



Announcement

National Institute of Development Administration

Application for Admission

Doctor of Philosophy Program in Human Resource and Organization Development

(International Program)

Academic Year 2024

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National Institute of Development Administration (NIDA) is now accepting application for admission to the Doctor of Philosophy Program in Human Resource and Organization Development (International Program).

1. Scholarship Applicant Qualifications

1.1 Plan 1 (1.1) is for a scholarship type 1 applicant who has earned both a Bachelor's degree with a minimum GPA of 3.00 and a Master's degree from a program involving thesis work, high-level research, or who possess experience in conducting or participating in research beyond classroom assignments, with a minimum GPA of 3.50 from a university or institution accredited by the Commission on Higher Education. Applicants are also required to possess research experience, demonstrated through conducting independent research or participating in research projects separate from their degree coursework.

1.2 Plan 1 (1.1) is for a scholarship type 2 applicant who has earned both a Bachelor's degree with a minimum GPA of 2.75 and a Master's degree from a program involving thesis work, high-level research, or who possess experience in conducting or participating in research beyond classroom assignments, with a minimum GPA of 3.50 from a university or institution accredited by the Commission on Higher Education. Applicants are also required to possess research experience, demonstrated through conducting independent research or participating in research projects separate from their degree coursework.

1.3 Plan 1 (1.1) is for a scholarship type 3 applicant who has earned both a Bachelor's degree with a minimum GPA of 2.75 and a Master's degree from a program involving thesis work, high-level research, or who possess experience in conducting or participating in research beyond classroom assignments, with a minimum GPA of 3.50 from a university or institution accredited by the Commission

on Higher Education. Applicants are also required to possess research experience, demonstrated through conducting independent research or participating in research projects separate from their degree coursework.

1.4 Plan 2 (2.1) is for a scholarship type 1 applicant who has earned both a Bachelor's degree with a minimum GPA of 3.00 and a Master's degree with a minimum GPA of 3.50 from a university or institution accredited by the Commission on Higher Education.

1.5 Plan 2 (2.1) is for a scholarship type 2 applicant who has earned both a Bachelor's degree with a minimum GPA of 2.75 and a Master's degree with a minimum GPA of 3.50 from a university or institution accredited by the Commission on Higher Education.

1.6 Plan 2 (2.1) is for a scholarship type 3 applicant who has earned both a Bachelor's degree with a minimum GPA of 2.75 and a Master's degree with a minimum GPA of 3.50 from a university or institution accredited by the Commission on Higher Education.

1.7 Plan 2 (2.2) is for a scholarship applicant who has earned a Bachelor's degree with a minimum GPA of 3.00 from a university or institution accredited by the Commission on Higher Education.

1.8 All applicants (except under condition 1.9 below) must submit a test score from either the Test of English as a Foreign Language (TOEFL), or The International English Language Testing System (IELTS). The minimum TOEFL score is 550 (NIDA ITP paper-based), 550 (paper-based), 213 (computer-based), or 79 (Internet-based), or IELTS score of at least 6.5 obtained within two years prior to the application deadline is required.

1.9 There is an exception of the English test score for an applicant who is native English speaker, or has obtained Bachelor's and/or Master's degree from an international academic institution where English is a medium of instruction and graduated within the past five years prior to the application submitted date.

2. General Applicant Qualifications

2.1 Plan 1 (1.1) is for a general applicant who has earned both a Bachelor's degree with a minimum GPA of 2.50 and a Master's degree from a program involving thesis work, high-level research, or who possess experience in conducting or participating in research beyond classroom assignments, with a minimum GPA of 3.25 from a university or institution accredited by the Commission on Higher Education. Applicants are also required to possess research experience, demonstrated through conducting independent research or participating in research projects separate from their degree coursework.

2.2 Plan 2 (2.1) is for a general applicant who has earned both a Bachelor's degree with a minimum GPA of 2.50 and a Master's degree with a minimum GPA of 3.25 from a university or institution accredited by the Commission on Higher Education.

2.3 Plan 2 (2.2) is for a general applicant who has earned a Bachelor's degree with a minimum GPA of 2.50 from a university or institution accredited by the Commission on Higher Education.

