

1.1 Personal Profile

1.1.1 Personal Details

Name: Paul Waithaka Mahinge
PF. No.: 9031
Department: Business Administration
Designation: Lecturer
Email address: waithakapaul59@gmail.com
Mobile: 0724-863828
Area of Specialization: Strategic Management

Research Interests

- Competitive Intelligence
- Competitive Advantage
- Organizational Development

Google Scholar: <https://scholar.google.com/citations?user=IjRMWXIAAAAJ>

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1.2 Academic & Professional Qualification

- Doctor of Philosophy in Business Administration, Kenyatta University, Kenya
- Master of Business Administration, Kenyatta University, Kenya
- Bachelor of Commerce (Specializing in HRM), University of South Africa
- Diploma in Education, Kenya Technical Teachers College, Kenya
- Kenya Certificate of Education, Kabete Technical School, Kenya
- Certificate of Primary Education, Burguret Primary School, Kenya

1.1.3 Employment History

Dec. 2016	Appointed acting Departmental examinations co-ordinator for period of two months.
Dec. 2016 to-date	Lecturer in the Department of Business administration
Aug 2014	Appointed E-learning co-ordinator for Nyeri campus where I served for two terms of two years each
Aug. 2012	Joined Kenyatta University as a Tutorial Fellow in the department of Business Administration in the School of Business.
July 2005	Part-Time lecturing at the Kenya Institute of Management (KIM)

May 1987-Aug 2012

Served as a technical teacher in various technical institutes under the Teachers Service Commission

1.1.4 Achievements

1. Between 2019 and 2022 I carried out a research study using personal resources from which a total of six papers has been published in referred journals

2. Successfully served as a member of the Editorial Board to the 4th International Business and Industrial Conference held on the 23rd and 24th June 2022 in which all the submitted conference papers were expeditiously reviewed. The conference theme was “*Business Reinvention, Innovation and Creativity for Economic Recovery*”

1.2 Publications

1.2.1 Referred Journals

2026

Katana, E. W. & Waithaka, P. (2026). Strategy Implementation Practices and Organizational Performance of Coast Water Works Development Agency Mombasa County, Kenya. *The Strategic Journal of Strategic Management*, 10, (1), 80-100.

2025

Onyango, J. O. & Waithaka, P.M. (2025). Corporate Social Responsibility and Competitive Advantage of Insurance Firms in Nairobi City County, Kenya. *The International Journal of Business & Management*, 13, (9), 66-79.

Biko, M. M. & Waithaka, P. (2025). Innovation Strategies and Organizational Performance among Commercial Banks Nairobi City County, Kenya. *The Strategic Journal of Business & Change Management*, 12, (3), 712-732

Murage, N.W. & Waithaka, P. (2025). A Resource-Based View of Human Capital and Performance of Deposit Taking Savings and Credit Cooperative Societies in Kirinyaga County, Kenya. *European Scientific Journal*, 21, (22), 102-125

Mwaura, J.R. & Waithaka, P. (2025). Product Innovation and Organizational Performance of Microfinance Institutions Nairobi City County, Kenya. *Journal of Business and Management*, 27, (5), 13-20

Otwane, R. A. & Waithaka, P. (2025). Flight Safety Strategy as a Driver of Airline Performance: The Effects of Industry Partnerships on Kenyan Airlines. *International Academic Journal of Human Resource and Business Administration*, 5 (1), 67-96

Otwane, R. A. & Waithaka, P. (2025). Flight Safety-Airline Performance Equation: Assessing the Effect of Safety Management System on Kenyan Airlines. *East African Scholars J Econ Bus Management*, 8, (4), 155-171

Kilonzo, J., & Waithaka, P. (2025). Corporate Social Responsibility and Performance of Del Monte Kenya, Kiambu county. *of Business Management, Entrepreneurship and Innovation*, 7, (1), 33-46.

2024

Kahindo, S. M. & Waithaka, P. (2024). Top Management Team Characteristics and Performance of Humanitarian Non-Governmental Organizations (NGOs), in Nairobi, Kenya. *International Journal of Academics & Research*, 11, (4), 1279-1295

Mbogo, D. & Waithaka, P. (2024). Market Penetration and Performance of Bakeries Nairobi City County. *The Strategic Journal of Business & Change Management*, 11, (4), 1279-1295

Muguro, T. & Waithaka, P. (2024). Effect of Process Approach and Performance of Manufacturing Firms in Nakuru County, Kenya. *Journal of Business Management*, 26, (3), 40-48.

