

## CURRICULUM VITAE

### PERSONAL INFORMATION

**NAME:** *PROF. ROBERT KENNEDY WANYAMA EGESEA, PhD, CPS (K), CHRP (K)*  
**MARITAL STATUS:** Married  
**CURRENT ADDRESS:** c/o MMUST, P.O. BOX 190-50100 KAKAMEGA, KENYA  
**HOME ADDRESS:** P.O. BOX 653 BUSIA, KENYA  
**E-MAIL:** [regessa@mmust.ac.ke](mailto:regessa@mmust.ac.ke)  
**Citizenship:** Kenyan  
**Languages:** English , Swahili, Luhya

### *Career Objective:*

To be an Innovative and Ethical practitioner, facilitator, trainer, generator and disseminator of knowledge and skills in *Strategic Human Resource Management* and *Corporate Governance* relevant for the sustainable socio- economic development of humanity.

### *Research Interests*

Strategic Human Resource Management, Corporate Governance, Healthcare Leadership & Management, Hospitality Management and Public Sector Governance & Management

### EDUCATIONAL BACKGROUND

2007 – 2012:	Moi University	<b>PhD in Business Management-</b> Strategic Management ( <i>Strategic Human Resource Management Focus</i> ) <i>Thesis Title: Strategy Implementation Imperatives as Determinants of organizational performance in Local Authorities in the Western Region of Kenya</i>
2002 - 2006:	Kenyatta University	<b>Master of Business Administration</b> (Human Resource Management) <i>Thesis Title: Factors Affecting Training and Development of Employees Within the Sugar Sector in Kenya: A Case of Nzoia Sugar Co. Ltd.</i>
1990-1995:	University of Nairobi	<b>Bachelor of Education (Arts),</b> Second Class <i>Honours, Upper Division</i>
1986-1989:	Nairobi School	K.C.S.E. Grade: B-
1978-1985:	Commonwealth Primary School, Bungoma	K.C.P.E. 64 points

## PROFESSIONAL QUALIFICATIONS

2021 to 2022 :	HRMPEB	<i>Certified Human Resource Management Professional (CHRP(K))</i>
2016 to 2021 :	KASNEB	<i>Certified Public Secretary (CPS(K))</i>
2016- 2017:	Cambridge International College- UK	<i>International Diploma in Human Resource and Personnel Management</i>

## OTHER QUALIFICATIONS

2024 to 2025 :	Global Health eLearning Centre, USAID	<i>Certificate in Governance and Health</i>
2024 to 2025 :	Global Health eLearning Centre, USAID	<i>Human Resources for Health (HRH): Principles and Practices Course</i>

## PROFESSIONAL SKILLS SET

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- ✓ Strategic Planning skills
- ✓ Labour Relations Skills
- ✓ Good Negotiation Skills
- ✓ Talent Development and Management Skills
- ✓ Change Management skills
- ✓ Proficiency in Computer Applications
- ✓ Strategic and Visionary Leadership skills
- ✓ Public Relations and Customer Care skills
- ✓ Good Corporate Governance Practices -Trained and Practicing
- ✓ Skills and Experience in Strategic Plan Development and Execution

## SELECTED CONTINUOUS PROFESSIONAL TRAINING UNDERTAKEN

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- ✓ *Training in Corporate Governance* - conducted by Kenya Institute of Management, (KIM)
- ✓ *Training of Trainers* - conducted by Ministry of Industrialization, JKUAT, World Bank, Technoserve and KIM
- ✓ *Training of Trainers in Business Development* - conducted by International Labour Organization(ILO) SIYB
- ✓ *ISO 9001: 2011 Internal Quality Auditors* - Conducted by APEX Management
- ✓ *Human Resources for Health* - conducted by (IHRM-K) and Intra Health In Systems Consultants Ltd.
- ✓ *Ethics and Integrity in Leadership* - conducted by Kenya Institute of Management
- ✓ *Performance Management* - conducted by the Institute of Human Resource Management Kenya (IHRM-K)
- ✓ *Employee Engagement for High Performance* conducted by Kenya Institute of Management, (KIM)

## EMPLOYMENT HISTORY

Feb 2024 - Date: **Associate Professor**, (*Strategic Human Resource Management & Corporate Governance*) & **Director, Career Services**,  
**Masinde Muliro University of Science and Technology**

*As an Associate Professor, my duties and responsibilities include:*

- ❖ Programme Leader- MSc in Human Resource Management and MBA (Healthcare Management Specialization)
- ❖ Offer Lectures in Strategy, HR Management, Healthcare Leadership & Governance, Public Sector Leadership and Corporate Governance to Postgraduate and Undergraduate students
- ❖ Lead Research teams in Strategy, Healthcare Leadership and Management, Strategic HR Management and Governance & Leadership Research.
- ❖ Offer Consultancy Services in Strategy, Healthcare Leadership and Management, Strategic HR Management and Governance & Leadership to the University and its clients

*As Director, Career Services, my duties and Responsibilities Include:*

- ❖ Facilitate mainstreaming of access to equitable, relevant and quality career education and career information
- ❖ Coordinate effective provision of academic advisory, career pathing, mentorship and career counselling services in the university
- ❖ To guide and mentor students on career options, job market trends and work place paradigms.
- ❖ Provide schools with support on curriculum development and review through industry linkage as may be appropriate.
- ❖ Coordinate industrial attachment, apprenticeship and internship activities in collaboration with relevant Departments, Schools and industry partners.
- ❖ Coordinate Alumni affairs for the benefit of the university, its advancement and the society in general.
- ❖ Facilitate linkages between the University and other stakeholders such as the industry as consumers of the University graduates for attainment career aspirations

