

DR. LAWRENCE WARWIMBO WAINAINA

CURRICULUM VITAE (C.V.)

1. Personal Profile

1.1 Personal Details

Name	Dr. Lawrence Warwimbo Wainaina
PF. No.	9075
Department	Business Administration
Designation	Lecturer
Email	wainaina.lawrence@ku.ac.ke lawrencewarwimbo@gmail.com
Area of Specialization	Human Resource Management
Research Interests	• Human Resource Management • Organization Behaviour • Human Resource Development • Strategic management • Human Resource Policies
Google Scholar	https://scholar.google.com/citations?user=L9Hwp9QAAAAJ&hl=en
ORCID	https://orcid.org/0000-0002-4009-1360

1.2 Academic and Professional Qualifications

Period	Name of Institution	Course Taken	Qualification
2010-2015	Jomo Kenyatta University of Agriculture and Technology	PhD in Human Resource Management	Doctor of Philosophy in Human Resource Management
2008-2010	Jomo Kenyatta University of Agriculture and Technology	Master of Science in Human Resource Management	Master of Science in Human Resource Management
1990-1995	Kenyatta University	Undergraduate Degree	Bachelor of Education, Business and Mathematics
1986-1989	St. Joseph's High School Githunguri	Ordinary Level	Kenya Certificate of Education

1976-1985	Muthiga Primary School, Kiambu County	Primary Level	Kenya Certificate of Primary Education
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1.3Employment History

Date	Institution	Position
Oct 2015 to Date	Kenyatta University	Lecturer
Oct 2012-Oct 2015	Kenyatta University	Tutorial Fellow
Sep 2010-Oct 2012	University of Nairobi	Adjunct Lecturer
Aug 2010-Dec 2012	Mount Kenya University	Adjunct Lecturer
Jan 1997-Sep 2012	Kanjuku Secondary School, Kiambu County	Graduate Teacher
June 1995-Dec 1997	Muthuaini Secondary School, Nyeri County	Graduate Teacher

1.3Major Achievements since Last Appointment

- Developed four Learning Modules for Digital School Kenyatta University
- Participated in the development of Bachelor of Human Resource Management Curriculum
- Participated in the development of Bachelor of Master of Science in Human Resource Management Curriculum
- Participated in the development of Mombasa Campus Strategic Plan
- Participated in the preparation of Human Resource Management Department Strategic Plan

1.2 RESEARCH AND PUBLICATIONS

1.2.1 Refereed Journal Papers

1. [Workplace Spirituality as a Determinant of Organizational Commitment amongst Academic Staff in the Private and Public Universities in Kenya.](#) International Journal of Academic Research in Business and Social Sciences December 2014, Vol. 4, No. 12 ISSN: 2222-6990
2. [Effect of Employee Participation in Decision making on the Organizational Commitment amongst Academic Staff in the Private and Public Universities in Kenya.](#) International Journal of Advanced Research in Management and Social Sciences. ISSN: 2278-6236 (2014)