Aliong'o L.K., T. & Waithaka, P. (2024). Effect of Market Innovation and Performance of Microfinance Banks Nairobi City County, Kenya. *The Strategic Journal of Business & Change Management*, 11, (2), 1558-1570

Huqa, G. W., & Waithaka, P. (2024). Strategic Human Resource Practices and Performance Selected Commercial Banks in N County, Kenya. *International Research Journal of Business and Strategic Management*, 6, (2), 101-123.

Bett, J.C. & Waithaka, P. (2024). Total Quality Management Practices and Performance of Insurance Companies in Embu County, Kenya. *International Journal of Economics, Commerce and Management*, 12, (6), 269-278.

2023

Kariuki, J.N., Waithaka, P. & Kinyua, G.M. (2023). Empirical Analysis of Core Competencies and the Performance of Star Rated Hotels in Nairobi City County, Kenya *International Journal of Humanities Social Sciences and Education*, 10, (10), 42-62.

Kariuki, J.N. Waithaka, P. & Kinyua, G.M. (2023). Moderating effect of Environmental Turbulence on the relationship between Core Competencies and the Firm Performance of Star Rated Hotels in Nairobi City County, Kenya *International Journal of Managerial Studies and Research*, 11, (10), 17-34.

Mwangi, J.W. & Waithaka, P. (2023). Intangible Organizational Resources and Performance of Road Construction Firms in Nyeri County, Kenya. *International Journal of Human Resource and Business Administration*, 4, (3), 38-60.

Mwangi J.G., & Waithaka, P. (2023). Effect of Process Innovation and Performance of Insurance Companies in Nyeri County, Kenya. *International Journal of Managerial Studies and Research*, 11, (8), 56-61

Kabue, L.W., Kilika, J. M. & Waithaka, P. M. (2023). Social Capital Resource Attributes Affecting Performance in Deposit Taking Savings and Credit Societies in Kenya. *Economics and Business Quarterly reviews*, 6 (2) 76-92.

Kabue, L.W., Kilika, J. M. & Waithaka, P. M. (2023). Moderating Role of Environmental Munificence in the relationship between financial resources and the Performance of Deposit Taking Savings and Credit Societies in Kenya. *International Academic Journal of Human Resources and Business Administration*, 4, (2), 442-464.

Karuoya E.W., & Waithaka, P. (2023). Strategic Planning and Performance of Savings and Credit Societies in Nairobi City County, Kenya. *East African Scholars Journal of Economics, Business and Management*, 6, (6), 113-121.

King'ori, M. & Waithaka, P. (2023). Change Management Practices and Performance of Kenya Bureau of Standards, *International Journal of Business Management, Entrepreneurship and Innovation*, 5, (2), 32-52.

Waweru, D.N., & Waithaka, P. (2023). Continuous Improvement and Performance of Deposit Taking Savings and Credit SACCOs in Nyeri County, Kenya. *International Academic Journal of Human Resources and Business Administration*, 4, (2), 395-417.

Celina Wangari, M. & Waithaka, P. (2023). Strategy Implementation Practices and Growth of Deposit Taking Savings and Credit Cooperatives in Embu County, Kenya. *Journal of Strategic Management*, 8, (1), 39-57.

Kanyingi, B., & Waithaka, P. (2023). Organizational Mergers and Sustainable Competitive Advantage of Almasi Beverages Limited, Kenya. *International Journal of Business Management, Entrepreneurship and Innovation*, 5(1), 106-122.

<https://doi.org/10.35942/jbmed.v5i1.314>

Waithaka, P. (2023). Moderation Effect of Organizational Culture on the Relationship between Strategic Inputs of Competitive Intelligence and the Competitive of Advantage among Commercial Banks in Kenya, *American Journal of Strategic Studies*, 5, (1), 40-62.

