

CURRICULUM VITAE



1.1.1 PERSONAL DETAILS

NAME : PROF. HANNAH ORWA BULA (PHD)

DEPARTMENT : Business Administration

DESIGNATION : PROFESSOR

E-MAIL : bula.hannah@ku.ac.ke

GOOGLE SCHOLAR: <https://scholar.google.com/citations?user=oM76uzsAAAAJ&hl=en.hannahbula>.

ORCID ID: <https://orcid.org/0000-0003-1033-7275>

Research Gate ID: <https://www.researchgate.net/profile/Hannah-Bula>

Area of Specialization

- Entrepreneurship and Management
- Human Resource Management

Research and Consultancy Interest

- Entrepreneurship with a focus on women entrepreneurship
- Human resource management
- Women economic empowerment
- Youth empowerment
- Gender issues
- Green Economy and sustainable development
- Performance management
- Small and Micro Enterprises(SMES)
- Marketing and value addition
- Technologies and innovation
- Strategic management
- Book keeping and financial literacy for Small and Micro Enterprises
- Talent management for organizations
- Succession planning at organizational level

CURRICULUM DEVELOPMENT & REVIEW

KASNEB	Subject expert Entrepreneurship (Review)
KASNEB	Subject expert Human Resource Management (Review)
African Virtual University(AVU)	Entrepreneurship(developed)
African Virtual University(AVU)	Technology innovation(developed)
African Virtual University(AVU)	Research Methods(Review)
Kenyatta University	Bachelor of Human resource Management (developed)
Kenyatta University	Msc and MBA entrepreneurship
Kenyatta University	Msc and MBA Human resource management

1.1.2 ACADEMIC AND PROFESSIONAL QUALIFICATIONS

- 2012 DEDAN KIMATHI UNIVERSITY OF TECHNOLOGY**
Doctor of philosophy in Business Administration and Management Degree (Awarded Nov.2012) Formal convocation 17th May 2013
- 2006 KENYATTA UNIVERSITY**
Master's Degree (MBA-Human Resources Management).
- 1993 KENYATTA UNIVERSITY**
Bachelor's degree (BED ARTS- Business/Secretarial)

OTHER QUALIFICATIONS/SKILLS

- 2001** MS Office Computer Proficiency-Queenslynn Professional Computer College
- 2008** Entrepreneurship-East African Institute of certified studies
- 2008** CBO and NGO Management -East African Institute of certified studies
- 2008** Social Research Writing Skills -East African Institute of certified studies
- 2008** Project Planning and Management -East African Institute of certified studies

1.1.3 EMPLOYMENT HISTORY AND QUALIFICATIONS

- **July 3rd 2025 to date** as Associate professor in the Department of Business Administration (Professor of Entrepreneurship and Management)
- **Jan. 2018 to July 2nd 2025** as Senior lecturer in the Department of Human resource Management and Business Administration
- **December 17th 2012 to 31st Dec. 2017** as lecturer in the Department of Business Administration

2014- 2016 Part-Time Lecturer at Jomo Kenyatta University of Technology

As a lecturer in Business Administration teach in the following:

- Corporate management (PhD)
- Strategic management(MBA)
- Strategic management seminar(MBA)
- Research methods

2011 Dec. To 2012 Dec Lecturer: Dedan Kimathi University of Technology (DeKUT)

As lecturer in the Department of commerce teach in the following:

- Human Resource Management courses
- Organizational Theory and Behaviour
- Management courses
- Member of Public lecture committee
- Member of workshop, conference and seminar Rapid Result Initiative(RRI)

Jan 2007 To Jan.2011 Senior Lecturer Thika Technical Training College

As lecturer in the Department of Business Studies and Secretarial teach the following units:

- Business Administration
- Human Resource Management/Public Relations
- Commerce
- Business Studies

- Economics
- Shorthand

Other Responsibilities

- Departmental Website coordinator
- Welfare secretary
- A member of the environmental committee
- Head of Educational Trips

April 2004 To Jan 2007 Deputy Principal Sagero Mixed Secondary School Responsibilities

- Head of disciplinary committee
- Teacher of Business Studies, Commerce and Accounting

1995 To April 2004 Teacher Migori Boys Secondary School Responsibilities

- Class Teacher 1995-2004
- Business Education Coordinator 1997-2001
- Acting Head of Business Education Department 1997-2007
- House Mistress 2001
- Assistant Examination Officer Jan 2001-March 2001
- Chairperson Examinations Committee Jan 2001
- Examination Officer March 2001-April 2004.

1993-1995 Teacher Aluor Girls Secondary School Responsibilities

- Class teacher and teacher in charge of Business Education room and secretarial room.
- Teacher of Commerce, Business Studies, Accounting, Economics and Secretarial Studies.

Non University Job Related Promotions

- 2007 to 2011 : From Senior Graduate Teacher to Senior Lecturer
 1st August 2004 : From Graduate Teacher I to Senior Graduate Teacher
 5th April 2004 : Deputy Head Teacher
 July 1st 1999 : From Graduate Teacher II to Graduate Teacher I
 Feb 15th 1995 : From Graduate Teacher III to Graduate teacher II

CURRENT JOB

Working with Kenyatta University as associate professor attached to the School of Business, Economics and Tourism in the Department of Business Administration.

- **2012 Dec. to Jan. 2018 as lecturer in the Department of Business Administration areas of teaching**
- **Jan. 2018 to date as Senior lecturer (Business Administration Department)**
 - Human Resource Management courses
 - Entrepreneurship studies
 - Strategic management
 - Human resource management seminar
 - Organizational Theory and Behaviour
 - Personnel policies
 - Management courses
 - Business Communication

- Marketing courses

Responsibilities

- School of Business Economics and Tourism Research innovation and outreach(SBET-RIO) coordinator
- A member of Collaborations and innovations committee 2018 to date.
- Editorial Board committee chair. Virtual IBRIC 2020 CONFERENCE
- A member of School International Conference Committee 6th December, 2016
- Academic Advisor Department of Human Resource Management. 2016 to date
- Workload Allocation Team Department of Human resource Management 26th October, 2016
- Acting Chairperson Business Administration Department (28th February -4th March, 2014)
- Acting Chairperson Business Administration Department(August-September, 2014)
- Acting Chairperson Departmental Board of post Graduate committee(May-Aug.2014)
- Appointed Module writer for BBA 888,BBA 822 and BBA 320 (May 2014)
- Re appointed to the school Postgraduate Board(March 21, 2014)
- Staff Mentor(2014)
- A member of Departmental Quality Team(2014)
- A member of Departmental Curriculum Developers(2014)
- Member of curriculum development for Bachelor of Business Information Technology(BBIT).2014
- A member of Departmental Board of Post-Graduate Committee.
- Departmental Examinations Coordinator-Business Administration department (2013).
- Chairman of Harmonization of units across semesters-Department of Business Administration(2013)
- Chairman Harmonization of Bachelor of Human Resource Management committee (2013).
- Member of Post graduate project evaluation & recommendation committee (2013).
- Member of Curriculum development for procurement and supplies
Lead person in Total quality management and customer management Relationship (2013).
- Appointed Module Vetter for BBA 825,BBA 322, BBA 308(August, 2014)

1.1.4 ACHIEVEMENTS

1. 2025. June. Having more than 1300 citations on publications in Google scholar.
2. 2025:June 1st-3rd Successfully organized Human Resource Management Conference at Moi University, Kenya.
3. 2025 May successfully completed Collaborative Online International (COIL) design and training from university of Minnesota
4. 2024 September Successfully organized Climate U conference in collaboration with Kenyatta University Green Education Hub
5. 2024 July successfully organized KU-WEE hub conference.
6. 2022 Successfully delivered recruitment and selection of 23 job cadres as a consultant out of 29,000 job applicants for Kenya Agricultural and Livestock organization (KALRO)
7. 2021: 13th May, organized an International workshop on Creative economy and sustainable development in Africa: A virtual workshop organized by school of Business. Kenyatta University.
8. 2020:3rd -4th Dec. Chairperson of Kenyatta University, IBRIC Editorial Sub Conference committee, 2020 and organized successful virtual conference
9. 2020. As Chief Editor, International Business Research and Industrial Conference (IBRIC) Published 2020 Book of Abstract.
10. 2020. Chairman of Conference-Graduate Hub conference November 23rd -24th 2020 and organized successful conference.
11. 2020 wrote 8(BHM 888,228,224,320,446, 114, 046 and 042) blended Human resource management modules for Kenyatta University.

12. Reviewed BHM 229, 822, 301, 010 222 Human Resource Management modules for Kenyatta University.
13. 2018-2020. Successful delivery of job specific skills in partnership with World bank, NITA, KYEOP and Kenyatta University in Kisumu County
14. Dec, 2020 participated in successful stakeholder's conference organized by school of business, Kenyatta University in partnership with industry players.
15. 2020. Published a book chapter 8 in ESDA Book entitled sustainable development in Africa
16. 2020. Published a university level book on women Entrepreneurships.
17. 2021. Published a university level book on Human resources management
18. 2019. As Chief Editor, International Business Research and Industrial Conference 2019 Published 2019. Book of Abstract
19. As Chairperson of Kenyatta University, IBRIC Editorial Sub Conference committee, 2019 organized successful conference at North coast Beach Hotel, Kikambala Mombasa
20. 2020. Subject matter expert-KASNEB
21. 2020.External Examiner, Human Resource Management, Cooperative University of Kenya
22. Board member , Graduate Hub
23. June .2019. Delivered Keynote speech at Sports view SDA Church grounds for youths during career and mentorship week
24. 2020. September. Subject Expert Entrepreneurship and management, KASNEB
25. July, 2019 Book reviewer. Utafiti Foundations.
26. Peer Reviewer Horizon Publishing Corporation USA, science publishing group, International Business Management Journal(IBME) Publishing
27. 2020. Champion for Module writing, Kenyatta university
28. **2019**.Chairperson Curriculum development for Human Resource Management Department
29. 2020. Chairperson of committee for developing practicum modality Bachelor of Human Resource Management.
30. 2019. Development of Curriculum for the Bachelor of Human resource Management of Kenyatta University.
31. **2018**.Developed Strategic Planning served as a chair person –Human Resource Management
32. 2018.A member of the committee that Developed Strategic Plan for school of business
33. Appointed as a Session chair at 12th SIMSR Global Marketing Conference in Mumbai India in 2017 February 9th to 10th
34. Improving Kenyatta University ranking by updating my own profile in the website.
35. 2018.Strategic plan development for school of Business Kenyatta university
36. **2018**.Strategic plan development for school of Department of Human Resource Management, Kenyatta university
37. 2017 February 9th to 10th Session chair at 12th SIMSR Global Marketing Conference in Mumbai India
38. 2016 SME expert African Virtual University- Technology and innovation senior class module
39. 2016 SME expert African Virtual University-Entrepreneurship Juniouir class module.
40. Peer Reviewer Research methods module for African Virtual University February, 2016.
41. 2015. Harmonization of Bachelor of Human Resource Curriculum (Arts) Curriculum. September. 2014 to April, 2015.
42. 2014.Chairperson Harmonization of Units across semesters –Business Administration
43. 2014, October. Effective Module Vetting for BBA 825,BBA 322, BBA 308
44. Going an Extra Mile in examination Coordination-Received the Vice Chancellor's extra mile award. 2014
45. Attained an extra mile award from the Vice Chancellor Kenyatta University- Best Examinations coordination as per Kenyatta University QMS ranking. 2014.
46. 2014..Development of Modules for Digital School, Virtual and Open Learning Programme

- BBA 888 Human Resource Management Seminar. MBA course. Copyright Kenyatta University
 - BBA 822. Human Resource Management. MBA course. Copyright Kenyatta University
 - BBA 320 Recruiting and Selection- Undergraduate course. Copyright Kenyatta University
47. 2013. Development of Curriculum for procurement and supplies (Management Science Department)- Total quality management and customer management Relationship, Kenyatta university Sept. to October 2013.
 48. 2013.Harmonization of units in business administration October to Dec. 2013-Kenyatta University School of business, 2013
 49. 2013.Development of Doctor of Business administration curriculum-HRM option-Kenyatta University, 2013
 50. 2010. Bachelors of Business Administration Curriculum Development-HRM and Entrepreneurship option- Gretsia and Dedan Kimathi University of Technology(DeKUT)
 51. 2012.Draft Masters of Business Administration Curriculum Development: Human resources Option- DeKUT
 52. Consultancy in customer care and Communication Skills-Thika Municipal council-May, 2007.
 53. Examiner for KNEC -1998 to 2002

1.2 PUBLICATIONS

- 85 publications which include publications in peer reviewed journals,
- Newsletter Article, 1 magazine
- Four university level books.**(women Entrepreneurs demographic analysis, Survey of doctoral studies, Human Resource Management and Entrepreneurship book)
- **3 book chapters, First** on Sustainable development in Africa Edited by Masafumi Nagao, Jewette Masinja & AminAlhassan.and **Second** book chapter on Firm Innovation Capability, Visitors' Behaviour and Sustainability of Hospitality Firms in Kenya: A Post Corona Virus Disease 2019 Assessment: Tourist Behaviour in the New Normal (Volume II: Implications for Sustainable Tourism Development **Springer** and the **third** on 101 Authentic leadership lessons.

