



12 November 2025

Parallel sessions Day 1

14:30 - 15:45 (Parallel sessions 1)

Organization Diagnosis and Development

Session chair: Dr. Kotchaworn Chuymanee

Room 601 - 6th Floor, Siam Building

- Exploring Expatriate Management Challenges in Chinese Manufacturing Firms in Thailand: Toward a Cross-Cultural Training Framework*
 - Ms. Ying Pei
- Employees as Lifelong Learners: Key Characteristics and Organizational Support in Thailand
 - Dr. Kotchaworn Chuymanee, Assoc. Prof. Dr. Wirathep Pathumcharoenwattana
- Organization Diagnosis to Develop Academic Research Literacy of Thai Faculty Members in Aviation-Related Programs
 - Dr. Voralux Vorapuksirikool

Sustainable HRD: Green HRD, Diversity, Equity, and Inclusion

Session chair: Dr. Korkiat Mahaveerachartkul

Room 602 - 6th Floor, Siam Building

- Intersectional HRD Praxis: A Systematic Literature Review
 - Asst. Prof. Dr. Eunbi Sim, Assoc. Prof. Dr. Nicole Dillard
- How Customer Incivility Erodes Organizational Citizenship Behavior: A Social Exchange Perspective
 - Ms. Pirasinee Chaikuntaveechot, Assoc. Prof. Dr. Wisanupong Potipiroon

Testing and Measurements in HRD / Organizational Culture in Digital Era

Session chair: Assoc. Prof. Dr. Pawinee Petchsawang

Room 603 - 6th Floor, Siam Building

- Development and Validation of Career Crafting Scale in the Korean Context
 - Dr. Suwon Yim
- Key Challenges Faced by Large-Sized Thai Companies When Implementing KPI-Based Performance Management Systems
 - Ms. Pinnara Naranong, Assoc. Prof. Dr. Pawinee Petchsawang
- Exploring the Characteristics of Innovative Organizations in 2020 – 2025: A Systematic Literature Review
 - Mr. Kanol Chantimangkul, Prof. Dr. Chiraprapha Akaraborworn
- Understanding Turnover Intention of R&D Employees in South Korea: The Roles of Adhocracy and Hierarchical Culture, Job Stress and Organizational Commitment
 - Ms. Ji Yeon Jeon, Ms. Gi Min Kim

- Latent Profile Analysis of Kaleidoscope Career Model Types of Mid-Career Female Workers
 - Ms. Jiyoung Kim, Prof. Yoonhee Park
- Developing a Sustainability Assessment System Based on the OVHR Model for Higher Education Institutions: Implications for Sustainable HRD**
 - Prof. Dr. Zsolt Nemeskeri, Assoc. Prof. Dr. Ivan Zadori



12 November 2025

Parallel sessions Day 1

14:30 - 15:45 (Parallel sessions 1) - Continue

Leadership and Positive Psychology

Session chair: Assoc. Prof. Dr. Oliver "Ozzie" Crocco

Room 604 - 6th Floor, Siam Building

- The Invisible Deal: Unpacking Psychological Contracts in Graduate Supervision
 - Prof. Dr. Jeong-Ha Yim
- Planting the Seeds of Creativity: Leaders' Experiences in the Thai Context
 - Mrs. Grace Mahfouz, Ms. Payton Stewart, Dr. E. Michelle Todd, Dr. Oliver "Ozzie" Crocco
- From Cold Storage to Hot Results: Proactive Work Behavior (PWB) Development, an Implementation at a Leading Thai Cold Storage Company
 - Sinchai Luesukprasert, Kyaw Min Han, Seri Udharasawasdi, Panjai Jarusarn, Norberto Tenorio Bondoc, Dr. Korkiat Mahaveerachartkul

