

1.1.1 Personal Details

Dr. Felistus Hilda
Makhamara



NAME: Felistus Hilda Makhamara; PhD, MSc, (HRM), B.Ed. (Arts)

Department:- Business Administration

School -School of Business Economics and Tourism

DESIGNATION: Lecturer

EMAIL: hilda.makhamara@ku.ac.ke or khashielehati@gmail.com

AREA OF SPECIALIZATION: Human Resource Management *Bias* in Career Development

RESEARCH INTERESTS: Human Resource Management, Strategic Management Leadership and Corporate Governance, , Women Economic Empoerment

GOOGLE SCHOLAR: [Google Scholar](#)

RESEARCHGATE: <https://www.researchgate.net/profile/Makhamara-Felistus>

ORCID ID [Orcid](#) - <https://orcid.org/0000-0003-1442-7761>

1.1.2 Academic & Professional Qualifications

- PhD (Human Resource Management), Jomo Kenyatta University of Agriculture and Technology.
- Master of Science (Human Resource Management), Jomo Kenyatta University of Agriculture and Technology.
- Bachelor of Education (Arts), Kenyatta University
- Diploma in Business Administration – Institute of Professional Studies

- Certificate of High School/Secondary Education
- Certificate of Trainer of Trainers- TOT Certification on Mentorship, Kenyatta University
- Certificate in Transformative leadership
- Certificate in Customer Care skills

Other Courses

- Training on Examinations Setting and Moderation, KU.
- Training on blended Learning online facilitation, KU.
- Training on use of google meet in teaching and learning, KU.
- Training on Examinations Setting and Moderation, KU
- Trained to proctoring Examination for students who are on PURE MBA ONLINE ONLY program
- Trained in Module writing and Vetting

1.1.3 EMPLOYMENT HISTORY

- **Letter of appointment and CV**
- 2018 - Present Lecturer Kenyatta University.
- 2015 – Assistant Registrar – School of Humanities and Social Sciences
- 2012-2015 – Associate Faculty – JKUAT – Karen Campus
- 2012-2014 – Associate Faculty, Mount Kenya University

1.1.4 ACHIEVEMENTS

2. Holds a Doctorate in in Strategic Human Resource Management – one of the top ranking and prestigious Universities in Africa and Globally the Jomo Kenyatta University of Agriculture and Technology
3. Has attended and participated in international conferences in Kenya, East Africa and globally both physical and virtually.
4. Has taught and is still teaching diverse units in Human resource management at undergraduate and postgraduate levels for almost four years.
5. Has successfully supervised to completion several Masters' Theses and projects. Currently supervising several Masters' Projects and Theses and Doctoral Theses both at Kenyatta University and Jomo Kenyatta University
6. I am an external Examiner at Kabarak University in the School of Business and Economics
7. Has published many papers in refereed journals, student manuals and conference proceedings.
8. Has participated in several administrative responsibilities at departmental, school and university levels
9. Has been involved in course curriculum development such as TVETA Diploma in HRM and MSc in Human Resource Management

10. Has actively participated curriculum review in MSc Human resource management on top of participating in harmonizing course outlines in line with the CUE standards.
11. Has chaired Masters' proposal defenses, seminar and final theses presentations at departmental, school and graduate school levels.
12. Has participated actively in training e.g. content development and delivery, module writing organized by Digital School.
13. Has participated in examining Masters' and Doctoral Proposals/Theses.
14. Has developed and vetted blended modules for regular, CEP and digital students (Diploma Degree, Masters and Ph.D. which are online and in use (e.g. BHM 320, BHM 822, BHM 446, BHM049, SSC 032, KPS 206
15. I am a Researcher in various projects i.e. The Bill and Melinda Gates, 5-year project on: - "Investing on What works for Women Economic Empowerment" (Project that is ongoing for 5 years 2020 to 2025
16. Participated in The Pastoralists for Peace and Reconciliation Initiative (PPRI) in partnership with the Mandera County and Islamic Relief, all involved in the Empowerment of Youth and Women locally and internationally.
17. Has also participated in Consultancies: Recently in 2022 was a consultant to Kenya Agricultural Livestock and Research Organization (KALRO), for recruitment and selection of 23 cadres of staff where 224 were recruited and hired.

1.2 PUBLICATION

(More Publications can be found on the following accounts: - [Orcid \(click here\)](#) & [Google Scholar \(click here\)](#)

10th October 2021 Joined and published on ResearchGate as a researcher.