3. Kamau, O., Muathe, S.M.A., & Wainaina, L., (2021). Teachers' Turnover Intentions: Role of HRM Practices in Public Secondary Schools in Kenya. Cogent Business & Management Vol. 8 Issues 1 pp.1-24
4. Wangari, J. K. & Wainaina, L. (2019). [Performance appraisal feedback and employee productivity in water and sewerage companies in Kiambu County, Kenya](#). International Academic Journal of Human Resource and Business Administration (IAJHRBA) | ISSN 2518-2374
5. Orego, M. & Wainaina, L. (2018). Strategic organizational learning capability and firm performance: A case of tourism fund in Kenya. International Academic Journal of Human Resource and Business Administration (IAJHRBA) | ISSN 2518-2374
6. Mutunga, J.M. & Wainaina, L. (2019). Relationship between Strategy Implementation and Performance of Kenya Wildlife Service. International Journal of Current Aspects, Volume 3, Issue IV, 2019, PP 32-51, ISSN 2616-6976
7. Munyiva, M. J. & Wainaina, L. (2018). Work Life Balance And Employee Performance At The Kenya Ports Authority In Mombasa County, Kenya. Journal of Human Resource and Leadership. ISSN 2519-9099
8. Badru, A. M & Wainaina, L. (2018). Total Quality Management Practices and Service Delivery of Public Hospitals and Primary Health Care Facilities in Mombasa County, Kenya. European Journal of Business and Strategic Management 3 (5), 63-84 ISSN 2518-265X (Online)
9. Said, B. S. & Wainaina, L. (2020) Internal Organizational Environment and Implementation of Strategic Plan in the Public Sector: A Case of Kenya Power and Lighting Company Limited Journal of Strategic Management 4 (4), 1-22 ISSN: 2616-8472
10. Cheruiyot, G. K. & Wainaina, L. (2020) Effect of crime deterrence strategies on the control of juvenile gang crime in Mombasa county, Kenya International Academic Journal of Social Sciences and Education 2 (2), 270-293. ISSN 2518- 2412
11. Karisa, J. Y. & Wainaina, L. (2020). Balanced Scorecard Perspectives and Organizational Performance: Case of Kenyatta National Hospital, Kenya. International Journal of Business Management, Entrepreneurship and Innovation. Volume 2, Issue 3, 2020, PP 102-113, ISSN 2707-8027
12. Muketi, P. C & Wainaina, L. (2020). Strategic Management Drivers and Service Delivery: A Case of Huduma Centre in Mombasa County, Kenya. International Journal of Business Management, Entrepreneurship and Innovation, Volume 2, Issue 3, 2020, PP 1-15, ISSN 2707-8027
13. Kamau, O. M., Muathe, S.M.A. & Wainaina, L. (2020). [HRM Practices Employee Engagement and Teachers Turnover Intentions: A Cross-Sectional Study from Public Secondary Schools in Kenya](#). International Journal of Academic Research in Business and Social Sciences, Vol. 10, No. 9, 2020, E-ISSN: 2222-6990
14. Rono, F. C. & Wainaina, L. (2019). Entrepreneurship Training and Sustainability of Entrepreneurial Activities: A Case of Coconut Sub-Sector in Kwale County, Kenya.

International Journal of Current Aspects. Volume 3, Issue VI, 2019, PP 327-353, ISSN 2616-6976

15. Abubakar, A.H. & Wainaina, L. (2019). [Staff Turnover and Organizational Performance of Selected Private Hospitals in Kilifi County, Kenya](#). International Journal of Current Aspects, Volume 3, Issue VI, 2019, PP 309-326, ISSN 2616-6976
16. Langat, M. K. & Wainaina, L.(2019). [Strategic Management Practices and Organization Performance of Deposit Taking Saccos in Kericho County](#). Journal of Strategic Management 4 (1), 1-15
17. Adiema, C.M, Wainaina, L. & Mbataru, P. (2019). Household empowerment and household graduation from social protection programmes: The case of cash for assets programme in Taita Taveta County, Kenya. International Academic Journal of Law and Society 1 (2), 374-394 SSN 2519-772X.
18. Kamau, O. M., Muathe, SMA & Wainaina, L. (2020). [A Logit Test of Turnover Intentions of Teachers Professionals. The Role of HRM Practices and Community Embeddedness in Public Secondary Schools in Murang'a County Kenya](#). European Scientific Journal. ISSN 1857-7431
19. Njuguna, E, Muli, J. & Wainaina, L. (2021). The Role of Participatory Management Practices on Employees' Performance in Water Service Providers in Kenya. International Journal of Academic Research in Business and Social Sciences. DOI-10.6007/IJRBSS/v11-i911001
20. Mwasawa, D. & Wainaina, L. (2021). Performance Supervision and Employees' Productivity in the Ministry of Lands, Environment and Natural Resources of Taita Taveta County, Kenya. European Scientific Journal DOI:[10.19044/esj.2021.v17n19p128](#)
21. Njuguna, E. N., Muli, J. V., & Wainaina, L. (2021). Participatory Management initiatives, Employees Commitment and Employees' Performance: An Empirical Study among Employees in Water Service Providers in Kenya. International Journal of Academic Research in Business and Social Sciences, 11(8), 1241–1262.
22. Cheruiyot, G. K., Wainaina, L. (2020). Effect of crime deterrence strategies on the control of juvenile gang crime in Mombasa county, Kenya. *International Academic Journal of*
23. *Social Sciences and Education*, 2(2), 270-293
24. Ndunge , J & Wainaina, L (2022). Tax Subsidies and Performance of Micro and Small Enterprises in the Manufacturing Sector in Mombasa County, Kenya International Journal of Business Management, Entrepreneurship and Innovation ISSN 2707-8027
25. Irungu, M. N., & Wainaina, L. (2023). Effect of mergers and acquisition on the organizational performance of selected commercial banks in Kenya. *The Strategic Journal of Business & Change Management*, 10 (3), 533 – 540. DOI: <http://dx.doi.org/10.61426/sjbcm.v10i3.2724>
26. EA Odhiambo, L Wainaina, F Makhamara - Compensation strategies and employee turnover among five star hotels in Nairobi City County, Kenya. *The Strategic Journal of Business & Change ...*, 2024