Sep'21- Oct 2023: **Associate Professor**, (*Strategic Human Resource Management & Corporate Governance*) and **Dean**, School of Business & Economics,  
**Masinde Muliro University of Science and Technology**

*As Associate Professor and Dean, my duties, Responsibilities and achievements included:*

- ❖ Provided overall Strategic leadership to the School that enabled the school to enhance its visibility as a leading Business School in the region

	<ul style="list-style-type: none"> <li>❖ Successfully oversaw curriculum review, teaching and examination processes in the school from Certificate to PhD level that ensured timely completion of studies by our graduates</li> <li>❖ Nurtured Performance Management processes in the school</li> <li>❖ In liaison with the Office of the Deputy Vice Chancellor, Administration and Finance, I oversaw recruitment and selection of staff for the school hence ensured seamless teaching and research activities execution.</li> <li>❖ Executed varied capacity building activities for staff</li> <li>❖ Supervised execution of duty by the <b>33</b> full time and <b>65</b> part-time members of the Academic and Auxiliary staff in the three departments that constitute the School.</li> <li>❖ Undertook committed provision of Teaching Services in <i>Strategic HR Management, Healthcare Leadership &amp; Governance, Business Strategy, Public Sector Leadership</i> and <i>Corporate Governance</i> to Postgraduate and Undergraduate students</li> <li>❖ Led progressive research teams and offered Consultancy Services in <i>Strategic HR Management, Healthcare Leadership &amp; Governance, Business Strategy, Public Sector Leadership</i> and <i>Corporate Governance</i> to the University and its clients</li> </ul>
Oct'20- Sept 2021	<p><b>Senior Lecturer &amp; Dean</b>, School of Business and Economics, <b>Masinde Muliro University of Science and Technology</b></p> <ul style="list-style-type: none"> <li>❖ Provided strategic leadership to the school and undertook all duties and responsibilities of a Dean as listed above</li> </ul>
July'18- Oct 2021	<p><b>Senior Lecturer &amp; Ag. Dean</b>, School of Business and Economics <b>Masinde Muliro University of Science and Technology</b></p> <ul style="list-style-type: none"> <li>❖ Provided strategic leadership to the school and undertook all duties and responsibilities of a Dean as listed above</li> </ul>
Aug 2014 -June 2018	<p><b>Lecturer and Chairman</b>, Department of Business Administration and Management, Sciences, <b>School of Business and Economics, MMUST</b></p> <ul style="list-style-type: none"> <li>❖ Provided strategic leadership to the department</li> <li>❖ In liaison with the Departmental Board, recruited and selected part-time lecturers to teach various courses offered under the PhD, MBA and MSc in Human Resource Management and Bachelor of Commerce degree programmes.</li> <li>❖ Periodically Reviewed the curricula of programmes to meet market needs</li> <li>❖ Supervised execution of teaching and learning processes by staff.</li> <li>❖ Oversaw examination processes in the department</li> <li>❖ Facilitated training processes for members of staff in the department</li> <li>❖ Organized for Industrial attachment for students in the Department.</li> </ul>

Feb'13-Aug 2014	<i>Lecturer, Strategic &amp; HR Management, <b>MMUST</b></i>
2010 - Feb 2013:	<i>Assistant Lecturer, Strategic &amp; HR Management, <b>MMUST</b></i>
2009 - June 2010	<i>Assistant Lecturer, Business Management and Head-Human Resource Management: <b>Kabianga University College</b></i>
2008- Dec 2009	<i>Part-time lecturer, Business Management, <b>University of Nairobi</b>, Kakamega Extra Mural Centre</i>
May 2007- 2009:	<i>Senior Lecturer and Head of Business Administration Section, School of Business, <b>Sang'alo Institute of Science and Technology</b></i>
1995- April 2007:	<i>Graduate Teacher, Moi Girls High School, Kamusinga, Isongo and Olare Secondary schools</i>

## ADMINISTRATIVE AND MANAGEMENT EXPERIENCE

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### CORPORATE GOVERNANCE EXPERIENCE

Mar 2022-Nov 23:	<i>Council Committee Member, Human Resource, Public Policy and Lobbying Committee of the <b>Institute of Human Resource Management, KENYA ( IHRM-K)</b></i>
July'17- Oct 2020:	<i>Member, National Governing Council, <b>Kenya Institute of Management ( KIM)</b></i>
Sept 2018 -2020	<i>Member, <b>Institute of Human Resource Management, KENYA-Western Branch Executive Committee</b></i> <ul style="list-style-type: none"> <li>❖ This is the Professional Body of Human Resource Management Professionals in Kenya. It registers Human Resource Professional and regulates the Human Resource Management profession. I was part of the team that established and successfully ran the Western Branch of this premier professional body</li> </ul>
2014 –Oct. 2020:	<i>Chairman, National Membership Committee, <b>Kenya Institute of Management ( KIM)</b></i> <p><i>My duties and successes included:</i></p> <ul style="list-style-type: none"> <li>❖ I was involved in coming up with innovative activities that have enhanced the KIM membership experience, enhance visibility of the KIM. This resulted in enhanced KIM's brand visibility and also increased the membership tally</li> </ul>
May'14– Oct 2020:	<i>Chairman, <b>Kenya Institute of Management</b>, Kakamega Branch (Covering Kakamega, Bungoma, Busia and Vihiga Counties)</i> <p><i>My duties and successes included:</i></p> <ul style="list-style-type: none"> <li>❖ Provided corporate leadership to the branch.</li> </ul>

- ❖ Encouraged members to embrace good corporate governance practices
- ❖ In liaison with the branch manager, organized membership recruitment initiatives and networking activities such as Management fora and informative, interactive and motivational corporate leaders' talks.
- ❖ In liaison with the branch manager, organize other branch activities and continuous training programmes for members.