2022

Kanogu, C.W. & Waithaka, P. (2022). Competitive Strategy and Performance of Non-Governmental Organizations in Nyeri County, Kenya. *Journal of Strategic Management*, 6, (2), 46-55.

Waithaka, P. (2022). Strategic Inputs of Competitive Intelligence and the Competitive of Advantage among Commercial Banks in Kenya, *American Journal of Strategic Studies*, 4, (1), 1-29.

2021

Waithaka, P. (2021). Core Assumptions and the Competitive of Advantage among Commercial Banks in Kenya, *Journal of Business and Strategic Management*, 16, (4), 1-20.

Waithaka, P. (2021). Key Vulnerabilities and Competitive of Advantage among Commercial Banks in Kenya, *Journal of Contemporary Research in Social Sciences*, 3, (4), 114-124.

Waithaka, P. (2021). Competitive Risks and Competitive Advantage among Commercial Banks in Kenya. *International Journal of Economics, Commerce and Management* 9, (4), 337-354.

Nzioka, C. M., Waithaka, P. (2021). Advertising and Sales Performance of Commercial Banks in Nyeri County, Kenya. *International Academic Journal of Human Resource and Business Administration*, 3(9), 355-368

2020

Waithaka, P. (2020). Competitor Threats and the Competitive Advantage among Commercial Banks in Kenya, *European Scientific Journal*, 16, (25), 72-

Mwangi, R. M. & Waithaka, P. (2020). Market Penetration Strategy and Performance of Agrochemical Companies in Nakuru County, Kenya *Journal of Strategic Management*, 4(4), 23-33.

Waithaka, P. (2020). Market place opportunities and competitive advantage among commercial banks in Kenya. *International Academic Journal of Human Resource and Business Administration*, 3(9), 304-318

Wairegi, M. W. and Waithaka, P. (2020). Knowledge creation and performance of Deposit-Taking SACCOs in Nyeri County, Kenya. *International Journal of Business, Management and Social Research*, 10(01), 545-552.

Njuguna, S. N. & Waithaka, P. (2020). Cost leadership strategy and organisational performance: A case of insurance companies in Nyeri County, Kenya. *International Academic Journal of Human Resource and Business Administration*, 3(9), 256-267

Mundia, B.W. & Waithaka, P. (2020). Employee involvement in performance appraisal and performance of judiciary Nyeri County, Kenya *International Journal of Business, Management and Social Research* 07(02), 421-426.

2019

Waithaka, P., & Makori, N. N. (2019). Effect of Strategic Direction on Strategy Implementation at Selected Multinational Agrochemical Companies in Kenya. *European Journal of Business and Strategic Management*, 4(5), 16–31.

Gowans, J. L. & Waithaka, P. (2019). Generic Benchmarking and Performance of Commercial Banks in Bungoma County, Kenya, *The International Journal of Humanities & Social Studies* 7, (12), 23-29.

Kahunyo, M., & Waithaka, P. (2019). Change Management Practices and Performance: A Case of Commercial Banks in Nyeri County, Kenya. *International Journal of Current Aspects*, 3(VI), 101-123.

Mathinji, P., & Waithaka, P. (2019). Strategic Thinking and Performance of Milk Processing Firms in Nyeri County, Kenya. *International Journal of Current Aspects*, 3(V), 227-251

Wangari, A. N. & Waithaka P. (2019). Employee Training and Performance of Civilians in British Army Training Unit Centers in Kenya, *European Journal of Business and Strategic Management*, 4, (2), 59-76.

2018

Makara S. W. & Waithaka P. (2018). Influence of Recognition as a non-financial Incentive on Employee's Job Performance at Equity Bank Limited, Mount Kenya Region Kenya, *International Journal of Business and Management Invention*, 7, (2), 67-72.

Matsalia, V. A. & Waithaka, P. M. (2018). Tangibility of ICT system and impact on the quality of service delivery at Embu Huduma Centre, Embu County, Kenya. *International Academic Journal of Human Resource and Business Administration*, 3(2), 79-92

Maina, E. N., & Waithaka, P. (2018). Differentiation Strategy and Performance of Deposit Taking Saccos in Murang'a County, Kenya. *The Strategic Journal of Business & Change Management*, 5 (3), 33-43

Nkatha, C. & Waithaka, P. (2018). Employee Training and the Performance of Embu County Government, Kenya. *International Journal of Current Aspects in Human Resource Management (IJCAHRM)*, 1, (II), 47-60,

Mwangi, R. W. & Waithaka, P. (2018). Organizational culture and performance of public universities in Kenya. *International Academic Journal of Human Resource and Business Administration*, 3(2), 288-313.