27. Wachira, M. W., Wainaina, L. (2025). Strategic leadership and organizational performance: A case of National Bank of Kenya. *International Academic Journal of Human Resource and Business Administration (IAJHRBA)*, 5(1), 1-18.
28. David, R. N., & Wainaina, L. (2025). Strategic change interventions and performance of higher education loans board in Kenya. *The Strategic Journal of Business & Change Management*, 12 (2), 1442 – 1457. <http://dx.doi.org/10.61426/sjbcm.v12i2.3283>
29. L Cheronoh, L Wainaina Strategic Leadership and Service Delivery At Konza Technopolis Development Authority, Kenya *Journal of Strategic Management*, 2026
30. Lelei, J. Wanyoike, R & Wainaina, L (2026) Medical Care Services and Employee Performance at Kenya Medical Research Institute, Kenya. (2026). *International Journal of Current Aspects*, 10(1), 1-14. <https://doi.org/10.35942/52sc7j33>

1.2.2 Other Publications

i. Learning Modules (For Blended Learning)

- BHM 043: Philosophy of Human Resource Development 2020 (Dr. Lawrence Wainaina)
- BHM 223: Organizational Learning and Innovation 2020 (Dr. Lawrence Wainaina)
- BHM 051: Industrial and Commercial Law 2020 (Dr. Lawrence Wainaina)
- BHM 110: Motivation and Stress Management 2020 (Dr. Lawrence Wainaina & Dr. Rosemarie Wanyoike)

ii. Scholarly Presentations at Conferences

- Kamau O. M., Muathe, S. M. A. and Wainaina, L. Teachers' Turnover Intentions: A qualitative Study on the Role of Human Resource Management Best Practices in Public Secondary Schools in Murang'a County, Kenya. June 2021: 3rd International Business and Research Conference held virtually
- Njuguna E N, Muli JV & Wainaina. LW Effects of Participatory Management on Employees' Performance in Water Service Providers in Muranga County, Kenya June 2020: 2nd International Business and Research Conference held virtually

iii. University Level Book

- Participative Decision Making: A study on employees' participation and involvement in Decision Making. Lambert Academic Publishing. A book published in 2012. ISSN NO. 978-3-659-22750-9

1.3 QUALITY TEACHING AND LEARNING

1.3.1 Student Evaluations

In student evaluation I was rated very good in the units indicated below:

Academic Year	Semester	Programme/Campus	Unit code	Unit title	Percentage	Rating
2019/2020	Sem 1	Regular/Msa	BBA 102	Principles of management	95.98%	Very Good
2019/2020	Sem 1	Regular/Msa	BHM 301	Human Resource Management 1	97.84%	Very Good
2020/2021	Sem 1	Regular/Msa	BBA 870	Entrepreneurship & small business management	100%	Very Good
2020/2021	Sem 1	Regular/Msa	BHM 822	Human Resource Management	100%	Very Good
2020/2021	Sem 2	Regular/Msa	BBA 204	Technology and Creativity	100%	Very Good
2022/2023	Sem 1	Regular/Msa	BHM 301	Human Resource Management	93.1%	Very Good
2022/2023	Sem 1	Regular/Msa	BBA 200	Organization Behaviour	90.11%	Good
2022/2023	Sem 1	Main Campus	BBA 302	Business Law 2	89.66%	Good
2022/2023	Sem 1	Msa	BHM 822	Human Resource Management	90.80%	Good
2022/2023	Sem 2	Main	BHM 301	Human Resource Management	100.00 %	Very Good