1.2.1Published Articles in Referred Journals

1. Karongo, E. K., **Bula, O. H.**, & Muli, J. V. (2025). Compensation programs as a social welfare initiative and performance of Kenya Police Service employees in Nairobi City County, Kenya. *Journal of Public Administration and Policy Research*, 17(1), 1-8.
2. Daniel Otieno, Jackline Nyerere, Christopher Shisanya, Wilson Mutuma, Damaris Kariuki,**Hannah Bula**, Gilbert Kipkoech, Shem Onsomo, John Macharia, Eldah Onsomu, Martha,Muhwezi, Charles Ondieki & Jacqueline Onyango(**2024**). Impact of integration of transferable skills into education and training on employability of women in Kenya: case for CAPYEI. Published by Emerald Publishing Limited. DOI 10.1108/QEA-03-2024-0023
3. Daniel Otieno, Jackline Nyerere, Christopher Shisanya, Wilson Mutuma, Damaris Kariuki,**Hannah Bula**, Gilbert Kipkoech, Shem Onsomo, John Macharia, Eldah Onsomu, Martha,Muhwezi, Charles Ondieki & Jacqueline Onyango(**2023**)Typology of Transferable Skills for Women Employability in Kenya. *Journal of the Kenya National Commission for UNESCO* (1) 2023. 2958-7999, Vol. 4 .
<https://journals.unesco.go.ke/index.php/jkncatcom/article/view/51/42>
4. Gloria Mune and **Bula Hannah Orwa(2023)** A Desk Review of Employee Training on Organizational Productivity In the Banking Sector. *European Journal of Human Resource Management Studies*.ISSN: 2601 - 1972 ISSN-L: 2601 - 1972 Available on-line at: <http://www.oapub.org/soc>. DOI: 10.46827/ejhrms.v7i1.1573
5. Akinyi Ochieng Milkah and **Bula Hannah Orwa(2023)**. Desk Review of Gender In

- Workforce Diversity and Employee Performance of Faith Based Organisations. European Journal of Human Resource Management Studies, ISSN: 2601 – 1972,ISSN-L: 2601 – 1972.Available on-line at: <http://www.oapub.org/soc>. DOI: 10.46827/ejhrms.v7i1.1580 Volume 7 | Issue 1 | 2023
6. Mwasi, T. S., **Orwa, B. H.** (2023). A desk review of career as reward management practices and employee retention of medical personnel in referral hospitals. *International Academic Journal of Human Resource and Business Administration*, 4(3), 145-160. https://iajournals.org/articles/iajhrba_v4_i3_145_160.pdf
 7. Anyona, B. O. & **Bula H.** (2023). Exploring the Impact of Green Employee Training on Employee Performance: A Case Study of Nairobi City County Government, Kenya, *Journal of Human Resource & Leadership*, 7(1), 114-129. <https://doi.org/10.53819/81018102t4133>.
 8. Ogwenyo, W. O., **Bula, H. O.** (2023). Strategic formulation and performance of deposit taking savings and credit co-operative society in Nairobi City County, Kenya. *International Academic Journal of Human Resource and Business Administration*, 4(2), 347-362.
 9. Giteru, A. M., & Bula, H. (2023). An empirical analysis of the relationship between strategic human resource management and performance: a perspective of public universities in Nairobi City County, Kenya. *The Strategic Journal of Business & Change Management*, 10 (2), 383 –395.
 10. Mohamed Sheikh Osman & **Hannah Bula**(2022). Effect of Human Resources on the Performance Of County Government Of Garissa, Kenya. *International Journal of Management and Commerce Innovations ISSN 2348-7585 (Online).Vol. 10, Issue 2, pp: (148-154), Month: October 2022 - March 2023, Available at: www.researchpublish.com.* DOI: <https://doi.org/10.5281/zenodo.7286446>.
 11. **Hannah Orwa Bula**, Felistus Hilda Makhamara (2022). *Corporate Governance and Sustainable Development in Africa: Green Human Resource Management Approach. Universal Journal of Management*, 10(5), 81 - 94. DOI:10.13189/ujm.2022.100501. pted November 22.
 12. Felistus Hilda Makhamara and **Hannah Orwa Bula**(2022).A Critical Review of Green Human Resource Management and Environmental Sustainability in Firms. *IOSR Journal of Business and Management (IOSR-JBM) e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 24, Issue 10. Ser. IV (October. 2022), PP 43-51* www.iosrjournals.org <https://www.iosrjournals.org/iosr-jbm/papers/Vol18-issue6/Version-3/11806035459.pdf>
 13. Edna Apasi Wabomba, Asenath Onguso, **Hannah Orwa Bula** (2022).The Influence of Employee Delegation on the Performance in Commercial Banks in Nairobi County, Kenya. *Journal of Human Resource Management*;10(4): 123-128 <http://www.sciencepublishinggroup.com/j/jhrm> :doi: 10.11648/j.jhrm.20221004.12 ISSN: 2331-0707 (Print); ISSN: 2331-0715 (Online).
 14. Grace Mwikali Musyoki, Ambrose Jagongo & **Hannah Bula**(2022). Microfinance Services and Financial Performance of Top 100 Mid-Sized Firms in Nairobi City County, Kenya. *International Journal of Science and Business* .Journal homepage: ijsab.com/ijsb. <https://ijsab.com/volume-15-issue-1/5302>.
 15. Ruth Anyango Odengo, **Hannah Bula**, David Kiiru(2022). Mediating Effect of Organisational Capabilities on Relational Contract and Performance of Academic Staff at

- Selected Public Universities in Kenya. *Universal Journal of Management* 10(4): 69-79, 2022 <http://www.hrpub.org> DOI: 10.13189/ujm.2022.100402.
16. Kaberia Salome Kanini, Stephen M.A. Muathe, **Hannah O. Bula(2022)** Social Capital, Organizational Innovation and Performance of Manufacturing MSMEs in Kenya. *International Journal of Social Science and Education Research Studies* ISSN(print): 2770-2782, ISSN(online): 2770-2790 Volume 02 Issue 10 October 2022 DOI: <https://doi.org/10.55677/ijssers/V02I10Y2022-04>, Impact Factor: 4.638 Page No : 517-534. <https://ijssers.org/wp-content/uploads/2022/10/04-1010-2022.pdf>
 17. Ruth Anyango Odengo, **Hannah Bula**, David Kiiru(2022) Moderating Effect Of Human Resource Policies on Balanced Contract and Performance of Academic Staff in Selected Public Universities. *Journal of Human Resource and Leadership* ISSN 2519-9099 (online)Vol7. Issue1,No.7.pp 94-106.DOI: <https://doi.org/10.47604/jhrl.1646>
 18. Wainaina, R. W., Bula, H., & Wambua, P. P. (2022). Antecedents of talent retention and organization performance of Nairobi City County Government, Kenya. *The Strategic Journal of Business & Change Management*, 9 (4), 19 - 29. <https://strategicjournals.com/index.php/journal/article/view/2388>
 19. Selline Indara Akoyo, **Hannah Orwa Bula**, Peter Philip Wambua,(2022) Effect of E-Reassign System on Performance of Chartered Universities in Kenya. *International Journal of Economics, Commerce and Management United Kingdom* ISSN 2348 0386 Vol. X, Issue 10, Oct 2022 Licensed under Creative Common Page 91 <http://ijecm.co.uk/>
 20. Selline Indara Akoyo, **Hannah Orwa Bula**, Peter Philip Wambua,(2022) Effect of E-Recruitment System on Performance of Chartered Universities In Kenya. Published in *International Journal of Economics, Commerce and Management*, Vol. X, Issue 10, Oct 2022.
 21. Samuel Onyango Macotiende, **Bula Hannah Orwa**, Priscillah Ndegwa(2021). An Empirical Analysis of Personal Identification Secure Comparison Evaluation System’s Influence On Employees’ Performance In The Directorate Of Immigration And Citizen Services In Kenya. **International Journal of Economics, Commerce and Management**.United Kingdom ISSN 2348 0386 Vol. IX, Issue 3, March 2021.Licensed under Creative Common Page 234..<http://ijecm.co.uk/>. <http://ijecm.co.uk/wp-content/uploads/2021/03/9318.pdf>
 22. Linus Matuga Mutaroki & **Bula Hannah Orwa(2021)**. Human Resource Management Initiatives And Employee Retention At Kenya Airways –Kenya <https://www.ijarr.in/Admin/pdf/human-resource-management-initiatives-and-employee-retention-at-kenya-airways-kenya.pdf>. *International Journal of Advanced Research and Review* . JARR, 6(3), 2021; 11-29. www.ijarr.in.
 23. John Omariba Ogari, **Bula Hannah Orwa (2021)**. Social Support Programs and Teachers’ Performance in Private Primary Schools in Bomet County, Kenya. *International Journal of Elementary Education*, 2021; 10(1): 26-33. <http://www.sciencepublishinggroup.com/j/ijeedu> doi:10.11648/j.ijeedu.20211001.14 ISSN: 2328-7632 (Print); ISSN: 2328-7640 (Online)
 24. Samuel Onyango Macotiende, **Bula Hannah & Priscillah Ndegwa(2021)**. Electronic Governance and Employees’ Performance in the Ministry of Interior and Coordination of

- National Government in Kenya. *European Journal of Business and Management* www.iiste.org. ISSN 2222-1905 (Paper) ISSN 2222-2839 (Online). Vol.13, No.8, 2021
25. Veronica Ratemo, Makhamara Felistus & **Bula Hannah (2021)** *Job Promotion and Employee Performance in Kenya Forestry Research Institute Headquarter In Muguga, Kiambu County- European Journal of Human Resource Management ...*, 2021
 26. Veronica Ratemo, **Bula Hannah**& Makhamara Felistus (2021). Career Development and Employee Performance In Kenya Forestry Research Institute Headquarter In Muguga, Kiambu County, Kenya. [International Journal of Economics, Commerce and Management United Kingdom ISSN 2348 0386Vol. IX, Issue 4, April 2021](http://www.ijecm.co.uk/) Licensed under Creative Common Page 123<http://ijecm.co.uk/>
 27. Pascal Ewesit Ekaale, **Bula Hannah Orwa**(2020) [Strategic Options on Performance of Hunger Safety Net Program among Pastoralists Communities in Turkana County; Kenya.](https://www.iiste.org/Journals/index.php/EJBM/issue/view/4705) <https://www.iiste.org/Journals/index.php/EJBM/issue/view/4705>. Vol 12, No 32 (2020). 14-21
 28. Njoroge Paul Thumbi, **Bula Hannah**, Wanyoike Rosemarie,(2020) Examining the Effect of Knowledge Acquisition and Information Distribution on Employees' Performance in Classified Hospitality Firms in Kenya, *Journal of Human Resource Management*. Vol. 8, No. 3, 2020, pp. 200-208. doi: 10.11648/j.jhrm.201200803.21. <http://www.sciencepublishinggroup.com/journal/paperinfo?journalid=176&doi=10.11648/j.jhrm.201200803.21>
 29. Njoroge Paul Thumbi, **Bula Hannah** & Wanyoike Rosemarie.(2020) Moderating Effect of Organizational Culture on the Relationship between Organizational Learning and Employees' Performance in Classified Hospitality Firms in Kenya. *International Journal of Business and Management*; Vol. 15, No. 12; 2020 ISSN 1833-3850 E-ISSN 1833-8119. Published by Canadian Center of Science and Education. DOI: 10.5539/ijbm.v15n12p51. <http://www.ccsenet.org/journal/index.php/ijbm/article/view/0/44118>.
 30. Weldon K. Ng'eno^{1*}, **Hannah Bula** and David Minja(2020). Employee counseling and performance of employees in commercial banks in Kenya. *Journal of Kenya Counselling and psychological Association*. <https://academicjournals.org/journal/JOKCPA/article-abstract/C82789C65623>
 31. George Kay Kabiru & **Hannah Bula**.(2020).[Influence of Transactional Leadership Style on Employee Performance at Selected Commercial Banks in Nairobi City County, Kenya.](http://www.ijriss.com) *International Journal of Research and Innovation in Social Science (IJRISS) | Volume IV, Issue IX, September 2020 | ISSN 2454–6186.*

