

# THE EFFECT OF ORGANIZATION DEVELOPMENT INTERVENTION ON STRUCTURAL AND PSYCHOLOGICAL EMPOWERMENT TO ENHANCE INNOVATIVE WORK BEHAVIOR: AN ACTION RESEARCH IN A TECHNICAL SCHOOL IN THAILAND

Tamonwan Somsriruen<sup>1</sup>, Gloria S. Chavez<sup>2</sup>, and Perla Rizalina M. Tayko<sup>3</sup>

## Abstract

This research investigated the effect of organization development interventions (ODI) in improving structural and psychological empowerment, to promote innovative work behavior among organization members, in a technical school in Thailand. Using an action research design, the ODI activities were conducted for a six month period with 36 employees. Quantitative and qualitative methods were used to explore and gather data at all levels (executives, heads of department, and employees). The action research was conducted in three phases: pre-ODI, ODI, and post-ODI. The findings revealed, that employees were able to generate new ideas through connecting with others, and were able to develop and implement ideas related to their own work.

Recommendations for further improvement of the organization include: constant assessment of the school situation, development of team support to sustain momentum, development of leadership support, adoption of a cross-functional team to generate ideas, and introduction of Whole Brain Literacy to help employees execute ideas.

Keywords: organizations as system, empowerment, innovative work behavior and whole brain literacy.

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<sup>1</sup>Tamonwan Somsriruen is a Ph.D candidate at Assumption University. He is working as a Lecturer at College of Management Study at Chalerm Kanchana University, Nonthaburi, Thailand.

<sup>2</sup>Gloria Chavez earned her Master in Business Administration and Doctorate in Business Administration from De La Salle University, Philippines. She attended the Price-Babson Symposium for Entrepreneurship Educators (SEE) at Babson College in Massachusetts and the International Business and Corporate Strategy Program at INSEAD, Fontainebleau, France. She was a visiting professor at Anhui University in Hefei, China. She was awarded the 2015 Entrepreneurship Educator's National Educator Award. She is a visiting Professor at Graduate School of Business, Assumption University, Thailand.

<sup>3</sup>Dr. Perla Rizalina M. Tayko holds a Ph.D. in Organizational Development and Planning from the Southeast Asia Interdisciplinary Development Institute (SAIDI), Philippines. She is also a Nee OD Program Director of Graduates School of Business, Assumption University, Thailand.