Note: For those who do not meet the minimum GPA requirement(s), applicants must provide additional solid evidence on their academic and/or professional prowess.

2.4 All applicants (except under condition 2.4 below) must submit a test score from either the Test of English as a Foreign Language (TOEFL), or The International English Language Testing System (IELTS). The minimum TOEFL score is 550 (NIDA ITP paper-based), 550 (paper-based), 213 (computer-based), or 79 (Internet-based), or IELTS score of at least 6.5 obtained within two years prior to the application deadline is required.

Note: TOEFL test score of 500 for NIDA ITP paper-based, 500 for paper-based test, 173 for computer-based test, 61 for internet-based test, IELTS test score of 5.0, or equivalence can be submitted under the condition to take and pass at least two English classes required at the School of Language and Communication, NIDA, and to submit the minimum TOEFL of 550 (NIDA ITP paper-based), 550 (paper-based), 213 (computer-based), 79 (Internet-based), or IELTS score of at least 6.5 before graduation.

2.5 There is an exception of the English test score for an applicant who is native English speaker, or has obtained Bachelor's and/or Master's degree from an international academic institution where English is a medium of instruction and graduated within the past five years prior to the application submitted date.

3. Application Procedure

3.1 Application Form is available for download at <http://hrd.nida.ac.th/hrd-phd/>, and available to pick up at the School of Human Resource Development and the Educational Service Division, NIDA.

3.2 Application Submission: Application is accepted from now in person, by post, or via e-mail. The deadline for application submission as follow.

Application Submission	Deadline Date
Scholarship Applicants (1 st round)	March 22, 2024
Scholarship Applicants (2 nd round)	June 7, 2024
General Applicants (1 st round)	March 22, 2024
General Applicants (2 nd round)	June 7, 2024

**** Late and/or incomplete application package will not be processed.****

In Person: Please submit application package between 8.30 – 16.30 Hrs. (Except public holidays) at School of Human Resource Development, 1st floor, Malai Huwanan Building, The National Institute of Development Administration.

By e-mail: Please send a scanned copy of application package to E-mail address:

Teerapast.kas@nida.ac.th or phdshrd@nida.ac.th

- Please put your application material under the subject of “**Application for Ph.D. HROD 2024**”.
- **Please be noted that applicants who submit application package via e-mail must provide the original document for checking on the interview date.**

4. Required Documents for Application

4.1 A completed application form.

(Form A, available for download at <https://hrd.nida.ac.th/hrd-phd/apply.php?htmlpage=10>)

4.2 A copy of Thai Identification Card (for Thai applicants), or a copy of passport (for foreign applicants).

4.3 A copy of official transcript(s) of all universities or colleges attended.

4.4 Official Test Scores:

4.4.1 Scholarship Applicant - Official TOEFL test scores (minimum 550 for NIDA ITP paper-based test, 550 for paper-based test, 213 for computer-based test, or 79 for internet-based test), or IELTS test score (minimum 6.5, academic format).

4.4.2 General Applicant - Official TOEFL test scores (minimum 550 for NIDA ITP paper-based test, 550 for paper-based test, 213 for computer-based test, or 79 for internet-based test), or IELTS test score (minimum 6.5, academic format).

Note: TOEFL test score of 500 for NIDA ITP paper-based, 500 for paper-based test, 173 for computer-based test, 61 for internet-based test, IELTS test score of 5.0, or equivalence can be submitted under the condition to take and pass at least two English classes required at the School of Language and Communication, NIDA, and to submit the minimum TOEFL of 550 (NIDA ITP paper-based), 550 (paper-based), 213 (computer-based), 79 (Internet-based), or IELTS score of at least 6.5 before graduation.

4.5 Three (3) letters of reference (Form B, available to download at <http://hrd.nida.ac.th/hrd-phd/apply.php?htmlpage=10> from academic advisors, or profession supervisors who could justify applicant’s academic performance and/or professional work.