## PUBLICATIONS

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### A. Refereed Journals Papers since Appointment to ASSOCIATE PROFESSOR Position

1. **Egessa, R.K.W.** (2026) "Strategic Human Resource Management and Public Sector Performance in Developing Countries: Evidence from County Governments in a Devolved Context in Kenya". *Asian Journal of Economics, Business and Accounting* Vol. 26 (1): pp. 225-232  
<https://doi.org/10.9734/ajeba/2026/v26i12137>
2. **Egessa, R. K.W.**, Lokala, A. L., & Simiyu, E. (2025). Effect of career progression factors on service delivery: Evidence from refugee humanitarian organizations in Kenya. *African Quarterly Social Science Review*, 2(4), pp. 65-75.  
<https://doi.org/10.51867/AQSSR.2.4.7>
3. Luchivisi, P. A., **Egessa, R.**, & Odero, J. (2025). Influence of Empathy on Organisational Performance in Public Universities, Western Region, Kenya: The Moderating Role of Organisational Justice. *Research Journal of Business and Finance*, 4(2), 43–53.  
<https://doi.org/10.58721/rjbf.v4i2.1325>
4. Lokala, A. L., **Egessa, R. K. W.**, and Simiyu, E. (2025). Effect of Labour Mobility Socio-Cultural Factors on Service Delivery: Evidence from Selected Refugee Organizations in Kenya. *Journal of Business and Social Review in Emerging Economies*, 11 (2), pp. 67-78. DOI: <https://doi.org/10.26710/jbsee.v11i2.3305>
5. Sande, M. J., **Egessa, R.**, & Kwendo, E. (2025). Influence of leave programs on employee commitment among county administrators in Western region, Kenya: The moderating role of organizational culture. *African Quarterly Social Science Review*, 2(4), 76–93. <https://doi.org/10.51867/AQSSR.2.4.8>
6. Luchivisi, P. A., **Egessa, R.**, & Odero, J. (2025). Influence of Social Skills on Organizational Performance in Public Universities in Kenya's Western Region: The Moderating Role of Organisational Justice, Vol. 4 No. 2 (2025): *Eastern African Journal of Humanities and Social Sciences*, 4(2), pp. 123-134. ISSN (Online): 2958-8634  
DOI: <https://doi.org/10.58721/eajhss.v4i2.1315>
7. Mwinami, J. S., **Egessa, R. K. W.** & Kwendo, E. (2025). Influence of Welfare programmes on Employee Commitment among County Administrators in Western Region, Kenya. *Research Journal of Business and Finance*, 4(2), 87-99.  
DOI: <https://doi.org/10.58721/rjbf.v4i2.1398>



8. Marumbu, C., **Egessa, R. K.**, Simiyu, E. J., & Manyasi, J. N. (2024). Green Human Acquisition Practices as a Determinant of Employee Performance in Developing Countries: Evidence from Public Universities in Western Kenya. *African Journal of Empirical Research*, 5(4)1707–1715. <https://doi.org/10.51867/ajernet.5.4.143>
9. Ajuoga, P. O., **Egessa, R. K. W.**, and Odero, J. A. (2024). Employee Welfare Management Practices as a Determinant of Organizational Commitment among Medical Doctors in Developing Countries: Evidence from County Referral Hospitals in Kenya. *Sustainable Business and Society in Emerging Economies*, 6 (3), pp. 375-388. DOI: <https://doi.org/10.26710/sbsee.v6i3.3112>
10. Gitonga, C. K., **Egessa, R.**, & Tibbs, C. (2024). Effect of Career Development on Talent Engagement in Selected Private Technical and Vocational Education Training Institutions in Kenya. *African Journal of Empirical Research*, 5(4), pp 1252– 1265. <https://doi.org/10.51867/ajernet.5.4.103>
11. Odero, J. A., **Egessa, R.K.W.**, Machuki, K.M., (2024) Competitor Orientation and Innovation: Kenyan Deposit Taking Sacco Experience. *Oradea Journal of Business and Economics*, 9(1), pp.9-18. <http://doi.org/10.47535/1991ojbe178>.
12. Morema, E. N., Ouma, C., **Egessa, R.**, Nyachiro, L., & Shisanya, M. (2024). Self-reported Provision of Preconception Care and Associated Factors. *The East African Health Research Journal*, 8(1), 58–66. DOI <https://doi.org/10.24248/eahrj.v8i1.752>
13. Marumbu, C., **Egessa, R. K.**, Simiyu, E. J., & Otuya, W. (2024). Efficacy of Green Reward Management Practices on Workers' Performance: Evidence from Public Universities in Western Kenya. *African Journal of Empirical Research*, 5(3),165–173. <https://doi.org/10.51867/ajernet.5.3.16>
14. Gitonga, C. K., **Egessa, R.**, & Tibbs, C. (2024). Moderating Effect of Organizational Culture on the Relationship between Reward System and Talent Engagement in Selected Private Technical and Vocational Education Training Institutions in Kenya. *Journal of Business and Social Review in Emerging Economies*, 10(3), 387-398. <https://doi.org/10.26710/jbsee.v10i3.3111>
15. Odero, J.A., **Egessa, R.K.W.**, (2023) Board Nationality and Educational Diversity and Organizational Performance: A Systematic Review of Literature, *International Journal of Business, Economics and Social Development*, Vol. 4, No. 4, pp. 218-228, DOI: <https://doi.org/10.46336/ijbesd.v4i4.522>
16. Odera, J. A., **Egessa, R. K.**, Mogere Machuki, K., & Limonya, J. (2022). Transformational leadership and innovation in deposit taking SACCOs: The moderating role of competitor orientation. *International Journal of Research in Business and Social Science* (2147- 4478), 11(8), 166–176. <https://doi.org/10.20525/ijrbs.v11i8.2082>
17. Kawai, M. K., **Egessa, R.**, & Tsuma, E. (2022). Coaching and service delivery among the academic staff in the Kenyan Public Universities. *The Strategic Journal of Business & Change Management*, 9 (4), 877 – 886. <https://strategicjournals.com/index.php/journal/article/view/2419>
18. Onyango, R. O., **Egessa, R.**, & Ojera, P. (2022). Effect of Organizational Justice on Employee Engagement in the Hospitality Industry. *European Journal of Business and Management Research*, 7(4), 6–13 <https://doi.org/10.24018/ejbmr.2022.7.4.1259>

