

DOCTOR OF PHILOSOPHY PROGRAM IN HUMAN RESOURCE AND ORGANIZATION DEVELOPMENT (INTERNATIONAL PROGRAM)

Program Overview

The Doctor of Philosophy program in Human Resource and Organization Development (HROD) is designed to groom experienced practitioners and/or researchers who wish to refine and broaden their knowledge in the area of human resources and organization development through the emphasis on a solid education grounded in both theories and practices from indigenous to micro and macro perspectives of private, public, and international organizations and communities. To widen students' capacities to diagnose and create new patterns of change in human resources and organization improvement, the students are expected to conduct research in a scholarly manner under diverse research paradigms and methodologies. Also, students are expected to achieve the ability to transform research output into implications and practices to achieve sustainable outcomes and impact.

Program Objectives

The main objective of the program is to prepare high-level professionals, such as corporate consultants, researchers, and academicians, who will become leaders in the field of HROD to be able to:

- Strategically synthesize multiple bodies of knowledge in HROD from interdisciplinary perspectives
- Creatively construct new knowledge and critically analyze the existing ideas via scholarly research and theory building.
- Ethically transform knowledge to present the obtained knowledge in practical and effective forms via means of publication, teaching, and implementation.

Why our program?



Accreditation and Quality

Experience Excellence with our **AUN-QA** Accredited Program.



Two New Learning Tracks – (Plan 2.1) Flexible Learning

Track A: **Blended Learning** (Onsite 45% , Online 55 %)
Track B: **Fully Online** Tracks. (Onsite 5%, Online 95 %)



Flexible Electives

Tailor Your Learning Experience with our New Elective Course Structure.
Three one-credit elective courses.



World-Class Faculty

Learn from Rockstar-Renowned Professors and Global Leaders in HR and Organizational Development



Forge Your Future

Connect & Succeed in the Global Arena

" The roots of education are bitter, but the fruit is sweet."

– Aristotle –

Expected Learning Outcomes as

W I S H E S

WORLDWIDE PERSPECTIVE

- **Integrate** the international knowledge with the local wisdom in order to cope with critical organizational and/or social issues.



INITIATIVE AND OPEN-MINDEDNESS

- **Analyze** information to provide suggestions to enhance values for stakeholders in creative, innovative, and ethical ways .
- **Demonstrate** and build awareness of global citizenship, diversity, multiculturalism, and social justice with open-mindedness.



SUSTAINABLE LEADERSHIP

- **Propose** changes through the research and practices for the benefit of present and future of stakeholders.



HUMAN INTELLIGENCE

- **Acquire** and Apply professional knowledge and skills to drive an organization and/or society humanly with integrity.
- **Demonstrate** learning and digital literacy for the sustainability of organizations and society.



ETHICS AND MORALITY

- **Demonstrate** the main ethical issues and principles used when conducting research and practicing HR profession.



SCHOLAR INSTINCT

- **Display** academic intuition to identify important issues, research problems, and critique existing knowledge.
- **Conduct** research to respond and make suggestions to those issues and problems and/or fill in knowledge gaps.



Course List

Basic Course

Getting Ready for Research

- HROD 6000 Inquiry Strategies for HROD Research (1 Credit)

Core Courses

Reviewing HROD in a Scholarly Way

- HROD 6001 Strategic Human Resource in Global Context (3 Credits)
- HROD 6002 Organization Development and Change (3 Credits)
- HROD 6003 Epistemology & Inquiry in Human Resource and Organization Development (3 Credits)

Research Methodology

Getting Ready for Research

- HROD 6004 HROD Research Methods, Techniques, and Tools (3 Credits)
- HROD 6005 Qualitative Research for Human Resource and Organization Development (3 Credits)
- HROD 6006 Quantitative Research for Human Resource and Organization Development (3 Credits)

Specialized Field Courses

Specializing / Shaping the HROD Expertise

- HROD 7101 Human Resource and Organization Development Theory Development (3 Credits)
- HROD 7102 Learning and Development in the Workplace (3 Credits)
- HROD 7103 Ethics in a Workplace and Ethical Global Issues (3 Credits)