32. Motondi, F. O. & **Bula, H.** (2020). Alternative banking channels and performance of commercial banks in Nairobi City County, Kenya. *International Academic Journal of Economics and Finance*, 3(6), 47-65.
https://www.iajournals.org/articles/iajef_v3_i6_47_65.pdf
33. Mwendu, V.K & **Bula, H.** (2019). Total Quality Management Strategies and Employee Performance in Referral Hospitals in Kenya: A Case of Kenyatta National Hospital. *International journal of strategic management*. Vol. 11(8)pp 1 –19.
http://www.ijssse.org/images/ijsm_v8_i11_1_19.pdf
34. **Bula, H. O.** (2019). The Role of Innovation Capability in Organizational Success for Small and Medium Enterprises in Kenya: A Critical Review of Literature. *The University Journal*, 1(3), 19-26. http://daea.or.ke/wp-content/uploads/2019/02/TUJ_Bula_19-26a.pdf
35. EW Ngugi, **H Bula** (2019) [Performance Management practices and employee performance in selected public schools in Kiambu County, Kenya](https://www.iajournals.org/articles/iajhrba_v3_i7_533_551.pdf). *International Academic Journal of Human Resource and Business Administration | Volume 3, Issue 7*, pp. 533-551
https://www.iajournals.org/articles/iajhrba_v3_i7_533_551.pdf
36. **Bula, H. O.**, & Ndung'u, P. W. (2019). Enterprise Resource Planning Systems and Implementation Experiences for Selected Public Universities in Kenya. *The University Journal*, 1(3), 107-118. http://daea.or.ke/wp-content/uploads/2019/10/TUJ_Bula_107-118.pdf
37. Moses Njuguna & **Bula Hannah**(2019). Learning Organization and Employee Performance of Equity Bank in Kiambu County, Kenya. <http://www.ijern.com/journal/2019/December-2019/01.pdf>
38. **Bula, H. O.**, & Njoroge, L. W. (2019). An Empirical Analysis of Workplace Conflict Management on Performance of Nurses in Public Hospitals in Kenya: A Case of Thika Level 5 Hospital in Kiambu County. *The University Journal*, 1(3), 69-80.
http://daea.or.ke/wp-content/uploads/2019/10/TUJ_Bula_69-80.pdf
39. Maina, W.S., **Bula, H.** (2019). Employee Training and Performance of Agency Banking Units of Selected Commercial Banks in Nairobi City County, Kenya, *International Journal of Academic Research in Accounting, Finance and Management Sciences* 9 (3): 240-250.
<https://www.semanticscholar.org/paper/Employee-Training-and-Performance-of-Agency-Banking-Maina-Bula/040d4441549b1e95559e15d4477e0dec4a6896d2>. Mwathe, Makhamara Felistus & Bula Hannah Orwa(2019) Strategic Welfare Services on Employee Performance of Level Five Public Hospitals in Kenya. *The University Journal*, 1(3), 169-188 . http://daea.or.ke/wp-content/uploads/2019/03/TUJ_Makhamara_41-56a.pdf
40. Margaret Nganu, **Bula Hannah**(2019). Influence of Training Needs Assessment on Performance of Small and Micro Enterprises in the Information and Communication Technology Sector in Nairobi City County, Kenya.
<https://www.iiste.org/Journals/index.php/EJBM/article/view/45663>
<http://ir-library.ku.ac.ke/handle/123456789/20925>. **2222-1905 (Paper) ISSN 2222-2839**
41. **Bula, H. O.**, & Omollo, D. O. (2019). The Role of Performance Contracting on Performance of Public Universities in Kenya. *The University Journal*, 1(3), 169-188.
http://daea.or.ke/wp-content/uploads/2019/03/TUJ_Bula_169-188a.pdf.
42. Ann Wanja Njami* **Hannah Bula**(2018). Assessment of Principals' Leadership Styles on Student Discipline in Public Secondary Schools in Nakuru County, Kenya. *European Journal of Business and Management* www.iiste.org. SSN
43. 40.Simon Ngarachu. **Bula Hannah** & James Oringo(2018). The Influence of Investment Public Relations Strategy on the Performance of Large Motor Vehicle Dealers in Nairobi,

Kenya.https://www.asrjetsjournal.org/index.php/American_Scientific_Journal/article/view/4511/160

44. Stephen O. Sewe, **Hannah O. Bula** & James O. Oringo (2018). Compensation Management Practices and Quality of Health Care at Jaramogi Oginga Odinga Teaching and Referral Hospital..2018. American Scientific Research Journal for Engineering, Technology, and Sciences (ASRJETS) ISSN (Print) 2313-4410, ISSN (Online) 2313-4402
© Global Society of Scientific Research and Researchers <http://asrjetsjournal.org/>

45. Simon, K Kamau, **Bula** & Oringo (2018). Appraisal Implementation and their Effects on Service Delivery in Public Secondary Schools in Githunguri Sub-county of Kiambu County, Kenya. American Scientific Research Journal for Engineering, Technology, and Sciences (ASRJETS) ISSN (Print) 2313-4410, ISSN (Online) 2313-4402 © Global Society of Scientific Research and Researchers
46. Ondieki, D. O., & **Bula, H. O.** (2018). Human Resource Management Practices and Employee Performance in Tea Factories in Nyamira County, Kenya. The University Journal, 1(2), 147-156. Online) Vol.10, No.30, 2018 22.
47. **Bula, H. O.**, & Muriithi, C. (2018). Influence of Recruitment Practices on Employee Turnover in Hotels and Resorts in Kilifi County, Kenya. The University Journal, 1(2), 17-34.
48. Mungai, B. W., & **Bula, H. O.** (2018). Turnaround Strategies and Performance of Kenya Airways. The University Journal, 1(2), 1-16.
49. **Orwa, Bula Hannah**; Tiagha, Edward; Waiguchu, Muruku. (2017). An Assessment of the Influence of Technology and Innovation on Performance of Women Small Scale Entrepreneurs (SSEs) in Nairobi, Kenya. *South Asian Journal of Management*. Vol. 24, No. 4
50. **Bula H.** and Njeri J. (2017). Organization Culture and Talent Management in State Corporations in Kenya: A case of Kenya Broadcasting Corporation. The University Journal. A doctoral Association of eastern Africa Publication @ 2017 DAEA Publication. URL. www.daea.or.ke. ISSN: 2519-0997
51. **Bula H** and Njuguna (2017) E. Effects of Performance Appraisal on Organizational performance: An Empirical Study of Goal Setting on Organizational Performance in Muranga Water and Sanitation Companies in Kenya. The University Journal. A doctoral Association of eastern Africa Publication @ 2017 DAEA Publication. URL. www.daea.or.ke. ISSN: 2519-0997
52. **Bula H** and Kimani S (2017). Effects of Performance Appraisal on Employee Productivity in Banking Sector in Kenya. The University Journal. A doctoral Association of eastern Africa Publication @ 2017 JUNE DAEA Publication. URL. www.daea.or.ke. ISSN: 2519-0997
53. **Bula H** and Nambale E. (2017). Relational practices and Performance Contracts in Public Organizations in Kenya: A case of Kenya Revenue Authority. The University Journal. A doctoral Association of Eastern Africa JUNE Publication @ 2017 DAEA Publication. URL. www.daea.or.ke. ISSN: 2519-0997.
54. February 9th – 10th 2017. **Bula Hannah Orwa**, Mutinda John, Wambua Philip. Presented a paper on Influence of Brand Personality Sincerity on customer Purchase Decision of Smartphone in Selected Public University Campuses in Nairobi in panel 1 at 12th SIMSR Global Marketing Conference at the KJ Somaiya Institute of Management Studies & Research Mumbai India. Published in the compendium of conference proceedings in the Asian and Pacific Journal.
55. February 9th – 10th 2017 **Bula Hannah Orwa**, Tiagha Edward, Muruku Waiguchu. Presented a paper on Empirical Study of Technology and Innovation against performance of women SSEs in Urban Kenya in panel 3 at 12th SIMSR Global Marketing Conference at the KJ Somaiya Institute of Management Studies & Research Mumbai India. Published in the compendium of conference proceedings in the Asian and Pacific Journal.
56. Anne Wanjiku Mwaura, Nicholas Letting, Gicuru Ithinji, **Bula Hannah Orwa** (2016) Green distribution practices and competitiveness of food manufacturing firms in Kenya. *International journal of economics, commerce and management United Kingdom* Vol. iv, issue 3, march 2016 [Http://www.ijecm.co.uk](http://www.ijecm.co.uk) ISSN: 2348- 0386.

57. Lucy Wairimu Kibera and **Bula Hannah (2016)**. Implementation of Integrated supply Chain in Manufacturing Companies in Kenya. A case of BIDCO Oil Refineries. *International Journal of Education Research*..Vol 4 No. 3 March 2016. www.ijern.com. ISSN 2411-5681
58. Phylister Akoth Oloo, **Bula Hannah Orwa (2016)** .Influence of Participatory Decision Making of Junior Staff at the Retail Markets in Kenya. An Empirical Study of Uchumi Supermarket in Nairobi *International Journal of Education Research*..Vol. 4 No. 2 February 2016. www.Ijern.com.ISSN: 2411-5681.
59. Paul Waithaka, **Hannah Bula**, Linda Kimencu,(2016). Effect Of Strategy Oriented Competitive Intelligence Practice On The Performance Of Firms Listed On The Nairobi Securities Exchange, Kenya. *International Journal of Education and Research*.. www.ijern.com. ISSN 2411-5681 Vol. 4 No. 2
60. Paul Waithaka, **Hannah Bula**., Linda Kimencu (2016). Effect Of Tactics Oriented Competitive Intelligence Practice On The Performance Of Firms Listed On The Nairobi Securities Exchange, Kenya. *International Journal of Education and Research* Vol. 4 No. 2 February 2016. www.ijern.com. ISSN 2411-5681 Vol. 4 No. 2
61. Paul Waithaka, **Hannah Bula** , Linda Kimencu(2016). .Effect Of Technology Oriented Competitive Intelligence Practice On The Performance of Firms Listed on the Nairobi Securities Exchange, Kenya.. . *International Journal of Education and Research* Vol. 4 No. 2 February 2016. www.ijern.com. ISSN 2411-5681 Vol. 4 No. 2
62. Njoroge.G. Jane, Muathe SMA, **Bula. H (2016)**. . Effect of Technology On Performance Of Mobile Telephone Industry In Kenya . *International Journal of Education and Research* Vol. 4 No. 2 February 2016. www.ijern.com. ISSN 2411-5681 Vol. 4 No. 2
63. Joseph Kuria Wanyoike, **BH Orwa(2016)**.[Strategic Management Practices and Sustainability of Faith Based Organisations: An Empirical Study of Anglican, Diocese](#) International Journal of Education and Research 4 (1), 169-186
64. Anne Mwaura., Letting Nicholas Ithinji Gicuru, **Orwa Bula (2016)**. Reverse Logistics Practices and Their Effect on Competitiveness of Food Manufacturing Firms in Kenya. *International Journal of Economics, Finance and Management Sciences* 2015; 3(6): 678-684 Published online January ,(http://www.sciencepublishinggroup.com/j/ijefm)ISSN: [2326-9553 \(Print\); ISSN: 2326-9561 \(Online\)](#).
65. Ngahu Daniel and **Bula Hannah Orwa.(2015)**. Effect of strategic procurement strategies on performance of microfinance banks in Kenya. International Journal of Education and Research.Vol. 3. No 12 December 2015. www.ijern.com. ISSN 2411-5681
66. Mary Wahira Gachua and **Bula Hannah Orwa.(2015)**. Factors affecting Strategy Implementation in Public Universities in Kenya: A case of Jomo Kenyatta University of Agriculture and Technology. International Journal of Education and Research. Vol. 3 No.12 Dec. 2015. www.ijern.com. ISSN 2411-5681
67. Peter Chege and **Hannah Orwa Bula(2015)**. Effects of Generic Strategies on the performance of dairy industries in Kenya.A case of Kenya Cooperative Creameries. . *International Journal of Education and Research*. Vol. 3 No.12 Dec. 2015. www.ijern.com. ISSN 2411-5681
68. Peter Chege and **Hannah Orwa Bula(2015)**. Effects of Market forces on Performance of dairy Industries in Kenya.A case of Kenya Cooperative Creameries. *European Journal of Business and Management*.Vol. 7 No 35, 2015.pp.196-202. ISSN 2222-1905 (Paper) ISSN 2222-2839 (Online).
69. E Mahiri, **BH Orwa (2015)**.[Occupational stress and employee performance: A case study of Kenya National Highways Authority \(KeNHA\)](#).International Journal of Education and Research 4 (1), 211-218.

70. Omondi Linda Atieno and **Bula Hannah.** (2015). An Investigation of the Impact of Employee Training and Reward on performance at Union Des Assurances De Paris Insurance(UAP) in Nairobi,Kenya International Journal of Education and Research. Vol. 3 No.12 Dec. 2015. www.ijern.com. ISSN 2411-5681.
71. Kinyita Pauline and Hannah Orwa Bula(2015). Relationship between Work Stress and Performance of Employees: A case study of Transit Hotel in Nairobi City County. *Archives of Business Research* Vol. 3. No.6 Dec,2015. 3(6) 22-37.
72. Jannifer Kamande and **Bula Hannah.** (2015). Determinants of strategy Implementation in the Ministry of Lands,Thika,Kiambu County, Kenya. *International Journal of Education and Research.* Vol.3. No. 12 December, 2015. www.ijern.com. ISSN 2411-5681.
73. Elijah Nganga and **Bula Hannah(2015).** Antecedents of Performance Appraisal and Organizational Performance in Water and Sanitation Companies in Kenya: A Case of Murang'a Water and Sanitation Company limited .*International Journal of Business and Economics Research* 2015; 4(5): 250-263 Published online October 18, 2015 (<http://www.sciencepublishinggroup.com/j/ijber>) doi: ISSN: 2328-7543 (Print); ISSN: 2328-756X (Online).
74. Gatua Hosea Mwangi and **Bula Hannah Orwa(2015).** Predictors of Acceptance of 'Lipa na Mpesa' Mobile Payment by Micro Entrepreneurs: A case of Micro enterprises in Laikipia East Sub county Kenya. *Science Journal of Business and Management.* Published online Nov,6,2015.<http://www.sciencepublishinggroup.com/j/sjbm>.ISSN 2331-0626(Print)ISSN:2331-0634(Online).
75. Fredrick Ogonda,**Bula Hannah,** Philip Wambua and Jedida Muli(2015). . An Analysis of Work Motivation and Teacher Job Satisfaction in Public Secondary Schools in Rarieda Sub-County, Kenya.October, 2015 Journal of Investment and Management 2015; 4(6): 377-390 Published online October 15, 2015 (<http://www.sciencepublishinggroup.com/j/jim>) doi: 10.11648/j.jim. ISSN: 2328-7713 (Print); ISSN: 2328-7721 (Online)
76. JG Njoroge, S Muathe, **H Bula** (2015).[Human capital resource and performance of mobile phone companies in Kenya](#). International Journal of Education and Research 3 (10), 409-42
77. Mutambuki M and **Bula H.(2014)** Marketing strategies of Commercial Fish Farming Under Economic Stimulus Programme. International Journal of Humanities and Social Science.Vol4 No8 1 June....12.pdf© Center for Promoting Ideas, USAwww.ijhssmet.com/journals
78. **Bula H.**Tiagha E. and Waiguchu M.(2014)Entrepreneurship Scorecard and Performance of Women Entrepreneurs. International Journal of Humanities and Social Sciences(IJHSS). www.ijhssmet.com/journals. Vol 4 No 5 March 2014....12.pdf© Center for Promoting Ideas, USA
79. **Bula H.** and Njeri J.(2014)Challenges of Talent Management and Performance of Kenya Broadcasting Corporation International Journal of Humanities and Social Sciences. (IJHSS). www.ijhssmet.com/journals.Vol. 4 No.7 May 2014© Center for Promoting Ideas, USA
80. **Bula H.** (2013) Empirical Analysis of Technology & Innovation against performance of Women in SSEs in Urban Kenya. *National Commission for Science and Technology and Innovation conference proceedings* www.tum.ac.ke/.
81. **Bula H.(2012)**Performance of Women Entrepreneurs in Small Businesses: Marital Status and family Characteristics. European Journal of Business and Management.www.iiste.org. ISSN :2222-1905 (Paper) ISSN 2222-2839 (Online)Vol 4, No.7, 2012 85 Vol.4 N0.7 May, 2012.

