

Editorial

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This issue of the ABAC ODI Journal. Vision. Action. Outcome comprises of six articles involving nine authors. The contributing authors are from local and international University faculty, researcher, organization practitioners, graduate students, and alumni, ranging from Thailand, China, and Vietnam.

Phusima Pinyosinwat – Thailand
Sirichai (Victor) Preudhikulpradab – Thailand
Wenting He – China
Khao Do – Vietnam
Maria Socorro (Marrisa) Fernando – Thailand
Wattana Vinitwatanakkhun – Thailand
Muttanachai Suttipun – Thailand
Apitchaya Maithong – Thailand
Snitnuth Niyomsin – Thailand

The first article is a research and development project, titled “*An Initial analysis of Leadership Competencies for Organization Development Intervention*” by Phusima Pinyosinwat and Sirichai (Victor) Preudhikulpradab. This is a case of Educational QA agency in Thailand. The authors employed mixed methods to determine the Leadership competencies for Organization Development intervention. The current and expected perception toward Leadership competencies of employees and management were examined and compared to identify the essential leadership competency and roadmap for strategic development.

The second article is an action research, titled “*Improving collaborative learning, student engagement and student performance through an Experiential Learning Cycle*” by Wenting He and Sirichai (Victor) Preudhikulpradab. This is a case of Chinese exchange students of an undergraduate program. The article presents the implementation of Instructional Development Intervention (IDIs) which employed Kolb’s Experiential Learning Cycle, Organization Development and Change Management theories to improve collaborative learning, student engagement and student performance. T-test was utilized to determine significant improvement before and after instructional development interventions (IDIs).

The third article is a research, titled “*Exploring 21st century teaching development model for lecturers: A case study of two universities in Vietnam*” by Khao Do and Maria Socorro (Marrisa) Fernando. The study explored and examined the influence of soft skills of lecturers—critical thinking, problem solving, communication, teamwork and information management. Descriptive and inferential statistics were utilized to determine the influence of soft skills in terms of critical thinking, problem-solving, communication, teamwork, and information management skills on teaching competency of lecturers at two faculties of two

universities in Vietnam., including the presentation of model to improve soft skills for classroom teaching.

The four article is a mixed method research, titled "*Exploring the relationship between self-directed learning and research competency in graduate students*" by Watana Vinitwatanakhun. The article presents the statistical results of the relationship between self-directed learning and research competency and how self-directed learning (SDL) approaches benefit graduate-level learners.

The fifth article is a quantitative research titled "*The influences of corporate social responsibility on firm performance measured by balanced scorecard*" by Muttanachai Suttipun et.al. This article presents the examined results of the influences of corporate social responsibility and firm performance through balance scorecard. There were 130 hotels that participated in this study.

The sixth article is a quantitative research, titled "*The differential contribution of self-determination motivation to work-level versus organization level behaviors*" by Snitnuth Niyaomsin. The article presents the examined results of the antecedents of each of motivation types---intrinsic motivation, identified regulation, introjected regulation and external regulation and how each of these motivation types contribute to work level and organization level. There were 443 respondents who participated in the study.

In summary, this is another key important milestone that ABAC ODI Journal Vision. Action. Outcome has achieved, together with its contributing authors who have shared their knowledge and experience from their respective fields with our Organization Development and Business community. The six articles represent various industries (e.g., business, education, and hotel), together with authors of diverse nationalities.

We hope that interested readers would find the current issue of ODI journal as informative, inspiring and educational while providing you with some practical concepts which you might utilize in your respective organization and industry.