. This brings about the complete division of labor into different parts. The division of labor should be divided according to individual skills and expertise to achieve the most effective work.

2) Authority & Responsibility: Having received the authority to work, it must also be responsible for the work performed. Decision, issuance and management must be held accountable for their actions in accordance with their assigned authority.

3) Discipline: Discipline is a framework for mutual practice, obedience, mutual respect and work together in the best that is clear and straightforward. In mass work, everyone needs to be disciplined in their work so that they can easily be productive and successful. Discipline should be governed from top to bottom, with principles and penalties clearly supporting the offender.

4) Unity of Command: Only one commander is needed to have absolute power to command and to enable decisions to be executed in a timely manner.

5) Unity of Direction: Work should have only one master plan. Even if a backup plan is available, it is best to stick to the master plan first to avoid confusion. Working as a group, agency or even an organization, it is important to have a common goal that allows everyone to see a clear course of action and drive them towards a common goal.

6) Subordination of Individual Interest: Morality is an important thing that should be adhered to in the workplace. The interests of the organization and the interests of the public should precede personal interests, which should also be based on the basis of justice, accuracy and suitability.

7) Remuneration: Actions must be agreed to and enjoyed by both the employer and the employee in terms of suitability, fairness and unfair advantage. It should also be adjusted according to the appropriate situation such as other forms of compensation such as rewards, benefits, other forms of benefits, training and praise. These things can also satisfy employees.

8) The Degree of Centralization: Centralized power will be easy to control, direct and timely. Powers may be decentralized, but they need different priorities and different authorizations for systematic control and ease of operation.

9) Scalar chain: Scalar chains allow us to clearly see the power of command as well as the level of administration in order to facilitate the flow and process. It makes work more systematic and manageable, solving problems quickly and to the point. It also helps to establish communication regulations, transfer information and organize the content of communication accordingly.

10) Order: Tidiness makes work more efficient and easier to achieve goals.

11) Equity: Equality, as a human being, should be entitled to humanitarian rights and treatment and not take advantage of each other.

12) Stability of Tenure of Personnel: Stable performance makes employees feel comfortable, worry-free, and work-hard.

13) Initiative: This is the strength of the organization. The organization should encourage self-expression. Employees should have the liberty of expressing their opinions and presenting new things. This will give rise to an initiative character that is a good foundation for any job, regardless of style or career.

4) Esprit de Corps: All employees must work in unity and in a team, cooperation, and deal with the problems that arise in order to reach the point of mutual success [9].

In POCCC management theory, the emphasis is on comprehensive management, starting from planning to operations.

Organizational structure to work control in accordance with the set standards can be adjusted to suit and according to the organizational context. The advantage of Henri Fayol's principle of management is its all-round attention and a comprehensive emphasis on human and non-living production processes. The key to management principles is "Unity", a common purpose, one direction, to unity and harmony towards success.

2.3. Conflict theory

Wanchai Watthasap [10] explains that conflict is a normal thing that can happen to everyone, which is not a bad thing. If able to extricate them in a creative way and lead to a solution or find a solution, we cannot prevent conflicts, but we can create a process for resolving them or disputes. Conflicts and disputes have a similar meaning. Conflict is a matter of differing opinions or beliefs, but the parties can still work together but disputes are matters that stakeholders aim to overcome in order to achieve their goals.

Sermsak Wisalaporn [11] said that conflict is a social process. Conflicts arise when each party has incompatible aims and different values. These differences are often perceived rather than actual. It is an interpersonal relationship involving a purpose or method, or both, but a negative dependence. It can be broadly said that a conflict refers to the individual's needs mismatched, whether it is the actual need or the likelihood of a desired one.

3. Reasons and factors that cause conflict

Humans are social creatures, so there is a psychological need to coexist in groups in order to feel safe. With contexts that differ according to individual characteristics and in the midst of limited resources [12] [13] it is inevitable that conflicts will arise.

Conflicts in human society are divided into broad categories:

1) Comments: Matching opinions help people to mingle smoothly. But if their opinions are inconsistent and one party doesn't accept the other's opinion as correct, then a conflict will arise.

2) Guidelines: People with the same viewpoint are likely to work together. People who share the same opinion of principle but may disagree with the other person's practice A conflict may arise from this in another way.

