

## CURRICULUM VITAE

**EZEKIEL AYUB SHITSESWA**  
**P.O. BOX 2614 - 50100 KAKAMEGA**  
**Email: [ashitseswa@mmust.ac.ke](mailto:ashitseswa@mmust.ac.ke);**  
**[ayubsa@yahoo.com](mailto:ayubsa@yahoo.com)**



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**NATIONALITY:** Kenyan **GENDER:** Male **AGE:** 40 Years **MARITAL STATUS:** Married  
**LANGUAGES SPOKEN:** English, Kiswahili, Luhya (Excellent written and oral proficiency)  
**RELIGION:** Christian

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### CAREER OBJECTIVE

- To work in a progressive, forward looking and well respected organization which has a reputation for utilizing and enhancing careers of its employees in a friendly but professional setting.
  - To be an employee who can be relied upon in the organization and to give my best to achieve the organization's goals and objectives.
  - To gain proficiency while exercising the acquired skills and contributing towards the maximization of the organization's productivity.
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### CAREER SUMMARY

- An innovative and knowledgeable professional having several years' experience as a lecturer.
  - Proficient in developing new lessons and activities to expand learning opportunities.
  - Extensive participation in committees and extra-curricular activities.
  - Excellent knowledge of subject and also have great practical knowledge.
  - Proficient in giving conceptual knowledge.
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### PERSONALITY TRAITS

- Excellent interpersonal skills.
- Excellent communication skills in both written and verbal.
- Conversant with Microsoft Office operations.
- Can handle multiple tasks and deliver results prioritizing tasks according to urgency.
- Credibility and flexibility to deal with people at different levels.
- Innovative team player with ability to deliver.
- Strong research and analytical abilities.

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## ACADEMIC QUALIFICATION

YEAR	INSITUTION	ATTAINMENT
2014 - 2017	J.O.O.U.S.T	Doctor of Philosophy ( Strategic Management) <b>Thesis Title: Perceptions and Impact of Strategic Planning on the Performance of Sugar Companies in Kenya.</b>
2009 - 2012	Masinde Muliro University of Science and Technology	Masters in Business Administration (Strategic Management) <b>Thesis Title: Effect of Employee Empowerment on Primary School Teachers' Performance in Kakamega Central District, Kenya.</b>
2011-2012	Kenya Institute of Management	Diploma in Management (Public Relations)
2004 - 2008	University of Nairobi	Bachelor of Education (Arts) 2 <sup>nd</sup> class Honours, Upper Division
1999 - 2001 2013	Asumbi Teachers' College Sigalagala Technical Training Institute	Primary Teacher Certificate (Distinction One) Certificate in Computer Applications
1994-1997	Bungoma Town High School	Kenya Certificate Of Secondary Education (C+)
1986 - 1993	Sio Primary School	Kenya Certificate of Primary Education

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## WORK EXPERIENCE

### POSITION HELD

### RESPONSIBILITIES

**July 2021:** Masinde Muliro University of Science and Technology

**Senior Lecturer**

**June 2017:** Masinde Muliro University of Science and Technology

**Lecturer**

**2015 to 2017:** Masinde Muliro University of Science and Technology

**Tutorial Fellow, School of Business and Economics - Business Administration and Management Sciences Department**  
• **Business Administration and Management Sciences Department Exams Coordinator**

**2012 to 2015:** Part Time Lecturer:

- Masinde Muliro University of Science and Technology
- Maasai Mara University
- Mount Kenya University

Teaching Undergraduate and Master's level

**2002 - 2014:** Teacher

- Teachers' Service Commission

- Classroom teacher
- Examination Council Chairman

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## PUBLICATIONS

**Shitseswa E. Ayub & Kwamboka P. A. (2021).** Corporate Social Responsibility Practices and Performance of Public Organizations in Kenya: A Critical Review.

THE INTERNATIONAL JOURNAL OF BUSINESS & MANAGEMENT ISSN 2321-8916 [www.theijbm.com](http://www.theijbm.com). Vol 9 Issue 2  
DOI No.: 10.24940/theijbm/2021/v9/i2/BM2012-027 February, 2021

**Shitseswa E. Ayub. (2020).** AUTOCRATIC LEADERSHIP STYLE AND STRATEGY IMPLEMENTATION IN NON-GOVERNMENTAL ORGANIZATIONS IN UASIN GISHU COUNTY, KENYA.