19. Onyango, R., **Egessa, R. K.**, & Ojera, P. (2022). Knowledge management and employee engagement in the hospitality industry, *International Journal of Research in Business and Social Science* (2147-4478), 11(6), pp. 209-217. <https://doi.org/10.20525/ijrbs.v11i6.1978>

#### **B. Refereed Journals Papers When serving as a Senior Lecturer**

1. Gitonga, C. and **Egessa R.K.W.** (2021); Talent Engagement Drivers and Employee Productivity In Technical Vocational Education Training Institutions in Kenya; *International Journal of Scientific and Research Publications*, Vol. 11(5) May pp 2250-3153 <http://dx.doi.org/10.29322/IJSRP.11.05.2021.p11347>
2. K'osuri M. A., **Egessa, R.**, & Onyango, R. (2020). Perceived organizational support, psychological empowerment and employee engagement in public health facilities in Kenya. A review. *The Strategic Journal of Business & Change* <https://strategicjournals.com/index.php/journal/article/view/1609/1540>
3. Luchivisi, P. A., **Egessa, R.**, & Muchilwa, D. (2020). Non-monetary rewards and organizational performance of Kakamega County, Kenya. *The Strategic Journal of Business & Change Management*, 8 (1), 170 – 182. <http://www.strategicjournals.com/index.php/journal/article/view/1904/1822>
4. Simiyu, J., **Egessa, R. W.**, & Byaruhanga, J. (2019). Auditing Practice and Service Delivery of County Owned Water Organizations in Western Kenya, *The Strategic Journal of Business & Change Management*, 6 (4), pp. 210 – 216 ISSN 2312-9492 (Online) 2414-8970 (Print)
5. Odero J.A, **Egessa R.W.** and Oseno B.(2019) Influence of Employee Empowerment on Performance: Evidence From Deposit-taking Sacco's In Kenya, *EPRA International Journal of Multidisciplinary Research (IJMR)*, Vol.5 | Issue.10 pp 35-48 ISSN: 2321-3124
6. Wabomba, S.M., **Egessa R.** and Otuya W.(2019): Effects of Training Needs Assessment on Service Delivery in Public Service hospitals Bungoma County, *International Journal of Management and Commerce Innovations* vol. 6, Issue 2, pp.1011-1017, ISSN 2348-7585
7. Odero, J.A., **Egessa R.K.** and Oseno B. (2019) The Moderating Effect of Legal factors on the Relationship Between Strategic Leadership practices and Performance of Deposit Taking SACCOs in Kenya, *The Strategic Journal of Business & Change Management*, 6 (4), pp. 1049-1053 ISSN 2312-9492
8. Odero J.A, **Egessa R.W.** and Oseno B.(2019) Effect of Innovation on Performance of Deposit Taking Saccos in Kenya *International Journal of Management and Commerce Innovations* Vol. 7, Issue 1, pp.776-787, ISSN 2348- 7585
9. Simiyu, J., **Egessa, R. W.**, & Byaruhanga, J. (2019). Transparency and Accountability Practice and Service Delivery of County Owned Water Organizations in Western Kenya, *Elixir Strategic Management Journal*, Vol.135 pp. 53721-53725 ISSN 2229-712X
10. Ashiono, C., **Egessa R.K.W.** and Tsuma E.T. (2018) Legal and Regulatory Compliance and Service Delivery in Semi-Autonomous County Government Entities of Kakamega County, *International Journal of Multi-Disciplinary and Current Research*, Vol. 6 pp 1174-1180 ISSN: 2321-3124