Francis, J.S. & Waithaka, P. (2018). Compromising Style of Conflict Management and Employee Performance in Public Hospitals in Nyeri County, Kenya, *Researchjournali's Journal of Human Resource*, 6 (2) 1-11.

Maina, J.M. & Waithaka, P. (2018). Leadership and Performance of Commercial Banks in Nyeri County, *The Journal of Business & Change Management*, 5 (3), 697-704.

Kahingo, C.M. K. & Waithaka, P. (2018). Cost Leadership Strategy and Sustainability of Microfinance Institutions in Murang'a County, Kenya, *Journal of Strategic Management*, 2 (3), 50-60.

Ahmed, M. A. & Waithaka, P. (2018). Kenya. Implementation of Strategic Plans and Performance of SACCOs in Nyeri County, Kenya. *The International Journal of Business & Management*, 6 (12), 19-29.

2017

Mburu, P. M. & Waithaka P. (2017). Effect of on-the-job Training on the Performance of Kenya Police Service, *Journal of Business Management*, 19, (7), 3, 64-71.

Njuguna, E. W. & Waithaka P. (2017). Influence of Yedf startup Loan Service on Employment Creation in Kirinyaga County, *Journal of Business Management*, 19, (10), 8, 20-26.

2016

Waithaka, P. (2016). Competitive Intelligence Practices and Performance of firms listed on the Nairobi Securities Exchange, Kenya, *and European Scientific Journal*, 12, (19), 107-126.

Waithaka, P. (2016). Moderating Effect of Organizational Factors Between Competitive Intelligence Practices and Performance of Firms Listed on the Nairobi Securities Exchange, Kenya, *European Scientific Journal*, 12, (22), 213-223

Waithaka, P., Bula, H., & Kimencu, L. (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*, 4 (2), 449-460.

Waithaka, P., Bula, H., & Kimencu, L. (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*, 4 (2), 461-472.

Waithaka, P., Bula, H., & Kimencu, L. (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*, 4 (2), 473-486.

Waithaka, P., Bula, H., & Kimencu, L. (2016). Effect of target oriented competitive intelligence practice on the performance of firms listed on the Nairobi securities exchange, Kenya, *International Journal of Research in Commerce & Management*, 7, (6), 75-78.

1.2.5 Book Chapters

Waithaka, P., Kubai, E.M., Mwamuye, J.D. & Godwin, P. (2022). *Fundamentals of Strategic Management*, CARI Journals and Books Publishers, USA

Wandera, M. & Waithaka P. (2015). Corporate social responsibility and competitive intelligence in African Universities: The challenge for sustainable development. In Amutabi, M. N. (Ed), *Democracy, Civil Society and Development in Africa* (PP 346- 356). Research, CUEA and AISA, Nairobi Kenya, **ISBN: 978-9966-015-70-9**.

1.2.6 Reviewed Learning Modules

Waithaka. P (2020). Organizational Behaviour (BBA 044). Digital School of Virtual and Open Learning Blended Learning Module for the Department of Business Administration, Kenyatta University.

Waithaka. P (2020). Business Policy and Strategic Planning (BBA 059). Digital School of Virtual and Open Learning Blended Learning Module for the Department of Business Administration, Kenyatta University.

Waithaka. P (2020). Strategic Planning for Project Management (BBA 818). Digital School of Virtual and Open Learning Blended Learning Module for the Department of Business Administration, Kenyatta University.

1.2.7 Reviewed Conference Papers

Presented a paper titled “*Effect of Competitor Threats on the Competitive Advantage among Commercial Banks in Kenya*”, at the International Business Research and industrial Conference organized by Kenyatta University and held North Coast Beach Hotel Mombasa between 20th and 21st June 2019.

