

1.1 Personal Profile

1.1.1 Personal Details

Name: Dr. Duncan Shirandula

Title/Qualification: PhD in Hospitality Management

Department: Hospitality and Tourism Management

Designation/Position: Lecturer

Email: shirandula.duncan@ku.ac.ke

Contact Address: C/o Box 43844-00100 Nrb, Kenya

Area of Specialization:

-Hospitality Management

Research Interests:

- Innovation in Hospitality Management.
- Entrepreneurship in Hospitality Management.
- Contemporary issues in Hospitality Management

Google Scholar: [Duncan Shirandula](#)

ORCID ID: [0000-0002-2514-9958](#)

1.1.2 Academic & Professional Qualifications

Degree	Period
- Doctorate (Hospitality Management)	Sept. 2017-Dec 2022
- Master's degree in Hospitality Management	Sept. 2012-Dec. 2015
- Bachelor of Hotel and Hospitality Management (Hons)	Aug. 2008-Aug. 2012

1.1.3 Employment History

Job Title	Employer	Period
- Lecturer	Kenyatta university	Feb. 2023- current
- Tutorial Fellow	Kenyatta university	Sep. 2019- Jan. 2022
- Tutorial Fellow	Machakos University	Aug. 2016-Aug. 2019
- Part-time Lecturer	Chuka University	Jan. 2016- Dec. 2016
- Part-time Lecturer	Moi University	Sept. 2015- Apr. 2016

1.1.4 Achievements

- Successfully served as an Acting Dean, Machakos University School of Hospitality & Tourism Management (2017-2019)
- Successfully served as Examination coordinator, Department of Tourism and Hospitality, Kenyatta University (Jan 2021- Dec 2022)
- Attained a First-Class Honours Degree in Hotel and Hospitality Management, Moi University (Aug. 2008-Aug. 2012)

1.2 Publications

1.2.1 Refereed Journals

- Shirandula, D. (2025).** Fostering Entrepreneurial Competencies through Entrepreneurship Education among Hospitality Students in Technical and Vocational Colleges in the Nairobi Metropolitan Region, Kenya. *Journal of the Kenya National Commission for UNESCO*, 5(1). <https://doi.org/10.62049/jkncu.v5i1.242>
- Lenaiyarra, D. L., Bitok, J., & **Shirandula, D. (2024).** Job Evaluation Factors and Employees' Performance in 4 and 5-Star-Rated Hospitality Facilities in Nakuru County, Kenya. *Journal of Hospitality and Tourism Management*, 7(2), 56–75. <https://doi.org/10.53819/81018102t4305>
- Mbitha, A. B., Maingi, W. S., & **Shirandula, D. (2024).** The Efficacy of Website Optimization on the Performance of Hotels in the County Government of Mombasa, Kenya. *International Journals of Academics & Research*, 6, (3), pp.31-37. DOI: 10.32898/ihssj.02/6.3article03
- Shirandula, D. (2021).** Evaluation Methods of Entrepreneurship Education and Acquisition of Entrepreneurial Skills among Hospitality Students. *Journal of technical education and training* 13 (4) p.118-128
- Shirandula, D. (2020).** Learning Resources of Entrepreneurship Education and Acquisition of Entrepreneurial Skills among Diploma Students of Hospitality Management in TVETS, Kenya. *Global Review of Research in Tourism, Hospitality and Leisure Management*. 6 (1) p.808-824
- Shirandula, D., & Mwawaza, S. (2018).** A Review of Drivers of Technology Adoption in the Hospitality Industry in Kenya. Machakos University 1st Annual International Conference Proceedings
- Shirandula, D., & Barsullai, S. (2017).** Potential influence of ISO 9001: 2000 quality management principles on service quality in Kenya's hotel industry. *Current Issues in African Tourism Research* ISSN: 2518-0363, [S.I.], v. 1, n. 1, p. 9-15. ISSN 2518-0363. Available online at: <http://onlinesciencejournals.com/index.php/atr/article>
- Shirandula, D., Mapelu, I.C. & Sepula, M. (2017).** Relationship between gender and proactive work behaviour in the Kenyan hotel industry. *African Journal of Tourism Hospitality and Leisure Studies* ISSN: 2413-4120, [S.I.], v. 3, n. 1, p.1-5. ISSN 2413-4120. Available online at: <http://onlinesciencejournals.com/index.php/ajthls/article>