*International Journal of Science and Research (IJSR)*. ISSN (ONLINE): 2319-7064. Available online at [https://www.ijsr.net/search\\_index\\_results\\_paperid.php?id=ART20199721](https://www.ijsr.net/search_index_results_paperid.php?id=ART20199721), Vol. 9 Issue 11, November 2020 pp. 277-285

**Wanyama, E. W., & Shitseswa, E. A. (2020).** INFLUENCE OF HUMAN RESOURCES ON PERFORMANCE THROUGH CORPORATE GOVERNANCE OF REGIONAL DEVELOPMENT AUTHORITIES IN KENYA

*The Strategic Journal of Business & Change Management*. ISSN 2312-9492 (Online) 2414-8970  
Vol. 7, Iss. 3, pp 1 - 15. July 5, 2020.

**Wanyama, E. W., Byaruhanga, J. K. & Shitseswa, E. A. (2020).** TECHNOLOGICAL RESOURCES, CORPORATE GOVERNANCE AND PERFORMANCE OF REGIONAL DEVELOPMENT AUTHORITIES IN KENYA.

*The Strategic Journal of Business & Change Management*. ISSN 2312-9492 (Online) 2414-8970 (Print). Vol. 7, Iss. 3, pp 16 - 28. July 5, 2020.

**Ezekiel Wechuli Wanyama, Prof John K. Byaruhanga, Dr. Shitseswa E. Ayub (PhD) (2020).** FINANCIAL RESOURCES, CORPORATE GOVERNANCE AND PERFORMANCE OF REGIONAL DEVELOPMENT AUTHORITIES IN KENYA.

*International Journal of Management and Commerce Innovations* ISSN 2348-7585 (Online) Vol. 7, Issue 2, pp: (1233-1243), Month: October 2019 - March 2020, Available at: [www.researchpublish.com](http://www.researchpublish.com)

**Shikanda Carolyne; Dr. Egessa K.W. Robert; Dr. Shitseswa E. Ayub. (2020).** INFLUENCE OF REWARD POLICIES ON EMPLOYEE COMMITMENT

*International Journal of Multidisciplinary and Current Research* ISSN: 2321-3124  
Vol.8 (March/April 2020 issue)

**Peninah A. Kemunto; Dr. Ayub E. Shitseswa and Dr. Alala Ondiek. (2020).** IMPACT OF TECHNOLOGY TRANSFER ON THE PERFORMANCE OF WOMEN-OWNED MICRO SMALL MEDIUM ENTERPRISES (MSMES) IN KISII COUNTY, KENYA.

*International Journal of Multidisciplinary and Current Research* ISSN: 2321-3124  
Research Article Vol.8 (March/April 2020 issue) Available at: <http://ijmcr.com>

**Dr. Shitseswa E. Ayub, Dr. Evans Kwendo and Chiseno Sharon Liyayi. (2019)** EFFECT OF DIFFERENTIATION STRATEGIES ON THE PERFORMANCE OF MOBILE PHONE SERVICE PROVIDERS IN KENYA.

*International Journal of Multidisciplinary and Current Research*. ISSN: 2321-3124. March/April 2019 issue). Available at: <http://ijmcr.com>

**Audan Leah Lokala, Dr. Robert Egessa, Dr. Shitseswa E. Ayub (2018).** INFLUENCE OF E-RECRUITMENT AND SELECTION ON ORGANIZATIONAL EFFECTIVENESS AMONG SELECTED UNIVERSITIES IN WESTERN KENYA.

**International Journal of Management and Commerce Innovations.** ISSN 2348-7585 (Online) Vol. 6, Issue 2, pp: (949-953), Month: October 2018 - March 2019, Available at: [www.researchpublish.com](http://www.researchpublish.com)

**Dr. Shitseswa E. Ayub, Abigael I. Agufa (2018).** ASSESSMENT OF DIFFERENTIATION STRATEGY IMPLEMENTATION ON PERFORMANCE OF YANA TRADING LIMITED, KENYA.

**International Journal of Management and Commerce Innovations.** ISSN 2348-7585 (Online) Vol. 6, Issue 2, pp: (940-948), Month: October 2018 - March 2019. Available at: [www.researchpublish.com](http://www.researchpublish.com)

**Priscilla K. Anuri, Dr. Shitseswa E. Ayub (2018).** INFLUENCE OF PRODUCT SELECTION STRATEGIES ON FINANCIAL PERFORMANCE OF LISTED COMMERCIAL BANKS IN KENYA.