4.6 Two (2) 1x1 inch color photos (must taken not more than six months prior to submission).

4.7 A 3-5 page statement of purpose, written in English, should describe career goals, professional accomplishment objectives, research interests, and program goals. Please use a 12-point non-condensed font (e.g., Times New Roman) with 2.5 cm margins.

4.8 A 3-5 Page Research Proposal, written in English (Optional)

4.9 Research Publication (Optional)

5. Application Schedule (Scholarship application and General application) as follows:

	Scholarship Application		General Application	
	(1 st round)	(2 nd round)	(1 st round)	(2 nd round)
Date of Application Submission	Now – March 22, 2024	March 25, 2024 – June 7, 2024	Now – March 22, 2024	March 25, 2024 – June 7, 2024
Announcement for Interview Schedule for Admission	March 27, 2024	June 12, 2024	March 27, 2024	June 12, 2024
	Applicants will be notified of and scheduled for an admission interview via email or through the website at www.hrd.nida.ac.th .			
Admission Interview	March 30 - 31, 2024	June 15–16, 2024	March 30 - 31, 2024	June 15–16, 2024
Interview Results Announcement	April 9, 2024	June 26, 2024	April 9, 2024	June 26, 2024
Notification of Admission	April 10 – 19, 2024	June 27 - July 5, 2024	April 10 – 19, 2024	June 27 - July 5, 2024
Orientation day	July 27 - 28, 2024			
Commencement date for study	August 3, 2024			

6. Cancellation of Admission

If candidates or students are found to be involved in any undesirable or illegal activities, The National Institute of Development Administration reserves the right to cancel / terminate the admission of those students at any time, including if it is found that students have submitted false information or documents.

7. Condition for Full Scholarship

7.1. The recipient of the scholarship shall receive the following funding and benefits:

- Tuition waiver throughout the PhD study duration
- The recipients will receive financial support for personal expenses: 30,000.
- baht per semester and 15,000.- baht per summer semester.

7.2 Scholarship recipient criteria

7.2.1 Scholarship recipients must obtain a cumulative grade point average for each semester of not less than 3.50 to be eligible for semester personal allowance. If the cumulative grade point average is below 3.50, they are not eligible for personal expenses support.

However, if the cumulative grade point average is not lower than 3.30, all tuition fees will be waived. If they receive a cumulative grade point average of less than 3.30 in any semester, they will not be eligible for the scholarship.

- 7.2.2 The scholarship recipients must report the progress of their thesis every semester. The thesis advisor must certify their thesis to ensure their eligibility to receive funding for personal expenses in each semester. And their thesis must meet the program requirements and regulations of the National Institute of Development Administration on graduate studies. If scholarship recipients do not report their progress, their thesis will no longer meet the requirements for the scholarship.
- 7.2.3 The scholarship recipients will no longer be eligible for the scholarship if they In case they are later found requesting to resign or ceasing to be students unable to graduate as specified in the regulations of the National Institute of Development Administration on graduate studies, all scholarship funds received must be returned to the institution unless otherwise considered by the Educational Institution Administration Subcommittee.
- 7.2.4 If the scholarship recipient resigns or ceases to be a student and is unable to graduate as specified in the regulations of the National Institute of Development Administration on graduate studies or requests cancellation of the scholarship, all funds received must be returned to the institution unless otherwise considered by the Educational Institution Administration Subcommittee.
- 7.2.5 In the event that the scholarship recipient has to re-register for a particular course, he or she will not be exempted from the tuition fees in the re-enrolled course.
- 7.2.6 In the case that the scholarship recipient is enrolled in a course other than what is specified in the program of study, he or she will be exempted from the registration fee for that course only when he or she receives advice from the academic advisor to enroll in that course.
- 7.2.7 The scholarship recipient must work for the faculty or the institute for at least 6 hours per week.
- 7.2.8 The recipient of this scholarship does not have the right to apply for any other grant of the institution except for thesis publication from the National Budget.
- 7.2.9 The scholarship recipients will be waived tuition fees according to the program structure plan. However, they must register according to the program structure plan. Exemption from so doing according to the program structure plan must be approved by the Dean of the Faculty of Admission.