Sepula, M., & **Shirandula, D. (2017)**. Influence of Customer Service on the Performance of Hospitality Enterprises: Lessons from Sunbird Tourism Limited in Malawi. *African Journal of Tourism, Hospitality and Leisure Studies* Vol 3 (1) PP 6-16, ISSN: 2413-4120. Available online at: <http://onlinesciencejournals.com/index.php/ajthls/index> 1.

1.2.2 Books and Books Chapters

1.2.2.1 Books

Shirandula, D. (2017). *Innovation barriers and Proactive Work Behaviour: Lessons from selected hotels in Nairobi city*. Eldoret, Kenya: Utafiti Foundation. ISBN: 978-9966-26121-2

1.2.2.2 Books Chapters

Shirandula, D., & Kipkosgei, B. (2026). Food Waste Challenges and Management in the Hospitality Industry in Kenya. In: Chihwai, P. (eds) *Resilience in the Hospitality and Travel Industry in Africa*. Springer, Singapore. https://doi.org/10.1007/978-981-95-3210-0_11

Shirandula, D., & Kipkosgei, B. (2026). Tracking and Reducing Food Loss and Waste in Kenya's Food Service, Retail, and Domestic Sectors: Pathways to SDG 12.3. In: Chihwai, P. (eds) *Resilience in the Hospitality and Travel Industry in Africa*. Springer, Singapore. https://doi.org/10.1007/978-981-95-3210-0_12

Bitok, K., & **Shirandula, D. (2024)**. *Continuous Improvement and Innovation During Covid-19 in East Africa: Implications for Future Tourism Policy and Planning*. In: Chihwai, P. (eds) *COVID-19 Impact on Tourism Performance in Africa*. Springer, Singapore. https://doi.org/10.1007/978-981-97-1931-0_8

Bula, H. O., Njuguna, C., & **Shirandula, D. (in press)**. Integrating ethical initiatives for community engagement in the tourism industry in Kenya. In M. E. Korstanje, S. W. Maingi, H. Roy, & V. G. B. Gowreesunkar (Eds.), *Beyond profits: Rethinking social impact and accountability in tourism*. Channel View Publications.

1.2.3 Conference/Workshop Papers

1.2.3.1 Conference Papers

Tracking Food Loss and Waste in Kenyan Hospitality Industry: Multi-sectoral Interventions for the Realization of SDG12.3. Presented at the 6th International Business Research and Industrial Conference (IBRIC): Business Intelligence and Innovations for Sustainable Development, held on 27th - 28th June 2024 at Kenyatta University, Kenya.

Delivery Methods of Entrepreneurship Education and the Acquisition of Entrepreneurial Skills among Hospitality Students in Technical and Vocational Colleges in the Nairobi Metropolitan Region, Kenya. Presented at the International Conference on Tourism, Travel and Hospitality (ICTTH) Conference: Transformative Tourism, Travel and Hospitality: Navigating Contemporary Opportunities and Challenges, Sustainability and Innovative Education, held on 14th May 2024 at Moi University, Kenya.

Relationship between Gender and Proactive Work Behaviour in the Kenyan Hotel Industry. Presented at the 10th ATLAS Africa conference: Africa's Tourism and Travel Competitiveness: Opportunities and challenges, held on 7th June 2017 at Moi University, Kenya.

Potential influence of ISO 9001: 2000 Quality Management Principles on Service Quality in Kenya's Hotel Industry. Presented at the Annual conference on Innovations for Advancement of Humanity, held on 14th June 2017 at Eldoret National Polytechnic, Kenya.

Endogenous Innovation Barriers and Proactive Work Behaviour in selected hotels in Nairobi, Kenya. Presented at the 14th Annual World Congress of the Academy for Global Business Advancement (AGBA), held on 23rd -25th November 2017 at Noble Hotel Eldoret, Kenya.

