

DECHA DECHAWATANAPAISAL, Ph.D.

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PROFESSIONAL EXPERIENCES

Faculty Member: Associate Professor of Commerce and Accountancy, Chulalongkorn Business School (CBS), Chulalongkorn University (**Present**)

Decha is an associate professor of the Department of Commerce, Chulalongkorn University. He teaches and conducts researches in the areas of organizational development and change, human resource management, managing creativity and innovation, business psychology, and organization behavior.

Organization Development and Change Consulting Works

Decha has helped organizations in various sectors (e.g. financial services, consumer products, IT, state-owned enterprises, government agencies) managing their change journey. He has conducted organizational help check to diagnose the current situation and provided organizational change solutions. He has also provided coaching as well as training to the leaders and professionals at various levels in the organizations around the change processes and ensuring they understand their role in times of change. He has facilitated conversations and engagement throughout the organizations to enable their people to understand their role in driving change.

Some selected consulting works:

- Assessment Center to Select Regional Managers, Branch Managers, Business Development Managers, and Scholars (Krung Thai Bank)
- Talent selection (Thaibev Group)
- Competency model design (Thaibev Group)
- Employee Engagement Survey (SCG Group – Corporate Accounting Office)
- Employee Engagement Survey (Bangkok Dusit Medical Groups – Bangkok Hospitals)
- Performance Management and Competency Model Redesign (Bangkok Dusit Medical Groups – Bangkok Hospitals)
- Competency Model Redesign (Central Pattana - CPN)
- Organizational Culture Assessment (SCG Group – All Business Units)
- Internal Brand Engagement Campaign Design (SCG Trachang and Cotto Brand)
- Human Resource Transformation and Sales Force Assessment (Philip Morris Thailand)
- Organization design and human resource transition (Bangkok Insurance - BKI)
- Strategic Review (Chaz Insurance Broker / New Delhi Insurance)
- Performance Management Redesign (Central Retail Corporation)
- Coaching for Transformation (BP and Castrol Merger & Acquisitions in Asia Pacific)

PREVIOUS WORK EXPERIENCES

Senior Manager, Human Performance (Change Management), Accenture (formerly known as Andersen Consulting) - Thailand (1996 – 2004)

Decha worked with a world class consulting company - Accenture on various assignments ranging from business process reengineering, organisation design and development, human resource policy, performance management, communication management, change management, and research in a wide range of industries. Working in this position, he gained experiences from working with different people ranging from users to top executives in various work culture and business environment.

EXPERIENCES AS A TRAINER

Also he has conducted training courses in organization development, change management, leadership and management-related skills, emotional intelligence, and creative and critical thinking to leading organizations, e.g., SCG, PTT Group, Thai Airways International, Bangkok Airways, KPMG, Nestle (Thailand), Unilever Thai Holdings, Microsoft (Thailand), Phillip Morris (Thailand), Thoresen Thai, Bridgestone Sales (Thailand), Toshiba (Thailand), Panasonic (Thailand), True Corporation, Advanced Info Services (AIS), DTAC, Toyota, Nissan, Volkswagen (Thailand), Alcan (Thailand), MCOT, Bangkok Post, Kasikorn Bank, Krungsri Bank, Thanachart Group, Government Saving Bank, Government Housing Bank, Bualuang Securities, Bank of Thailand, Oriental Hotel and other public courses e.g., Asia Business Forum, academic-related conferences.

EDUCATION

Asian Institute of Technology, Thailand

Doctor of Philosophy in International Business (Dissertation entitled “The Effect of Cognitive Dissonance and Human Resources Management on Learning Work Behaviour for Performance Improvement”)

Colorado State University, Fort Collins, Colorado, USA.

Master of Business Administration with a concentration in Corporate Finance

Chulalongkorn University, Thailand

Bachelor of Business Administration with a major in Banking and Finance

SELECTED PUBLICATIONS

Dechawatanapaisal, D. (2017), The mediating role of organizational embeddedness on the relationship between quality of work life and turnover: Perspectives from healthcare professionals. *International Journal of Manpower*, Vol. 38 No. 5, pp. 696-711.

Dechawatanapaisal, D. (2018), Employee retention: the effects of internal branding and brand attitudes in sales organizations. *Personnel Review*, Vol. 47 No. 3, pp. 675-693.

Dechawatanapaisal, D. (2018), Nurses’ turnover intention: the impact of leader-member exchange, organizational identification, and job embeddedness. *Journal of Advanced Nursing*, Vol. 74 No. 6, pp. 1380-1391.

Dechawatanapaisal, D. (2018), Examining the relationships between HR practices, organizational job embeddedness, job satisfaction, and quit intention: Evidence from Thai accountants. *Asia-Pacific Journal of Business Administration*, Vol. 10 No. 2/3, pp.130-148.

- Dechawatanapaisal, D. (2019), Internal branding and employees' brand outcomes: Do generational differences and organizational tenure matter? *Industrial and Commercial Training*, Vol. 51 No. 4, pp. 209-227.
- Dechawatanapaisal, D. (2020), Millennials' intention to stay and word-of-mouth referrals. *Evidence-based HRM: A Global Forum for Empirical Scholarship*, Vol. 8 No.1, pp. 60-78.
- Dechawatanapaisal, D. (2021), Effects of leader-member exchange ambivalence on work attitudes: a moderated mediation model. *Journal of Management Development*, Vol. 40 No. 1, pp. 35-51.
- Dechawatanapaisal, D. (2022), Linking workplace social support to turnover intention through job embeddedness and work meaningfulness. *Journal of Management & Organization*, 1-23.
- Dechawatanapaisal, D. (2022), Do broken promises matter? The effects of psychological contract breach on job embeddedness and nurses' work attitudes. *International Journal of Workplace Health Management*, Vol. 15 No. 4, pp. 515-533.
- Dechawatanapaisal, D. (2023), Linking meaningful work and nurse turnover intention: A multilevel modeling. *Evidence-based HRM: A Global Forum for Empirical Scholarship*, Vol. 11 No. 3, pp. 448-464.
- Dechawatanapaisal, D. (2023), Job embeddedness and life satisfaction during pandemic: The impacts of work-from-home stressors and emotional exhaustion. *Asia-Pacific Journal of Business Administration*, online.
- Dechawatanapaisal, D. (2023), How can online remote workers' retention be predicted?: Understanding the moderating role of personal resilience, *Journal of Workplace Behavioral Health*, 1-22

BOOKS

- เดชา เดชะวัฒน์ไพศาล (2566). การพัฒนาองค์กร. กรุงเทพฯ – สำนักพิมพ์แห่งจุฬาลงกรณ์มหาวิทยาลัย.
- เดชา เดชะวัฒน์ไพศาล (2565). พฤติกรรมองค์กร: ทฤษฎีและการประยุกต์. กรุงเทพฯ – สำนักพิมพ์แห่งจุฬาลงกรณ์มหาวิทยาลัย.
- เดชา เดชะวัฒน์ไพศาล (2559, 2563). การจัดการทรัพยากรบุคคล พื้นฐานแนวคิดเพื่อการปฏิบัติ. กรุงเทพฯ – สำนักพิมพ์แห่งจุฬาลงกรณ์มหาวิทยาลัย.
- เดชา เดชะวัฒน์ไพศาล (2562). คิดก่อนคิด พัฒนาความคิด เปลี่ยนชีวิตให้ทันเกม. กรุงเทพฯ – สำนักพิมพ์แห่งจุฬาลงกรณ์มหาวิทยาลัย.