1.3.2 Trainings in Higher Education

- Graduate Faculty and Students Mentorship Workshop entitled Navigating and Thriving in the PhD Thesis Journey (August 6, 2025)
- Training on New Research Management System (KENRIS) and Science, Technology and Innovation (STI) Mainstreaming (2022)
- Teacher Professional Development (TPD) Training facilitated by Kenyatta University (2021)
- Pedagogical skills in higher education teaching and learning workshop by Institute of Capacity Building Mount Kenya University (2014)
- Teaching Methodology Training by Centre for teaching excellence and evaluation Kenyatta University (2013)

- Case Writing and Teaching Workshop by the School of Business Kenyatta University and Ministry of Industrialization MSME Competitiveness Project (2013)

1.3.3 Ongoing Supervisions

1.3.3.1 Ongoing PhD Supervision

	Name	Registration Number	Topic
1	Esther Mahiri	D/86/CTY/21488/2021	Diverse attributes of multi-generational workforce and service delivery in selected road agencies in Western region of Kenya
2	Peter Teleli Andrea	D86EA/CTY/22613/2021	Knowledge management practices and service delivery in selected regional water supply and sanitation authorities in Tanzania
3	Mary Nduati	D86/CTY/21139/2020	Occupational health and safety environment and employee performance in public and faith-based hospital mortuaries in Kiambu County Kenya
4	Editah Karuri	D86/CTY/20857/2020	Performance management system and employee performance in commercial banks in Nairobi City County, Kenya
5	Consolata Muyuka Khayinga	D86/CTY/23522/2012	Human Capital Development and Organizational Performance in Public Hospitals in Kenya

1.3.3.2 Ongoing Masters Supervision

	Name	Registration number	Topic
1	Noah Olela Abong'o	D53/MSA/PT/33538/2015	Strategic operational support and workplace accidents at Kenya Ports Authority, Mombasa County, Kenya
2	Nur Omar Mohamed	D53/OL/MSA/26607/2019	Implementation strategies and performance of independent electoral and boundaries commission in Kenya
3	Jenta Ngali	D53/OL/MSA/21828/2022	Absorptive capacity and competitive advantage of water manufacturing firms in Mombasa County, Kenya

4	Mbela Kinguwo Benard	D53/OL/MSA/27283/2019	Employee training and performance of the department of public works, transport, and infrastructure in Taita Taveta County, Kenya
5	Lynneth Cheronoh	D53/OL/CTY/22256/2021	Strategic leadership and service delivery at Konza Technopolis Development Authority, Kenya
6	Joan Jeruto Chepchumba Lelei	D58/CTY/PT/38371/2016	Welfare programmes and employee performance in Kenya Medical Research Institute
7	Halima Bashir	D58/CT/PT/30693/2015	E-human resource management and performance of selected state corporations in the energy sector in Nairobi City County, Kenya
8	Wairimu Murigi	D53/OL/CTY/22313/2022	Strategic change management practices and performance of selected national referral hospitals in Nairobi City County, Kenya
9	Charo Kahindi Ngala	D53/CTY/PT/20873/2021	Job satisfaction and employee turnover intentions in five star rated hotels in Coastal Region , Kenya
10	Wanjiru Musili Margaret	D53/OL/MSA/27235/2013	Organizational working environment and employee performance: a case of catholic community based healthcare services, Mombasa County, Kenya
11	Jemima Wughanga Mwandoe	D53/MSA/PT/27567/2018	Strategy implimentation and performance of five star hotels in Kilifi County, Kenya
12	Mary Wambua	D53/MSA/PT/27566/2018	Strategic management drivers and the performance of Mabati Rolling Mills in Kenya