1. Omondi, T. Apondi, **Makhamara F.**, and Muli., J., (2023) : The Nexus between Occupational Health Practices and Service Delivery of The National Police Service In Nairobi City County, Kenya; IOSR Journal of Business and Management (IOSR-JBM) e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 25, Issue 3. Ser. III (March. 2023), PP 23-34 www.iosrjournals.org
2. Omondi, T. Apondi, Muli., J. & **Makhamara F.**, (2023); Fostering Service Delivery of The National Police Service in Nairobi City County, Kenya Through Family Support Programmes, Vol. 4, ISS. 1 (2023), pp 77 – 92, March 23, 2023. www.reviewedjournals.com, © Reviewed Journal of Social Science & Humanities, 4 (1), 77 – 92.
3. Mnyazi, M., & **Makhamara, F.** (2023). Operational Strategies and Performance of Small and Medium Enterprises in Nairobi City County, Kenya. International Journal of Business Management, Entrepreneurship and Innovation, 5(1), 1-18. <https://doi.org/10.35942/jbmed.v5i1.298>

4. Waikwa, J. W., & **Makhamara, F.** (2022). Leadership Development, Talent Management and Competitiveness in Banks in Laikipia County. *The Strategic Journal of Business & Change Management*, 9 (4), 843 – 852.
5. Lwegado E.K., Kwasira, J., and **Makhamara, F.** (2022) Knowledge Creation Practices and Employee Performance In Selected Public Technical Vocational Education And Training Institutions In Kenya. PhD Candidate (Human Resource Management), Jomo Kenyatta University of Agriculture and Technology Kenya. *European Journal of Human Resource Management Studies* Available on-line at: <http://www.oapub.org/soc>. Volume 6 | Issue 1 | 2022, ISSN: 2601 – 1972 ISSN-L: 2601 – 1972
6. **Makhamara, F.H. (2022):** E-Tendering and Performance of Small and Medium Enterprises in Nairobi County Kenya. *IOSR Journal of Business and Management (IOSR-JBM)* e-ISSN: 2278-487X, p-ISSN: 2319-7668. www.iosrjournals.org
7. Mburu Maina P., Kiiru, D., and **Makhamara, F.** (2021); Influence of Employee Involvement as a Workforce Agility Practice on Service Delivery of Police Officers in Nairobi, City County, Kenya.. *IOSR Journal of Business and Management (IOSR-JBM)* e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 23, Issue 9. Ser. VII (September. 2021), PP 51-59 www.iosrjournals.org
8. Mburu Maina P., Kiiru, D., and **Makhamara, F.** (2021) Influence of Information Systems as a Workforce Agility Practice on Service Delivery of Police Officers in Nairobi City County, Kenya. *IOSR Journal of Business and Management (IOSR-JBM)* e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 23, Issue 9. Ser. VII (September. 2021), PP 51-59 www.iosrjournals.org.
9. Kiteme, J. Makasi and, **Makhamara F.,** (2022) Innovation Strategy on the Organizational Performance of Kenya Broadcasting Corporation in Nairobi City County, Kenya. *IOSR Journal of Business and Management (IOSR-JBM)* e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 24, Issue 4. Ser. I (April. 2022), PP 43-51 www.iosrjournals.org
10. Tinkoy, W. S., & **Makhamara, F. H.** (2023), The effect of Organization Structures and Compensation Policies on Employee Performance in Public Service Institutions in Kenya, a case of the Water sector Trust Fund. Vol. 10, Iss.1, pp 440 – 453. February 20, 2023. www.strategicjournals.com, ©Strategic Journals.
11. Mugo, E. W., and **Makhamara, F.** (2022). Role of remuneration and recognition practices on performance of middle level managers: empirical evidence from Kenyatta University, Kenya. *The Strategic Journal of Business & Change Management*, 9 (2), 1342 -1354.
12. Ngila, E., & **Makhamara, F.** (2022). Outsourcing human resource practices on performance of Total Oil Company in Kenya. *The Strategic Journal of Business & Change Management*, 9 (4), 853 – 866.
13. Kemunto N., and **Makhamara F.,** (2022) Employee Benefits and Employee Performance at Spinners And Spinners Textile Company In Kiambu County, Kenya. *International Journal of Multidisciplinary and Current Educational Research (IJMCER)* ISSN: 2581-7027