82. **Bula H.(2012)**Labor Turnover in the Sugar industry in Kenya.. European Journal of Business and Management(2012).www.iiste.org. ISSN :2222-1905 (Paper) ISSN 2222-2839 (Online) Vol.4. No. 9, July, 2012.
83. **Bula H.(2012)**Evolution of Entrepreneurship Theories: A critical review of literature in Kenya's perspective. International Journal of Business and Commerce www.ijbcnet.com.Vol. 1, No.11: July 2012[81-96(ISSN: 2225-2436
84. . **Bula H.(2012)**Entrepreneurship Development Culture and Practices. International Journal of Emerging Technology and Advanced Engineering(IJETEA). Website: www.ijetae.com. ISSN 2250-2459,Volume 2, Issue 8, August 2012)456
85. . **Bula H.**Tiagha E. and Waiguchu M Women Entrepreneurs: A demographic perspective.(2012) European Journal of Business and Management www.iiste.org. ISSN 2222-1905 (Paper) ISSN 2222-2839 (Online) Vol 4, No.9, 2012 101 .

PUBLISHED BOOKS AND JOURNAL

1.2.2 University level scholarly books

1. 2021. **ENTREPRENEURSHIP: What women entrepreneurs and small scale traders need to succeed.** ISBN .978-9966-26-228-8.Utafiti Foundation.
<https://utafitifoundation.com/product/entrepreneurship-what-women-entrepreneurs-and-any-small-scale-trader-need-in-order-to-succeed/>
2. 2021. **HUMAN RESOURCE MANAGEMENT. PEOPLE ISSUES AT THE WORKPLACE - A GLOBAL PERSPECTIVE.** Utafiti Foundation.
<https://utafitifoundation.com/product/human-resource-management-people-issues-at-the-workplace-a-global-perspective/>
3. 2016. **A DAEA SURVEY OF DOCTORAL HOLDERS AND STUDENTS IN KENYA** by **Hannah O. Bula**, PhD. A DAEA Publication August 2016. ISBN No. 978-9966-085-32-0
4. 2012 **WOMEN ENTREPRENEURS IN KENYA'S FIRMS: A demographic Perspective.** Bula H.Tiagha E. and Waiguchu M. ISBN-13: 9783659218743. ,ISBN-10: 365921874X,Publisher: LAP Lambert Academic Publishing. Publish Date: November 2012.Page Count: 92
5. 2018. Applied Computer Science ADM 1102.**Entrepreneurship.** Hannah.O.Bula(2018-01-18)AfricanVirtual.University..https://oer.avu.org/bitstream/handle/123456789/488/ADM%201102_EN%20ENTREPRENEURSHIP%20V4.pdf?sequence=1&isAllowed=y.Module.dc.date.accessioned .2018-02 01T11:35:40Z. <http://oer.avu.org/handle/123456789/488>.pp. 134.
6. 2018. Applied Computer Science ITI 2101.**Technology Innovation.** Hannah Orwa Bula(2018-02-22). African Virtual.University
https://oer.avu.org/bitstream/handle/123456789/680/ITI%202101_EN%20Technology%20Innovation1.pdf?sequence=1&isAllowed=y. <http://oer.avu.org/handle/123456789/680>. Module.pp. 76

1.2.3 Consultancies and project report

Consulting for NITA/KYEOP a World Bank project from 2018-2022 as project coordinator, Kisumu County.

1.2.5 Book Chapter

1. Chapter 8 of Sustainable development in Africa book; Edited by Masafumi Nagao, Jewette Masinja & AminAlhassan.280 Pages | 6 x 9 | © 2019 Innovation inclusion. Livelihood Sustainability in Urban Informal Settlements: The Case of Innovation by Women Entrepreneurs in Nairobi, Kenya by **Bula Hannah Orwa, Ngigi David and Murigi Elishiba.** Spears Books.
<https://spearsmedia.com/shop/sustainable-development-in-africa/>
2. Chapter Firm Innovation Capability, Visitors' Behaviour and Sustainability of Hospitality Firms in Kenya: A Post Corona Virus Disease 2019 Assessment]. **Hannah Orwa Bula & Paul Thumbi Njoroge.** Springer Nature published by Pollgrave and Springer.

3.Chapter in lesson No. 46 by **Dr. Hannah Bula** in Book Chapter On 101 Authentic leadership Lessons by Mosinya Nyaberi, PhD.

Other Publications

Standard Newspaper article: **Jan. 19th, 2022. We need research evidence to boost women empowerment : OPINION By Hannah Bula and Felistus Makhamara | Jan 19th 2022 |**

1.2.6 Refereed Learning Modules

- July, 2020.Developer of Blended online & face to face Interactive BHM 888 Masters ‘Module
- July, 2020.Developer of Blended online & face to face Interactive BHM 114 undergraduate Module
- July, 2020.Developer of Blended online & face to face Interactive BHM 228 undergraduate Module
- Aug.2020.Developer of Blended online & face to face Interactive BHM 224 undergraduate Module
- July, 2020.Developer of Blended online & face to face Interactive BHM 320 undergraduate Module
- July, 2020.Developer of Blended online & face to face Interactive BHM 446 undergraduate Module
- Dec. 2020.Developer of Blended online & face to face Interactive BHM 046 Diploma Module
- July, 2020.Developer of Blended online & face to face Interactive BHM 042 Diploma Module
- 2018. Applied Computer Science ADM 1102.**Entrepreneurship**. Hannah.O.Bula(2018-01-18)AfricanVirtual.University..https://oer.avu.org/bitstream/handle/123456789/488/ADM%201102_EN%20ENTREPRENEURSHIP%20V4.pdf?sequence=1&isAllowed=y.Module.dc.date.accessioned .2018-02 01T11:35:40Z. <http://oer.avu.org/handle/123456789/488.pp>. 134
- 2018. Applied Computer Science ITI 2101.**Technology Innovation** . Hannah Orwa Bula(2018-02-22). African Virtual.University https://oer.avu.org/bitstream/handle/123456789/680/ITI%202101_EN%20Technology%20Innovation1.pdf?sequence=1&isAllowed=y. <http://oer.avu.org/handle/123456789/680>. Module.pp. 76

1.2.7 Scholarly Presentations at Conferences/workshops/seminars

Workshops

Nov. 2023: Thematic speaker on contemporary issues in Human resource Management at 5th Kiriri Women University of Science and Technology Conference.

10th April 2021. Keynote speaker on the role of Academia on Social Entrepreneurship. Virtual Conference at Harare, Zimbabwe in collaboration with Catholic University of Zimbabwe and Yunus Social Business Centre.

Conference Proceedings

2023: 9th International School of Education and lifelong learning conference 2023.Entrenching transferable skills in Technical Vocational Educational and Training for Women Employability. **3rd and 4th October, 2023.**

2023: 5th International Business and Research Conference (IBRIC) Virtual from 22nd to 23rd June.

1. Wycliffe Odhiambo Ogweni & **Hannah O. Bula** :Strategy Implementation and Performance of Deposit Taking Savings and Credit Co-Operative Society in Nairobi City County, Kenya .
2. Selline Indara Akoyo,**Hannah Orwa Bula** & Peter Philip Wambua. Effect of E-Training System on Performance of Chartered Universities in Kenya.

2021. 3rd International Business and Research Conference (IBRIC) Virtual from 26th to 27th August.

Paul Thumbi Njoroge, **Hannah Bula** and Rosemarie Wanyoike: Information Interpretation and Organizational Memory: Learning Capability and Effect on Employee Performance in Classified Hospitality Firms in Kenya

2020 2nd International Business and Research Conference (IBRIC) Virtual from 3rd to 4th December,

1. Njoroge Paul Thumbi, **Bula Hannah Orwa** & Wanyoike Rosemarie: Work Engagement and Employees' Performance: Assessing the Linkage and Leverage in Classified Hospitality Firms in Kenya.
2. Macotiende Samwel Onyango & **Bula Hannah Orwa**: An Empirical Analysis of Personal Identification Secure Comparison Evaluation System on Employee Performance in the Ministry of Interior and Coordination of National Government, Nairobi City County, Kenya

2020 Graduate Hub international conference on 23rd to 24th November, 2020

1. Njoroge Paul Thumbi, **Bula Hannah Orwa** & Wanyoike Rosemarie: Examining Effect of Knowledge Acquisition and Information Distribution on Employees' Performance in Classified Hospitality Firms in Kenya.
2. McOtiende Onyango and **Bula Hannah Orwa** - E-Governance and Employee Performance in the Ministry of Interior and Coordination of National Government, Nairobi City County, Kenya
3. Castroh Chite and **Bula Hannah Orwa** - Staff Turnover and Employee Performance in Non Profit Healthcare Providers in Uasin Gishu County Kenya.

2019. 1st International Business and Research Conference (IBRIC) 20th to 22nd June, 2019

1. Waithera and Samuel ; **Hannah Bula** - Employee Training and Performance of Agency Banking Units of Selected Commercial Banks in Nairobi City County, Kenya.
2. Okello Phillip Ouma; **Bula Hannah Orwa** - Compensation Schemes and Employee Performance Of Commercial Banks
3. Grace Mukami Kimani; **Bula Hannah** - Corporate Social Responsibility activities and Competitive Advantage of Equity Bank Kenya Limited.
4. Rosemarie W. Wanyoike; Muathe, SMA, **Hannah O. Bula**: Quality Management Practices and Performance among Manufacturing Companies in Kenya
5. Aketch Marsha Akinyi; **Bula Hannah** - Determinants of Public Funds Internal Control Systems and Service Delivery in Nairobi City Water and Sewerage Company Kenya.
6. Mathew Mburu; **Bula Hannah Orwa** - Training and employee performance in Nyeri county government, Kenya
7. Paul Thumbi Njoroge; **Bula Hannah; Rosemarie Wanyoike** - Linking Human Resource Management Practices With Implementation Of Quality Management Programs In Manufacturing Firms In Nairobi County.
8. Emma Kinya Mwobobia ; **Bula Hannah** - Employee Retention Strategies and Organizational Performance Of The Judiciary In Nairobi County, Kenya.
9. Elizabeth Wanjiku Ngugi; **Hannah Bula** - Performance Management Practices and Employee Performance in Selected Public Schools in Kiambu County, Kenya.

12.8 Consultancies and project report

Consulting for NITA/KYEOP a World Bank project from 2018-2022 as project coordinator, Kisumu County.

1.2.9 Editorship of a book or conference proceedings

Chief Editor 1st IBRIC conference proceedings book. 2019

Chief Editor of IBRIC conference book of Abstract 2019

Chief Editor of IBRIC conference book of Abstract 2020. <http://www.ku.ac.ke/ibric/local-organizing-committee/> and <http://www.ku.ac.ke/ibric/editorial-subcommittee/>

Chief Editor 2nd IBRIC conference proceedings book. 2020

1.2.10 Book Review Published in Referred Journals

- 2020 subject expert in Entrepreneurship and management cluster in KASNEB
- July 2019 appointed Book reviewer for Utafiti foundations
- May 2021 : Reviewer for corporate governance book. Published by Utafiti Foundation

- 2016. Peer Reviewing research methods on-line module for African Virtual University.

1.2.11 Working Papers & Books in Progress

- Success of Small Scale Enterprises Handbook - a title of a book in progress
- Women breaking barriers and Cracking the glass ceiling- a title of a book in progress.
- Women beyond the horizons – a title of a book in progress.