7.3 Scholarship conditions

- 7.3.1 Scholarship recipients will be funded for personal expenses each semester only when they are enrolled in Semesters 1 and 2 for not less than 9 credits per semester or register in accordance with the program study plan. The summer semester requires enrollment of at least 3 credits for both Master's and Doctoral level students in order for them to be eligible for support.
 - 7.3.2 Scholarship recipients will be exempted from the application fee for the first comprehensive examination only.
 - 7.3.3 Scholarship recipients will pay for the status maintenance fee if their enrollment exceeds the scholarship period.
 - 7.3.4 The copyright of the thesis shall be joint copyright between the scholarship recipients and the institution for a period of 5 years. After that, the copyright of the thesis is awarded to the scholarship recipients. If the scholarship recipients take any action, which is considered an infringement of intellectual property rights or any rights, the "recipients" are solely responsible for any damage through the infringement of that right.
 - 7.3.5 The scholarship recipients shall pay the fees for thesis format examination/ I-THESIS information system service.
 - 7.3.6 The doctoral thesis work must be published or has been accepted for publication in an international journal that has been attended by outside directors (Peer Review) prior to publication. In this regard, international journals must comply with the criteria set forth by the Office of the Civil Service Commission in Higher Education Institutions (OCSC) or the Royal Golden Jubilee Ph.D. Program (RGJPHD), excluding Proceedings.
- 7.4 The duration of the scholarship funding (counting from the opening day of the semester that the recipient is registered as a student) will receive a scholarship for a period of 3 academic years.

8. Further information

Please contact:

Mr. Teerapast Kasemsonta at Tel. 02 727 3490, or +66 91 959 9596

e-mail address: Teerapast.kas@nida.ac.th

Miss Pilaiwan Jandong at Tel. 02 727 3474, or e-mail address: pilaiw.j@nida.ac.th

9. Personal Data Protection

According to Personal Data Protection Act, B.E. 2562 (2019), the Institute shall have to right to collect, use and/or disclose personal data of the selected applicants for the purpose of educational implementation in accordance with duty and authority of the Institute along with personal data protection.

Issued and Announced on January **16** , 2024



(Associate Professor Dr. Sombat Kusumavalee)

Vice President for Academic and International Affairs

1. Requirements and Conditions for Scholarship

Type of Scholarship	Requirements and Conditions
<p><u>Type 1 (Full Scholarship)</u></p> <ul style="list-style-type: none">- Duration of 3 years from the first day of the academic year.- Waiver of tuition fees (Not cover the activity fees).- Stipend of THB 30,000 per academic semester and THB 15,000 per summer semester.- Waiver of the Qualifying Examination fee for the 1st registration only.	<ol style="list-style-type: none">1. Scholarship recipients must obtain a cumulative grade point average for each semester of not less than 3.50 to be eligible for semester personal allowance. If the cumulative grade point average is below 3.50, they are not eligible for personal expenses support. However, if the cumulative grade point average is not lower than 3.30, all tuition fees will be waived. If they receive a cumulative grade point an average of less than 3.30 in any semester, they will not be eligible for the scholarship.2. The scholarship recipients must report the progress of their thesis every semester. The thesis advisor must certify their thesis to ensure their eligibility to receive funding for personal expenses in each semester. And their thesis must meet the program requirements and regulations of the National Institute of Development Administration on graduate studies. If scholarship recipients do not report their progress, their thesis will no longer meet the requirements for the scholarship.3. The scholarship recipients will no longer be eligible for the scholarship if they In case they are are later found requesting to resign or ceasing to be students unable to graduate as specified in the regulations of the National Institute of Development Administration on graduate studies, all scholarship funds received must be returned to the institution unless otherwise considered by the Educational Institution Administration Subcommittee.4. If the scholarship recipient resigns or ceases to be a student and is unable to graduate as specified in the regulations of the National Institute of Development Administration on graduate studies or requests cancellation of the scholarship, all funds received must be returned to the institution unless otherwise considered by the Educational Institution Administration Subcommittee.5. In the event that the scholarship recipient has to re-register for a particular course, he or she will not be exempted from the tuition fees in the re-enrolled course.6. In the case that the scholarship recipient is enrolled in a course other