11. Audan,L.L, **Egessa R.K.W.** and Shitseswa A.E. (2018) Influence of E- Recruitment and Selection on Organizational Effectiveness among Selected Universities in Western Kenya *International Journal of Management and Commerce Innovations* Vol. 6, Issue 2, pp: (949-953), ISSN 2348-7585 (Online)
12. Nandikove, R., Otiso K. , **Egessa R.K.W** and Yatundu F.( 2016) Effect of Human Resource Management Practices on Employee Performance in Sugar Industry in Western Region of Kenya, *International Journal of Current Innovation Research*, Vol. 2, Issue 11, pp 504-507, November ISSN: 2395 -5775
13. Misiati,P., **Egessa R.W.** and Poipoi M.(2016) Influence of Manager's Self Management on Performance of Life Assurance Companies in Nairobi, Kenya *International Journal of Multi-Disciplinary and Current Research*, Vol. 4, pp. 1152-1154, ISSN: 2321-3124

## CONFERENCE ATTENDANCE AND PRESENTATIONS

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### a) Conference Paper Presentations **since Appointment to Associate Professor Position**

1. Luchivisi P. A., **Egessa R.K.W.** & Odero J.(2025): Presented a paper, ""Influence of Self-Regulation on Organizational Performance in Public Universities in Western Region Kenya: The Moderating role of Organizational Justice, Masinde Muliro University of Science and Technology 18<sup>th</sup> Multidisciplinary Conference, 14<sup>th</sup> to 16<sup>th</sup> May 2025
2. Luchivisi P. A., **Egessa R.K.W.** & Odero J.(2025): Presented a paper, "Influence of Self-Awareness on Organizational Performance in Public Universities in Western Region Kenya: The Moderating role of Organizational Justice, Chuka University Conference 12<sup>th</sup> -13<sup>th</sup> March 2025
3. Gitonga, C. K., **Egessa, R.K.W.**, & Tibbs, C.(2024): Presented a paper, "Talent Engagement Drivers and its influence on Employee Productivity In Technical Vocational Education Training Institutions in Kenya presented a paper at the Kaimosi Friends University National Conference 13-14<sup>th</sup> May 2024

### b) Conference Paper Presentations **When serving as a Senior Lecturer**

4. Odero J.A and **Egessa R.**(2019) A Critical Review of Board Age and Ethnic Diversity in the Kenyan Context:The Business and Legal Perspective, MMUST 13<sup>th</sup> Multi Disciplinary International Conference, 19<sup>TH</sup>- 21<sup>ST</sup>June 2019, Kakamega.
5. Onyango R., **Egessa,R.** And Kuloba, C.(2019)Employee Engagement factors affecting Employee Turnover in the Hospitality Industry: A Survey of Classified Hotels in Kisumu County, MMUST 13<sup>th</sup> Multi Disciplinary International Conference, 19<sup>TH</sup>-21<sup>ST</sup>June 2019,Kakamega, Kenya
6. Simiyu, J., **Egessa, R. W.**, & Byaruhanga, J. (2019) *Quality Management System and Service Delivery of TVET Institutions in Western Kenya*, MMUST 13<sup>th</sup>Multi Disciplinary International Conference, 19<sup>TH</sup>- 21<sup>ST</sup>June 2019,Kakamega, Kenya
7. Simiyu, J., **Egessa, R. W.**, & Byaruhanga, J. (2019) *Monitoring Practice and Service Delivery by State Corporations in Kenya: A Case of National Cereals and Produce Board, Kitale*, RVTTI 8<sup>TH</sup> International Conference, 20<sup>th</sup>-22<sup>nd</sup>June
8. **Egessa, R.K.W** (2018) *Strategic Human Resource Management And Service Delivery In*

*Devolved Systems In The Public Sector: The Kenyan Case*, A paper presented during the 1<sup>st</sup> Pan African Research Congress on Knowledge Generation and Dissemination ( PAIRC-2018), 18<sup>TH</sup>-21<sup>ST</sup> June 2018

## POSTGRADUATE THESES SUPERVISION

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I have supervised to completion the following Postgraduate students' Theses:

### i. Since Appointment as an Associate Professor

#### a) PhD theses Supervision

1. Marumbu Charles .V. (2025) Thesis Title: *“Green Human Resource Management Practices, Organizational Citizenship Behaviour and Academic Staff Performance in Public Universities in Western Kenya.”* **PhD in Business Administration (HRM)**, MMUST (Successfully Completed. To graduate in December 2025)
2. Audan L. L. (2025) Thesis Title: *Determinants of Geographical Labour Mobility, Perceived Organization Support and Service Delivery of Selected Refugee Organizations in Kenya*(Human Resource Management) **MMUST PhD in Business Administration (HRM)**, (Successfully Completed. To graduate in December 2025)
2. Luchivisi A.( 2025) *“Leadership Emotional Intelligence, Organizational Justice and Organizational Performance in Public Universities in Western region, Kenya.”* **PhD in Business Administration (HRM)**, Masinde Muliro University of Science and Technology (MMUST) (Successfully Completed. To graduate in December 2025)
3. Gitonga Christine K. (2024) *Employee Value Proposition, Organizational Culture and Talent Engagement in Private Technical and Vocational Education Training Institutions in Kenya*, **PhD in Business Administration (HRM)**, Masinde Muliro University of Science and Technology(MMUST)
4. Onyango Robert (2022) *High Performance Work Practices, Organization Culture and Employee Engagement in the Hospitality Industry in the North Region, Kenya.* **PhD in Business Administration (HRM)**, Masinde Muliro University of Science and Technology(MMUST)
5. Morema, E ( 2021) *Health Intellectual Capital and Provision of Pre Conceptual Care in Health Facilities in Kisumu County*, **PhD in Public Health**, Masinde Muliro University of Science and Technology (MMUST)

