

## **Editorial**

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This issue of the ABAC ODI Journal, Volume 6 comprises of 10 articles, contributed by 15 authors. Each author represents different professions (e.g., graduate students, university professors, researchers and organization development practitioners) and various nationalities (e.g., Thailand, United Kingdom, China, Philippines and Vietnam). Their names are listed below:

#### **Thailand**

Sirion Chaipoopirutana  
Poonpilas Asavisan  
Watana Vinitwatanakhun  
Sanhakot Vithayaporn  
Ann Suwaree Ashton  
Chayapol Charoenlarpkul  
Vorapot Ruckthum –  
Somchai Rattanaparinyanon  
Somchai Tantasanee

#### **Vietnam**

To Thao Uyen

#### **Philippines**

Maria Socorro CL Fernando

#### **China**

Yan Yee  
Jianhui Xiong

#### **United Kingdom**

Ray Clapp

The first article is a survey-based work which aimed at identifying the relationship between the selected variables (e.g., normative susceptibility, collectivism, novelty seeking, and value consciousness) and consumer's attitude towards the pirated software. The context of the study is Thailand perspective. The nature of data is quantitative-oriented with the use of structure equation model (SEM) for data treatment, analysis and interpretation.

The second article is a survey-based work which aimed at investigating teachers' overload issue and attributes influencing the perceived job overloads. The focal system is public schools of Nanchang, China. The nature of data is quantitative-oriented. The data is analyzed and interpreted, using multiple correlations co-efficient.

The third article is a survey-based work which aimed at determining the correlation between GRIT and demographic variables and between GRIT and research self-efficacy. The context of the study is graduate students of Assumption University. The nature of data is quantitative-oriented. The data is analyzed and interpreted, using linear multiple regression.

The fourth article is a survey-based work which aims at examining factors influencing employee engagement and its impacts organization innovative work behavior. The focal system of this study is grounds 'staff of Thai Airways. The nature of data is quantitative-oriented. The data is analyzed and interpreted using structural equation model (SEM).

The fifth article is a conceptual paper pertaining creative problem-solving of east and west which are underlined by two different cognitive styles. The authors presented some implications from views of organization development with the emphasis on diversity and organizational leadership for organizational performance.

The sixth article is a research and development and aimed at proposing human resource plan to enhance employee motivation. The focal system is MTA State enterprise, Thailand. Four variables (e.g., cognition, empowerment, performance appraisal and training and career development) are initially examined to determine the significant relationship to organizational performance prior to a proposed HR plan. The nature of data is quantitative oriented. The data is analyzed and interpreted, using descriptive statistics.

The seventh article is a mixed-method research and aimed at examining the impact of work life balance strategies on service quality. The focal system of the study is a local hotel in Thailand. The nature of data is numeric and substantive oriented. The data is analyzed and interpreted using descriptive statistics, person correlation and multiple linear and contents analysis.

The eighth article is a survey-based work and aimed at identifying the influencing factors to becoming a high performing organization (HPO). The focal system of the study is a Logistics Company from Vietnam. Four variables are examined, consisting of strategic planning, management quality, performance management and employee competencies. The data is analyzed and interpreted using descriptive statistics.

The ninth article is research and development. It aims at proposing an employee development program with the emphasis on objective key results (OKR). The focal system is a private-own company in Thailand. The nature of data is quantitative-oriented. The data is analyzed and interpreted using descriptive statistics to determine levels of influence of different variables on work performance prior to a proposed employee development program.

The tenth article is a survey-based work and aimed at identifying employee effectiveness using the 7 Habits of Highly Effective People as a framework. The focal system is a local company in Thailand. The nature of data is quantitative-oriented and is analyzed and interpreted, using descriptive statistics to determine levels of significant difference prior to a recommendation

In summary, this is one of the important milestones that ABAC ODI Journal Vision. Action. Outcome has achieved, together with all contributing authors who have produced these articles out of their research-based works and field-based works from their respective professions. We hope that interested readers would find the current issue informative, useful and practical.