Elective Courses

Specializing / Shaping the HROD Expertise

- HROD 7201 Cultural Intelligence in Human Resource and Organization Development (1 Credit)
- HROD 7202 Leadership Development (1 Credit)
- HROD 7203 Communication in Organization Development (1 Credit)
- HROD 7204 Knowledge Management & Learning Organization (1 Credit)
- HROD 7205 Professional Consultant (1 Credit)
- HROD 7206 Advanced Organization Development (1 Credit)
- HROD 7207 Strategic Performance Management (1 Credit)
- HROD 7208 Analytics and Innovation in Futuristic Human Resource and Organization Development (1 Credit)
- HROD 7209 Sufficiency Economy Philosophy for Sustainability (1 Credit)
- HROD 7210 Talent Development (1 Credit)
- HROD 7211 Selected Topics 1 (1 Credit)
- HROD 7212 Selected Topics 2 (3 Credits)

Seminar / Dissertation

- Seminar 1, Seminar 2, Seminar 3 (1 Credit)
- Dissertation (36/48 Credits)

Applying to the Program

Plan and Teaching Mode

Plan		Teaching Mode	Requirements for General Applicants
Plan 1 (1.1)	This is a research plan for applicants who have earned both a Bachelor's degree 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. Applicants are also required to possess research experience, demonstrated through conducting independent research or participating in research projects separate from their degree coursework.	Online or Onsite	<ul style="list-style-type: none"> ● 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 ● All applicants 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 an IELTS score of at least 6.5 obtained within two years before 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. ● There is an exception for the English test score for an applicant who is a native English speaker or has obtained a Bachelor's and/or Master's degree from an international academic institution where English is a medium of instruction and who graduated within the past five years before the application submitted date.
Plan 2 (2.1) Track A	This is a coursework plan for applicants who have earned both a Bachelor's degree and a	Onsite 44 % Online 56 %	
Plan 2 (2.1) Track B	Master's degree.	Onsite 5 % Online 95 %	
Plan 2 (2.2)	This track is a coursework plan for applicants with a Bachelor's degree.	Onsite or Online	

Plan 2 (2.1) Track A's Study Plan

July 2025	August 2025	Septemeber 2025	October 2025
HROD 6000 Inquiry Strategies for HROD Research	HROD 6001 Strategic Human Resource in Global Context	HROD 6002 Organization Development and Change	HROD 6003 Epistemology & Inquiry in HROD
On-site @ NIDA			
November 2025	December 2025	January 2026	February 2026
HROD 7101 HROD Theory Development	HROD 8001 Seminar 1	HROD 6004 HROD Research Method, Technique, and Tools	HROD 6005 Qualitative Research for HROD
On-site @ NIDA		Online from anywhere	
March 2026	April 2026	May 2026	July 2026
HROD 6006 Quantitative Research for HROD	HROD 8002 Seminar 2	HROD 7102 Learning and Development in the Workplace	HROD 7103 Ethics in a Workplace and Ethical Global Issues
Online from anywhere	On-site @SNU (South Korea)	Online from anywhere	
August 2026	September 2026	October 2026	November 2026
Elective Courses	Seminar 3		Qualifying Examination Round 1
Online from anywhere			Onsite @ NIDA

Plan 2 (2.1) Track B's Study Plan

July 2025	August 2025	Septemeber 2025	October 2025
HROD 6000 Inquiry Strategies for HROD Research	HROD 6001 Strategic Human Resource in Global Context	HROD 6002 Organization Development and Change	HROD 6003 Epistemology & Inquiry in HROD
Onsite @ NIDA	Online from anywhere		
November 2025	December 2025	January 2026	February 2026
HROD 7101 HROD Theory Development	HROD 8001 Seminar 1	HROD 6004 HROD Research Method, Technique, and Tools	HROD 6005 Qualitative Research for HROD
Online from anywhere			
March 2026	April 2026	May 2026	July 2026
HROD 6006 Quantitative Research for HROD	HROD 8002 Seminar 2	HROD 7102 Learning and Development in the Workplace	HROD 7103 Ethics in a Workplace and Ethical Global Issues
Online from anywhere	On-site @SNU (South Korea)	Online from anywhere	
August 2026	September 2026	October 2026	November 2026
Elective Courses	Seminar 3		Qualifying Examination Round 1
Online from anywhere			Onsite @ NIDA