1.3.QUALITY TEACHING, LEARNING AND MENTORSHIP

1.3.1 Student Evaluations

Scored an average of over 90% on evaluations staggered over 16 semesters from 2017/2018 to 2018/2019 and 2019/2020.

1.3.2 Training in Higher Education

1. June 10th and 11th **2025** Wellness training at KU-BSSU
2. April to May 2025 University of Minnesota Training on COIL Design and facilitation
3. **Wed. 5th March 2025:** Africa Peace and Development Network/Mtandao Wa Amani Na Maendeleo Africa(MAMA).. *World media coverage of Africa.*
4. **Wed. 26th Feb 2025. Wed. 5th March 2025:** Africa Peace and Development Network/Mtandao Wa Amani Na Maendeleo Africa(MAMA). *Bedo dano' being Human philosophy*
5. **Wed. 19 Feb. 2025.**UNITWIN-Online Working sessions-Priority Africa Flagships Series: Flagship programme 4: Harnessing new and emerging technologies for sustainable development in Africa
6. **26th November 2024.** Dissemination of research finds and policy brief on integration of transferable skills into CBC and CBET curriculum for employability of women in Kenya. (KUWEE Hub skills research) at KICD with CBC and CBET trainers and principals of schools 25th November 2024. Dissemination of transferable skills research findings (KUWEE Hub skills research) at KICD with CBC and CBET trainers and principals of schools.
7. **26th September, 2024** Climate University (Climate U) conference at Kenyatta University, attended virtually.
8. **Sept 7th to October 7th 2024** GETM4 Workshop and sandpit at University of Ljubljana in Slovenia, Europe
9. **January 29th-2nd February 2024** Randomized Control trial workshop by Innovation for poverty Action- KCA University.
10. **8th February 2024** workshop for School and research coordinators at KUCC conference hall- Kenyatta University
11. **25th October 2023** Decolonizing the Teaching and Learning of Africa's History Seminar for UNESCO Chairs and University Twinning and Networking Programme (UNITWIN) Networks from 4pm-5.30pm.
12. **19th October 2023** STI Mainstreaming Sensitization Workshop from 9.00 a.m. to 12.00 pm
13. **11th October. 2023.** Virtual E-Learning Training for Lecturers On New LMS Platform. 10am-12pm.
14. **5th October 2023** WEBINAR. Data Sharing and Collaboration: Enhancing Scientific Discoveries through Open Data. Taylor and Francis Workshop 12-1pm.
15. **22nd September 2023** . Unlock the Secrets to Effective Peer Review. Taylor and Francis Workshop 11: 00 am to 12:00 pm (SAST).
16. **21st September 2023.** Organizational Capacity Assessment (OCA) workshop to build capacity to conduct research by Innovation for poverty Action (IPA). Pride Inn Hotel-Azure Westlands
17. 25th July, **2023** Mentorship workshop. Venue Kenyatta University. BSSC,Room 14
18. 15th June, **2023.** How to publish your research with Routeledge. Taylor and Francis workshop.
19. **13th June 2023.** Capacity building for Mentors seminar: Bridging the generational gaps in problem solving: Skills to mentor generation Z.
20. **27th May 2023.** Increasing research output. Taylor and Francis workshop.

21. 3rd-4th October, **2022**. KU-WEE Hub. Dissemination and Planning Workshop at Kenya School of Monetary studies (**KSMS**).
22. **28th September 2022**. Workshop on " Funding Opportunities: Strategies for Writing a Winning Grant Proposal". Kenyatta University Directorate of Research Support and Dissemination.
23. **29th March, .2022**. Women Education Researchers of Kenya (**WERK**) workshop on Advocacy and research dissemination.
24. **28th February, 2022** .Partnership for African Social and Governance research (PASGR.org). Venue: Movenpick Hotel.
25. **19th May 2022**. New research information system (**KENRIS**) and Science, Technology and Innovation (**STI**) mainstreaming by the National Commission for Science Technology and Innovation; improving efficiency and integrating KU teaching staff into national and global research tracking systems. 9am-12pm.
26. **24th May 2021**. International conference on enhancing of contemporary Business Management, Economics, innovation Technologies and social sciences: A viewpoint on Research and Practice. .ICECBMEITSS.
27. **May 19th to 21st May 2021** Workshop on methodological approaches of grounded theory in research. Collaboration of University of Nairobi and Kenyatta University WEE Hubs. 4pm-6pm
28. **May 21st 2021** KU WEE- Yale University. **Workshop** Session #6 Non experimental; methods and research during the pandemic: Survey and Link to survey resources.
29. **May 14th April 21st. 2021** Yale University. **Workshop** Session #5.Data collection methods. Qualitative methods, Paper survey, telephone, on line surveys. Yale University. Treatment groups and contra factual/control groups in research
30. May 7th **2021** KU WEE- Yale University **Workshop Session #4** Measuring women economic empowerment and designing good measures
31. April 30th **2021**. KU WEE- Yale University: **Workshop Session #3** Evaluating programs to increase women economic empowerment. Research design Questions.
32. 23rd.April **2021** 4pm-6pm EAT. KU WEE Hub/Yale University **Workshop Session #2**; training on Randomize control trials research approach.
33. 19th April. **2021**. KU WEE Hub/Yale University - **Workshop Session #1** Problem diagnostics and theory of change: Evaluating programs to increase women economic empowerment.
34. May 13th **2021**. Guest Speaker on Careers and employment opportunities on creative economy and sustainable development. An international workshop on Creative economy and sustainable development in Africa by Kenyatta University, school of Business.
35. April. 11th **2021**. Guest speaker in a symposium on the role of academia on youth Social Entrepreneurship at YUNUS Social Business Centre workshop. Harare Zimbabwe. Hosted virtual international conference by Catholic University of Harare
36. 2021. Friday 5th March, Referencing and citation management. 12-1pm. Kenyatta University director research support. <https://forms.gle/RGWmD4nfojbSKuh9A>.
37. 24th and 25th of February, **2021**.African Symposium on higher Education organized by The University of Nairobi in collaboration with the African Development Bank and Education for Sustainable Development in Africa (ESDA).Theme: Strengthening the Role of Universities to Produce Home Grown Solutions to Africa's Development Challenges.ESDA 2021 Symposium. https://us02web.zoom.us/webinar/register/WN_SCpsjMvPSxeLNPq3fvqGZA
38. **2021**.Thursday, 18 February Policy Dialogue webinar on Ensuring Continuity of Learning for All Children . **PAL Network**. www.palnetwork.org. Twitter [@palnetworkHQ](https://twitter.com/palnetworkHQ).
39. **2021**. Feb. 5th 9.40am Aziz Afrique Foundation. Celebrating Online Achievements Confirmation. Graduating 30 Youths on online training in Values and Life skills training -at least 20 online sessions were hosted geared towards building the capacity of the youth in values and life skills beginning May 2020 until November 2020. Through this an estimated 2000 youth were reached

through Zoom and Facebook.

https://us02web.zoom.us/webinar/register/WN_cznrOkwGRuum4M_fHyAIDA

40. **2020** workshop on cyber security Virtual training.
41. 18th Sept. **2019** training on Digital Content Development on the LMS platform at Kenyatta University computer Laboratory
42. 27th June **2019** .Gender Mainstreaming Training 2019 at BSSC Room Number 149.
43. **2019**. Workshop on staff mentorship at KUCC. by Depaul University.
44. 25th – 28th **June 2018** Workshop of integrity assurance officers by EACC. Kenyatta University conference centre..
45. July **2018** On-line facilitation-Kusoma platform. Kenyatta University Computer lab
46. October 2018 Workshop on power point and use of posters in research by Centre for capacity building. BSSU room 14.
47. 31st May **2018**. Awareness Training on ISO 27001, Information security Management systems(ISMS).
48. 26th January, **2018** staff mentors Seminar at Kenyatta University Business & Students center
49. June 24th-28th 2017. Data Analysis Training on SPSS tools. At Business and Student Centre Computer Room 014.
50. June 22nd 2017 **Bula Hannah Orwa**,Murigi Elshiba, Ngigi David(Innovation inclusion for Sustainability of Livelihoods of Urban Women Entrepreneurs in Informal Settlements in Nairobi, Kenya . Presented at EDSA workshop at Kenyatta University Conference room.
51. November, 16th 2016 Awareness On ISO 9001- 2015 Quality Management Standards workshop at Kenyatta University, BSSC, RM 128
52. May 23rd 2016 Bulk uploading of scores, Kenyatta University student computer lab room 103.
53. Feb. 2016 Safari Club .African Virtual university module writing workshop
54. June 2015 Training on Module Writing, Kenyatta University, BSSC, RM 128
55. March 2015 Digital and E-Learning Training Kenyatta University Student Laboratory.
56. 15th May 2014.Workshop for all supervisors at Kenyatta University BSSC,room 12.
57. 2014 e learning course Kenyatta University Business and Student centre Laboratory
58. 2013 Smart Board Training at Kenyatta University Ole Moyoi(OML)
59. 2013: Library Literacy information at KU Post Modern Library
60. May, 2013 Case study writing workshop and seminar, Kenyatta University, Business centre.
61. June, 2013. Teaching methodology by Centre for Teaching and Research Excellence- Kenyatta University Business centre.
62. Nov.2008. A course on Project planning and Management(East African Institute of Certified Studies)
63. Nov.2008 A course in Social Research Writing Skills(East African Institute of Certified Studies)
64. Nov.2008 A course in Entrepreneurship. (East African Institute of Certified Studies)
65. Nov. 2008 A course on Non-Governmental Organization & Community Based Organizations Management (NGO'S AND CBO'S Management(East African Institute of Certified Studies)

OTHER WORKSHOPS, CONFERENCES AND SEMINARS ATTENDED

4TH TO 5TH MAY 2007 : **Seminar on Capacity and Team Building**
VENUE : Naivasha Kenya Wildlife Service Unit.

- 27TH OCTOBER 2006 : CONFERENCE ON WOMEN + 21 CONFERENCES**
THEME : Gender Equality, Equity and Development
VENUE : Kenyatta International Conference Centre, Nairobi, Kenya
- 15TH DEC 2006 : INTERNATIONAL CONFERENCE ON CHILD RIGHTS AND ADOPTION**
- 12TH TO 14TH DEC 2006: SECOND LEVEL TRAINING FOR PROBONO LAWYERS**

ON CHILD RIGHTS.

THEME	: International and National Instruments on Child Rights.
VENUE	: Pan Afric Hotel, Nairobi
AUG 2005	: TRAINING PROGRAMME FOR SECONDARY SCHOOL TEACHERS ON STAY SAFE BY NYARAMI VCT
THEME	: Counseling & Behavioral Change
VENUE	: Nyarami VCT Centre, Migori, Kenya
APRIL 2004	: WORKSHOP BY STRATEGIC HORIZON CONSULTANTS
THEME	: Effective Performance Management.
VENUE	: Migori T.T.C, Kenya.
NOV 2001	: WORKSHOP BY CAREER DEVELOPMENT CONSULTANTS
THEME	: Income Generation & Fundraising
VENUE	: MIUDP Office, Migori, Kenya.
1995	: BUSINESS EDUCATION SEMINAR
THEME	: How to teach & improve performance in business education subjects.
VENUE	: Migori Secondary School, Kenya.
AUG 1997	: RESEARCH & CIVIC AWARENESS COURSE (RECAP)
VENUE	: Girango Hotel, Migori, Kenya.
AUG 1999	: EXAMINERS COURSE for KNEC COMMERCE PAPER 2
VENUE	: Machakos Technical Training Institute, Kenya.

1.3.3. Successful Postgraduate Supervision in 2025 awaiting graduation

MSc. Karongo Elijah. Msc. Specialization Human Resource Management

1.3.4 Ongoing Supervisions.

Submitted MSc.Thesis for Examination Awaiting Oral Defense at Graduate School

MSc. Leonard Minyan. Msc. Specialization Strategic Management.

Supervision of PhD. Students at Thesis Report Writing Stage

Charles Munyao. Organizational development Interventions' and Academic Staff productivity in Chartered State Universities in Kenya - PhD Thesis in progress. Specialization-Human Resource Management.

Supervision of PhD Students Awaiting Data Collection approval/permit

1. Beautrice Kemunto Obaga. Employee Involvement and Job Performance in Commercial Banks in Nairobi County Kenya. Specialization-Human Resource Management
2. Catherine Cheruiyot. Performance management of commercial Banks in Kenya.
3. Mary Ndururi. Social Attributes and Performance of women entrepreneurs' in Laikipia County, Kenya.
4. Justin Kipchirchir . Effect of Growth of Women Owned Enterprises Rural Kenya: A case of Nandi County

Supervision of PhD Students at Thesis Proposal Development

1. Gladys Nafula Mabonga Re.No. D86/CTY/26475/2020. Human Resource Practices and Talent retention in Private Universities in Kenya.

