



IJHROD

International Journal of
**HUMAN RESOURCE AND
ORGANIZATION DEVELOPMENT**

Volume 2
January-December 2025

Editorial

It is with great pleasure that I welcome you to the second issue of the *International Journal of Human Resource and Organization Development (IJHROD)*. Our journal is dedicated to providing a rigorous academic platform for cutting-edge research and meaningful scholarly dialogue that advance the fields of human resource and organizational development across diverse cultural, institutional, and industry contexts. We remain committed to fostering a vibrant intellectual community that generates knowledge capable of informing both theory and practice, and ultimately contributing to positive and sustainable organizational transformation.

In this issue, we are pleased to present four high-quality articles that reflect the journal's mission to address contemporary challenges and offer practical insights in HRM and HRD. These contributions underscore the evolving landscape of work and provide fresh perspectives for scholars, practitioners, and policy makers alike.

- 1. How Entrepreneurial Leadership Supports Corporate Social Responsibility: A Systematic Review** This study systematically reviews research from 2020 onward to assess how Entrepreneurial Leadership (EL) influences Corporate Social Responsibility (CSR), finding that although the literature is limited, quantitative evidence consistently shows that EL supports CSR through mechanisms, such as organizational learning, resource allocation, and stakeholder engagement.
- 2. The Connect of Self-Leadership and Innovative Work Behavior: Insights from a Systematic Review** This systematic review aims to examine how self-leadership influences innovative work behavior within the context of flexible work arrangements.
- 3. Understanding the Perception Among Employees' Transferring Employment Status: Case Study of PTT Oil and Retail Business Public Company Limited Transition** This qualitative case study investigates how employees perceive and decide to transfer during the privatization of PTT Oil and Retail Business (OR), revealing that decisions are shaped by job security, benefits, personal job fit, and organizational reputation.
- 4. A Study of the Relationship Between Personality (Disc Model) And Work Values of Human Resources in Multinational Company in Thailand** This study aims to examine how DISC personality types relate to work values among HR professionals in multinational companies in Thailand. The findings offer practical and scholarly benefits by showing how personality shapes value orientations, helping organizations better align HR roles, talent strategies, and organizational purpose.

We are grateful to the authors, reviewers, and editorial team for their contributions to this inaugural issue. We hope these articles spark meaningful discussions and inspire further research in the field. Thank you for joining us on this exciting journey, and we look forward to your continued support.

Warm regards,

Associate Professor Kritkorn Nawakitphaitoon, Ph.D.

Editor-in-Chief International Journal of Human Resource and Organization Development

International Journal of Human Resource and Organization Development (IJHROD)

Volume 2 (January-December 2025)

Contents

Research Articles

How Entrepreneurial Leadership Supports Corporate Social Responsibility: A Systematic Review 1-29

Phalaiphan Rawdneam

The Connect of Self-Leadership and Innovative Work Behavior: Insights from a Systematic Review 30-53

Kamolwan Ratanatheeraroj

Understanding the Perception Among Employees' Transferring Employment Status: Case Study of PTT Oil and Retail Business Public Company Limited Transition 54-73

Nopnaruebest Bowonritthived

A Study of the Relationship between Personality (Disc Model) and Work Values of Human Resources in Multinational Company in Thailand 74-90

Suvikanchana Nooead and Nanta Sooraksa