Scholarships Provide

Scholarships	Requirements for Scholarship Applicants	Conditions
<p>Type 1 (Full Scholarship)</p> <ul style="list-style-type: none"> ● Duration of 3 years from the first day of the academic year. ● Waiver of tuition fees (Not covering 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. ● This scholarship is provided for full-time students only. 	<ul style="list-style-type: none"> ● 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 ● All applicants 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 an IELTS score of at least 6.5 obtained within two years before the application deadline is required. ● There is an exception for the English test score for an applicant who is a native English speaker or has obtained a Bachelor's and/or Master's degree from an international academic institution where English is a medium of instruction and who graduated within the past five years before the application submitted date. 	<ul style="list-style-type: none"> ● 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. They will not be eligible for the scholarship if they receive a cumulative grade point average of less than 3.30 in any semester. ● The scholarship recipients will no longer be eligible for the scholarship if 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. ● The scholarship recipient must work for the faculty or the institute for at least 6 hours per week. ● The copyright of the thesis shall be a 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 that 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. ● 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. ● Scholarship recipients who are international students shall abide by the health insurance policy stipulated by the Institute. If not, they forfeit their scholarship. ● Please see more details from NIDA's Announcement of Application for Admission to HROD Academic Year 2024.
<p>Type 2</p> <ul style="list-style-type: none"> ● Duration of 3 years from the first day of the academic year. ● Waiver of tuition fees (Not covering the administration fee, library fee, IT fee, activity fees, and qualifying examination fee). 	<ul style="list-style-type: none"> ● 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 ● All applicants 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 an IELTS score of at least 6.5 obtained within two years before the application deadline is required. ● There is an exception for the English test score for an applicant who is a native English speaker or has obtained a Bachelor's and/or Master's degree from an international academic institution where English is a medium of instruction and who graduated within the past five years before the application submitted date. 	<ul style="list-style-type: none"> ● Scholarship recipients must obtain a cumulative grade point average of not less than 3.30 for each semester. They will not be eligible for the scholarship if they receive a cumulative grade point average of less than 3.30 in any semester. ● The scholarship recipients will no longer be eligible for the scholarship if 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. ● The scholarship recipient must work for the faculty or the institute for at least 6 hours per week. ● Scholarship recipients who are international students shall abide by the health insurance policy stipulated by the Institute. If not, they forfeit their scholarship. ● Please see more details from NIDA's Announcement of Application for Admission to HROD Academic Year 2024.
<p>Type 3</p> <ul style="list-style-type: none"> ● Duration of 3 years from the first day of the academic year. ● Partial tuition fees (Not cover the administration fee, library fee, IT fee, activity fees and qualifying examination fee). 	<ul style="list-style-type: none"> ● 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 ● All applicants 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 an IELTS score of at least 6.5 obtained within two years before the application deadline is required. ● There is an exception for the English test score for an applicant who is a native English speaker or has obtained a Bachelor's and/or Master's degree from an international academic institution where English is a medium of instruction and who graduated within the past five years before the application submitted date. 	<ul style="list-style-type: none"> ● Scholarship recipients must obtain a cumulative grade point average of not less than 3.30 for each semester. They will not be eligible for the scholarship if they receive a cumulative grade point average of less than 3.30 in any semester. ● The scholarship recipients will no longer be eligible for the scholarship if 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. ● The scholarship recipient must work for the faculty or the institute for at least 6 hours per week. ● Scholarship recipients who are international students shall abide by the health insurance policy stipulated by the Institute. If not, they forfeit their scholarship. ● Please see more details from NIDA's Announcement of Application for Admission to HROD Academic Year 2024.

Required Documents for all Applicants



The application process can often feel overwhelming, and it's understandable to wonder where to begin. You might be questioning what schools expect to see in your application or what documents are necessary to include. We've put together several guidelines to assist you in managing this procedure.

Avoid Procrastination in Your Application!

An effective Ph.D. applicant begins contemplating their application well in advance, sometimes months or even years before the submission deadlines. It is essential to dedicate ample time to preparing your application. Initiating this process early offers several benefits:

- It gives those writing your recommendation letters sufficient time to thoughtfully compose a letter reflecting your potential as a Ph.D. student.
- It allows you to scrutinize your application materials, correct any mistakes, and thoroughly edit.
- Starting early also significantly reduces stress as submission deadlines draw nearer.
- Your application journey will likely be much more streamlined by strategically planning beforehand.