Potential influence of Curriculum on Entrepreneurial Skills among Hospitality Students in TIVET Institutions, Kenya: A Review of Literature. Presented at the 14th Annual World Congress of the Academy for Global Business Advancement (AGBA), held on 23rd -25th November 2017 at Noble Hotel, Eldoret, Kenya.

A Review of Drivers of Technology Adoption in the Hospitality Industry in Kenya. Presented at the Machakos University 1st Annual International Conferences held on 17th-19th April, 2018 at Machakos University

Food Waste in Hotels in Kenya: Interventions for Achieving Food Security. Presented at the Machakos University 2nd Annual International Conference, held on 24th-26th April 2019 at Machakos University

1.2.4 Other Publications

While at Machakos University, I contributed to the writing of many projects, including:

- i. Review of Hospitality and Tourism Curriculum (master's and undergraduate)
- ii. Hospitality Department's Bakery Production Business Plan
- iii. Review of Machakos University statutes
- iv. Machakos University Quality Assurance policy
- v. Machakos University Examination Management policy

At Kenyatta University, I have contributed to the writing of the following projects:

- i. Impact of COVID-19 on tourism in Kenya, the measures taken, and recovery pathways (A research project commissioned by the National Tourism Crisis Steering Committee). Available at <https://www.ku.ac.ke/gtrcmc/wp-content/uploads/2020/11/Tourism-Research-Report-2020-Executive-Summary-JUNE-22.pdf>
- ii. Review of Masters of Hospitality Management Curriculum
- iii. Developed a Ph.D. in curriculum in Hospitality Management
- iv. Developed training modules (BHT322: Hospitality Information Management Systems; HTM215: Food and Beverages Service I; BHT034: Food Service III and BHT031: Food Production II)
- v. Report on Enhancing Capacity of African Education Research Institutions to Produce Credible Evidence on The Education Ecosystem with Focus on Resilience/Socio-Emotional Learning: Kenyatta University Self-Assessment

1.3 Conferences/Workshops/Seminars Attended

1.3.1 Conferences Attended

- i. Global Entrepreneurial Talent Management 4 (GETM4): Together for Tomorrow through Respectful Translation held between 19th – 23rd January 2026 at Kenyatta University
- ii. The 6th International Business Research and Industrial Conference (IBRIC): Business Intelligence and Innovations for Sustainable Development, held on 27th and 28th June 2024 at Kenyatta University
- iii. The 5th International Business Research and Industrial Conference (IBRIC): Strategic Business Innovations and Policies for Sustainable Social and Economic Development, held on 22nd and 23rd June 2023 at Kenyatta University
- iv. The 1st Erasmus+ International Staff Week Conference: New Digitalization Era, European Neighbours Diversity & Inclusion held between 18th and 22nd July 2022 in Piraeus, Greece
- v. The 10th ATLAS Africa conference: Africa's Tourism and Travel Competitiveness: Opportunities and challenges held on 7th June 2017 at Moi University, Kenya.
- vi. The Annual conference on Innovations for Advancement of Humanity held on 14th June 2017 at Eldoret National Polytechnic, Kenya.
- vii. The 14th Annual World Congress of the Academy for Global Business Advancement (AGBA) held on 23rd -25th November 2017 at Noble Hotel, Eldoret, Kenya.
- viii. Machakos University 1st Annual International Conference, held on 17th -19th April 2018 at Machakos University
- ix. Machakos University 2nd Annual International Conference, held on 24th -26th April 2019 at Machakos University