1.3.4 Supervision of Postgraduate Students

1.3.4.1 Completed Masters Supervision

Serial Number	Name	Registration Number	Topic
1	Gilbert Kibiegon Cheruiyot	C153/MSA/PT/37918/2016	Effect of crime deterrence strategies on the control of juvenile gang crime in Mombasa County Kenya
2	Dennis Ngereri	C153/MSA/PT/32460/2015	Influence of strategic communication management on devolution in Taita Taveta county, Kenya
3	Furaha Happy Charo	C153/MSA/PT/39136/2016	Effects of policy reforms on service delivery in the ministry of lands Mombasa county, Kenya
4	Joseph Yaa Karisa	D53/MSA/PT/30895/2015	Balanced scorecard perspectives and organizational performance: A case of Kenyatta National Hospital in Nairobi County
5	Victor Odiwour Otieno	D53/OL/CTY/32197/2016	Work life balance and employee performance I selected private universities in Kiambu County Kenya
6	Joan Muviti Mutunga	D53/MSA/PT/23503/2012	Relationship between strategy implementation and performance of Kenya Wildlife Service
7	Bebora Dennis Bora	D53/MSA/PT/27507/2014	Internal organization dynamics and competitive advantages: A study of Kenya Airways
8	Maureen Orego	D53/CTY/PT/30965/2015	Strategic organizational learning capability and firm performance: A case of tourism fund in Kenya
9	Aisha Halako Abubakar	D53/OL/27722/2013	Staff turnover and organizational performance of selected private hospitals in Kilifi County, Kenya
10	Florence Chepkurui Rono	D53/OL/MSA/34036/2015	Entrepreneurship training and sustainability of entrepreneurial activities: A case of coconut sub-sector in Kwale County, Kenya
11	Rebah Namukuru Simiyu	D53/CTY/PT/32565/2015	Gender inequalities and employee performance in the insurance sector in Kenya: case of UAP-Old Mutual group
12	Christopher O. Otera	D53/PT/13079/09	Job satisfaction and employee performance in the telecommunication sector in Kenya: A case of Telkom Kenya LTD.
13	Muketi Consolata Priscah	D53/MSA/PT/33396/2015	Strategic management drivers and service delivery: A case of Huduma Centre in Mombasa county, Kenya

14	Bawazir Said Sahale	D53/MSA/OL/26 054/2015	Internal organizational environment and implementation of strategic plan in the public sector: A case of Kenya power and lighting company
15	Superior Oronje	D53/OL/MSA/29 993/2014	Organizational communication and employee performance: A case of KEMRI-WELLCOME trust research programme, Kenya
16	Abdullatif Muhaji Badru	D53/OL/MSA/38 550/2016	Total quality management practices and service delivery of public hospitals and primary health care facilities in Mombasa, Kenya
17	Mutunga Janet Munyiva	D53/OL/MSA/28 465/2014	Work life balance and employee performance of the Kenya Ports Authority, Mombasa county, Kenya
18	Micheal Kipkorir Langat	D53/OL/CTY/32 728/2016	Strategic Management practices and organization performance of deposit taking sacco in Kericho County
19	Josephine Wangari Kihama	D53/OL/CTY/32 514/2016	Performance appraisal system and employee productivity in water and sewerage companies in Kiambu County, Kenya
20	Mbuva Maingi Michael	D53/MSA/PT/27 256/2014	Total quality management and performance of insurance companies in Mombasa County, Kenya
21	Rose Wakio Mwawasi	C153/MSA/PT/28 347/2014	Effects of the county integrated development plan on health care management in Taita Taveta County, Kenya
22	Christine Maureen Adiemba	C153/MSA/PT/27 362/2014	Household empowerment and household graduation from social protection programmes; the case of cash for assets programme in Taita Taveta County, Kenya
23	Onesmus Mwilu	D53/MSA/PT/33 931/2015	Total Quality Management and Organization Performance of logistics companies. A case of Console Base limited Mombasa Kenya
24	Dorothy Ndembo Mwasawa	D53/OL/MSA/38 448/2017	Performance Management and employees' productivity in the ministry of lands, environment and natural resources of Taita Taveta County, Kenya
25	Sarah Morintat	C153/MSA/PT/32	Effect of Corporate Governance on Kenya's

