



16TH INTERNATIONAL CONFERENCE ON BUSINESS MANAGEMENT

**TRANSFORMING KNOWLEDGE INTO ACTION:
TOWARDS SUSTAINABLE DEVELOPMENT IN
EMERGING ECONOMIES**

**MONASH UNIVERSITY
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ABSTRACTS

Organisations with a Buddhist Ethos – A path to sustainability?

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Abstract

This paper investigates how organisations with a Buddhist ethos make sense of different institutional logics in pursuing sustainability. Interviews and documentary evidence from two not-for-profit and two for-profit organisations in Sri Lanka are analysed. The founders and current leaders of all organisations are found to play a key role in promoting a Buddhist ethos. A more spiritual, systemic, and holistic approach to sustainability was seen in the not-for-profit organisations. The for-profits tended towards a stronger entity focus, evidencing a more managerially-oriented approach with both substantive and symbolic actions. Core practices of the not-for-profit organisations were more aligned with sustainability and were predominantly influenced by a Buddhist logic, in tandem with a community logic. The for-profits manifested a combination of Buddhist, community, and business logics in their sustainability practices. Buddhist logic primarily linked with strategic decisions and community relations, whereas business logic influenced ethical business conforming to standards and regulations.

Keywords: Buddhist ethos, for-profit organisations, not-for-profit organisations, Sri Lanka, sustainability

Impact of envy on job engagement: A study of academic staff members in the private higher education sector in Sri Lanka

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Abstract

Employees are emotional beings. At work, however, employees are supposed to intentionally suppress their emotions, even though this is a difficult task. Negative emotions in the workplace are neglected, even though positive emotions tend to be reinforced with ease. As emotions are a factor which affects job engagement, people who are driven by enthusiasm are often involved in their work and motivated by the work itself, bringing more positive results for the organisations. This study examines envy, one of the rampant negative emotions in the workplace, and its impact on job engagement. The study was conducted on a sample of 162 academic staff members working as full-time academics in private higher

educational institutes in the Colombo District of Sri Lanka. Data were collected through a standard and validated questionnaire survey. The results showed that there is a significant impact on emotional and cognitive engagement when an individual feels envied by others or feels envious of others. However, there is no impact from feeling envied by others and feeling envious of others on physical engagement. The study illustrated that feeling envied by others and feeling envious of others is negatively associated with emotional engagement, whereas feeling envied by others and feeling envious of others is positively associated with cognitive engagement. Accordingly, the study proposes that managing employee envy is worthwhile, because it leads workers to better engage themselves in their work roles physically, emotionally and cognitively.

Keywords: Envy, job engagement, physical engagement, emotional engagement, cognitive engagement, Sri Lanka

Trends in childhood obesity and related health policies in Sri Lanka

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Abstract

Obesity among children is a global public health issue and its prevalence is rising worldwide regardless of the economic status of the individual country. The current study describes the factors associated with childhood obesity in Sri Lanka with a view to modifying or developing policies and guidelines to prevent childhood obesity. A cross-sectional study and a qualitative study were conducted among adolescents, their mothers, teachers and health care professionals (HCPs) in the Colombo district, Sri Lanka. Birth weight higher than 3500g, reduced physical activity, high calorie intake and consumption of fast food were associated with obesity among adolescents. According to stakeholders, there is a need to review, revise and reactivate the current policies and develop new strategies to prevent and control obesity among children. A multi-disciplinary approach and advocacy are necessary at the level of policy making to prevent and control childhood obesity in Sri Lanka.

Keywords: Adolescent health, obesity, health policies, Sri Lanka