1.3.2 Workshops Attended

- i. Sensitization Training on Updating of Staff Profiles and New Websites for Schools and Departments held on 15th Oct 2024, at Kenyatta University
- ii. Enhancing Capacity of African Education Research Institutions to Produce Credible Evidence on the Education Ecosystem with Focus on Resilience/Socio-Emotional Learning held by Innovation for Poverty Action (IPA) on Monday, 3rd June 2024, at Ibis Style Hotel, Westlands
- iii. Grant Proposal Writing Workshop held in March 2024 at Kenyatta University
- iv. Research, Innovation and Outreach Induction Workshop held on 8th Feb 2024, at Kenyatta University
- v. Hands-on Grant Proposal Writing, held on 18th June 2019 held at Machakos University
- vi. Role of Bio Safety Regulations in Kenya and Concerns in GMOs held on 12th June 2019 at Machakos University
- vii. Research and Education Cloud services, held on 15th March 2019 at Machakos University
- viii. Public lecture on Kenya National Qualifications Framework held on 6th Feb 2019, held at Machakos University
- ix. Sanitation on Corruption Eradication, held on 10th December 2018 at Machakos University
- x. Open access and institutional repository, held on 25th sept 2018 at Machakos University
- xi. How to respond to a call for a Grant proposal Writing, held on 28th August 2018, at Machakos University

1.3.3 Seminars Attended

- i. The Young Change Makers Inter-University Seminar Held in November 2022 at Kenyatta University
- ii. The Young Change Makers Inter-University Seminar Held on 30th November 2019 at Kenyatta University
- iii. The Young Change Makers Inter-University Students Seminar on Sustainable Climate Change Adaptation through Sustainable Tourism held on 14th September 2019 at Chuka University.
- iv. Facilitated an SPSS Retooling Seminar for Postgraduate students in the Department of Hospitality and Tourism held on 12th - 13th July 2019 at Kenyatta University
- v. Theme 'Using realist research to advance Transformation', held on 23rd April, 2019 at Machakos University

1.4 Other Professional Trainings

Program	Institution	Period
21 st Century Christian Leadership Diploma (virtual)	Hope School of Leadership	Jan. 2026- current

1.5 Professional, Community Service, and Other Engagements

SN	Role	Organisation	Period
1.	External examiner	Mzuzu University, Faculty of Tourism, Hospitality and Management, Malawi	March 2026- Current
2.	Administration Pastor	Redeemed Gospel Church, Koma	Feb 2026 - Current
3.	Board of Management, Member	Angayu Secondary School, Lugari Sub-county	March 2025 - Current
4.	Director	Mashujaa Women Group	Jan 2024- Current
5.	Student Mentor	Kenyatta University	Jan 2025 - Current
6.	Judge	Eco-warrior Awards	2019 and 2022
7.	Dept representative to Eco Tourism Kenya	Kenyatta University	2020 - 2021

1.6 Affiliations to Professional Bodies

- Tourism Research Information Network (TRINET)
- Tourism Professional Association-Associate Member
- Association for Tourism and Leisure Education and Research (ATLAS)

1.7 Administrative Positions Held

1.7.1 Recognized University Administrative Positions

- Research coordinator, Department of Tourism and Hospitality, Kenyatta University (Jan 2023- current)
- Examination coordinator, Department of Tourism and Hospitality, Kenyatta University (Jan 2021- Dec 2022)
- Ag. Dean, School of Hospitality & Tourism Management, Machakos University (2017-2019)

1.7.2 Other administrative positions

- i. Chairperson, Hospitality and Tourism Research Innovation and Product Development Committee
- ii. Chairperson, Hospitality Sub-committee during the 6th International Business Research and Industrial Conference (IBRIC) 2024, Kenyatta University
- iii. Rapporteur, in the 6th International Business Research and Industrial Conference (IBRIC) 2024, Kenyatta University
- iv. Member of the 5th International Business Research and Industrial Conference (IBRIC) 2023, Industry and International Linkages Sub-committee, Kenyatta University
- v. Moderator, in the 5th International Business Research and Industrial Conference (IBRIC) 2023, Kenyatta University