		185/2015	State Corporations in Mombasa County: A case of Kenya Ferry Services limited
26	Irene Kiti Luvuno	D53/CE/28900/2015	Performance Appraisal System and Performance of teachers in Public Secondary Schools in Lamu County, Kenya
27	Paulina Warinda Anyanga	D53/CTY/PT/33459/2015	Human Resource Management Interventions and performance of legal practitioners at the Attorney General's Office, Kenya
28	Oska Kai	D53/MSA/PT/31969/2015	Strategic Change Management Practices and Performance of Agriculture and food authority of Kenya
29	Eunice Amukoya Opuko	D53/OL/CTY/32849/2016	Performance management system and service delivery of Pharmacy and Poisons Board of Kenya, Nairobi City County
30	Jacklyne Nafula Sanyanda	D53/PT/37282/2017	Work related stress and performance of nurses in Kenyatta National Teaching and Referral Hospital, Nairobi City County, Kenya
31	Faith Yiamat Neranto	D53/CTY/PT/37129/2016	Total Reward and employee engagement in the education department in Narok County, Kenya
32	Jane Wangechi Wanjohi	D53/OL/CTY/26951/2015	Organizational culture and employee retention in manufacturing industries in Kiambu County, Kenya
33	Douglas Mbula Musyoka	C153/MSA/27475/2014	Effectiveness of procurement procedures on project implementation: a case of the Kenya Ports Authority, Mombasa County
34	Amina Kassim	D53/OL/MSA/32935/2016	Human Resource information systems and performance of kenya power and lighting company.
35	Show Fondo Kalama	D53/MSA/PT/37824/2016	Corporate Leadership and Strategy Implementation in selected technical and vocational education and training institutions in coast region of Kenya.
36	Mathews Ondiek	D53/MSA/PT/27	Strategic Innovation and Organizational

		853/2018	performance of sarova whitesands in Mombasa county, Kenya
37	Jecinta Nduge Nzioka	D53/OL/MSA/37787/2017	Government Interventions and performance of micro and small enterprises (mses) in the manufacturing sector in Mombasa county, Kenya
38	Emilly Akinyi Odhiambo	D58/CTY/PT/25741/2018	Compensation strategies and employee labour turnover in five star hotels in Nairobi City County, Kenya
39	Mary Wanjiru Wachira	D/53/MSA/38770/2017	Strategic leadership and organizational performance: A case of National Bank of Kenya.
40	Susan Nyawira Githinji	D53/CTY/PT/37995/2016	Employee participation and performance of Kenyatta National Hospital in Nairobi City County, Kenya
41	Joy Rinya Murithi	D53/MSA/PT/27632/2018	Organizational change and performance of NCBA bank in Mombasa County, Kenya
42	Teresia Njoki Kamau	D53/OL/CTY/32697/2016	Knowledge Management Capabilities and organization performance in milling companies: A Case of Unga Group Limited
43	Muia Felister Mutile	D53/CTY/PT/28076/2014	Strategic management practices and performance of selected non-governmental organizations in Nairobi City County, Kenya.
44	Irungu Mary Nyakarura	D53/OL/MSA/21757/2020	Transformative Change and organizational performance of selected commercial banks in Kenya
45	Maina Gerald Macharia	D53/CTY/PT/39618/2016	Strategic change management and performance of ministry of health in Nairobi City County, Kenya
46	Godana Abubakar	D53/MSA/OL/34034	Corporate Governance and Performance of selected state corporations in Tana River County Kenya
47	Wamuyu Nduhiu	D53/OL/MSA/27181/2015	Strategic management practices and performance of three-star hotels in Mombasa County, Kenya