#### b) Masters Theses Supervision

6. George Boy J.(2024) **Msc. in Human Resource Management - Thesis title:** *Effect of Occupational Stress Management Practices on Employee Engagement amongst Law Enforcement Officers in Uasin Gishu County, Kenya*, **(MMUST)**
7. Ajuoga Phelix O.(2024) **Msc. in Human Resource Management - Thesis title:** *Employee Relations Management and Organizational Commitment among Medical Doctors in County Referral Hospitals Within Western Kenya Region, Kenya*
8. Shitemi Sophie (2024) **MBA -Thesis title:** *Macroeconomic Factors and Financial Performance of Equity Funds in Kenya* **(MMUST)**
9. Kagai M.K. (2023) **Msc. in Human Resource Management - Thesis title:** *Employee Empowerment Practices and Service Delivery among the Academic Staff in Public Universities in Western Kenya* **(MMUST)**
10. Luchivisi A.( 2021) **Msc. in Human Resource Management - Thesis title:**

*Non-monetary rewards, Personal Factors and Organizational Performance of Kakamega County, Kenya (MMUST)*

## ii. When serving as a Senior Lecturer

I have supervised to completion the following **15** Postgraduate students' Theses:

### a) PhD theses Supervision

1. Simiyu J. (2020) *Corporate Governance Practices, Organization factors and Service delivery of County Owned Water Organizations in Western Kenya*, **PhD in Business Administration** (Strategic Management), Masinde Muliro University of Science and Technology (MMUST)
2. Odero J.A (2019) *Strategic Leadership Practices, Legal Factors and Performance of Deposit Taking Saccos in Kenya*, **PhD in Business Administration** (Strategic Management), Masinde Muliro University of Science and Technology (MMUST)

### b) Masters Theses Supervision

1. Mukewa E.L.(2019) *Influence of Organizational Culture on Employee Performance: A case Study of Insurance Firms in Bungoma County, Kenya*, **Msc. in Human Resource Management**, Kibabii University
2. Ashiono C.M. (2018) **MBA in Strategic Management**- Thesis title: *Corporate Governance Practices and Service Delivery in Semi Autonomous County Government Entities in Kakamega Country, Kenya*, MMUST
3. Audan L.L. (2018) **Msc. in Human Resource Management** – Thesis title: *Computerised Human Resource Information Systems and Organizational Effectiveness among Selected Public Universities in Western Kenya*, MMUST
4. Isabwa N.A. (2018) **Msc. in Human Resource Management** – Thesis title: *Effect of Work-life Balance Practices on the Performance of Selected Companies in Kakamega County, Kenya*, MMUST
5. Kirop R.J. (2018) **Msc. in Human Resource Management** – Thesis title: *Workforce Diversity and Organizational Performance of Employees in the County Government of Elgeyo Marakwet, Kenya*, MMUST
6. Mulekhanu P.I. (2018) **Msc. in Human Resource Management** – Thesis title: *Work life Balance and Employee Productivity in Vihiga County Government, Kenya*, MMUST
7. Omukubi E.(2018) **MBA in Strategic Management**-Thesis title: *Corporate Governance and Financial Performance of State Owned Sugar Manufacturing Firms in Western Kenya*, MMUST
8. Okumba M.K.(2018) **MBA in Strategic Management**-Thesis title: *Strategic Planning Practices and Performance of Sugar Manufacturing Parastatals in Western Kenya*, MMUST
9. Resah S. (2018) **Msc. in Human Resource Management** – Thesis title: *Human Resource Maintenance Practices and Employee Commitment in Selected Kenyan Public Universities*, MMUST
10. Walubengo K.W.(2018) **MBA in Logistics and Supply Chain**

- Management, Thesis title: *-Inventory Management Automation and Performance of Supermarkets in Bungoma County, Kenya*, MMUST
11. Nabibya M. L.( 2017) **Msc.** in Human Resource Management – Thesis title: *Performance Management and Employee Productivity in the Judiciary at Kakamega Region Law Courts, Kenya*, MMUST
  12. Robai M.N. (2016) **Msc.** in Human Resource Management - Thesis title *Effect of Human Resource Management Practices on Employee Performance in the Sugar Industry in Western Region of Kenya*, Kibabii University
  13. Misiati P.( 2016) Influence of Management’s Emotional Intelligence on Performance of Life Assurance Companies in Nairobi,Kenya  
**MBA in Strategic Management**,MMUST