Documents Check-list

Check box	Documents	
<input type="checkbox"/>	A completed application form (Form A)	Form A, available for download at https://hrd.nida.ac.th/hrd-phd/apply.php?htmlpage=10
<input type="checkbox"/>	A copy of a Thai Identification Card (for Thai applicants) or a copy of a passport (for foreign applicants)	
<input type="checkbox"/>	A copy of the official transcript(s) of all universities or colleges attended.	
<input type="checkbox"/>	Official English Proficiency Test Scores	TOEFL or NIDA's TOEFL ITP or IELTS
<input type="checkbox"/>	Alternative English Proficiency Test Scores	TOEFL ITP from Other institution, or Dublingo
<input type="checkbox"/>	Three (3) letters of reference (Form B)	(Form B, available to download at http://hrd.nida.ac.th/hrd-phd/apply.php?htmlpage=10 from academic advisors or professional supervisors who could justify the applicant's academic performance and/or professional work.
<input type="checkbox"/>	Two (2) 1x1 inch color photos	Must taken not more than six months prior to submission.
<input type="checkbox"/>	A 3-5-page statement of purpose	The 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.
<input type="checkbox"/>	A 3-5 Page Research Proposal	Written in English (Optional)
<input type="checkbox"/>	Research Publication	(Optional)

Application Schedule

	Scholarship application and General application
	1st round
Date of Application Submission	Now – January 10, 2025
Announcement for Interview Schedule for Admission	January 15, 2025
Admission Interview	January 18 - 19, 2025
Interview Results Announcement	January 29, 2025
Notification of Admission	January 30 – February 7, 2025
Commencement date for study	July 26, 2025
Orientation day	August 2 - 3, 2025

Application Submission

Application is accepted from now in person, by post, or via e-mail.

In-person	Please submit the application package between 8.30 and 16.30 Hrs. (Except public holidays) at School of Human Resource Development, 1st floor, Malai Huwanan Building, The National Institute of Development Administration.
By post	Please put your application material under the subject of “Application for Ph.D. HROD 2025” . Mr. Teerapast Kasemsonta, School of Human Resource Development, National Institute of Development Administration, 148 Serithai Road., Klong-Chan, Bangkok, Bangkok Thailand 10240
Via e-mail	Please send a scanned copy of the application package to the E-mail address <u>Teerapast.kas@nida.ac.th</u> *Please note that applicants who submit the application package via e-mail must provide the original document for checking on the interview date

Program Fees

	General Students	Scholarship 1	Scholarship 2	Scholarship 3
Plan 1 (1.1)	433,000 THB.	30,000 THB.	30,000 THB.	234,000 THB.
Plan 2 (2.1)	758,000 THB.	43,000 THB.	163,000 THB.	460,500 THB.
Plan 2 (2.2)	948,500 THB.	55,000 THB.	175,000 THB.	561,750 THB.

Remarks: This cost does not include the cost of documents, international student service fee, and textbooks and is subject to change without prior notice based on the institution's announcement.

Our Alumni



Some of our proud **Alumni** graduated this year from high-level positions in both the private and public sectors from various fields.



SHRD NIDA has transformed me to be a person with the mental fortitude to handle any difficulty or obstacle in both professional and personal life.

The knowledge, skills, and friendship gained during my Ph.D. journey with SHRD NIDA are truly valuable and are providing opportunities for me.

Orathai Phubunlap Gunaseelan, Ph.D.

Diplomat (Counsellor), Royal Thai Embassy in Astana
Ministry of Foreign Affairs of Thailand

[PhDinHRODNIDA](#) <http://www.hrd.nida.ac.th/hrd-phd/>



The learning experience at the School of HRD at the NIDA is truly unparalleled, as it combines the wisdom and culture of Eastern, Thailand, in particular, with the best of Western research and practices.

Furthermore, I was given the opportunity to conduct research on HRD at a national level, taking into account the national economic plan.

Win Htein Win, Ph.D.

Founder & President, GUSTO University

[PhDinHRODNIDA](#) <http://www.hrd.nida.ac.th/hrd-phd/>



Ph.D. in HROD (International Program)
Class of 2023, Batch 8



Here, at SHRD NIDA, I have gained not only up-to-date knowledge but have been cultivated to be a good scholar. All faculty staff delivered their expertise and hands-on experience that can leverage my learning a lot.

Under the current tremendous change, various perspectives, mindsets, skills, and knowledge attained from the school are so much precious for my future career and personal development.

Chararinchon Satian, Ph.D.