1.8 Theses Supervision

SN	REG. NO	THESIS TITLE	LEVEL	STAGE
1.	T129/OL/14796/2009	Efficacy of Digital Marketing Platforms on Performance of Star-Rated Hotels in Mombasa County, Kenya	Master's degree	Graduated Dec. 2025
2.	H60/OL/11083/08	Job Evaluation Factors and Employees' Performance in 4 and 5 Star- Rated Hotels in Nakuru County, Kenya		Awaiting graduation in June 2026
3.	T130F/21458/2022	Career Choice Factors As Predictors of Enrolment of Hospitality Students in Selected Colleges Of Education in Ghana	Ph.D.	Submitted for examination 2026
4.	T129/OL/MSA/28693/2019	Housekeeping Service Quality Dimensions and Patient Satisfaction in Level 4 Hospitals, Mombasa County, Kenya.	Master's degree	Final Draft
5.	T130/21466/2020	Innovative Practices in Food and Beverage Service on Customer Retention in Franchised Restaurants Within Nairobi City County, Kenya.	Ph.D.	Final Draft
6.	T129/22311/2022	High-Involvement Human Resource Management Practices and Organizational Commitment Among Millennial Employees of Star-Rated Hotels in Nairobi City County, Kenya	Master's degree	Data collection
7.	T129/38936/2017	Impact of Food Safety Practices on Performance of Restaurants in Nairobi City County, Kenya	Master's degree	Data Collection

8.	T129/OL/CTY/260 72/2019	Influence of Social Media Platforms on Room Occupancy in Three-To-Five Star Hotels in Nairobi City County, Kenya	Master's degree	Data Collection
9.	T129/28297/ 2018	Efficacy of Digital Technologies Adoption on Institutional Resilience in 3-5 Star-Rated Hotels in Nairobi City County, Kenya	Master's degree	Data Collection
10.	T129/OL/CTY/218 71/2022	Emotional Labour Strategies and Staff Retention in Classified Restaurants in Nairobi City County, Kenya	Master's degree	Data Collection
11.	T130/20948/ 2023	Dual Competency-Based Education and Practical Skills Acquisition in Culinary Arts among Technical and Vocational Training Institutions in Nairobi County, Kenya	Ph.D.	Proposal
12.	T130/CTY/24756/ 2024	Perceived Influence of Interactive Technologies On Learning Delivery Among Hospitality Students of Public Universities in Nairobi City County, Kenya.	Ph.D.	Proposal
13.	T129/26305/ 2013	Influence of Soft Skill Trainings on Employee Performance in Non-Star-Rated Hotels in Nairobi City County, Kenya	Master's degree	Proposal
14.	T129/25226/ 2018	Technological Innovations and Competitive Advantage in Selected Star-Rated Hotels in Nairobi City County, Kenya	Master's degree	Proposal

1.9 Theses Examination (External and Internal)

SN	REG. NO	THESIS TITLE	LEVEL
1.	T130/26385/2019	Influence of Corporate Culture on Employees' Job Performance of Selected Classified Hotels in Nairobi City County, Kenya	Ph.D.
2.	T130/2545/2019	Food Safety Resilience Measures on Customer Retention in Unclassified African Indigenous Restaurants in Nairobi City County	Ph.D.
3.	T130/27341/20 13	Efficacy of Hospitality Undergraduate Curricula and Acquisition of Industry Skills among Hospitality Graduate Employees in Mombasa, Kilifi, and Nairobi Counties, Kenya	Ph.D.
4.	MTHM 1222	The Role of AI in Promoting Environmental Sustainability: A Case of Serendib Hotels and Resorts, Malawi	Master's Degree
5.	T129/24864/2 011	Influence of Hotel Green Practices On Competitive Advantage Of Hotels In Mount Kenya Tourism Circuit, Kenya	Master's Degree
6.	T129/OL/2306 1/2013	Crisis Management Approaches and Business Resilience in 3 to 5- to 5-star rated Hotels in Nairobi City County, Kenya	Master's Degree

7.	T129/OL/2406 0/2016	Destination Attributes and Their Influence on Cruise Tourism Development In Mombasa County, Kenya	Master's Degree
8.	T129/PT/26944 /2019	Evaluation of Service Quality and Management Practices as Determinants of Consumer Intentions To Choose Airbnb in Diani, Kenya	Master's Degree
9.	T129/OL/CTY/2 5908/2018	Influence of Career Development On Employee Retention in 3-5 Stars Rated Hotels In Nairobi City County, Kenya	Master's degree