Co-authored a paper titled “*Tangibility of ICT system and impact on the quality of service delivery at Embu Huduma Centre, Embu County, Kenya*”, at the International Business Research and industrial Conference organized by Kenyatta University and held North Coast Beach Hotel Mombasa between 20th and 21st June 2019.

Co-authored and presented a paper titled “*Corporate Social Responsibility and Competitive Intelligence in African Universities: The Challenge for Sustainable Development*” at an international conference held at the Catholic University of Eastern Africa (CUEA) between 25th and 29th June 2013.

1.3 Quality Teaching, Learning and Mentorship

1.3.1 Lecturer Evaluation by Students

- BBA 044: Organization Behaviour – SEM 1, 2024/2025 (Attained a score of 87.5%)

1.3.2 Training in Higher Education

- 26th – 28th July, 2017 – Seminar on WADHWANI Entrepreneurship Model
- 19th May 2017 -Capacity Building Seminar for Newly Graduated Ph. D holders

1.3.3 Supervision of Postgraduate Students

a) PhD Supervision

i) Graduated PhD Students

1. Lydia Kabue (D86/CTY/29488/2014) Firm Resources and Performance of Deposit Taking Saccos in Nairobi City County, Kenya

2. Jane Kariuki (D86/CTY/32367/2015): Core Competencies and Organizational Performance of Star Rated Hotels in Nairobi City County, Kenya

(ii) Ongoing PhD Supervision

1. Nicodemus Mutinda (D86/CTY/32984/2015) Public Value Co-Creation Strategy and Performance of State Corporations in Kenya

2. Wills Aullah (D86/CTY/28059/2019) Strategic Leadership and Competitive Advantage of Deposit-Taking Savings and Credit Co-Operatives in Kenya

3. Josphine Mulaa (D86/CTY/32223/2015) Strategic Innovation and the Performance of Public Universities in Kenya

4. Editah N. Karuri (D86/CTY/20857/2020) Performance Management Systems and Employee Productivity of Commercial Banks in Kenya

5. Jane Kimani (D86/CTY/37896/2017) Corporate Social Responsibility and the Performance of Agricultural Firms Listed on the Nairobi Securities Exchange, Kenya
6. Grace Ngugi (D86/CTY/21827/2022) Strategic Responsiveness and Service Delivery in State Owned Enterprises in Nairobi City County, Kenya
7. Linah Nyaga (D86/CTY/20787/2020) Core Competencies and Organizational Performance of Star Rated Hotels in Nairobi City County, Kenya
8. Serah W. Chege (D86/CTY/28155/2019) Strategic Outsourcing and Organizational Performance Commercial Banks in Nairobi City County, Kenya
9. Vincent Alakwa (D86/CTY/28203/2018) Knowledge Absorptive Capacity and Service Delivery of Water Service Providers Under Athi Water Works Development Agency in Kenya

(iii) Completed MBA Projects

1. Joshua O. Onyango (D53/OL/HEP//20762/2021) Corporate Social Responsibility and Competitive Advantage of Insurance Firms in Nairobi City County, Kenya
2. Nancy W. Murage (D53/EMB/PT/26744/2018) Organizational Resources and Performance of RDeposit-Takin Savings and Credit Cooperative Societies in Kirinyaga County, Kenya
3. Sharon, C. Cherotich (D53/OL/CTY//26933/2019) Competitive Strategies and Performance of Property Development Firms in Nairobi County, Kenya
4. Susan M. Kahindo (D53/OL/32178/2017) Top Management Characteristics and Performance of Humanitarian Non-Governmental Organizations (NGOs) in Nairobi, Kenya
5. Teresia Muguru (D53/OL/26182/2015) Total Quality Management Practices and Performance of Manufacturing Firms in Nakuru County, Kenya
6. Josphine R. Mwaura (D53/CTY/21687/2021) Strategic Innovation and Organizational Performance of Microfinance Institutions in Nairobi City County, Kenya
7. Donald O. Mbogo (D53/OL/32592/2017) Growth Strategies and Performance of Bakeries in Nairobi City County, Kenya
8. Joy C. Bett (D53/EMB/PT/38826/2017) Total Quality Management Practices and Performance of Insurance Companies in Embu County, Kenya
9. Rasmus A. Otwane (D53/OL/20287/2022) Flight Safety Change Management Strategies and Performance of Selected Airlines in Kenya
10. Janice Kilonzo (D53/CTY/38323/2017) Corporate Social Responsibility and Performance of Del Monte Kenya, Kiambu County
11. Galgalo W. Huqa (D53/OL/EMB/32779/2016) Strategic Human Resource Management Practices and Performance of Selected Commercial Banks in Nairobi City County, Kenya
12. Leakey A. Kuloba (D53/OL/NYI/2654/2015) Strategic Innovation and Organizational Performance of Microfinance Banks in Nairobi City County, Kenya

