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 Graduate School of Public Administration
 National Institute of Development Administration (NIDA)
 148 Bangkapi, Seri Thai Road
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Educational Qualification:

- B.S. in Business Administration (Honor) 1987 East-West University, USA
- M.E. D. in Administration and Supervision 1989 Loyola University Chicago, USA
- Ed.D. in Higher Education 1993 Loyola University Chicago, USA

Employment Experience

- Director for Ph.D. Program in Public Administration 2022- 2025
- Dean, Graduate School of Public Administration at NIDA 2018- 2021
- Director for Master of Public Administration Executive Program at Phisanuklok Campus 2017 – 2018
- Associate Dean for Planning and Development, Graduate School of Public Administration 2016 – 2018

- Associate Dean for Academic Affairs, Graduate School of Public Administration, 2012 – 2015
- Director for Master of Public and Private Management Executive Program 2008 – 2012
- Director for Master of Public Administration Executive Program at Lumpoon Campus 2007 - 2008
- Deputy Director in Graduate School of Human Resource Development at NIDA from 2004-2006

Research:

- Technology transfer from foreign technicians for human resource development (2001)
- A study of opinion from employers and graduated students toward human resource development program (2002)
- Strengthen strategy for human resource development for human resource development (2002)
- Building standards and criteria for technology transfer from foreign technicians for human resource development (2003)
- Strategic measurement for organization development (2004) (**received an award for a good article from NIDA in 2005**)
- Development of human resource development and organization development curriculum (2004)
- Strengthen community for human resource development: A case study of One tumbon One product in Thailand (2005)
- Career development for Electronic Company (2005)
- Human resource master planning (2006)

- Organization and Knowledge Management: a study of successful business companies (2007)
- Effectively and efficiency for human resource information system (2008)
- Analysis of Motivation in Disease Control Department in Ministry of Public Health (2009)
- Public service management of local authorities which received the Good Management Award: A case study of local authorities in the Central of Thailand (2010)
- SME Competitiveness by implementing cluster concept in Thailand (2011) **(received an award for a good article from NIDA 2013)**
- HR Trend in Thailand in the year of 2027 (2012)
- Human resource development in the orchid industry (2013) **(received an award for a good article from NIDA in 2015)**
- Human resource development for sustainability (2014)
- The sustainable management of health tourism and spa (2017)
- The role of human resources in driving digital technology in business Organizations (2022)
- The Impact of Transformational Leadership on Commitment and Performance through The Role of Public Service Motivation in Thai State Enterprises

Peer Reviewed Publication

- Phinaitrup, B. (2000) Rethinking college instruction for Thai higher education. *ASAIHL-Thailand Journal*, 3(2), 148-163.
- Phinaitrup, B. (2000) Human resource development in Thai higher education. *Human Resource Development International Journal*, 3(2), 147-151.
- Phinaitrup, B. (2001) Quality Assurance: new direction for Thai higher Education. *Senatipat Journal*, 50(3), 26-32.
- Akaraborworn, C. T., Phinaitrup, B.; Kusumavalee, S. (2002) Strengthen community for human resource development: A case study of Tumbon Bangpra Chachonsul. *Journal of Development Administration*, 42(4), 311-387.
- Phinaitrup, B. (2003) Human Resource Development in Thai Manufacturing. *Journal of Development Administration*, 43(2), 91-104.
- Phinaitrup, B. (2005) Human resource information system for new Management. *Huachangcharamphakei University Journal*, 8(16), 26-37
- Phinaitrup, B. (2006) Human resource information system. *Senatipat Journal*, 56(3), 19-25
- Phinaitrup, B. (2007) Information system management for organization Development. *Public Administration Journal*, 5(2),
- Phinaitrup, B. (2008) Human resource management at Bangkok Science and Technology Institution. *NIDA Case Research Journal*, 1(1),
- Phinaitrup, B. (2009) Organization and knowledge management: A study of successful organization in Thai private sector. *NIDA Development Journal*, Special Issue 1/2009
- Phinaitrup, B. (2010) A study of the efficiency and effectiveness of information technology for human resources in the public and private sectors in Thailand. *Public and Private Management Journal*, 17(1), 9-55.
- Phinaitrup, B. (2011) Public service management of local authorities: A case study of local authorities in the Central of Thailand. *Public Administration Journal*, 8(1), 56-75.

