Dr. Philip Cheng-Fei Tsai is a professor working for International Business Administration department of Wenzao Ursuline University of Languages, Taiwan. He holds a B.S. degree in Business Administration from the National Cheng Kong University, and MBA and Ph.D. in Human Resource Management at National Sun Yat-Sen University, Taiwan. He also attend international MBA program of Lyon management school in France. Before as a professor, he also was a practitioner worked for multi-national corporation (Such as bp, GE, Makro...etc.) more than 25 years.

His research field is human resource and organization change. He has published academic papers in journals such as *Journal of Management*, *Journal of World Business*, *Journal of organizational Change Management*, *International Journal of Human Resources Management*, *Total Quality Management & Business Excellence*, *International journal of manpower*..etc.