13. Jacinta W. Mwangi (D53/NYI/PT/31772/2015) Organizational Resources and Performance of Road Construction Companies in Nyeri County, Kenya
14. Eunice N. Kimani (D53/NYI/PT/26921/2015) Strategic Positioning on Competitive Advantage of Commercial Banks in Nairobi City County, Kenya
15. Ahmednoor R. Abdille (D53/OL/CTY/27240/2018) Innovation and Realization of Universal Health Care Coverage in Kenya: A Case of National Hospital Insurance Fund
16. Mourine C. Wangari (D53/39413/2016) Strategy Implementation and Growth of Deposit Taking Savings and Credit Cooperatives in Embu County, Kenya
17. Mutahi King'ori (D53/EMB/PT/39356/2017) Change Management Practices and Performance of Kenya Bureau of Standards
18. Joseph G. Mwangi (D53/NYI/PT/29239/2014) Business Innovation Strategies and Performance of Insurance Companies in Nyeri County, Kenya
19. Brian M. Kanyingi (D53/NYI/PT/29351/2014) Organizational Mergers and Sustainable Competitive Advantage of Almasi Beverages Limited, Kenya
20. David N. Waweru (D53/NYI/PT/24823/2013) Total Quality Management and Performance of Deposit Taking Savings and Credit Cooperative Organizations in Nyeri County, Kenya
21. Consulata W. Kanogu (D53/NYI/PT/29194/2014) Competitive Strategies and Performance of Non-Governmental Organizations in Nyeri County, Kenya
22. Beatrice Wanjogu (D53/NYI/PT/38096/2016) Total Quality Management and Organizational Performance of Deposit Taking Micro Finance Institutions in Nyandarua County, Kenya
23. Catherine Mutindi (D53/OL/NKU/39270/2017) Promotional Mix and Sales Performance of Commercial Banks in Nyeri County, Kenya
24. Mary Wairegi (D53/NYI/PT/28214/2014) Knowledge Management Practices and Performance of Deposit Taking Savings and Credit Societies in Nyeri County, Kenya
25. Robert Muriithi (D53/OL/CTY/24956/2014) Internal Growth Strategies and Performance of Agrochemical Companies in Nakuru County, Kenya
26. Samuel Njuguna (D53/NYI/PT/29239/2014) Competitive Strategies and Organizational Performance of Insurance Companies in Nyeri County, Kenya
27. Margaret Kahunyu (D53/NYI/PT/34047/2014) Change Management Practices and Performance of Commercial Banks in Nyeri County, Kenya
28. Nathan Makori (D53/OL/NYI/26184/2015) Strategic Leadership and Strategy Implementation in the Multinational Agrochemical Companies in Kenya
29. Njukunye Peter (D53/OL/NYI/26024/2015) Strategic Leadership and Performance of Secondary School in Samburu Central Sub-County, Kenya