- Phinaitrup, B. (2011) National Bangkok Institution: The challenge of developing the Human Resource Department. *NIDA Case Research Journal*, 3(1), 1-27.
- Phinaitrup, B. (2012) East-West Training Center for Excellence: The quest for Revitalization. *NIDA Case Research Journal*, 4(1), 87-112.
- Phinaitrup, B. (2012) Strengthening the competitiveness of SME by using the cluster-based approach: A case study of the Ratchaburi Orchid Cluster in Thailand. *Journal of Modern Accounting and Auditing*, 8(2), 195-206
- Phinaitrup, B. (2012) Enhancing SME competitiveness by implementing cluster-based approach: A case study of Thailand. *International Journal of Business and Management Studies*, 1(1), 397-409.
- Phinaitrup, B. (2014) Innovation organization for Competitiveness in the next 15 years In Thailand. *Sasin Journal of Management*, 19(1), 58-69.
- Phinaitrup, B. (2014) Development of skilled-labor in Thai orchid industry: A case study of Central Region. *Burapa University Review Journal*, 22(4), 25-36.
- Phinaitrup, B. (2014) A study of characteristics of entrepreneur in Thai orchid Industry. *NIDA Business Administration Journal*, 13(2), 33-45.
- Abane, J. A. & Phinaitrup, B. (2017) Performance management as an alternative tool for local governance: Evidence from Ghanaian local government sector. *International Journal of Human Resource Studies*, 7(3), 188-209.
- Phinaitrup, B. (2017) Factors Influencing the development of skilled labors in Thai orchid industry. *Journal of Public and Private Management*, 24(3),
- Abane, J. A. & Phinaitrup, B. (2017) Integrative approach to effective performance management in the public sector: Linking public service motivation and transformational leadership for future research. *European Journal of Business and Management*, 9(2), 28-45.
- Phinaitrup, B. (2018) Health Tourism Management: The Case of Thai Health Tourism Industry, *NIDA Development Journal*, 58(4), pp.

- Clemino-Alcoba, R. & Phinaitrup, B. (2019). In search of the Holy Grail in Public Service: A Study on the Mediating Effect of Public Service Motivation on Organizational Politics and Outcomes. *International Journal of Public Administration*. from <https://doi.org/10.1080/01900692.2019.1650280>.
- Abane, J. & Phinaitrup, B. (2019). The determinants of performance management outcomes in public organizations in Sub-Saharan Africa: the Role of National Culture and Organizational Subcultures. *Public Organization Review*. From <http://doi.org/10.1007/s11115-019-00453-5>.
- Widtayakornbundit, S. & Phinaitrup, B. (2020) Mediating effects of relationship quality on the correlations between instructional leadership and loyalty. *Malaysian online Journal of Educational Management*, 8(2), pp. 1-18.
- Inuthai, P. & Phinaitrup, B. (2022). A mediating effect of employee commitment on the relationship between strategic human resource development and employee performance of Thailand's State Owned Enterprises Listed Companies. *Journal of Management Information and Decision Sciences*. Vol. 25 Special Issue 2.
- Thany Thuy, N. T. & Phinaitrup, B. (2022) A Qualitative A Qualitative Study on the Relationship between Public Service Motivation and Job Performance through Person-Organization Fit Variable. *Songklanakarin Journal of Management Science*. Vol. 39 Issue 2.
- Thany Thuy, N. T. & Phinaitrup, B. (2022) The Effect of Public Service Motivation on Job Performance of Public Servants in Vietnam: The Role of Mediation of Job Satisfaction and Person-Organization-Fit. *International Journal of Public Administration*.
- Kesorn, C. & Phinaitrup, B. (2023). Career Advancement of Support Staff in Autonomous Higher Education Institutions: A Case Study of Support Staff at the National Institute of Development Administration. *Journal of Community Research, Nakhon Ratchasima Rajabhat University*, 17(3), July–September 2023.

Meepoomroo, P. & Phinaitrup, B. (2024). The Influence of Quality of

Work Life on Organizational Commitment of Myanmar Migrant Workers with Job Satisfaction as a Mediating Variable: Garment Manufacturing Industry in Bangkok. *Journal of Humanities and Social Sciences, Nakhon Phanom University*, 14(2), 1–14.

Yuttakorn, N. & Phinaitrup, B. (2025) The Impact of Transformational Leadership of Bangkok Metropolitan Executives on Organizational Effectiveness and Job Satisfaction as a Mediator, *Journal of Social Science and Cultural*, 9(9), 184-197.