3) Benefits: What everyone wants or satisfies each other, conflicts because their interests can be seen most clearly and occur in most everyday life, especially those in the economy and politics.

Therefore, in situations of coexistence with different contexts based on individual characteristics, when differing opinions and different practices share irrational interests, conflicts cannot be avoided. Conflicts because of their interests are most visible and arise in everyday life.

3.1.Kathavatthu10 (Subjects for talk among the monks): Principles of conversation.

The Lord Buddha realized the importance and the benefits of speech and therefore established principles and teachings about the word in the Tripitaka. What is generally perceived is one that should be discussed.

Kathavatthu10 is the principle that matters to be said.

Before someone speaks or says anything, the context of the situation and the audience should be considered. Then adjust the expressions and expressions to suit that context in order to achieve post-conversation peace. Because people and workplaces have details, forged and unique, social conduct and attitude must be adapted to the context in which it is facing. An example of a Buddhist doctrine on matters that should be discussed, Kathavatthu10 [14], is applied and integrated into the context of conflict management communications for peaceful organizations.

1) Talk about or favorable to wanting lit: The subject matter of smallness is adapted to create a peaceful organization - raising awareness of the identity and the lack of wanting to follow others until it causes jealousy, where jealousy is a negative force that creates a negative atmosphere in the workplace

2) Talk about or favorable to contentment: Solitude, adapted to create a peaceful organization - separating from a group to slander others and the inextricable communication group, which is a wasted waste of time each day

3) Talk about or favorable to seclusion: The matter of seclusion has been adapted to create a peaceful organization - isolation from any conflict to revisit and find a solution in a constructive and peaceful way

4) Talk about or favorable to not mingling together: The matter of inaction by listening, seeing the physical conversation and coexistence are applied to create a peaceful organization - lack of gossip, no sneaky talk, not spreading rumors, and not showing sarcastic behavior because those behaviors destroy the happy atmosphere of coexistence

5) Talk about or favorable to strenuousness: Proposals about the complete physical and mental diligence will be adapted for the formation of a peaceful organization - the training of the mind to tolerate the detriment of deterioration, whether it is anger in the cause of strife and tolerance for duty not to commit fraud, even if there is an opportunity to cause it.

6) Talk about or favorable to virtue or good conduct: The issue of integrity through organic focus, purity living and consideration of four factors will be adapted to create a peaceful organization - self-realization, necessary living expenses appropriate to economic status, not obsessed with unkindness, not being too extravagant until it leads to corruption in duties to bring compensation to be spent on things that result in the deterioration of life.

7) Talk about or favorable to concentration: The matter of perfection through meditation will induce the meditation and apply it to the formation of a peaceful organization - commitment to unity and commitment to the development of agencies and organizations to progress, not giving up when encountering obstacles, but bringing the problems found to discuss and resolve for further development.

8) Talk about or favorable to intelligence: The matter of perfection with wisdom is adapted to create a peaceful organization - executives should promote activities and provide knowledge or sending personnel to train to increase knowledge in the field, develop potential and work skills and to increase self-esteem along with creating motivation for work

9) Talk about or favorable to deliverance: The matter of perfection that leads the mind away from desires and suffering will be adapted to create a peaceful organization - when a conflict arises in an agency, the management arranges for the parties to work together to negotiate to find a peaceful and constructive solution.

10) Talk about or favorable to the knowledge and vision of deliverance: Convincing interest and understanding of knowledge and opinion in the state of liberation from passion and suffering will be adapted for the formation of a peaceful organization - taking the conflicts found in the organization to take lessons in order to find solutions and prevent repeated incidents including bringing the points found to develop the organization to prosper and become a peaceful organization.

Strengthening the Buddhist Integration Peace Organization

Organization of happiness is something that organizations try to promote in their respective units. This is because working together must be communicated, because humans are social animals that need help with other people in

their life. When working together, there may be conflicts or not understanding each other. Therefore, the integration for peaceful coexistence can be presented in Table 1 and Figure 1.