30. Beatrice Mundia (D53/NYI/PT/30663/2015) Employee involvement in Performance Appraisal and Performance of Judiciary in Nyeri County, Kenya of Secondary School in Samburu Central Sub-County, Kenya
31. Juma Gowans (D53/NYI/PT/28729/2014) Benchmarking Practices and Performance of Commercial Banks in Bungoma County, Kenya
32. Mathinji Peter (D53/NYI/PT/37307/2016) Strategic Thinking and Performance of Milk Processing Firms in Nyeri County, Kenya
33. Muriithi Anne (D53/NYI/PT/33532/2014) People Analytics and Performance of Deposit-Taking Micro Finance Institutions in Nyeri County, Kenya
34. William Gitau (D53/NYI/PT/34045/2015) Transformational Leadership and Performance of Public Universities in Meru County, Kenya.
35. Joseph Matu (D53/NYI/PT/28075/2014) Quality Standards and Performance of Small and Medium Enterprises in Nyeri County, Kenya
36. Alice Njeri (D53/OL/CTY/28528/2014) Employee Training and Civilians in British Army Unit Centres in Kenya
37. Vincent Alakwa (D53/39413/2016) Utilization of Information Communication Technology and Impact on the Quality delivery at Huduma Centre, Embu County, Kenya
38. Julius Mbanya (D53/NYI/OL/26580/2013) Work-Life-Balance and Employee Performance in Commercial Banks in Nyeri County, Kenya
39. Caroline Kahingo (D53/OL/CTY/26621/2014) Competitive Strategies and Sustainability of Microfinance Institutions in Murang'a County, Kenya
40. Gachuhi Wanjau (D53/NYI/PT/24803/2014) Organization Innovation Strategies and Performance of Agro Processing Firms in Nyeri County, Kenya
41. Beatrice Kagure D53/NYI/PT/31302/2015) Organizational Downsizing and Employee Performance in Selected Commercial Banks in Nyeri County, Kenya
42. Francis Kinyua D53/NYI/PT/29239/2014) Competitive Strategies and Organizational Growth of Commercial Banks in Nyeri County, Kenya
43. Ahmad M. Abdikarim (D53/NYI/PT/29482/2014) Implementation of Strategic Plans and Performance of SACCOs in Nyeri County, Kenya
44. Saida M. Isak (D53/OL/NYI/31834/2015) Strategic Leadership Styles and Performance of Commercial Banks in Nyeri County, Kenya
45. Christine Nkatha (D53/EMB/PT/28733/2014) Strategy Implementation and Performance Embu County Government, Kenya
46. Martha Thuita (D53/NYI/PT/33504/2014) Employee Turnover and Performance of Employees in County Government of Nyeri, Kenya

47. Esther Wangai (D53/NYI/PT/33049/2015) Total Reward System and Employee Retention at Wakulima Dairy Limited, Nyeri County
48. Nelson Gachuri (D53/OL/NYI/26671/2014) Competitive Strategies and Performance of Agro-Chemical Firms in Industrial Area Nairobi County, Kenya
49. Esther N. Maina (D53/NYI/PT/32065/2015) Competitive Strategies and Performance of Deposit Taking Saccos in Murang'a County, Kenya
50. Maina Job (D53/NYI/PT/31688/2015) Change Management Strategies and Performance of Commercial Banks in Nyeri County, Kenya
51. Catherine Kabiru (D53/NYI/PT/33067/2014) Compensation Systems and Employee Performance in Microfinance Institutions in Nyeri County, Kenya
52. Sarah W. Makara (D53/NYI/PT/27402/2013) Influence of Financial and Non-financial Incentives on Employee Job Performance at Equity Bank Limited, Mount Kenya Region, Kenya
53. Jacinta Munyiri (D53/NYI/PT/29739/2014) Job Design and Employee Performance of Insurance Companies in Nyeri County, Kenya
54. Rose Mwangi (D53/NYI/PT/28539/2014) Organizational Culture and Performance of Public Universities in Kenya
55. Jaden S. Francis (D53/NYI/PT/31560/2015) Conflict Management Styles and Employee Performance in Public Hospitals in Nyeri County, Kenya
56. Moicah N. Njau (D53/NYI/PT/228321/2014) Performance Contracting and Employee Performance in Selected Public Universities in Selected Counties in Mt. Kenya Region
57. Aaron K. Mbwabi (D53/NYI/PT/29482/2014) Differential Leveraging of Organizational Resources and its Influence on Service Quality among Health Institutions in Nyeri County, Kenya
58. Mary Hunja (D53/NYI/PT/29137/2013) Effect of Strategic Re-engineering Practices on Organizational Performance of Water and Sewerage Companies in Nyeri County
59. Victoria Gichuhi (D53/NYI/PT/28905/2013) Effect of Organizational Culture on Implementation of Strategic Plans by Non-Governmental Organizations in Nanyuki Town, Kenya
60. Grace Kinyanjui (D53/NYI/PT/28212/2014) Influence of Employee Motivation on Staff Turnover in Technical, Vocational Education and Training Institutions in Nyeri County, Kenya
61. Beth Karuma (D53/NYI/PT/24378/2014) Strategic Leadership and Performance of Coffee Cooperative in Nyeri County, Kenya