Type of Scholarship	Requirements and Conditions
	<p>than what is specified in the program of study, he or she will be exempted from the registration fee for that course only when he or she receives advice from the academic advisor to enroll in that course.</p> <p>7. The scholarship recipient must work for the faculty or the institute for at least 6 hours per week.</p> <p>8. The recipient of this scholarship does not have the right to apply for any other grant of the institution except for thesis publication from the National Budget.</p> <p>9. The scholarship recipients will be waived tuition fees according to the program structure plan. However, they must register according to the program structure plan. Exemption from so doing according to the program structure plan must be approved by the Dean of the Faculty of Admission.</p> <p>10. Scholarship recipients will be funded for personal expenses each semester only when they are enrolled in Semesters 1 and 2 for not less than 9 credits per semester or register in accordance with the program study plan. The summer semester requires enrollment of at least 3 credits for both Master's and Doctoral level students in order for them to be eligible for support.</p> <p>11. Scholarship recipients will be exempted from the application fee for the first comprehensive examination only.</p> <p>12. Scholarship recipients will pay for the status maintenance fee if their enrollment exceeds the scholarship period.</p> <p>13. The copyright of the thesis shall be joint copyright between the scholarship recipients and the institution for a period of 5 years. After that, the copyright of the thesis is awarded to the scholarship recipients. If the scholarship recipients take any action, which is considered an infringement of intellectual property rights or any rights, the "recipients" are solely responsible for any damage through the infringement of that right.</p> <p>14. The scholarship recipients shall pay the fees for thesis format examination/ I-THESIS information system service.</p> <p>15. The doctoral thesis work must be published or has been accepted for publication in an international journal that has been attended by outside</p>

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	<p>directors (Peer Review) prior to publication. In this regard, international journals must comply with the criteria set forth by the Office of the Civil Service Commission in Higher Education Institutions (OCSC) or the Royal Golden Jubilee Ph.D. Program (RGJPHD), excluding Proceedings.</p> <p>16. Scholarship recipient who are international students shall abide by the health insurance policy stipulated by the Institute. If not, they forfeit their scholarship.</p>
<p><u>Type 2</u></p> <ul style="list-style-type: none"> - Duration of 3 years from the first day of the academic year. - Waiver of tuition fees (Not cover the administration fee, library fee, IT fee, activity fees and qualifying examination fee). 	<ol style="list-style-type: none"> 1. Scholarship recipients must obtain a cumulative grade point average for each semester of not less than 3.30. If they receive a cumulative grade point an average of less than 3.30 in any semester, they will not be eligible for the scholarship. 2. The scholarship recipients must report the progress of their thesis every semester. The thesis advisor must certify their thesis to ensure their eligibility to receive funding for personal expenses in each semester. And their thesis must meet the program requirements and regulations of the National Institute of Development Administration on graduate studies. If scholarship recipients do not report their progress, their thesis will no longer meet the requirements for the scholarship. 3. The scholarship recipients will no longer be eligible for the scholarship if they In case they are are later found requesting to resign or ceasing to be students unable to graduate as specified in the regulations of the National Institute of Development Administration on graduate studies, all scholarship funds received must be returned to the institution unless otherwise considered by the Educational Institution Administration Subcommittee. 4. If the scholarship recipient resigns or ceases to be a student and is unable to graduate as specified in the regulations of the National Institute of Development Administration on graduate studies or requests cancellation of the scholarship, all funds received must be returned to the institution unless otherwise considered by the Educational Institution Administration Subcommittee. 5. In the event that the scholarship recipient has to re-register for a particular course, he or she will not be exempted from the tuition fees in