Sustainable HRD: Green HRD, Diversity, Equity, and Inclusion

Session chair: Assoc. Prof. Dr. Juthamas Kaewpijit

Room 605 - 6th Floor, Siam Building

- Qualitative Study on Multicultural Categorization for Career Education of Adolescents From Multicultural Families: A Grounded Theory Approach
 - Dr. Taehee Kim
- Developing a D&I Awareness Training Program For Global Alignment: A Case Study of Hyundai Motor Company
 - Ms. Minyoung Kim, Prof. Yoonhee Park

Technology and AI in HR

Session chair: Dr. Mak Chee Wai

Room 607 - 6th Floor, Siam Building

- Human-AI Coaching to Mitigate the Mid-Career Plateau: An Interpretive Study Proposal
 - Mr. Bryant Raymond Ramirez
- Learning and Using AI: How Critical Awareness Shapes Attitudes and Engagement
 - Dr. Sehoon Kim, Dr. Hyejoon Yoon
- AI Research in Human Resource Development: Review and Future Directions
 - Prof. Sunyoung Park

HR Innovation and Transformation

Session chair: Assoc. Prof. Dr. Budsakorn Watcharasriroj

Room 608 - 6th Floor, Siam Building

- Explaining Bootlegging Innovation in SMEs: A Conceptual SDT-Based Mediation Model
 - Mr. Lu Minghua, Dr. Musa Siti Nur Syuhada Binti, Dr. Kunasegaran Mageswari A/P
- Swipe Left on the Office? RTO and Talent Attraction
 - Ms. Khawla Taouil, Dr. Jeong-Ha Yim
- Understanding HRD Through Multiple Lenses: An Analysis of Employee, Manager, and HRD Professionals' Perspectives in the Netherlands
 - Ms. Leonie Hirtreiter, Dr. Jolanda Botke, Dr. Henriette Lundgren, Prof. Dr. Rob F. Poell
- Timebank Research in Korea: An Integrative Literature Review of Trends and Insights
 - Dr. Heeseok Ra, Dr. Yoomi Kim, Prof. Soo Jeoung Han, Prof. Chung-Min Kang, Prof. Ahyoung Song



12 November 2025

Parallel sessions Day 1

15:45 - 16:00 Break at Room 201, 2nd Floor, Siam Building

16:00 - 17:15 **(Parallel sessions 2)**

Organization Diagnosis and Development

Session chair: Dr. Voralux Vorapuksirikool

Room 601 - 6th Floor, Siam Building

- Random Forest Approaches to Employee Turnover: Challenges and Implications for HR Research
 - Mr. Suwan Bae, Asst. Prof. Dr. Yunsoo Lee
- Developing a Framework for Learning Emotions in SME Workplaces
 - Prof. Seok Young Oh, Ms. Minkyoungh Jun, Ms. Hyeyoon Jeong
- Enhancing Structural Thinking Through Dienes Games in Adult Learning Contexts
 - Prof. Dr. Zsolt Nemeskeri

Sustainable HRD: Green HRD, Diversity, Equity, and Inclusion / Organizational Culture in Digital Era

Session chair: Prof. Dr. Nanta Sooraksa

Room 602 - 6th Floor, Siam Building

- Navigating Careers and Leadership in Higher Education: Experiences of Women Academics in Laos
 - Dr. Wee Chan Au, Dr. Champathong Phochanthilath, Mrs. Manivanh Sengphachanh, Mrs. Somchai Boulidam, Dr. Mostafa Ayoobzadeh