48	Hellen Nduta Gachomo	D53/OL/MSA/32 751/2016	Quality Management Practices and Performance of Registered Logistics Companies in Mombasa County Kenya
49	Emmanuel Thoya Mueni	D53/MSA/PT/28 861/2028	Operational Level Strategies and Organizational Performance of Four –star hotels in Mombasa County Kenya
50	Noor Ahmed Bagajo	D53/OL/CTY/26 614/2015	Performance Management and Employee Productivity of Gulf Africa Bank in Nairobi City County Kenya
51	Alibhai Hassan Ebrahim	D53/OL/MSA/26 428/2018	Corporate Governance practices and implementation of strategy at KPA, Mombasa County Kenya
52	Vincent Adet	D53/OL/MBS/24 024/2014	Change management strategies and performance of Kenyan judiciary: a case of Mombasa law courts
53	Lilian Mwaka Nyungu	D53/MSA/28154/ 2019	Strategic Management Drivers and Performance of level four and five hospitals in Mombasa County Kenya
54	Njenga Wairimu Grace	D53/OL/MSA/26 033/2015	Management Turnover and performance of Mombasa water supply and sanitation company Kenya
55	Rebecca Nkirote David	D53/MSA/PT /26965/2018	Strategic Change Interventions and Performance of Higher Education Loans Board in Kenya
56	Amina Zuberi Nyary	D53EA/OL/MSA /20565/2022	Strategic management practices and operational performance of selected supermarkets in Nairobi City County, Kenya

1.3.4.2 Completed PhD Supervision

	Name	Registration Number	Topic
1	Onesmus Mwangi Kamau	D86/CTY/28907/2014	Human Resource Management best practices and turnover intentions of teachers service commission teachers in public secondary schools in Murang’a County, Kenya.

2	Elijah Njuguna Ng'ang'a	D86/CTY/27335/2013	Participatory Management and Employees' Performance in Selected Water Service Providers in Murang'a County Kenya
3	Irene Mutuku Ngii	D86/CTY/38778/2016	Human Resource Development Mechanisms and Service Delivery in Postal Corporation of Kenya in Nairobi and Siaya County

1.4 PROFESSIONAL/CONSULTANCY

1.4.1 Networks and Collaborations

1.4.2 Consulting for Organizations

In August 2023, I was appointed as a consulting partner with Mr Kenneth Njama who entered into a consultancy agreement with Diakonie Katastrophenhilfe Somalia Crisis Program (DKH-SOM). The main objective of the consultancy was to strengthen the capacity of local humanitarian partners (LHPs) and gain an understanding of the basic concepts and methods in HRM and how their application builds an organization's capacity

1.4.3 Membership to Academic and Professional Bodies

- I am a member of Institute of Human Resource Management (**IHRM**) having complied with the relevant provisions of the Human Resource Management Professionals Act No 52 of 2012 Laws of the Republic of Kenya, under registration Number **20362**
- I am a licensed Trainer by Technical & Vocational Education & Training Authority (TVET) License Number TVETA/T2612257
- Alumnae member Jomo Kenyatta University of Agriculture and Technology since August 2010
- Alumnae member, Kenyatta University since 1995

1.5 ADMINISTRATIVE AND RESPONSIBILITIES

1.5.1 Recognized University Administrative Positions

- Dec 2024: Re-appointed as the Departmental Examinations Coordinator in the Department of Business Administration
- Dec 2022: Appointment as the Departmental Examinations Coordinator in the Department of Business Administration

1.5.2 Other Responsibilities in the University

- Feb 2021: Appointment to a team of champions to assist the digital school review blended learning modules for uploading on the learning management system

- Nov 2018: Appointment to the departmental committee to review diploma in HRM curriculum
- Sep 2018: Nominee of departmental E-learning champion
- May 2018: Appointment to the department of HRM strategic plan 2016-2026 development committee
- May 2017: Appointment as an academic advisor
- Oct 2016: Appointment to serve in the departmental quality team
- Oct 2016: Appointment to serve in the departmental timetabling team
- Oct 2016: Appointment to serve in the departmental workload allocation committee
- Jan 2016: Programme Leader School of Business Kenyatta University Mombasa Campus

1.6 COMMUNITY ENGAGEMENT AND OTHER CONTRIBUTIONS

1.6.1 Community Service

- May 2025: Chairman Board of Management (BOM) of Our Lady of Fatima Secondary School, Nairobi City County
- November 2024: Training current and retired members of Orient Sacco Thika on personal finance and developing a saving culture
- January 2020 to January 2024: Chairman Ruiru River Neighbourhood Self –Help Group, a group involved in uplifting the standards of living of the members around Ruiru town behind Kenyatta University Ruiru Campus.

1.7 REFEREE

Dr Reuben Kinyuru Njuguna

Chairman, Department of Business Administration

Kenyatta University

