

# Congratulatory Note

I would like to express my warmest congratulations on the founding of "The HRD Journal, Burapha University", the first journal dedicated exclusively to issues relating to human resource development (HRD) and human resource management (HRM) in Southeast Asia, published by Burapha University. Through this Journal, the countries in Southeast Asia and beyond will have an academic forum to generate, discuss and review new ideas, scientific knowledge and methods of human resource management for industries, institutions, and public and private organizations. It is very fitting that this important journal is being launched now as the countries in Southeast Asia are beginning to recover from the recent global financial crisis. I would like to congratulate the leadership of Burapha University, particularly the International Graduate Studies Human Resource Development Center (IG-HRD), Faculty of Education, who conceived of the idea and worked hard to launch this important journal.



Of the three major inputs required for the production of goods and services, namely capital, technology, and human resources, the most important and critical factor is undoubtedly human resources, or labor. Without labor, there will be no technology of any kind, and no capital can be generated or used without labor. Labor can and does drive the production of goods and services, and depending on the size, quality, and efficiency of human resources, a variety of systems, institutions, or organizations can survive, sustain, and flourish.

Good and efficient systems of HRD and HRM are particularly important in developing countries. The countries in Southeast Asia have recently begun to develop and grow economically, and rapid industrialization is taking place, bringing with it the need to manage large systems of human resources. There is huge demand for well-trained human resource managers, particularly at a senior level; these experts are required to handle modern and efficient systems of human resource management, and are critical components of establishing and sustaining various kinds of institutions and organizations.

However, due to the short history of human resource development in developing countries, there is a shortage of well-trained managers. Moreover, it is important to note that developing countries, particularly in Southeast Asia, cannot and should not simply import the human resource development and management systems of advanced western countries due to significant differences in social, cultural, political, and economic backgrounds.

These western systems, as advanced and as efficient as they may be in a western setting, will have to be carefully studied, evaluated, modified, and tested before introduction in local economies. Throughout this process, human resource management specialists must

thoughtfully carry out scientific studies and systematic evaluation to ensure success of the new systems of human resource development and management in the Southeast Asia.

The new Burapha Journal will provide a pivotal role in facilitating this exchange of academic and scientific knowledge, testing, and evaluation processes.

I wish the editorial team and management staff, as well as all Burapha University administrative officers involved with this journal, all the best in this endeavor, and pray for many years of success as one of the top journals in the world in this field.

“Think Big” and “Go Global”!

Regards,

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