1.3 .5 SUPERVISION OF POST GRADUATE STUDENTS

1.3.5.1 Masters Supervision Completed and Graduated

Master of Science (MSc. Thesis)

1. Dec. **2022.** Grace Mwikali Musyoki. D58/CTY/PT/25784/2013. Msc. Entrepreneurship.

2. **Dec. 2021** Janet Chacuva. Msc. Human Resource Management. Human resource Management Information Systems and Performance of Selected National Government Ministries In Nairobi City County, Kenya.
3. **July.2021.**Veronica Ratemo: Reward Management Practices And Employee Performance In Kenya Forestry Research Institute Headquarter In Muguga, Kiambu County. Msc. Human resource Management.
4. **July.2021.** Samwel Onyango Mcotiende. E-governance and Employee Performance of the Directorate of Immigration and Citizen services in Nairobi City County, Kenya. MSc. Human Resource Management .
5. **2018.** Martina Wato Yattini.Employee Separation and Performance of Selected Parastatals in Kenya.MSC. Human Resource Management.
6. 2017. Abuto Maurice Onyango. Influence of Agency Banking on Performance of Selected Micro and Small Enterprises in Nairobi City County, Kenya. M.SC. (Entrepreneurship).

List of Postgraduate Students Completed and Graduated (Masters’ of Business Administration and Masters’ of Public Policy and Administration)

1. **July, 2024** Robert Simiyu Nyongesa: D53/OL/CTY/32398/2017. Labour Relations and Teachers’ Performance In Public Secondary Schools In Laikipia County, Kenya. MBA Human Resource Management
2. **Dec. 2024** David Mwathi Kihara D53/OL/26599/2013 Strategic Responses and Performance of Commercial Banks in Nairobi County, Kenya. MBA Strategic Management
3. **Dec. 2024** Janet Ndunge John D53/OL/CTY/32383/2017.Human Resource Management Practices and Employee Performance of Kenya Reinsurance Corporation, Nairobi City County, Kenya. MBA Human Resource Management
4. **Dec. 2024** Teresia Wanyoike Teresia N Nyoike D53/CTY/PT/27723/2019.Strategic Planning and Performance of Selected Public Universities In Nairobi City County, Kenya MBA Strategic Management
5. **Dec. 2023** Ann Muthoni Giteru. D53/CTY/PT/39205/2017: Strategic Alignment and Performance of Public Universities in Nairobi City County, Kenya.

6. **Dec. 2023** . Beatrice Orenja Anyona. D53/CTY/OL/26905/2014. Green Human Resource Management on Employee Performance In Nairobi City County Government, Kenya. MBA- Human Resource Management.
7. **July. 2023**. Gikera Joyce Muthoni. D53/CTY/PT/38767/2017. Competitive Strategies and Performance of Agricultural Based Companies: A case of Maize Seed Companies in Nairobi City County, Kenya. MBA-Strategic Management.
8. **July 2023**. Wycliffe Odhiambo Ogweno. D53/OL/CTY/26725/2019. Strategic Management processes and Performance of Deposit Taking Savings and Cooperative Society in Nairobi City County Kenya –MBA Strategic Management.
9. **July. 2023**. Mohammed Sheikh Osman. D53/OL/CTY/26028/2019. Strategic Resources and Performance of Garissa County Government, Kenya- MBA Strategic Management
10. **Dec. 2021**. David Ochieng’ George. Policy Implementation and Service Delivery in Homabay County Health Sector, Kenya.(Masters of Public policy and administration)
11. **July.2021**.Mwangi Watiri Ruth.D53/CTY/PT/26197/2011. Factors Influencing Growth of Entrepreneurship in the Beekeeping Sector, Makueni County, Kenya. MBA- Entrepreneurship
12. **July.2021**.John Omariba Ogari.Welfare Initiatives and Teachers’ Performance in Private Primary schools in Bomet County, Kenya. MBA- Human Resource Management
13. **July, 2021** Muli Justus Kioko. Determinants of Women’s Participation in Strategic Decision Making in 5 Star Hotels in Nairobi City , Nairobi County, Kenya. MBA- Strategic Management
14. **July.2021**.Matuga Mutaroki Linus. D53/CTY/PT/38035/2016. Human Resource Management Initiatives and Employee Retention at Kenya Airways - Kenya. MBA Human Resource Management.
15. **Dec. 2020** Felix Omweri Motondi D53/CTY/PT/23239/2011. Alternative Banking Channels and Performance of Commercial Banks in Nairobi City County, Kenya. MBA Strategic Management.
16. **Dec. 2020** Okoti Chite Castroh. D53/CE/24388/2013. Staff Turnover and Employee Performance in Non Profit Healthcare Providers in Uasin Gishu County Kenya. MBA Human Resource Management.
17. **Dec. 2020** Kithinji Victoria Mwende. D53/CTY/PT/37294/2017. Total Quality Management Strategies and Employee Performance in Referral Hospitals In Kenya: A Case of Kenyatta National Hospital

18. **Dec. 2020** Moses Njuguna.Wanyeki D53/37223/2017. Learning Organization and Employee Performance of Equity Bank in Kiambu County, Kenya. MBA Human Resource Management.
19. **Dec. 2020** Gerald Mbaabu. Gitonga D53./CE /27048/2013. Human Resource Practices and Performance of Support Staff in Public Secondary Schools in Meru County, Kenya: A Case Study of Buuri West And Imenti South Sub-Counties.
20. **Dec. 2020.** George Kay Kabiru. D53/CTY/PT/28042/2014. Leadership Styles Effect and Employee Performance In Selected Commercial Banks In Nairobi City County, Kenya.
21. **Dec. 2019.** Waithera. Samuel Maina. D53/CTY/PT/37567/2017 Employee Training and Performance of Agency Banking Units of Selected Commercial Banks in Nairobi City County, Kenya.
22. **Dec 2019.** Aketch Marsha Akinyi. D53/CTY/PT/26130/2013 .Determinants of Public Funds Internal Control Systems and Service Delivery in Nairobi City water And Sewerage Company, Kenya.
23. **Dec 2019.** Emma Kinya Mwobobia. D53/CTY/PT/23160/2011. Employee Retention Strategies and Organizational Performance of The Judiciary In Nairobi, Kenya.
24. **Dec.2019.**Okello Philip Ouma. D53/CTY/PT/32748/2016.Compensation Schemes and Employee Performance of Commercial Banks In Nairobi City County, Kenya.
25. **Dec. 2019.** Mathew Ndani Mburu.T D53/CTY/PT/38085/2016 Training and Employee performance in Nyeri Couty Government, Kenya.
26. **Dec. 2019.** Elizabeth Wanjiku Ngugi. D53/OL/25059/2011.Performance appraisal and Employee performance. Human Resource Management.
27. **July 2019.** Grace Mukami Kimani. D53/CTY/PT/ 26228/2015.Corporate Social responsibility Activities and competitive advantage of Equity Bank Kenya Limited.
28. **2018.** Simon Kimani Ngarachu. D53/CTY/PT/33229/2014. Strategic Public Relations and Performance of Large Motor vehicle Dealers in Nairobi City County, Kenya MBA(Strategic Management)
29. **2018.** Kamau Simon Kagwe. D53/CTY/PT/27008/2014.Evaluation of performance Appraisal Implementation and service Delivery in Public secondary schools in Githunguri Sub-County, Kiambu County,Kenya MBA(HRM).
30. **2018.** Sewe Stephen Otieno. D53/CTY/PT/5379/2003. Human Resource Management practices and Quality of Health care at Jaramogi Oginga Teaching and Refferal Hospital, Kenya. MBA(HRM)

31. **2018.** Michael Rapolo Oduor. D53/CTY/PT/25024/2011. Performance Contract and Employee productivity in the office of the President in Homabay County, Kenya. MBA- Human Resource Management.
32. **2018.** Njami Wanja Ann. D53/CTY/PT/ 26432/2015. Assessment of principals Leadership Styles on Student Discipline in Public Secondary Schools in Nakuru County, Kenya. MBA(HRM)
33. **2018.** Peter Mule Munge. D53/CTY/PT/26280/2015. Performance Management Practices and Employee performance of Choice International Forwarding Company Limited in Nairobi City County, Kenya. MBA- Human Resource Management.
34. **2018.** Abdinoor Bashir. D53/CTY/PT/26520/2015. Influence. Employee Retention strategies and performance of selected Commercial Banks in Garissa County, Kenya. MBA- Human Resource Management.
35. **2018.** Abdinoor. Bashir. Influence of Work Environment on Performance of Commercial Banks in Garissa County Kenya. MBA- Human Resource Management.
36. 2017. Martin Cheruiyot Bett. Influence of Merger and Acquisitions on the Growth of Commercial Banks in Kenya: A case of Controlled Foreign Corporations Stanbic Bank, Nairobi City County, Kenya. MBA(Strategic Management).
37. 2017. Isaac Haron Muchoki. Contribution of Social Entrepreneurship Strategies on Growth of Medium, Small and Micro Enterprises in Nairobi City County, Kenya- Jamii Bora Supported Enterprises. MBA Entrepreneurship.
38. 2017. Cheruiyot Kipkorir Bethwel. Quality Management Practices on the Performance of Public Hospitals in Kenya: A Case of Moi Referral Hospital. MBA(Strategic Management)
39. 2017. Abdinasir Saman Ali. Effect of Organizational Internalities on Strategic Plan Implementation of Non-Governmental Organizations in Wajir County, Kenya. MBA(Strategic Management)
40. 2017. Mirriam Mumo Musyimi. Influence of Procurement on Strategic Sourcing in the Judiciary of Kenya. MBA(Strategic Management).
41. 2016 Mwangi Agnes Wamuyu. Strategic Management Practices and Performance of Coffee Board of Kenya. MBA(Strategic Management)
42. 2016. Emitati Julia Laura. Influence of Human Resource Management Practices on Effectiveness of Board of Management in Public secondary Schools in Kakamega County, Kenya. MBA (Human Resource Management).
43. 2016. Onesmus Musau Mwanzia. Influence of Entrepreneurial Training on Performance of Micro and Small Enterprises in Kitui County, Kenya. MBA(Entrepreneurship)

44. 2016. Wabwire Winnie Joy. Perceived Work Values and Performance of Generation Y employees in Selected Commercial Banks in Kenya. MBA (Human Resource Management).
45. 2016. Ochola Tobias Odhiambo. Performance appraisal and Employee Performance in Public Corporations in Kenya: A case of Kenya railways Corporation. MBA (Human Resource Management).
46. 2016. Shisia Jared Alakonya. Project Oriented Management and performance of print Media Industry: A case of Government Press of Kenya. MBA (Human Resource Management).
47. 2016. Nicholas Odhiambo Ouma. Determinants of Growth of Savings and Credit Cooperative Societies in Migori County. MBA (Strategic Management).
48. 2016. Emily Adhiambo Obonyo. Effect of Corporate Social responsibility on Organizational performance. MBA (Strategic Management).
49. 2016. Mutisia Patric Wambua Influence of Human Resource Management Practices on Performance of Nurses in Public Hospitals in Kenya: A case of Machakos County, Kenya. MBA (Human Resource Management).
50. 2015. Jane Achieng' Mayi. .Analysis of Employees Participation on Service Delivery in Hospitality industry in Kenya. .A case of Five Star Hotels in Nairobi County. MBA (Human Resource Management)
51. 2015. Esther Nambale. Relational Practices and Effectiveness of Performance Contracting of Kenya revenue Authority: Kenya. MBA (Human Resource Management)
52. 2015. Irungu Roseline Muringi. Effects of training Needs Assessment on Employee Performance at Nairobi City County, Kenya. MBA (Human Resource Management)
53. 2015. Roselyn N..John. Influence of Work Environment on Commercial Banks Employees Productivity in Kitui County Kenya. MBA (Human Resource Management).
54. 2015. Ezekiel Wangala. Strategy Implementation and Employee Productivity in public Service Boards: A case of Trans-Nzoia County Public Service Board in Kenya. MBA (Strategic Management).
55. 2015. Kennedy.O. Ngao. Strategic Innovation and Sustainability of Small and medium Enterprises in Migori County Kenya. MBA (Entrepreneurship).
56. 2015. Predictors on acceptance of Lipa Na Mpesa Payment by Micro Entrepreneurs in Laikipia East Sub County. A case of Micro Entrepreneurs in Nanyuki Town. MBA (Entrepreneurship).
57. 2015. Shihundu Babwood. Influence of Training on Quality Management in Public secondary Schools in Kakamega County, Kenya. MBA (Human Resource Management).
58. 2015. Jane Wanjiru Thuo. An Assessment of Conflict Resolution on the performance of Public Secondary School in Nairobi, Kenya. MBA (Human Resource Management).
59. 2015. Duncan Otieno Omollo. The role of performance Contracting on Performance of Public

Universities in Kenya: A case of selected Public Universities in Nairobi Central Business District. MBA(Human Resource Management).

60. 2015. Kioko Caroline Waluu. County Government Policies and the performance of Micro and Small Enterprise in Wakulima Market,Nairobi County Kenya.

61. 2015. William Kitheka. Influence of Employee participation and involvement on Organizational performance in cement Manufacturing Companies in Mavoko Sub-County,Machakos County,Kenya. MBA(Human Resource Management).

62. 2015 Jane W. Waweru. Work-Life Balance Initiatives and Employee performance in Kenya. The Case of G4S Security Services Employees. MBA (Human Resource Management).

63. 2015. Ibrahim Mude Adan. Strategic Management Practices of Small and Medium Scale Enterprises in Wajir Town in Kenya. MBA(Strategic Management).

64. 2015.Samuel Kimani. The effects of Performance Appraisal on Employee Productivity in Kenya's Banking sector. MBA(Human Resource Management).

65. 2015. Charles Muriithi Muthiora . Influence of Recruitment Practices on Employee Turnover in Hotels and Resorts in Kilifi County, Kenya. MBA(Human Resource Management).