**International Journal of Management and Commerce Innovations** ISSN 2348-7585 (Online) Vol. 6, Issue 2, pp: (925-929), Month: October 2018 - March 2019, Available at: [www.researchpublish.com](http://www.researchpublish.com)

**Dr. Shitseswa E. Ayub, Mr. Dishon Wanjere, Onyango E. Tumbo (2018).** EFFECT OF EMPLOYEE PARTICIPATION ON PERFORMANCE OF TEACHERS SERVICE COMMISSION STAFF.

**International Journal of Management and Commerce Innovations.** ISSN 2348-7585 (Online) Vol. 6, Issue 2, pp: (919-924), Month: October 2018 - March 2019. Available at: [www.researchpublish.com](http://www.researchpublish.com)

**Dr. Robert K. Egessa, Dr. Shitseswa E. Ayub, Pouline M. Imali (2018).** WORK LIFE BALANCE PRACTICES AND EMPLOYEE PRODUCTIVITY IN VIHIGA COUNTY GOVERNMENT, KENYA

**International Journal of Management and Commerce Innovations** ISSN 2348-7585 (Online) Vol. 6, Issue 2, pp: (326-333), Month: October 2018 - March 2019, Available at: [www.researchpublish.com](http://www.researchpublish.com)

**Jackline Akoth Odero, Shitseswa E. Ayub (2017).** EFFECT OF PROCUREMENT PRACTICES ON PROCUREMENT PERFORMANCE OF PUBLIC SUGAR MANUFACTURING FIRMS IN WESTERN KENYA.

**ISSN: 2249\_7196. IJMRR/APRIL 2017/VOLUME 7/ISSUE 4**

**Shitseswa E. Ayub, Dr. ArvinLucy Onditi, Dr. Nyagol Michael (2017).** ROLE OF CORPORATE SOCIAL RESPONSIBILITY IN THE RELATIONSHIP BETWEEN STRATEGY ANALYSIS AND ORGANIZATIONAL PERFORMANCE OF SUGAR COMPANIES IN WESTERN KENYA.

**ISSN: 2321-3124 Vol.5 (March/April 2017 issue)**

**Shitseswa E. Ayub, Dr. ArvinLucy Onditi, Dr. Nyagol Michael (2017).** ROLE OF CORPORATE SOCIAL RESPONSIBILITY IN THE RELATIONSHIP BETWEEN STRATEGIC THINKING AND ORGANISATION PERFORMANCE OF SUGAR COMPANIES IN WESTERN KENYA.

**ISSN: 2249-7196 IJMRR/March 2017/ Volume 7/Issue 3/Article No-12/304-319**

**Shitseswa E Ayub, Jackline Odero (2016).** FACTORS AFFECTING IMPLEMENTATION OF STRATEGIES AMONG SAVINGS AND CREDIT CO-OPERATIVE SOCIETIES IN KAKAMEGA COUNTY, KENYA.

**ISSN: 2321-3124 Sept 2016, Vol.4 (Sept/Oct 2016 Issue)**

**Shitseswa Ayub, Prof. John Byaruhanga, Omusula George Okhaso (2016).** EFFECT OF BANK CREDIT FACILITIES ON THE GROWTH OF SMALL AND MEDIUM ENTERPRISES IN KAKAMEGA COUNTY, KENYA.

**Shitseswa Ezekiel Ayub and ArvinLucy Onditi (2015). CSR AS A MEDIATOR IN THE RELATIONSHIP BETWEEN STRATEGY FORMULATION PRACTICES AND PERFORMANCE OF SUGAR MANUFACTURING FIRMS IN KENYA**  
**Elixir Org. Behaviour 89 (2015) 36925-36928**

**Pamela Nafula Nyongesa, Prof .William Toili, Dr. Robert Egessa, Shitseswa E. Ayub (2014). IMPACT OF PERFORMANCE APPRAISAL ON SIRISIA SUB-COUNTY'S TEACHER PERFORMANCE.**  
**IJMRR/ December 2014/ Volume 4/Issue 12/Article No-7/1163-1172 ISSN: 2249-7196**

**Demtila Nafula and Shitseswa E. Ayub (2014). MANAGEMENT STRATEGIES AND PERFORMANCE IN KENYA CERTIFICATE OF PRIMARY EDUCATION (KCPE) IN KAKAMEGA CENTRAL DISTRICT, KENYA.**  
**Elixir International Journal - Elixir Leadership Mgmt. 72 (2014) 25220-25225**

