

Editorial

First and foremost, we would like to express our sincere thanks to Professor Dr. Brian Sheehan, President of the Asian forum on Business Education, and currently one of our editorial board members, who kindly shared his wealth of expertise from teaching at several universities in Thailand for over 15 years to our journal. For this issue we have invited an honorable author, Professor Dr. Jamnean Jountrakul, a Professor of Human Resource Management, School of Global Business, Far East University, Korea, a Chair of the Doctor of Business Administration Program, Rattana Bundit University (RBAC), and a Member of the Thai National Economic and Social Advisory Council of Thailand to present an article on *“Competency Based Skills Development: A Case of a Dock Station Management Company in Thailand”*.

We have learned from the 6th Thai Citation Index (TCI) Symposium on Thai Scholarly Journals held on May 20, 2011, specially from the invited presentation in the topic of *“Innovation in Scholarly Publishing”* by Mr. Youngsuk ‘Y.S.’ Chi, Chairman, Elsevier Management Committee, concerning the quality of journal and from Professor Dr. Narongrit Sombatsompop, Head of the Thai-Journal Citation Index Centre about TCI Rational Impact and the Criteria. We also had a chance to associate with over 200 Thai editors.

From now on we are not walking alone. We are confident that our HRD journal will meet all the TCI criteria and will possibly be one of the journals in the TCI database next year. Our goal is to be included in the list of SCOPUS, one of the world’s largest citation indexes.

The *Human Resource Development Journal* is distributed to Universities in Thailand and HRD programs in the region, as well as being available by subscription. We provide careful and transparent peer reviewing, English language proficiency assistance in academic paper writing, and technical editing. We realize that establishing a viable scholarly journal takes time and effort. We cannot succeed without the understanding and support of key individuals and organizations.

Again, our mission is to publish papers that will be of serious interest to HRD professionals and scholars. We encourage you to join us by submitting manuscripts. This issue contains articles which cover a wide range of topics, that illustrate varied perspectives in our HRD field

Tanit Wongpiyanantakul proposes the leadership competencies for middle managers in Thai logistics companies and the key success factors for those working in logistics companies in Thailand. He suggests that implementing the key success factors will enable logistics companies to concentrate on ensuring better performance of middle managers in order to achieve overall company goals and enhance customer satisfaction.

Niti Choosawat applied a grounded theory approach to discover the “Core Values” of the corporate culture of multinational companies operating in Thailand. He proposes a conceptual model of corporate core values, called the *“CAT Triple B”* Model, derived from the corporate core values he uncovered in his research.

Prayat Phunong-ong, a Thai blind Ph.D candidate, describes the role and function of the support teachers (ST) of the visually impaired (VI) student in Thailand. Being a blind man, he relies largely on reading from his fingertips. He proposes the reader with a new data collection method, called *“Deep Listening Coding”*, for qualitative data analysis.

Jutamard Thaweepaiboonwong discusses the factors affecting the intention to resign from the organizations of permanent workers working in the area of Eastern Industrial Estate of Thailand. She points out that creating a satisfied working environment does not mean that there will not be any turnover intentions and that the HR plans should be prepared and implemented. As a result, she recommends the organization should have some plans for turnover intentions of valuable employees, as their needs may also not be fulfilled.

Chalerm Sri Chantarathong examines the underlying features of a motivational approach to hotel job training and evaluates the effects of a motivational approach to training on staff performance and job satisfaction. She developed a motivational training model for hotel management in a four-star, non-chain hotel in Pattaya City. She suggests that hotel managers should engage in training their staff, not only on hotel standard operating procedures, but also with a motivational emphasis on sustaining employees' development.

Laddawan Someran investigates the factors that influence academic staff at Rajamangala University of Technology Suvarnabumi (RMUTSB) to stay at and leave the university. She also creates a tentative retention strategy model from the study, a sequential mixed method approach.

Kanchi Saenubol and Soree Pokaeo address the effect of the Buddhist personal growth and counseling group and ĀNĀPĀNASATI training on UPEKKHĀ and PAÑÑĀ. They also suggest ĀNĀPĀNASATI training in this study was led by Phra Acharn Pichetwong Bhadhrapanyo, of Awutawiksitaram Temple, Bangkok, who has been training ĀNĀPĀNASATI since 1986.

Muralidhar Prasad and Pavan Patel report on human resource accounting practices in Indian banking. They suggest banks need to focus on HRA practices for developing their Human Resources (HR) in a systematic and organized way, and make the HR as intellectual capital, providing a prominent place for it in their financial reporting.

Jamnean Joungtrakul and Dheerayuth Kietpiriyawong developed a competency-based skills development system for the logistics industry in Thailand. Based on their study, there are relevant recommendations for this industry. More importantly, they provided a competency-based training curriculum (i.e., Container Depot Operation with seven training modules and 31 subjects was developed).

This issue of the HRD Journal of Burapha University will enjoy the continued support of its wide and varied audience and contributions and that we will join hands in making the mastery of HRD as our first priority. We trust that our HRD journal will once again meet all the TCI criteria and will soon be one of the journals in the TCI database and in the list of SCOPUS, one of the world's largest citation indexes.



Chalongsak Tubsree, Ed.D.

Editor in Chief



Saratid Sakulkoo, Ph.D

Managing Editor