Table 1 Buddhist integrated - approach peace organization

| POCCC Management Theory	Buddhist principles	Results of Integration
Planning: Planning is a set of action plans or paths that will be carried out from start to finish, covering all processes and goals that must be achieved.	-Talk about or favorable to concentration -Talk about or favorable to intelligence -Talk about or favorable to the knowledge and vision of deliverance	The management sets the action plan and leads the operator to have an understanding of the work plan including unity and determination to achieve success in the implementation of the plan indefinitely.
Organizing: Organization is structuring the position, duties, responsibilities, as well as the number of workers covering all processes.	-Talk about or favorable to wanting lit -Talk about or favorable to contentment -Talk about or favorable to the knowledge and vision of deliverance	Executives structure the positions, duties and the number of people to suit the workload to prevent grouping, talking, gossiping and unintentional work, using human potential at the right time and persuading operators to understand within the context of their workload for a smooth and successful work.
Commanding: The command of command is a structure of work that results in a clear line of command as well as the authority to command. The advantage is that it allows for timely decision-making. Decision-makers must be able to analyze things carefully and make decisions quickly.	-Talk about or favorable to the knowledge and vision of deliverance	A good leader, in addition to making careful and quick decisions, also has a fair mind, in the event of any disagreement that requires a definitive judgment, in decisiveness, there must be compassion, including compassion, guiding solutions, forgiveness, and providing opportunities to find a peaceful solution to conflicts.
Coordination: Coordination refers to the obligation to connect work as well as the working compatibility of manpower, governance that is aligned towards the same goal and enabling smooth operations to achieve the intended results.	-Talk about or favorable to strenuousness -Talk about or favorable to concentration -Talk about or favorable to deliverance	People in the coordination function to achieve the goals must be people who have psychology and persuade the operator to understand the guidelines for the common goal, it also encourages perseverance and does not give up halfway before reaching the achievement of the goals that have been set.
Controlling: Controlling means managing everything to be carried out as planned and in accordance with a set frame, in terms of time frame, operating standards, work procedures to co-ordinate all parties to be smooth in order to work as efficiently as possible.	-Talk about or favorable to the knowledge and vision of deliverance -Talk about or favorable to intelligence -Talk about or favorable to deliverance	Persuading staff members to focus on and understand knowledge in a path towards success, and provide compassionate guidance when obstacles and problems arise in work, giving opportunities to express opinions and openness to proposing new solutions to problems.
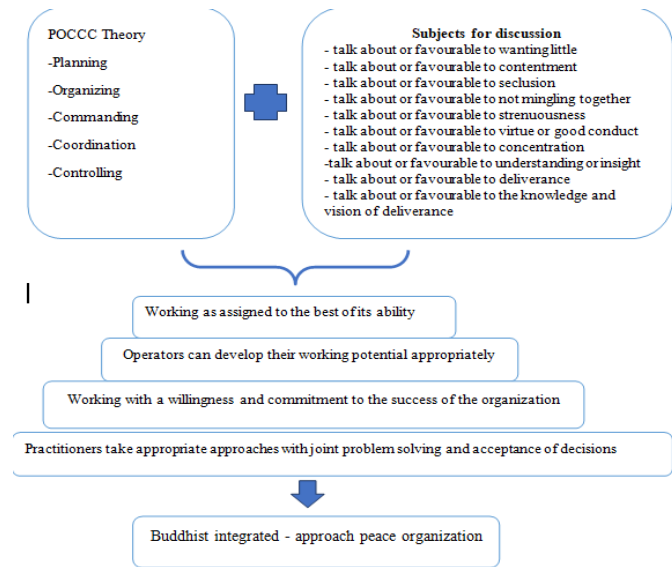
Fig. 1 Buddhist integrated - approach peace organization

4. Conclusion

An organization that has a work in progress must rely on the cooperation of its members. This means that a machine to run smoothly must be achieved through the systematic interaction of small cogs. Humans are living beings with complex mechanisms. When people from different contexts and backgrounds come together with one specific purpose, conflict can arise. When a conflict arises, whether it is violent or is characterized by a hidden conflict, it affects the work environment. This article presents the issue of happiness management in the workplace with the introduction of Kathavatthu10 (Subjects for talk among the monks) to integrate in happiness management. It is hoped that when applied, the members of the organization will have a working atmosphere with peace and compassion.

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