### iii. When serving as a Lecturer

11. Nyangi G. (2015) **MBA** in Strategic Management-Thesis title: *Core Competencies and Organizational Performance of Sugar Companies in Kenya*, MMUST
12. Beth Ng’ang’a (2014)**Msc.** in Human Resource Management - Thesis title: *Human Workplace environment and staff performance in Public Universities in Kenya* (MMUST)
13. Milka Sitienei-(2014) **Msc.** in Human Resource Management - Thesis Title: *‘Effect of Selected Human Resource practices on employee commitment in the Public sector in Kenya* (MMUST)
14. Igiha Charles Mbusiro(2014) **MBA** in Strategic Management-Thesis title: *‘Effect of Porter’s generic strategies and performance of tobacco firms in Migori County, Kenya’*(MMUST)
15. Kato Olieki Gideon(2013) -**MBA** in Strategic Management-Thesis title: *‘Effect of mobile banking on performance of commercial banks in Kenya’*(Graduated in 2013, MMUST)
16. Alfred Anekeya Mang’ula (2014) - **MBA** in Strategic Management- Thesis title: *‘Response strategies and competitiveness in the banking Industry in Kenya’* (MMUST)
17. Wesley N. Omesa( 2014) -**MBA** in Strategic Management: Project title: *Corporate diversification as a determinant of firm’s value: A Case of Mumias Sugar Company,Kenya*, (JKUAT)
18. Owaga Joseph Oguta ( 2014) -**MBA** in Strategic Management: Project title: *Effects of Information Communication Technology Application on Strategic Educational Quality Standards Management in Bungoma South Sub County* (JKUAT)
19. Wanjala, D. (2014). **Msc.** in Human Resource Management – Project title: *Effect of selected human resource practices on teachers’ performance in public primary schools: A case of Bungoma West Sub-county* (JKUAT).
20. Mbiya Dorcas (2014) **Msc.** in Human Resource Management – Project title: *The effects of training practices on employees’ productivity in the Public service: A case of the Ministry of Interior and coordination of National Government*, (JKUAT).
21. Okwemba Emily (2014) **MBA**-Strategic Management-Project title: *Effect of Corporate Social Responsibility on Organization Performance in the Banking*

*Industry in Kenya: A Case of Kakamega County (JKUAT).*

22. Ityeng Everlyne (2014) **MBA in Human Resource Management** – Project title: *An evaluation of the effect of human resource management practices on public health sector employees' performance in Bungoma county (Mt. Kenya University)*
23. Onyimbo W.(2013) **MBA-Strategic Management**-Project title: *"Marketing Strategies and financial performance in the Micro finance sector in Vihiga District, Kenya," (Mt. Kenya University)*

### **I am currently supervising the following Postgraduate Students:**

- ❖ Reuben O. Andati, **PhD in Business Administration**(Human Resource Management) Thesis Title: *Occupational Stress Antecedents, Employee Assistance Programs and Service Delivery of the National Police Service in Western Region, Kenya* MMUST (Successfully defended Proposal)
- ❖ Zakia Makokha, **MSc. In Human Resource Management** Thesis Title: *Intrinsic Motivational Strategies and Performance of Healthcare Employees among Selected County Governments in Western Region of Kenya*( Data Collection stage)
- ❖ Nangehe Brenda, **MSc. In Human Resource Management** Thesis Title: *Influence of Leadership Competencies of Health Managers on Healthcare Outcomes of Private Hospitals in Nairobi City County, Kenya*( Data Collection stage)

### **EXTERNAL EXAMINATION**

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I have Undertaken External Examination for Various Universities' Schools of Business and Economics:

- 2023 - Date: *External Examiner, the Department of Business Administration and Management Sciences, Faculty of Commerce, Kisii University*
- 2021 - Date: *External Examiner, the Department of Business Administration and Management Sciences, Faculty of Commerce, Egerton University*
- 2022 - Date: *External Examiner, Department of Business Administration School of Business and Economics, Maseno University*

#### **2021 - Date: Selected External Post Graduate Students' Theses Examination**

- ❖ 2024: **MSU/SGS/0074/024**-Thesis titled *"Effect of Brand Equity on Non-Financial Performance of Medium Sized Restaurant Enterprises in Kisumu City,Kenya."* Master of Business Administration Master of Business Administration, Maseno University
- ❖ 2024: **DGS/MBA/G/0008/2020**-Thesis titled *"Competitive Strategies and Performance of Tier Two Network Facility Providers in Kenya,"* Master of Business Administration, Kaimosi Friends University
- ❖ 2021: **DPBM/9310/2014** -Thesis Titled: *Effects of Diversification and firm size on Competitiveness of Commercial Banks in Kenya,"* PhD in Business Management, , Rongo University



### Selected Post Graduate Students Theses Examination at MMUST

- ❖ Mbirira S. Bramwel, (2024) MBA/G/38/12 Thesis titled “Corporate Culture and Performance of Kenya Commercial Bank.” Master of Business Administration( Strategic Management, MMUST

## ATTRACTING RESEARCH/DEVELOPMENT/CONSULTANCY FUNDING

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### a) Since Appointment as an Associate Professor

- 2004: Co- Principal Investigator in writing a proposal that won the consultancy to provide Business Development Services- Training and Mentorship of Entrepreneurs in Western Region, Kenya (Competitively awarded **Ksh. 8,000,000/ USD 62,015.5** by KCB Foundation to implement the consultancy)
- May 2024: Principal Investigator, Leadership Competencies as a Determinant of Public Healthcare Facilities’ Service Delivery in Busia County, Kenya (Competitively awarded MMUST University Research Funds **Ksh. 400,000/ USD 3,100.8**)
- May 2024: Co- Principal Investigator in writing a proposal –‘Provision of Affordable Websites for Schools, Community Based Organisations and other Organisations in Kenya,’ a joint project between Masinde Muliro University and Konza Technopolis Development Authority (This is a grant making initiative that will create partnerships and raise revenues).
- 2022 : Co- Investigator, Transformational Leadership, Competitor Orientation and Innovation; Evidence from Deposit Taking SACCOs in, Kenya (2021/2022). (Competitively awarded MMUST University Research Funds - **Ksh. 500,000/USD 3876**)

<b>Total Funds Attracted Since Promotion to Associate Professor: Kshs. 8.9 M/ USD 68,992.3</b>
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### b) When serving as a Senior Lecturer

- June 2019- Participated in writing proposals for funding to corporate bodies that raised Research dissemination funds (**Ksh. 1.8 million**) to support the 13<sup>th</sup> MMUST International Conference
- April 2019- Participated in writing a proposal for funding to Dr. Francis Atwoli that got a Commitment worth **KSh. 560 Million** from him, The Ministry of Education, Kenya and well-wishers to construct the *Dr. Atwoli International Centre for Labour and Leadership Studies* at MMUST
- April 2011- Competitively awarded MMUST University Research Funds worth Ksh. 500,000 to undertake a Study titled “*Effect of Strategic Plan Implementation on Organizational Performance in Local Authorities in the Western Region of Kenya*” by the Directorate of Research, Extension and Linkages, MMUST.