Faculty member
Contemplative Education Center, Mahidol University

[PhDinHRODNIDA](#) <http://www.hrd.nida.ac.th/hrd-phd/>



Ph.D. in HROD (International Program)
Class of 2023, Batch 9



Before entering NIDA, I heard that SHRD is number one in Thailand in Human Resource and Organization Development. It's not an exaggeration. When studying in class, I realized that class learning was an application of academics, time management, and building relationships. Courses and classes have opened up a new world and pushed us to bring the different disciplines together. Also, I can apply for organization and social development. Learning always remains a part of life that I will never miss.

Chayapon Soontornwiwattana, Ph.D.

Full-time Lecturer in Management, Bangkok University

[PhDinHRODNIDA](#) <http://www.hrd.nida.ac.th/hrd-phd/>



Ph.D. in HROD (International Program)
Class of 2023, Batch 8



SHRD is a gateway to new horizons! Studying with the marvelous faculty at SHRD was a distinctive and unforgettable experience where I have been instilled with the knowledge, experiences, and skills that are crucial to succeed in the 21st century!

One of the several remarkable benefits of studying at SHRD is it ensures that you receive holistic development.

Kehar Khan, Ph.D.

HROD Consultant

[PhDinHRODNIDA](#) <http://www.hrd.nida.ac.th/hrd-phd/>



Ph.D. in HROD (International Program)
Class of 2024, Batch 8



As a Ph.D. student at SHRD Nida, It has been a challenging but interesting journey. Throughout this period, I've acquired knowledge and personal development, leaving me with enhanced skills to create a career that will fulfill me. I am glad I chose to undertake the challenge of pursuing a doctoral degree. One of my takeaways from this journey is that I am more resilient and determined than I thought I was.

Asst. Prof. Thanaporn Buarod, Ph.D.

Faculty Member, Faculty of Management Science,
Pibulsongkram Rajabhat University.

[PhDinHRODNIDA](#) <http://www.hrd.nida.ac.th/hrd-phd/>



FAQ

Who typically enrolls in a Ph.D. program?

Students pursuing doctorates at SHRD NIDA have diverse backgrounds but share a keen interest in discovering new ideas and proficiency in research methods. One-third of the students are from abroad. We admit a small, carefully chosen group of first-year students. These new entrants mingle with doctoral candidates from different years and alums.

Do the majority of Ph.D. graduates pursue careers in academia?

Students enrolling in an SHRD doctoral program typically comprise 21.57% of academicians, 27.45% of HR/OD practitioners, and 50.98% of practitioners from various other fields.

How long does a Ph.D. take?

The coursework required for a Ph.D. and to pass the qualifying exam at SHRD takes one and a half years. Following this, the process of proposing, researching, and defending a dissertation usually takes at least 12 to 18 months. Completing the entire PhD program generally requires three to five years.

Do I need prior work experience or HR and OD courses?

Admission decisions are not solely based on experience. They primarily evaluate the applicant's capability to understand academic material and conduct research. Although experience can be beneficial, the primary criteria for evaluation include test scores, academic grades, and recommendation letters, which demonstrate the applicant's intellectual capabilities.

Is the English Proficiency Test Score required? Can it be waived?

Non-native English speakers must take the English Proficiency Test, but there is an exception of the English Proficiency test score for an applicant who is a native English speaker or has obtained a 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.

Visiting Professors / Scholars



**Gary N. McLean,
Ph.D.**

Professor,
University of
Minnesota



**Jamie Callahan,
Ph.D.**

Professor,
Durham University



**Darlene Fern
Russ-Eft,
Ph.D.**

Professor,
Purdue University



**Kenneth Bartlett,
Ph.D.**

Professor,
University of
Minnesota



Roya Ayman, Ph.D.

Professor,
Illinois Institute of
Technology



**Jacky Fok Loi
Hong, Ph.D.**

Professor,
University of Macau



**Mina Beigi,
Ph.D.**

Professor, Deputy
University of
Southampton



**Kellee M. Franklin,
Ph.D.**

Higher Education
Institutions (US and
Abroad), Mindful
Innovation, Motis


Contact


APPLY NOW

**Join our Ph.D. program and start
shaping your future today!**

<https://hrd.nida.ac.th/hrd-phd/>

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 PhDinHROD

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Teerapast Kasemsonta (Program Coordinator)

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