**Egessa R. K and Shitseswa E. Ayub (2013). INFLUENCE OF EMPOWERMENT ON EMPLOYEE PERFORMANCE: A CASE OF PRIMARY SCHOOL TEACHERS' IN KAKAMEGA CENTRAL DISTRICT, KENYA.**  
**Elixir International Journal - Elixir Human Res. Mgmt. 68 (2014) 21927-21931**

**Stephen Wekesa Masinde and Shitseswa E. Ayub (2014). HOW DO CONTEXTUAL FACTORS IN A LOGISTIC OUTSOURCING SYSTEM AFFECT THE PERFORMANCE OF SUGAR MANUFACTURING FIRMS IN KENYA?**  
**International Journal of Computer Science and Management Research Vol 3 Issue 2 February 2014 ISSN 2278-733X**

**Shitseswa E. Ayub and Demtila Nafula (2014). SCHOOL MANAGEMENT PRACTICES AND PUPILS' PERFORMANCE IN KENYA CERTIFICATE OF PRIMARY EDUCATION (KCPE) IN KAKAMEGA CENTRAL DISTRICT, KENYA**  
**International Journal of Management Research and Review**  
**IJMRR/ March 2014/ Volume 4/Issue 3/Article No-3/334-343 ISSN: 2249-7196**

## **SUCCESSFUL POSTGRADUATE SUPERVISION**

**2021**

**TITLE OF THESIS:** Corporate Social Responsibility, Transformational Leadership and Organizational Performance of Selected Sugar Companies in Western Kenya.  
**ANINDO Elizabeth Mwanza – Doctor of Philosophy (Strategic Management)**

**TITLE OF THESIS:** Organizational Resources, Corporate Governance and Performance of Regional Development Authorities in Kenya.  
**WECHULI Ezekiel Wanyama - Doctor of Philosophy (Strategic Management)**

## **2020**

**Shikanda Carolynne** - REWARD MANAGEMENT PRACTICES AND EMPLOYEE COMMITMENT IN THE PUBLIC HEALTH SECTOR OF SELECTED SUB-COUNTIES IN KAKAMEGA COUNTY, KENYA. - Masinde Muliro University of Science and Technology - **MBA**

**Kemunto Peninah** - IMPACT OF BUSINESS DEVELOPMENT SERVICES ON THE PERFORMANCE OF WOMEN OWNED MICRO, SMALL AND MEDIUM ENTERPRISES IN KISII COUNTY, KENYA. - Masinde Muliro University of Science and Technology – **MBA**

## **2019**

**Chiseno L. Sharon** - EFFECT OF COMPETITIVE STRATEGIES ON THE PERFORMANCE OF MOBILE PHONE SERVICE PROVIDERS IN KENYA - Masinde Muliro University of Science and Technology - **MBA**

**Onyango E. Tumbo** - PERFORMANCE MANAGEMENT AND EMPLOYEE PERFORMANCE AT THE TEACHERS SERVICE COMMISSION - Masinde Muliro University of Science and Technology - **MBA**

**Letting Josephine Chemeli** -INFLUENCE OF LEADERSHIP STYLES ON STRATEGY IMPLEMENTATION IN NON-GOVERNMENTAL ORGANIZATIONS IN UASIN GISHU COUNTY, KENYA - Mount Kenya University - **MBA**

## **2018:**

**Pouline Imali Mulekhanu** - WORK LIFE BALANCE AND EMPLOYEE PRODUCTIVITY IN VIHIGA COUNTY GOVERNMENT, KENYA -- Masinde Muliro University of Science and Technology - **MBA**

**Audan Leah Lokala** - COMPUTERIZED HUMAN RESOURCE INFORMATION SYSTEMS AND ORGANIZATIONAL EFFECTIVENESS AMONG SELECTED PUBLIC UNIVERSITIES IN WESTERN KENYA - Masinde Muliro University of Science and Technology - **MBA**

**Abigael Ijika Agufa** - ASSESSMENT OF DIFFERENTIATION STRATEGY IMPLEMENTATION ON PERFORMANCE OF SAMEER AFRICA (K) LIMITED - Mount Kenya University - **MBA**

**Priscillah Kwamboka Anuri** - INFLUENCE OF FUNCTIONAL MARKETING STRATEGIES ON FINANCIAL PERFORMANCE OF LISTED COMMERCIAL BANKS IN KENYA - Mount Kenya University **MBA**