66. 2014.Lucy Wanjiku Ndungu.An analysis of Human Resource Management practices and Retention of Private Secondary School Teachers in Nairobi County. Dec 2014 MBA(Human Resource Management).

67. 2014.Njoroge Lydia Wanjiru. Effect of Workplace Conflict Management on Performance of Nurses in Public Hospitals, A case of Thika Level 5 Hospital in Kiambu County Kenya. Dec 2014 MBA(Human Resource Management).

68. 2014.Njagi Josephine Kendi . Influence of Human Resource Information systems on Organizational Performance of Kenyatta University Nairobi County Kenya. Dec 2014. MBA(Human Resource Management).

69. 2014. Njuguna Wainana Julius. Effect of Management strategies on Academic performance of Public Secondary schools in Kigumo Sub-County, Kenya. Dec 2014.

70. 2014. Dorcas. Mwikali Kyalo. Influence of Quality Management Systems on Employee Performance in the Public Sector; A case of State Department of Agriculture Nairobi County Kenya. Dec 2014. MBA(Strategic Management).

71. 2014. Muriithi Patric Mugo. A study of determinants of Effective performance Appraisal of Civil Servants in Kenya; A case of Kinangop Constituency Nyandarua County. July, 2014 MBA(Human Resource Management).

72. 2014. Ndung'u Patric Wangombe. Enterprise Resource Planning Systems; An Evaluation of Implementation Experiences for Selected Public Universities in Kenya. July, 2014 MBA(Project Management).

73. 2014. Victor Kiplangat. Influence of Strategic Management Implementation on Service delivery at Airtel Kenya. July 2014 MBA(Strategic Management).

74. 2014. Bellamaris Anyango Omuombo. Effects of Strategy Implementation on the Performance of Selected Micro Finance Institutions in Nairobi Kenya. July, 2014 MBA(Entrepreneurship).
75. 2014. Michael K. Mutambuki. Marketing Strategies of Commercial Fish Farming under Economic Stimulus Programme in Kenya; A case of Kitui County. July, 2014 MBA(Marketing)
76. Florence Nyakarindi Wanguku. Influence of Employee Motivation and Work Performance in Kenya; A case of Kenya School of Government Nairobi County Kenya. July, 2014 MBA(Human Resource Management).
77. 2014. Rodah G. King'ori . Measures influencing effectiveness of Health and Safety Management in Public Hospitals in Kenya. A case of Nyeri Regional Hospital. July, 2014. MBA(Human Resource Management).
78. 2013. Muriithi Patric Mugo Determinants of effective Performance Appraisal Systems of Civil servants in Kenya: A case of Kinangop constituency, Nyandarua county, Human Resource Management. Dec. 2013 MBA(Human Resource Management).
79. 2013. Njuguna Elijah Ng'ang'a Performance Appraisal on Organizational Performance In Water And Sanitation Companies In Murang'a County: A Case of Murang'a Water and Sanitation Company, Human Resource Management. Dec. 2013 MBA(Human Resource Management).
80. 2013. Kireru Jane Njeri Challenges affecting implementation of talent Management in state corporations: A case of Kenya Broadcasting Corporation, Human Resource Management. Dec. 2013 MBA(Human Resource Management).
81. 2013. Penina Mutuma An investigation of Expansion strategies on performance of Commercial Banks in Kenya: A case of Banks on Tier one, Strategic Management. Dec. 2013 MBA(Human Resource Management).
82. 2013. Joseph Karimi Ng'ung'a. The impact of Fair trade certification on Youth, Human Resource Management. Dec. 2013. MBA(Human Resource Management).

1.3.4.2 PhD SUPERVISION COMPLETED AND GRADUATED

Completed Thesis graduation in 2023

1. **July 2023 PhD** Salome Kanini: Social Capital and Performance of Small Scale enterprises in Kenya
2. **July 2023 Ph.D** Ruth Odengo. REG: D86/CTY/38301/2017. Psychological Contracts and Employee Performance of Selected Public Universities In Kenya.
3. **July 2023. Ph.D** Sellina Indara: Human Resource Management Systems and Performance of Selected public Universities in Kenya.

Completed Thesis supervisions and graduated in 2022

4. **Dec. 2022. Ph.D.** Ruth Wambui Maina . Talent Management and Organizational Performance of Nairobi City County Government, Kenya.

Completed Thesis supervisions and graduated in 2021

5. **Dec. 2021 PhD Thesis-** Paul Thumbi Njoroge: D86/CTY/38322/2016 Organizational Learning and performance of Hospitality Industry in Kenya.

Completed Thesis supervisions and graduated in 2020

6. **Dec. 2020.**Weldon Nge'no. Wellness Programmes and performance of Staff in Public Universities in Kenya

Completed Thesis supervisions and graduated in 2018

7. **Dec. 2018** Margaret Nthenya Nganu. . Relationship between Entrepreneurship training and organizational, Performance in Service industry in Kenya. Specialization –Human Resource Management.Kenyatta University. <https://ir-library.ku.ac.ke/handle/123456789/18907?show=full>
8. **July. 2018.** Alfayo Elijah Ondara. Risk Management and Performance of Insurance firms in Kenya. Specialization-Project Management-Kenyatta University. <https://ir-library.ku.ac.ke/browse?value=Ondara%2C+Alfayos+Elijah&type=author>
9. **May 2018.** Margaret Mithamo .Competitiveness of Supermarkets in Nairobi Kenya. Specialization Marketing -**Dedan Kimathi University of Technology**. <http://repository.dkut.ac.ke:8080/xmlui/handle/123456789/703>.

Completed Thesis supervisions 2017

10. Dec. 2017 Patricia W.Kungu. Quality Initiatives and Firm Performance in Oil Marketing Companies in Kenya. Specialization-Strategic Management. Graduated in 20118

Completed Thesis supervisions and graduated in 2016

11. Dec. 2016.John N. Mutinda. The influence of Brand Personality on Customer's Purchase intention in edible oil in supermarkets in Nairobi county Kenya corporate image. Specialization-Marketing.
12. July 2016. Rosemarie Wanyoike. Iso certification and Performance of Manufacturing Companies in Kenya. - PhD. Specialization-Human Resource Management.
13. 2016. Anne Wanjiku Mwaura.Green Supply Chain Management Practices and their Effect on Competitiveness of Food Manufactueing Firms in Kenya.Graduated April 29th 2016 **at Dedan Kimathi University of Technology**. March. 2016. Specialization-Strategic Management.

Completed Thesis supervisions and graduated in 2015

14. 2015.Njoroge Jane Gakenia. Effects of Organizational Resources, Competitive Advantage on Firm's Performance of Mobile phone Industry in Kenya- Specialization-Strategic Management. Graduated in December, 2015
15. 2015. Waithaka Paul. Effects of Competitive Intelligence Practices on the Performance of Firms Listed at the Nairobi Securities Exchange- Specialization-Strategic Management. Graduated in December, 2015.

1.4 PROFESSIONAL /CONSULTANCY

1.4.1 Networks/Collaborations

1. NITA/KYEOP partnership-----as Kisumu County coordinator for job specific skills training.
2. June 2019 consulted for DAEA at Rwanda University to launch Rwanda Chapter.

1.4.2 Editorial Boards/Referee for professional bodies

3. Editor for Doctoral association of Eastern Africa (DAEA).2016-2018

1.4.5 Consulting for Organizations

- June-Nov. 2022 Kenya Agricultural and Livestock Research Organization (**KALRO**) Recruitment and Selection consultancy for 29,000 job applicants. Awarded. Ksh. 6.6 Million
- 2022 to date. Peer Reviewer for Kiriri Women University of Science and Technology conference papers.
- 2020.Reviewer for KASNEB and subject matter expert
- 2014 to 2018 .Consultant for African Virtual University (AVU) as an SME expert in Entrepreneurship and Technology Innovation.
- Feb. 2016 Review of Research methods module for AVU

1.4.6 Membership to Academic/Professional Bodies

1. Full member of Institute of Human Resource Management(IHRM)
2. Life Member of Doctoral Association of Eastern Africa-DAEA
3. Associate member of Kenya Institute of Management.

1.4.7 ANY OTHER Editorship/Peer Review, External Examiner, Etc.)

External Examination and Journal Peer Review

- October, 2022 Appointed conference paper reviewer, **Kiriri** Women University of Science and technology (KWUST).
- 2020 to 2025. External Examiner, **Jomo Kenyatta University** of Agriculture and Technology(PhD Thesis)
- 2020 to date. External Examiner, Human Resource Management, **Cooperative University** of Kenya.
- 2017 to date. External Examiner, Business Studies Department, **Management University** of Africa. (MUA)
- 2016 to date Peer Reviewer Horizon Publishing Corporation USA
- 2024 to date: Peer Reviewer Cogent Business, Economics and Management Journal-Taylor & Francis
- 2020 to date: Peer Reviewer UNESCO-KENATCOM journal.

1.5 Administrative and responsibilities

1.5.1 Recognized university administrative responsibilities

- **2020** KU-WEE Researcher for Bill and Melinda Gates Foundation

- June 1st- 30th June 2019. Acting Chairperson Business Administration Department
- June 2018. Acting Chairperson Human Resource Management. Department
- July 2018, Acting chairperson Department of Human Resource Management
- 28th February- 4th March, 2014. Acting Chairperson Business Administration
- September 20th to 26th 2016 Acting Chairperson Business Administration Department
- 21st October 2015 to 21st Oct 2017 Departmental Examinations Coordinator-Business Administration department.
- August-September, 2014. Acting Chairperson Business Administration Department
- May-Aug. 2014. Acting Chairperson Departmental Board of post Graduate committee
- September 2013 to 12th Oct 2015 Departmental Examinations Coordinator-Business Administration department.

Appointed in University Committee

- **2025** A member of the Kenyatta University Innovation Summit Organizing Committee
- **2024** A member of the School of Business Economics and Tourism Journal establishment committee
- **2024** A member of the university Public lecture Committee.
- **2024** A member of Staff Establishment Committee.
- **2023.** A member of the organizing committee for the 2nd KU-WEE Hub Conference.
- **2023.** Chairman of School of Business Economics and Tourism Research, Innovation and Product development committee.
- **2023.** Member of Departmental Research, Innovations and Product Development committee.(Business Administration)
- Session Moderator plenary session Q&A 5th IBRIC conference.
- 30th March **2023.** Appointment to lead proposal development technical committee for Competition Authority of Kenya (CAK).
- 22nd August, **2022** Appointment to the proposal development technical committee for RFP on consultancy for on KEMRI
- **2022** to date: A member of school of Business, Economics and Tourism postgraduate committee.
- 25th Nov **2021.** Appointment to the proposal development technical committee. CARE-RFP
- 9th August, 2021 Appointment to the proposal development technical committee for RFP on consultancy for Customer satisfaction survey-Postal corporations of Kenya.
- 13th April **2021.** Online workshop organizing committee on creative economy workshop..
- **2021** to Jan. 2023..Chair of Committee on development of Practicum for BHM 450
- **2020** A member of collaborations and linkages in the department of Business Administration.
- **2020.**A member of technical team of champions in module writing
- **2019.** Development of Curriculum for the Bachelor of Human resource Management of Kenyatta University.
- Jan **2019** Member of workload allocation committee- Business Administration Department
- Appointed as a staff Mentor by Kenyatta
- **2018** to 2022 A member of school of business postgraduate committee.
- 2022 to date . A member of School of Business Economics and Tourism Postgraduate Committee.
- **2018** to date Chair of risk assessment committee for the department of Business Administration department
- August 12th 2015 (on renewed term i.e. second term) to date Departmental Examinations Coordinator- Business Administration Department.