Leadership and Positive Psychology

Session chair: Dr. Nopparat Phaopat

Room 604 - 6th Floor, Siam Building

- Exploring Ethical Leadership in Higher Education: A Human Resource Development Perspective
 - Chatchawan Chaivasat
- Relating and Performing: A Network-Based Analysis of Leadership Emergence Through Emotional Intelligence and Growth Mindset
 - Mr. Simon Sang Hoon Shin, Mr. Beomgyu Park, Prof. Dr. Seung Won Yoon
- Examining Antecedents and Outcomes of Work Grit: Insights from Two SEM Models
 - Dr. Jiyoung Kim, Prof. Dr. Woocheol Kim, Dr. Minyoung Lee, Mr. Kwangwoo Kim, Mr. Woonghwan Sul
- Identifying Career Meta-Competency Profiles Using Latent Profile Analysis: Differences in Proactive Career Behavior and Job Crafting Among Early-Career Employees*
 - Ms. Hyeseon Chae, Prof. Jaeeun Lee
- Sustainable HRD for Inclusive Growth Through Corporate–SME–Government Collaboration
 - Ms. Sein Seong, Prof. Dr. Seong Ik Ahn, and Dr. Woojin Park
- Barriers of Organizational Learning in Digital Transformation: An Integrative Review
 - Ms. Yoon Young Oh, Ms. Kyubeen Lee, Suejin Kim, Prof. Seok Young Oh
- Supporting Sustainable Career Paths: The Role of Career Guidance in Promoting the Green Economy and Sustainable Development – Implications for Sustainable HRD
 - Prof. Dr. Zsolt Nemeskeri, Dr. Tamás Szilágyi



12 November 2025

Parallel sessions Day 1

16:00 - 17:15 **(Parallel sessions 2) - Continue**

HRD in Entrepreneur / Startup

Session chair: Dr. Thiri Kyaw

Room 605 - 6th Floor, Siam Building

- Can Entrepreneurship Education Drive Innovativeness by Enhancing Entrepreneurial Competency and Self-Efficacy in Nursing Management? A Conditional Mediation Analysis of Subjective Norms and Institutional Support
 - Prof. Dr. Jiyoun Han, Prof. Kwangsoo Shin
- Strategic Use of Team Diversity under Resource Constraints: A Dynamic Framing for New Ventures
 - Prof. Dr. Ki Bum Noh
- Migrant Entrepreneurship Development in Japan
 - Dr. Khin Thein, Prof. Yoshi Takahashi

HR Innovation and Transformation

Session chair: Assoc. Prof. Dr. Kritkorn Nawakitphaitoon

Room 608 - 6th Floor, Siam Building

- Canada's Learning and Development Survey: A New Beginning
 - Prof. Dr. Saul Carliner, Ms. Samira Karim, Dr. Lynette Gillis, Mr. Cesar Telo
- What Do Workers Learn Informally: A Survey of the Perspectives of Learning and Development Professionals in Canada
 - Prof. Dr. Saul Carliner, Dr. Nadine Bekkouche
- The Evolving Roles of Human Resources in the Contemporary Workplace
 - Prof. Dr. Roziah Mohd Rasdi, Assoc. Prof. Fee Yean Tan, Asst. Prof. Henriette Lundgren, Assoc. Prof. Dawisa Oui Sritanyarat, Assoc. Prof. Oliver S. Crocco, Professor Jenni Jones, Asst. Prof. Jennifer Jihae Park



14 November 2025

Parallel sessions Day 3

10:45 - 12:00 (Parallel sessions)

Organization Diagnosis and Development

Session chair: Assoc. Prof. Dr. Dae Seok Chai

Room 601 - 6th Floor, Siam Building

- The Tactics of AI-driven Leadership
 - Asst. Prof. Dr. Seth Martinez
- Toward a Cohesive Definition of Organizational Culture
 - Asst. Prof. Dr. Seth Martinez
- Organizational Development of a Merchant Association Based on Appreciative Inquiry: A Case Study
 - Dr. YoungWon Chae, Prof. JiHyun Shim, Dr. SeungHee Lee
- Innovating Through Unlearning: The Role of Engagement
 - Prof. Eunjee Kim, Prof. Sunyoung Park

Organization Well-being and Mindfulness / Organizational Culture in Digital Era

Session chair: Dr. Caleb Seung-hyun Han

Room 602 - 6th Floor, Siam Building

- The Flip Side of Digital Transformation: How Missing Talent Transformation Threatens Organizational Culture
 - Ms. Jin Lee
- Trait Mindfulness as a Moderator of Work-Life Balance and Compassion Fatigue: Examining Nonprofit Social Service Burnout and Turnover
 - Dr. Melissa Brown
- Psychological Wellbeing of Postsecondary International Students: Moderated Mediating Effects of Social Support and Cultural Adjustment
 - Dr. Dong-yeol Eric Yoon, Dr. Dae Seok Chai, Dr. Caleb Seung-hyun Han