Service and Professional

- Reviewer, research papers, International Journal of Public Sector Performance Management and Journal of China-USA Business Review
- Reviewer, presentation proposals, International Human Resource Development Conference and EROPA Conference
- Reviewer, research papers, International Journal of Art and Sciences
- Reviewer, Journal of National Institute of Development Administration and International Case Studies NIDA
- Editor, Journal of Public and Private Management
- Editorial Board Members, Journal of China-USA Business Review
- Editorial Board Members, the Asian Review of Public Administration

Service, Campus

- Faculty of Academic Affairs Committees, NIDA
- Information Technology Committees, NIDA
- NIDA Open House Chairperson, NIDA
- Faculty Evaluation Committees, NIDA
- Assessment Program Committees, NIDA

International Conference

- Phinaitrup, B. (2002) The transfer of technology of highly skilled foreign workers for Thai workers in Thailand. *A Proceeding Paper in the Academy of Human Resource Development*. February 23-25, USA
- Phinaitrup, B. (2004) Managing effectively as a global manager in Thailand. *A Proceeding Paper in the Academy of Human Resource Development February 25-27, Hawaii, USA*
- Phinaitrup, B. (2006) A study of factors influencing implementation of human resource information systems. *A Proceeding Paper in the Academy of Human Resource Development. February 24-26, Ohio, USA*
- Phinaitrup, B. (2007) Organization and knowledge management in Thailand: A review of literature. *A Proceeding Paper on the 6th Asian Conference of the Academy of Human Resource Development*. November 2-6, Beijing, China
- Phinaitrup, B. (2009) Efficiency and Effectiveness of Information Technology for Human Resources in the Public and Private Sectors in Thailand. *A Proceeding Paper at the 7th International Conference on Management*, July 6-9 Athens, Greece
- Phinaitrup, B. (2009) Human resource management system in public and private sectors in Thailand. *A Proceeding Paper on the 54th Anniversary of Graduate School of Public Administration*. July 17 Bangkok, Thailand
- Phinaitrup, B. (2011) Strengthening the competitiveness of small and medium enterprises by using the cluster-based approach: A case study of the Ratchaburi orchid cluster in Thailand. *A Proceeding Paper at the International Journal of Arts and Sciences Conference*, April 10-15, Gottenheim, Germany
- Phinaitrup, B. (2012) Enhancing SME competitiveness by implementing cluster-based approach: A case study of Thailand. *A Proceeding Paper at the International Journal of Arts and Science Conference*, May 27-31, Harvard University, Cambridge, USA

- Phinaitrup, B. (2014) Development of Entrepreneur in orchid industry: A case study of Thailand. *A Proceeding Paper at International Journal of Arts and Sciences Conference*, April 6-10, Vienna, Austria
- Phinaitrup, B. (2014) Desirable characteristics of orchid business ownership for sustainable in Thailand. *A Proceeding Paper at the 3rd International Conference on Advancement of Development Administration*, October 8-10, 2014, Bangkok, Thailand
- Phinaitrup, B. (2015) Developing skilled labors in Orchid Industry: A case study of provinces in Central Region. *A Proceeding Paper at International Conference on Business and Internet*. April 22-24, 2015, Taipei, Taiwan
- Phinaitrup, B. (2017) Mechanisms of public sector management for health and spa tourism in Thailand. *A Proceeding Paper at International Conference for Academic Disciplines*, June 20-23, 2017, Ca Foscari University f Venice, Italy
- Phinaitrup, B. (2018) The role of public sector in wellness and spa tourism: A case study in Thailand. *A Proceeding Paper at GSPA NIDA International Conference* , July 5, 2018, Bangkok, Thailand

Course Taught

- Human resource management
- Competency assessment and human capital development
- Innovation management and technology
- Research seminar for human resource management and development
- Human resource management and development for excellence
- Compensation and benefit

Books and Book Chapters

- Phinaitrup, B. & Phitakthemsombat, P. (2008) *Data & Information and HRIS*
Bangkok: Samatham Printing Company
- Phinaitrup, B. (2010) *Learning from researching* Bangkok: Samatham Printing Company
- Phinaitrup, B. (2010) *Human resource management system* Bangkok:
Rattanatri Printing Company
- Phinaitrup, B. & McLean, G.N. (2011) The Efficiency and Effectiveness of Information
Technology for Human Resources in the Public and Private Sectors in Thailand.
In. G.T. Papanikos (Ed.) *International Developments in Management
Research* (pp. 305-330). Athen; ATINER
- Phinaitrup, B. (2014) Section 7: Human Resource Information System in *Strategies of
Human Resources*, Sukothai Thammathirat University.
- Phinaitrup, B. (2017) *Human Resource Management*. Bangkok: Bangkok:
Rattanatri Printing Company
- Phinaitrup, B. (2019) *Human Resource Development in Digital Era*. Bangkok:
Rattanatri Printing Company
- Phinaitrup, B. (2021) *Human Resource Development: Principle and Implementation*.
Bangkok: Rattanatri Printing Company.
- Phinaitrup, B. (2023) *Using technology with human resource management*. Bangkok:
Rattanatri Printing Company.