



รศ. ดร. เดชา เดชวัฒนไพศาล

Assoc. Prof. Dr. Decha Dechawatanapaisal

Department : Commerce

Email : decha@cbs.chula.ac.th

Tel : 02 218 5825

Education

- 2005 DOCTOR OF PHILOSOPHY, MANAGEMENT, ASIAN INSTITUTE OF TECHNOLOGY, THAILAND
- 1996 MASTER OF BUSINESS ADMINISTRATION, FINANCE, COLORADO STATE UNIVERSITY, UNITED STATES
- 1993 BACHELOR OF BUSINESS ADMINISTRATION, BANKING AND FINANCE, CHULALONGKORN UNIVERSITY, THAILAND

Publications

Selected Peer-Reviewed Journal Articles

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. (2022), Linking workplace social support to turnover intention through job embeddedness and work meaningfulness. *Journal of Management & Organization*, 1-23.

Dechawatanapaisal, D. (2021), Meaningful work on career satisfaction: a moderated mediation model of job embeddedness and work-based social support. *Management Research Review*, Vol. 44 No. 6, pp. 889-908.

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. (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. (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. (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.

Publications

- 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), 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), The moderating effects of demographic characteristics and certain psychological factors on the job embeddedness-turnover relationship among Thai healthcare employees. *International Journal of Organizational Analysis*, Vol. 26 No. 1, pp. 43-62.
- 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. (2016), “ปัจจัยเชิงเหตุและผลของพันธะสัญญาทางใจของพนักงานไอที” *NIDA Development Journal*, January-March, 67-94.
- Dechawatanapaisal, D. (2016), “ความสัมพันธ์ของความพึงพอใจในคุณภาพชีวิตการทำงานต่อพันธะสัญญาทางใจและความตั้งใจลาออก” *Chulalongkorn Business Review*, Vol. 38 No. 148, 121-148.
- Dechawatanapaisal, D., Numpaya, K., Nuanlak, K, and Pleumboon, C. (2014), “การศึกษาเจเนอเรชันเอ็กซ์และเจเนอเรชันวายในมุมมองต่อคุณลักษณะของตนเองและความคาดหวังต่อคุณลักษณะของเจเนอเรชันอื่น” *Chulalongkorn Business Review*. Vol. 36 No. 141, 1-17.
- Dechawatanapaisal, D. (2013), “การสร้างแบรนด์จากภายใน อีกหนึ่งความท้าทายของการบริหารทรัพยากรบุคคล” *Journal of HR Intelligence*. Vol. 2, 86-94.
- Sirathienchai, J., Sophatsathit, P., and Dechawatanapaisal, D. (2012), “Using Test Employee Capability Maturity Model for Supporting Gaps Bridging in Software Testing” *Journal of Software Engineering and Applications*. Vol. 5 No. 6, 417-428.
- Sirathienchai, J., Sophatsathit, P., and Dechawatanapaisal, D. (2012), “Simulation-Based Evaluation for the Impact of Personnel Capability on Software Testing Performance” *Journal of Software Engineering and Applications*. Vol. 5 No. 8, 545-559.
- Dechawatanapaisal, D. (2012), “บุคลิกภาพและความคิดสร้างสรรค์ของบุคคล กรณีศึกษาจากผู้ที่ประกอบวิชาชีพการออกแบบทางสถาปัตยกรรม” *Chulalongkorn Business Review*. Vol. 34 No. 131, 89-106.

Peer-Reviewed Academic/Professional Meeting Proceedings

- Dechawatanapaisal, D. (2008), Journey to e-Knowledge Society: A Case Study from Thai Petroleum Company, Proceeding of the 2008 International Joint conference on e-Commerce, e-Administration, e-Society, and e-Education, Bangkok, Thailand, March 17th-29th, 2008.

Publications

Dechawatanapaisal, D. (2016), The relationships among employee-perceived HR practices, job satisfaction, job embeddedness and intention to leave: A survey on accounting professionals. Paper Presented at International Conference on Business and Information (BAI 2016), Nagoya, Japan, July 3rd-5th, 2016. (The Best Paper Award Granted).

Dechawatanapaisal, D. (2017), Nurses' turnover intention: The impact of leader-member exchange, organizational identification, and job embeddedness. Paper Presented at International Conference on Business and Information (BAI 2017), Hiroshima, Japan, July 4th-6th, 2017. (The Distinguished Paper Award Granted).

Dechawatanapaisal, D. (2018), Internal branding and employees' brand attitudes: The moderating roles of demographic factors. Paper Presented at International Conference on Business and Information (BAI 2018), Seoul, South Korea, July 6th-8th, 2018. (The Distinguished Paper Award Granted).

Dechawatanapaisal, D. (2019), Millennials' intention to stay and word-of-mouth referrals. Paper Presented at International Conference on Business and Social Science (ICBASS2019), Kyoto, Japan, March 26th-28th, 2019.

Dechawatanapaisal, D. (2020), Ambivalence in leader-member exchange and employee attitudinal outcomes, Presented at International Conference on Business, Information, Tourism, and Economics (BITE2020), Osaka, Japan, January 15th-17th, 2020. (The Distinguished Paper Award Granted).

Book Chapter

Siengthai, S., Dechawatanapaisal, D. and Wailerdsak, N. (2009), Human Resource Management: Future Trends in T. Andrews and S. Siengthai (Eds). The Changing Face of Management in Thailand. 115-145, Routledge.

Book

เดชา เดชะวัฒน์ไพศาล (2559). การจัดการทรัพยากรบุคคล พื้นฐานแนวคิดเพื่อการปฏิบัติ. กรุงเทพฯ – สำนักพิมพ์แห่งจุฬาลงกรณ์มหาวิทยาลัย.

เดชา เดชะวัฒน์ไพศาล (2562). คิดก่อนคิด พัฒนาความคิด เปลี่ยนชีวิตให้ทันเกม. กรุงเทพฯ – สำนักพิมพ์แห่งจุฬาลงกรณ์มหาวิทยาลัย.

Chula MOOC

HRM Practices (การบริหารทรัพยากรบุคคล)

Critical Thinking for Business (คิดก่อนคิด พัฒนาความคิด เปลี่ยนชีวิตให้ทันเกม)