## AWARDS

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- 2021: *Best Student in Kenya*, Certified Secretary Part III Section 6 Examinations *Public Policy and Administration* paper, May 2021 sitting, KASNEB
- 2017: *Best Student in Kenya*, Certified Secretary Part II Section Four Examinations, November 2016 sitting, KASNEB

## CONSULTANCIES

### a) Consultancies since Appointment to Associate Professor Position

- 22<sup>ND</sup>-23<sup>RD</sup> January 2026- *Facilitator, Corporate Governance and Leadership*, National Olympics Committee of Kenya Board Governance and Team Building Training, Nairobi.
- 2024-2025- Co- Lead Consultant, KCB *Business Development Services Entrepreneurs Training and Mentorship*, Kakamega, Mumias and Webuye Region, Kenya
- 5<sup>th</sup> May 2023: *Facilitation as Guest Speaker-* The Judiciary, Kisumu Law Courts Retreat:  
Theme:-**Work and Live: A glimpse into Work life Balance-** 5<sup>th</sup> May 2023
- Feb 2023 – *Facilitator*, Induction Training of Student Leaders, Okame Technical and Vocational College, Busia, Kenya
- 21<sup>st</sup> April 2021: *Facilitation as Guest Speaker - Federation of Kenya Employers (FKE)*  
Western Kenya Annual General Meeting: Theme:- COVID 19 and The World of Work: *“Managing enterprises in a complex business environment”*

### b) Consultancies up to Senior Lecturer Position

- July- August 2019: *Lead consultant*, Employee and Work Environment Satisfaction Survey, Lake Victoria North Water Works Development Agency
- March 2019 : **Lead Trainer**, “Navigating Strategic Human Resource Management in Overcoming Challenges in Business and Industry” *Institute of Human Resource Management, Kenya*, Training, Western Branch
- 18<sup>th</sup> May 2018: **Facilitator**, “Leveraging on Teamwork to Enhance Organizational Competitiveness” *Institute of Human Resource Management, Kenya*, Training Nyanza & Western Branches
- 8<sup>TH</sup> March 2018: *Lead consultant*, Corporate Governance Training for Deans and Directors, *Masinde Muliro University of Science and Technology*
- November 2017-2018: *Member*, Scheme of Service for Non Teaching Staff Review Committee, **Masinde Muliro University of Science and Technology**
- July 2015-April 2016 : *Lead consultant*, Customer Satisfaction Survey, County Government of Bungoma
- Sept. 2014- July 2015: *Committee Member*, Strategic Plan Committee, **Masinde Muliro University of Science and Technology (MMUST)**
- 6<sup>th</sup>-12<sup>th</sup> April 2014: **Lead consultant-** Bungoma County Public Service Board Secretariat staff Induction course
- October 2012: **Team member**, Organization Capacity Assessment, Earc Networks Ltd.
- September 2012: **Lead Consultant-** *Leadership Training*, Student Council leaders, Kaimosi College of Technology

August 2012: **Consultant**- Kenya Institute of Management-Training SME Managers from the Western Region of Kenya on Strategic planning and Human Resource Management- (JITI HADA TWO)

2012: **Lead Consultant – Leadership Training**, Trade Union Leaders, *University non Academic Staff Union*

- Trained the leaders on leadership, labour laws and negotiation skills

## COMMUNITY SERVICE

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1. **Member and Chair, Academic Committee**, Board of Management, St. Stephen's Lwanya Girls' National School, Busia
2. **Vice Chairman**, Board of Management, St. Mary's Mundika Boys High School, Busia
3. **Chairman** MMUST Mary Seat of Wisdom Catholic Chaplaincy, Kakamega
4. Involved in the Religious and Social activities of Mundika Catholic Church, Busia.
5. Involved in giving Career guidance talks to students of various Secondary schools in Kenya.

## MEMBERSHIP TO PROFESSIONAL ORGANIZATIONS

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2006- date: Member, Institute of *Human Resource Management-Kenya* (IHRM-K)

2022- Date: Member, Institute of Certified Public Secretaries, Kenya (ICPSK)

2011- date: Member, Kenya *Institute of Management* (KIM)

## Hobbies:

- ✓ Reading management journals
- ✓ Giving motivational talks
- ✓ Touring new places

## REFEREES

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1. **Prof. Judah Ndiku**  
*Registrar, Academic Affairs,*  
Masinde Muliro University of Science and Technology  
P.O Box 190, Kakamega
2. **Dr. George Kwedho,**  
Vice Chairman, Governing Council,  
Kenya Institute of Management

PO BOX 43706-0100 NAIROBI

3. **Prof. Peter B. Kibas**

Dean, School of Business and Professor of Management and Entrepreneurship,  
Zetech University,  
P.O. Box 2768-00200 Nairobi