## **AWARDS, APPOINTMENTS, TRAINING, EVENTS AND WORKSHOPS ATTENDED**

22 <sup>nd</sup> November 2019	Attended an <b>R&amp;A Level 1 Rules Seminar</b> conducted by the Kenya Golf Union.
14 <sup>th</sup> August 2019	Recognized by the Directorate of Research and Postgraduate Support for <b>Resource Mobilization (MMUST)</b> efforts ( <b>KShs. 1,542,600.00</b> was raised)
1 <sup>st</sup> August 2019	Appointed as <b>Timetabling and Examinations Coordinator</b> for the School of Business and Economics
19 <sup>th</sup> -21 <sup>st</sup> June 2019	<b>Member</b> of the <b>Organizing Committee</b> for the 13 <sup>th</sup> Multi-Disciplinary International Conference 2019, held at Masinde Muliro University of Science and Technology

2018	<b>Team Leader</b> of the Directorate of Corporate Communications and Marketing Representatives at Masinde Muliro University of Science and Technology
June 2018:	First Pan African International Research Congress on Knowledge Generation and Dissemination (PAIRC - 2018) - <b>Assistant Team Leader to the Secretariat</b>
February 2018:	<b>Section Head - Economics and Business Studies</b> Masinde Muliro University of Science and Technology - Bungoma and Webuye Campuses
June 2018	<b>Attended</b> the First Pan African International Research Congress on Knowledge Generation and Dissemination (PAIRC-2018)
June 2018	<b>Assistant Team Leader to the Secretariat</b> , First Pan African International Research Congress on Knowledge Generation and Dissemination (PAIRC-2018)
March 2017	<b>Member</b> of Diploma/Certificate Curriculum Review Committee for Business Administration and Management Sciences Department
August 2016	<b>Acting Coordinator</b> , Webuye Campus
August 2016	<b>Member</b> of the Shortlisting Committee for Part-Time Teaching Applications for Business Administration and Management Sciences Department
4 <sup>th</sup> March 2013	Worked as a <b>Presiding Officer</b> during the General Election
4 <sup>th</sup> August 2010	Worked as a <b>Presiding Officer</b> during the Kenya Referendum on the New Constitution
21 <sup>st</sup> - 22 <sup>nd</sup> February 2009	<b>Attended</b> the Western Province Adjudicator's Drama Workshop
1 <sup>st</sup> - 30 <sup>th</sup> May 2009	<b>Member</b> of the Planning Committee for the Mumias District Education Day
20 <sup>th</sup> - 23 <sup>rd</sup> February 2008	<b>Training</b> on the Management of HIV/AIDS and Life Skills
22 <sup>nd</sup> March 2006	<b>Directed</b> a Play to National level of Kenya National Drama Festival
26 <sup>th</sup> -28 <sup>th</sup> January 2006	<b>Attended</b> the Western Province Drama Festival Workshop
30 <sup>th</sup> September 2005	Appointed <b>National Examiner, Kiswahili Insha</b>



March 2001

**Attended** an International Lifesaver First Aid Course

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## **CONSULTANCY**

April 2020

**Team Leader**, PHAM Management and Training Consultants for Employee Satisfaction Survey in **Busia County**

June 2015

**Associate Consultant** with Wernett Management Services for Customer Satisfaction Survey in **Bungoma County**

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## **MEMBERSHIP TO PROFESSIONAL BODIES**

24<sup>th</sup> April 2013 to date

Full Member of Kenya Institute of Management

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## **COMMUNITY SERVICE**

10<sup>th</sup> September 2020-2021

**Honorable Secretary, Kakamega Sports Club.**

2<sup>nd</sup> May 2019 to date

Appointed as **Chair of the Board of Management** of Mundoli ACK Girls Secondary School.

March 2019

Participated in Kick Jiggers Out of Khwisero Sub-County CSR Programme

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## **HOBBIES AND INTERESTS**

Travelling, reading, acting (Drama) and playing basketball

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## **REFEREES**

Prof. Benedict Alala Ondieki  
Senior Lecturer,  
Masinde Muliro University of Science and Technology  
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KAKAMEGA.  
Tel: 0713 469 910  
Email: bondieki@mmust.ac.ke

Dr. Wanyama Kadian

Dean, School of Business  
Kibabii University  
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BUNGOMA.

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County Government of Busia  
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