Type of Scholarship	Requirements and Conditions
	<p>the re-enrolled course.</p> <p>6. In the case that the scholarship recipient is enrolled in a course other than what is specified in the program of study, he or she will be exempted from the registration fee for that course only when he or she receives advice from the academic advisor to enroll in that course.</p> <p>7. The scholarship recipient must work for the faculty or the institute for at least 6 hours per week.</p> <p>8. The recipient of this scholarship does not have the right to apply for any other grant of the institution except for thesis publication from the National Budget.</p> <p>9. The scholarship recipients will be waived tuition fees according to the program structure plan. However, they must register according to the program structure plan. Exemption from so doing according to the program structure plan must be approved by the Dean of the Faculty of Admission.</p> <p>10. Scholarship recipients will be exempted from the application fee for the first comprehensive examination only.</p> <p>11. Scholarship recipients will pay for the status maintenance fee if their enrollment exceeds the scholarship period.</p> <p>12. The scholarship recipients shall pay the fees for thesis format examination/ I-THESIS information system service.</p> <p>13. The dissertation shall be published, or accepted to be published in peer-reviewed academic journals at the international level. Moreover, the international academic journals must meet the criteria set by the Higher Education Institution Officials Commission's (Gor Por Or), or the Royal Golden Jubilee Ph.D. Program's (Kor Por Gor) requirements, proceedings not included.</p> <p>14. Scholarship recipient who are international students shall abide by the health insurance policy stipulated by the Institute. If not, they forfeit their scholarship.</p>
<p><u>Type 3</u></p> <p>- Duration of 3 years from the first day of the academic year.</p> <p>- Partial tuition fees (Not</p>	<p>1. Scholarship recipients must obtain a cumulative grade point average for each semester of not less than 3.30. If they receive a cumulative grade point an average of less than 3.30 in any semester, they will not be eligible for the scholarship.</p>

Type of Scholarship	Requirements and Conditions
<p>cover the administration fee, library fee, IT fee, activity fees and qualifying examination fee).</p>	<p>2. The scholarship recipients must report the progress of their thesis every semester. The thesis advisor must certify their thesis to ensure their eligibility to receive funding for personal expenses in each semester. And their thesis must meet the program requirements and regulations of the National Institute of Development Administration on graduate studies. If scholarship recipients do not report their progress, their thesis will no longer meet the requirements for the scholarship.</p> <p>3. The scholarship recipients will no longer be eligible for the scholarship if they In case they are later found requesting to resign or ceasing to be students unable to graduate as specified in the regulations of the National Institute of Development Administration on graduate studies, all scholarship funds received must be returned to the institution unless otherwise considered by the Educational Institution Administration Subcommittee.</p> <p>4. If the scholarship recipient resigns or ceases to be a student and is unable to graduate as specified in the regulations of the National Institute of Development Administration on graduate studies or requests cancellation of the scholarship, all funds received must be returned to the institution unless otherwise considered by the Educational Institution Administration Subcommittee.</p> <p>5. In the event that the scholarship recipient has to re-register for a particular course, he or she will not be exempted from the tuition fees in the re-enrolled course.</p> <p>6. In the case that the scholarship recipient is enrolled in a course other than what is specified in the program of study, he or she will be exempted from the registration fee for that course only when he or she receives advice from the academic advisor to enroll in that course.</p> <p>7. The scholarship recipient must work for the faculty or the institute for at least 6 hours per week.</p> <p>8. The recipient of this scholarship does not have the right to apply for any other grant of the institution except for thesis publication from the National Budget.</p> <p>9. The scholarship recipients will be waived tuition fees according to the program structure plan. However, they must register according to the</p>

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	<p>program structure plan. Exemption from so doing according to the program structure plan must be approved by the Dean of the Faculty of Admission.</p> <p>10. Scholarship recipients will be exempted from the application fee for the first comprehensive examination only.</p> <p>11. Scholarship recipients will pay for the status maintenance fee if their enrollment exceeds the scholarship period.</p> <p>12. The scholarship recipients shall pay the fees for thesis format examination/ I-THESIS information system service.</p> <p>13. The dissertation shall be published, or accepted to be published in peer-reviewed academic journals at the international level. Moreover, the international academic journals must meet the criteria set by the Higher Education Institution Officials Commission's (Gor Por Or), or the Royal Golden Jubilee Ph.D. Program's (Kor Por Gor) requirements, proceedings not included.</p> <p>14. Scholarship recipient who are international students shall abide by the health insurance policy stipulated by the Institute. If not, they forfeit their scholarship.</p>