62. Josephat Atito(D53/NYI/PT/28731/2014) Organization Leadership Practices and Strategy Implementation in Selected Stima Sacco Kenya
63. Ruth Muriuki (D53/NYI/PT/27313/2013) Organizational Development Practices on Change Implementation among Saccos in Nyeri County, Kenya
64. Esther Njuguna(D53/OL/27632/2013) The Role of Youth Enterprise Fund Services on Employment: A Case of Youth Groups in Kirinyaga County
- 65.Kennedy Waituika (D53/OL/23190/2013) Influence of Corporate Growth Strategies on Performance of Saccos in Nyeri, County, Kenya
66. Moringa Moraa (D53/NYI/PT/29482/2014) Effect of Business Process Re-engineering on Organizational Performance in the Banking Industry in Kenya
- 67.Samuel Njue(D53/NYI/PT/27431/2014) Organizational Resources and the Performance of the Youth Development Fund in Nyeri County, Kenya
- 68.Migwi Beato D53/OL/NYI/26184/2015) Strategic Capabilities and Organizational Performance in Tana Water Services Board
69. Maina Mburu (D53/OL/NYI/27401/2014) Influence of Training on Performance of Police Officers in Kenya Police service: A case of Police Officers in Imenti South Police Division
70. Josephine Muchoki (D53/NYI/PT/29301/2014) Total Quality Management Practices and Performance of Manufacturing Firms in Nyeri County, Kenya

(iii) Masters Projects at Examination Stage

1. Biko M. Magara (D53/OL/NKU/22254/2021) Innovation Strategies on Organization Performance Among Commercial Banks in Nairobi City County, Kenya
2. Emmanuel W. Katana (D53/MSA/PT/21215/2020) Strategy Implementation Practices and Performance of Coast Water Works Development Agency in Kenya

(iv) Ongoing MBA Projects Supervision

- 1.Fredrick N. Kuria (D53/CTY/PT/20841/2010) Organizational Resources and Competitive Advantages of Commercial Banks in Nairobi County, Kenya
2. Andrew K. Waweru (D53/PT/20677/2023) Corporate-Level Strategies and Performance of Commercial Banks in Nairobi City County, Kenya.
3. Musyoka N. Phidelima (D53/CTY/PT/33471/2015) Strategy Implementation Practices and Service Delivery at The Department of Immigration Services in Nairobi City County, Kenya
4. Victor W. Maina (D53/NYI/PT/38791/2016) Marketing Promotional Tools and Performance of Off Plan Properties in Kiambu County, Kenya

1.4 Professional/Consultancy

- 1.4.5 I consult for Public Relations Society of Kenya (PRSK)
- 1.4.6 Associate Member the Kenya Institute of Management (KIM)
- 1.4.7 Serve as a peer reviewer for the European Scientific Journal

1.5 Administrative and Other Responsibilities

1.5.2

- Departmental Programme Development Committee by the Chairman, Department of Business Administration.
- Departmental B.COM Curriculum Review Committee by the Chairman, Department of Business Administration.
- Departmental Ph D. Curriculum Review Committee by the Chairman, Department of Business Administration.
- Departmental Diploma in Business Management Curriculum Review Committee by the Chairman, Department of Business Administration.
- Served as the E-Learning co-ordinator for Nyeri campus for a period of four years appointed by the University's Vice-Chancellor
- Serves as staff mentor to students at the university
- Served as member of the editorial committee for IBRIC conference in 2019 and 2020

1.6 Community Engagement and Other Contributions

- I serve editorial board member for the European Scientific Journal

1.6.3 Professional Affiliation and Portfolios

- I am an active Associate Member of the Kenya Institute of Management (KIM)

1.6.4 Recognition Awards and Honours

In 2019 my name was listed among the journal reviewers of the year 2018 by the European Scientific Journal

REFEREES

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