Leadership and Positive Psychology

Session chair: Dr. Korkiat Mahaveerachartkul

Room 603 - 6th Floor, Siam Building

- Goal Orientation and Organizational Commitment of Millennials and Gen Z Employees: The Mediating Role of Motivation to Lead
 - Ms. Haeun Lee, Ms. Jinha Gwon, Prof. Yoonhee Park
- Linkership as a New Organizational Competency: Analyzing Its Association With Social Network Structures
 - Asst. Prof. Taejun Cho, Ms. Minju Kim, Ms. Duckhyun Park
- The Effect of Ethical Leadership on Adaptive Performance through Whistleblowing Intention: Focusing on the Moderating Role of Career Commitment
 - Ms. Seunghyun Han, Dr. Eunhye Han, Ms. Yunmi Byun, Dr. Dongkyoo Park

Technology and AI in HR

Session chair: Prof. Dr. Chiraprapha Akaraborworn

Room 604 - 6th Floor, Siam Building

- Exploring the Influence of Proactive Personality on Job Embeddedness: The Mediating Role of AI Literacy
 - Ms. Min Chieh Yu, Assoc. Prof. Dr. Wen Rou Huang
- Leveraging Explainable AI (XAI) to Analyze Employee Resignation: A Case Study of Real Estate Company in Thailand
 - Ms. Sudarat Lapeng, Prof. Dr. Chiraprapha Akaraborworn
- The Application of AI in Human Resource Development: A Systematic Literature Review
 - Ms. Mirae Oh, Prof. Yoonhee Park
- Generative AI in Human Resources: HR-AI Incident Risk Portfolio
 - Mr. Hosung You



14 November 2025

Parallel sessions Day 3

10:45 - 12:00 (Parallel sessions) - Continue

Organization Well-being and Mindfulness / Organization Diagnosis and Development / Leadership and Positive Psychology

Session chair: Prof. Dr. Yoshi Takahashi

Room 605 - 6th Floor, Siam Building

- Effectiveness of the Adaptive Leadership Behavior Development Program for Thai Managers: A Pre-experimental study
 - Ms. Pinnara Naranong, Dr. Tossaporn Mounsouy, Mrs. Kanda Supawasin, Mrs. Preeyanart Panyashom, Dr. Korkiat Mahaveerachartkul
- Understanding Employee Learning Patterns: A Latent Profile Analysis of Perceived Usefulness Across Learning Types
 - Asst. Prof. Dongho Kim, Mr. Byeonggyu Kim, Mr. Yoonhyuk Jeong, Ms. Minwook Lee
- Receiving Help or Receiving Harm: How and When Reactive and Proactive Help Influence Work-Family Conflict
 - Ms. Danni Yan, Prof. Dr. Yoshi Takahashi
- Examining Career Resources and Adaptability from a Sustainable Career Perspective**
 - Prof. Eunjee Kim

Leadership and Positive Psychology / Organization Diagnosis and Development / Testing and Measurement in HRD

Session chair: Dr. Adetola Adekunle

Room 607 - 6th Floor, Siam Building

- Exploring the Influence of Ethical Leadership on Proactive Work Behavior in the AI Era: The Mediating Role of Authenticity
 - Mr. Chi Hsu Chen, Assoc. Prof. Dr. Wen Rou Huang
- Competency Modeling for Staff Development by Job Position in Higher Education
 - Prof. Chan Lee, Ms. Jae ah Choi, Mr. Tae hong Min, Ms. Eun jin Oh
- Competency Modeling for Equipment Specialists to Promote Win-Win Growth with Partner Companies
 - Prof. Chan Lee, Ms. Jae Ah Choi, Mr. Tae Hong Min, Ms. Ga Hyeon Kim