

Editorial

Our goal of having the HRD journal is that to create a sound floor for those academic, professional and graduate students to disseminate and exchange their experiences, knowledge and research finding. However we have not yet reach the goal, from the past years more than half of the articles published in our journal are from our students and other universities. We expect that the ratio of research article between students and non-students changes in the favors of non-students. At the end of this year our journal will be three years old and is qualified to getting in to the TCI standard. With the systematic careful process of our journal, I am quite sure that the journal meets all requirements to get in to the TCI. This will enable the HR and HRD professionals and practitioners in Thailand and ASEAN countries have ground for knowledge or experience exchange and development. In this issue, Professor Dr. John Dewar Wilson has kindly shared the information on the history, the future and his vision concerning HRD Journal. Professor Dr. John Wilson is one of our founders of the HRD program at Burapha University, he had contributed a lot to the program. He still own thankfulness from us.

This issue presents the research reports that are quite balance in terms of components of the HRD field which comprises of system, psychology and economic field.

For the economic related field, they are;

Wang Yang, studies the Information Technology Employee Intention to Leave in Small and Medium Enterprises in Kunming City Peoples' Republic of China. The study aims to find out the factors that effect employees' intension to leave the SME in China.

Supharuk Aticomswan conducts the Discovery of the HR Brand Concept in Thailand. The study explores the concept of the HR brand in the Thai context.

Ladda Charuksathitwong investigates Informal Learning for Incremental Product Development and Marketing: A Case Study in Thai Textile Industry. The study describes how a typical small/medium-sized enterprise in the 'twilight' Thai textile industry develops and equips its workforce to deliver a commercially successful product between 2006 and 2009.

For the system related field, they are;

Lei Dai conducts an Investigation of Human Resource Consultants Services in Multinational Companies in Thailand. The study aims to investigate the current services that HR consultants provide to MNCs in Thailand, and to study the practices of HR consultants in MNCs in Thailand.

Nawasanan Wongprasit proposes the Boat Model: A New Leadership Competency Model for Private Hospital Directors in Thailand. The purpose of the study is to present the Boat Model, a new leadership competency model for private hospital directors in Thailand.

Somanat Yordmanee investigates Managing the Informal Sector Workforce of the Social Security System in a Selected Municipality in the Eastern Part of Thailand. The study aims to develop a system to manage the informal sector in the workforce in Thailand.

Lastly, we have Associated Professor Dr. **Dhorn Suntrayuth** reported his study on "Internal and External Risk Factors' Influence on Management for Faculty of Education in Public Universities Thailand". The results of his study are interesting and should be beneficial information for Faculty of Education in Thailand.

For the psychology related field, they are;

Jirasuk Suksawa studies the Collective Violence Experience of Well-Adjusted Undergraduate Students Living in the Southern Border Provinces of Thailand: Qualitative Investigation. This study examines the experience of collective violence among students native to the Southern border provinces of Thailand.

Araya Phontanya conducts a test of causal model of children's development with/without resilience as mediator: A comparison between children affected/not affected by the 2004 Tsunami. The purposes of the study are to validate two competing developmental models of the children exposed to the 2004 Tsunami disaster with and without resilience as a mediator.

Karma Gyeltshen studies Happiness: Bhutanese Nurses, Who Works in One of the Happiest Districts, Perspectives. *This qualitative research study explores the perspective of nurses working in the happiest district in the Eastern region of Bhutan.*

Panicha Boonrat investigates Foreign Language Classroom Anxiety of Secondary Students of International Education Program for Basic Education, Piboonbumpen Demonstration school, Burapha University. The purpose of the study is to investigate the levels of foreign language classroom anxiety of secondary students at the International Education Program of Basic Education (IEP) of the Piboonbumpen Demonstration School in Burapha University.



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