1.5.2 Other responsibilities in the University

- 2020 Member of Technical Working committee for KU-UNESCO Baseline survey on Green economy sustainable development.
- 2018. Chairperson Strategic Planning Committee Department of Human Resource Management
- 2018. Member of curriculum Review Committee of Bachelor of Commerce Curriculum
- 2018. Chairperson of Review Committee of Bachelor of Commerce(Human resource Management Option) Curriculum
- Jan 2019 to 2020 Chief Editor of International Business Research and Industrial Conference.(IBRIC).
- A member of Collaborations and innovations committee 2018 to date.
- Sept. 2018 Chairperson of Kenyatta University, School of Business Editorial Sub Conference committee
- Dec.13th 2018 Chief Editor, International Business Research and Industrial Conference Book of Abstract for the 1st IBRIC conference. 2019
- 2018.Strategic plan development for school of Business Kenyatta university
- Dec. 6th 2016 School of Business International Conference Committee member
- 2013-Chairman of Harmonization of units across semesters-Department of Business Administration
- 2013-2015.Chairman Harmonization of Bachelor of Human Resource Management committee.
- 2014.A committee member of Departmental Quality Team(2014)
- 2014. A committee member of Departmental Curriculum Developers(2014)
- 2014. A committee member of curriculum development for Bachelor of Business Information Technology (BBIT).
- 2013. A committee member of Post graduate project evaluation & recommendation committee
- 2013. A committee member of Curriculum development for procurement and supplies

1.6 Community Engagement and Other Contributions

1.6.1 Research Funding

GRANT PROPOSALS WRITTEN

1. **2024. Written** Researcher Diversification Initiative: Exploratory grant.....**10,000 USD** by Innovation for Poverty action... **Awarded.**
2. **2024.** Sub Saharan Africa teacher Leadership for education for sustainable development (**SSATL-ESD**)-European Union funded project- November 2024 to 2027.awarded 1,511,405 Euros(Ksh. 211,596,700).....**Awarded.**
3. **2024** Secondee of Global Entrepreneurship Talent Management Work package 4 (**GETM4**).....European Union Grant. **1,256,900 Euros(Ksh.190,047 million). Awarded.**

4. **Written in 2019 and awarded** in 2020 KU-WEE a Bill and Melinda Gates Foundation 5 years grant(**upto 2025**) for women economic empowerment under KU-WEE HUB..... **USD 40,05.75 Million(Ksh.526,597,500 million).Awarded.**
5. **2022. Consultancy: Kenya Agricultural and Livestock organization Consultancy on Recruitment and selection.....Ksh. 6.6 Million awarded.**
6. **March 2018.Consultancy:** Kenya Youth Employment (KYEOP)/NITA: A World Bank and NITA project. **Awarded.** Project end in 2022.
7. **March 2018: Awarded Ksh.14,090,** Received Ksh.11Million. Kenya Youth Employment and Opportunities Project delivery of Job Specific Skills Training In the formal sector. Project ID: P151831, Credit Number:Ida-5812-KeTender No. KYEOP/09/2016 Trade: Training in Information Communication Technology. Cycle 1.
8. **January 2019: Awarded Ksh.11, 953,160** but received Ksh.5 Million. Kenya Youth Employment and Opportunities Project delivery of Job Specific Skills Training In the formal sector. Project ID: P151831, Credit Number:Ida-5812-KeTender No. KYEOP/09/2016 Trade: Training in Information Communication Technology. Cycle 2 and 3.
9. **February 2020: Awarded Ksh. 8,559,400.** Kenya Youth Employment and Opportunities Project delivery of Job Specific Skills Training In the formal sector. Project ID: P151831, Credit Number:Ida-5812-KeTender No. KYEOP/09/2016Trade: Training in Information Communication Technology. Cycle 4
10. **February 2021: Awarded Ksh.570,000** by Ministry of Youth Affairs(MIYA) that took over the project from NITA. Kenya Youth Employment and Opportunities Project delivery of Job Specific Skills Training In the formal sector. Project ID: P151831, Credit Number:Ida-5812-KeTender No. KYEOP/09/2016Trade: Training in Information Communication technology. Cycle 5
11. **June 2021: Awarded Ksh.285,000.** Kenya Youth Employment and Opportunities Project delivery of Job Specific Skills Training In the formal sector. Project ID: P151831, Credit Number:Ida-5812-KeTender No. KYEOP/09/2016Trade: Training in Information Communication technology. Cycle 6.
12. **10th July, 2023.SDU-HEU Grant proposal :** Project Title: Governing Solar Electronic Waste in Kenya- **Not awarded**
13. **May 2022 Global Impact Cash Grant Program on Youth and Women Economic Empowerment- Not awarded.**
14. **Feb.2022 Functional Review of the Social Services1 Workforce Charged with Prevention and Response to Gender-Based Violence In Kenya. K E N Y A - F I N L A N D B I L A T E R A L G B V P r o g r a m m e. Not awarded.**
15. **Aug. 2021.Consultancy Services For Operations, Brand and Customer Satisfaction Survey Of Postal Corporation of Kenya. Not awarded.**
16. **Technical Proposal For Provision of Training and Consultancy Services on A Framework Agreement Basis to Homabay County Assembly; Training in Human resource Management.**

Not awarded.

- 17. 30th March, 2020.** Tvet Mapping Study To Enhance Skills Linkage to the Productive Sectors In Africa :African Development Bank for Human Capital Youth And Skills Development. **Not awarded.** November 2018. Research Oriented an Sustainability of PhD Capacity Development in Sub-Saharan Africa: the Case of Kenya's PhD research.. Proposal to British Council; DAAD . **Not awarded.**
- 18. March 2016.** Promoting livelihoods and Inclusion of Vulnerable women domestic workers and women small scale traders. A Proposal to SITE OXFAM and NOPE.....**Awarded.**

1.6.2 Community Outreach

Community Work and Board Membership

1. **March 2023** Book donation of Human Resource Management and Entrepreneurship to the office of the Vice Chancellor academic for display at Kenyatta University Campanile.
2. **2022** to date Board Member of Sports view SDA church as Education director.
3. **2021** Books donation to Kenyatta University Library on Entrepreneurship and Human resource management.
4. **2021** Books donation to Management University of Africa Library on Entrepreneurship and Human resource management.
5. **2021** Books donation to KASNEB Library on Entrepreneurship and Human resource management.
6. **2022.** A member of Ayanna Health Foundation that supports vulnerable girls in productive and menstrual health.
7. **2019.** **A board member** of Otondo Mixed Secondary school
9. Staff-student Mentor- Kenyatta University. 2015 to date.
10. 2016 to 2019 Chairperson of Church Development Committee and Development Director – Sports view SDA Church-Kasarani, Nairobi from October
- 11 Board member. **Education Director** –Sports view SDA church-Kasarani, Nairobi from 2013 to Dec.2016
8. Participation in Development activities -Nyahera Church-Gendia.
10. **Journal donation** to Kenyatta university Library.in November 2018
11. Journal donation to Dedan Kimathi University of Technology. 16th August 2012
12. June 2019 participated as **a keynote speaker** during career and mentorship week at Sports view SDA church, Kasarani, Nairobi.
13. 11th Sept. 2018. Donation 3 copies of journal publication-DAEA publication to Kenyatta University library.

1.6.3 Professional Affiliation & Portfolios

- Associate Member of Kenya Institute of Management(KIM) 2008 to date
- Full Member of Institute of Human Resource Management. 2017 to date
- Full Member of Women Educational researchers of Kenya-WERK.- 2021
- Publishing editor with Doctoral Association of Eastern Africa - 2015 to 2018
- A life member of Doctoral Association Of Eastern Africa. - 2016
- An Alumni member of Dedan Kimathi University of Technology - 2013
- An Associate member of Kenya Institute of Management (KIM) - 2008 to date
- An Alumni member of Kenyatta University - 2007
- House member of Research Policy Community- Utafiti Sera - 2021
- A member of The African Network for Internationalization of Education (ANIE).

- House Member and researcher of Partnership for African and Social Governance Research (PASGR).
- UNITWIN Network member – UNESCO chairs programme

1.6.4 Recognition awards & honors

- May 2025: University of Minnesota COIL Facilitation Badge
- **AD Scientific Index 2024.** Top 1000 scientist in Kenya from 2022.
- 2019. Contribution towards IBRIC 2019 conference success by Dean School of Business
- 2019. Contribution as Chief Editor towards IBRIC 2019 conference success by Dean School of Business
- 2020. Module writing champion by DVC Academic, Kenyatta University.
- 2020 .Contribution towards IBRIC 2019 conference success by DVC Research and innovation
- 2020 Best paper award at Graduate Hub conference.
- Extra Mile award by the Vice chancellor Kenyatta University in examination Coordination-. 2014.

1.6.5 Any other Sub Category

Conference Facilitation and Attendance

- **26th November 2024.** Dissemination of research finds and policy brief on integration of transferable skills into CBC and CBET curriculum for employability of women in Kenya. (KUWEE Hub skills research) at KICD with CBC and CBET trainers and principals of schools
- **25th November 2024.** Dissemination of transferable skills research findings (KUWEE Hub skills research) at KICD with CBC and CBET trainers and principals of schools.
- **26th September, 2024** Climate University (Climate U) conference at Kenyatta University, attended virtually.
- **Sept 7th to October 7th 2024** GETM4 Workshop and sandpit at University of Ljubljana in Slovenia, Europe
- **Nov. 2023 Thematic speaker (Contemporary issues in Human Resource Management)-Kiriri Women University of Technology conference.**
- **June 2023** 5th IBRIC conference. Moderator on the first Plenary session
- **2022. July 6th to 8th. 1st International Women's Economic Empowerment Conference. Rapporteur for Theme Three: Enhancing Women's Role in Governance and Decision Making Through Transformative Leadership and Inclusivity**
- **2020.** Nov. 23rd-24th. chair of conference for Graduate Hub virtual international conference
- **2020** chair of editorial committee for IBRIC conference of Kenyatta University
- **2019** chair of editorial committee for IBRIC conference of Kenyatta University.
- **2018.** November, 2nd and 3rd November. Problem statement and narrowing a research topic from a global model. DAEA Conference, Dimmesse Sisters, Karen Nairobi, Kenya.
- **2018** :9th and 10th August. Thesis and proposal pre defense colloquium. DAEA conference. USIU-Africa
- **2018.**2nd March. The core of doctoral research. DAEA Conference, Dimmesse Sisters, Karen Nairobi, Kenya.
- 2017. June 27th A-Z of proposal writing at DAEA Colloquium at United Kenya Club, Nairobi, Kenya
- 2017. June 13th. Launched the University Journal at United Kenya Club.
- September, 30th 2016 Facilitated on Dissertation Research and Supervision at United Kenya Club(UKC) Conference room

- September, 30th 2016. DAEA conference. Facilitated on selecting a research topic and the art of academic writing. United Kenya Club. www.docaea.org.
- August 28th, 2016 Facilitated on Theoretical Framework and Conceptual Framework and plenary session at United Kenya Club(UKC) Conference room
- March 23rd and 24th March, 2016.Strategies for youth empowerment-A how to conference a Kenyatta International Conference centre (KICC).
- November 20th, 2015 Facilitated on Embracing the best Doctoral Research Practices at Lutheran Plaza Conference room
- June 12th 2015 Doctoral Association of Eastern Africa (DAEA) Conference at United Kenya Club(UKC) Conference room – presented on Development of conceptual framework and problem statement in research.

Contribution to University Advancement

- 2013 to date: fifteen PhD’s supervision completed.(**from 2018 graduated- 9 PhDs**)
- More than Eighty Masters’ supervision completed(**from 2018 graduated- 42 Masters’**)
- University and Industry partnership through Kenya Youth Employment program and The National Industrial Training Authority(KYEOP/NITA) World Bank Project.
- Grant Research Funding: Bill and Melinda Gates Research-KU-WEE
- Having more than 80 publications.
- Organized a successful workshop on creative economy and sustainable development in April, 2021
- Organized successful international conference as Chairman of Editorial committee in 2019 school of Business conference.
- Organized successful international conference as Chairman of Editorial committee in 2020 school of Business conference.
- Appointed as a Session chair at 12th SIMSR Global Marketing Conference in Mumbai India in 2017 February 9th to 10th
- Improving Kenyatta University ranking by updating my own profile in the website.
- Best Examinations coordination Kenyatta University QMS ranking. 2014.

Academic Leadership

1. Jan. 2024 Appointed as School of Business Economics and Tourism Coordinator for Research innovation and outreach-(By DVC RIO)
2. Nov. **2020** Appointed as a researcher at the Kenyatta University Women Economic Empowerment (KU-WEE) HUB. Research Project: Integration of Transferable Skills into Basic and Technical and Vocational Education and Training Levels for Employability of Women in Kenya.
3. **Dec. 2020.** Chair of Committee to Draft BHM 450: Industrial Practicum Logbook.
4. Oct. **2020.** A member of Business Administration Departmental Collaboration committee.
5. **2020** to date. Member of School of Business Research and Innovation committee.
6. June **2020.** A member of UNESCO-KU HEDGES Technical working group for the baseline assessment Kenyatta University
7. Nov. **2020.** Appointed as Team of Champions to assist the digital school review Blended learning modules for uploading in the learning management systems(LMS)
8. 2020. Appointed as a reviewer for Vice chancellors grant award.
9. July, **2019,** Appointed as Co. chair S.O.B Journal Establishment Committee
10. Sept. **2019.** Appointed as a member of a committee to develop concept note for IBRIC. 2020 conference

11. June **2019**. Appointed as academic leader for Bachelor of HRM in the department of Business administration.
12. **Dec.2018** to 2020. Member of school of business curriculum review committee, Kenyatta University.
13. Nov. **2018**.Appointed to the school of business postgraduate Board, Kenyatta University.
14. **2018** Member of postgraduate Supervision Review policy
15. **2018** Member of School of Business strategic plan(2016-2026) 2016 . Kenyatta University.
16. Feb. **2018** Appointed as a member of Certificate of Human Resource Management program.
17. SME expert African Virtual University- Technology and innovation senior class- developed an on-line module
18. 2016 SME expert African Virtual University-Entrepreneurship Junior class- developed an on-line module
19. 2016. Peer Reviewing research methods on-line module for African Virtual University.
20. 2015. Chairing the committee for harmonization of Bachelor of Human Resource Curriculum
21. 2013. Development of Curriculum for procurement and supplies (Management Science Department) - Total quality management and customer management Relationship, Kenyatta university Sept. to October 2013.
22. 2013.Chairing the Harmonization of units in business administration October to Dec. 2013- Kenyatta University School of business, 2013
23. 2013.Development of Doctor of Business administration curriculum-HRM option-Kenyatta University, 2013
24. 2010. Bachelors of Business Administration Curriculum Development-HRM and Entrepreneurship option- Greta and Dedan Kimathi University of Technology(DeKUT)
25. 2012.Draft Masters of Business Administration Curriculum Development: Human resources Option- DeKUT.

REFEREES

UPON REQUEST