14. Chikamai M., M., and **Makhamara, F.H.**, (2021); Influence Of Leadership Competencies On Performance of Tea Companies in Nandi County, Kenya European Journal of Economic and Financial Research ISSN: 2501-9430ISSN Available on-line at: <http://www.oapub.org/soc>
15. Mutuku, P. N., & **Makhamara, F.** (2022). Welfare programs on the employee performance in the energy and petroleum regulatory authority in Kenya. The Strategic Journal of Business & Change Management, 9 (4), 1524 – 1535.. Vol. 9, ISS. 4, pp 1524 – 1535. November 18, 2022. www.strategicjournals.com, ©Strategic Journals.
16. Mutuku, T. M., & **Makhamara, F.** (2022). Task management initiatives and employee performance in export processing zones in Athi-River, Machakos County, Kenya. The Strategic Journal of Business & Change Management, 9 (2), 481 – 492..
17. Khamala, John Shikuku1 , **Makhamara F.**, (2022)., Work Life Balance on Performance of Judicial Service Employees in Kitui County, Kenya. IOSR Journal of Business and Management (IOSR-JBM) e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 24, Issue 3. Ser. IV (March. 2022), PP 29-35 www.iosrjournals.org
18. Makelo, N. S., & **Makhamara, F.** (2022). Innovation strategy and performance of meeting incentives conferences and exhibition tourism in Nairobi City County Kenya. The Strategic Journal of Business & Change Management, 9 (2), 444 – 453.
19. **Makhamara F., H.** and Bula., H. O.(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- 2022-10-22 | Journal article
20. Moi, E, Minja., ,D and Makhamara, F, (2020), **Administration of Legal Issues in African Development for Global Sustainability**. International Business Research. ISBN 978 9966-132-52- 9
21. Linkoi, F. K., & **Makhamara, F. H.** (2023) Employee Empowerment and Voice Practices and Staff Productivity in The Public Hospitals of Laikipia County, Kenya; Vol. 10, Iss.1, pp 786 – 800. March 27, 2023. www.strategicjournals.com, ©Strategic Journals
22. Moi, Edna Jemutai & **Makhamara Felistus Hilda** (2020). Democratic Governance and Public Policy in Kenya: Giving Voice to Citizens International Journal of Scientific and Management Research Volume 3 Issue 2 (March-April) 2020 ISSN: 2581-6888 Page: 01-08.
23. **Makhamara F. H.**, (2019), Strategic Employee Welfare Services on Employee Performance in Level Five Public Hospitals in Kenya, Doctors Association of Eastern Africa Publication: The University Journal Volume 1 Issue 3 2019 ISSN 2519-0997
24. Ratemo Veronica1i, **Makhamara F.**, Bula H, (2021), Career Development And Employee Performance In Kenya Forestry Research Institute Headquarters in Muguga, Kiambu County. International Journal of Economics, Commerce and Management, United Kingdom ISSN 2348 0386 Vol. IX, Issue 4, April 2021, Licensed under Creative Common Page 123 <http://ijecm.co.uk>

25. Ondere, B., and Makhamra, F., H. (2022): Career Development and Employee Performance in The Ministry of Interior and Co-Ordination of National Government in Nairobi City County, Kenya. Vol. 9, Iss. 2, pp 666 – 677. May 10, 2022. www.strategicjournals.com, ©Strategic Journals. The Strategic Journal of Business & Change Management. ISSN 2312-9492 (Online) 2414-8970 (Print). www.strategicjournals.com.
26. Obonyo, S., W; **Makhamara Felistus** (2021) Effects of Reward Practices on Employee Job Satisfaction of Kenya Airways, Nairobi City County, Kenya, European Journal of Social Sciences Studies - Volume 6 | Issue 6 | 2021. ISSN: 2501-8590 ISSN-L: 2501-8590 Available on-line at: www.oapub.org/soc.
27. Nderitu E., W., and **Makhamara F.** (2021) Recruitment And Selection and Performance of Private Secondary Schools in Nyeri County, Kenya, European Journal of Education Studies - Volume 8 | Issue 9 | 2021. ISSN: 2501 – 1111 ISSN-L: 2501 – 1111 Available on-line at: www.oapub.org/edu
28. Amoro, Ebbysibah; and Makhamara Felistus (2021). Work-Centered Life and Employee Performance at Geothermal Development Company in Nairobi City County, Kenya. European Journal of Human Resource Management Studies - Volume 5 | Issue 3 | 2021. DOI: 10.46827/ejhrms.v5i3.1146 Volume 5 | Issue 3 | 2021. [European Journal of Social Sciences Studies \(oapub.org\)](http://www.oapub.org/ejhrms.v5i3.1146)
29. Hannah Orwa Bula, and **Makhamara Felistus** Hilda, (2022)"Corporate Governance and Sustainable Development in Africa: Green Human Resource Management Approach," Universal Journal of Management, Vol. 10, No. 5, pp. 81 - 94, 2022. DOI: 10.13189/ujm.2022.100501.
30. Mukite,M. F., and **Makhamara, H.,F.** (2020). The Effect of Resource Utilization on the Performance of the Kenya Commercial Bank in Nairobi City County Kenya: A case of ministry of interior and co-ordination of National Government Kakamega County. The Strategic Journal of Business & Change Management, 7(3), 1082 –1095.
31. **Makhamara, F.H.**, Waiganjo E.W., Kwasira, J. (2016) Influence of Strategic Employee Voice on Employee Performance in the Health Sector in Kenya; *Strategic Journal of Business and Change Management*, ISSN 2312-9492.
32. **Makhamara, F.H.**, Waiganjo E.W., Kwasira, J. (2016) Influence of Strategic Recruitment and Selection on Employee Performance in the Health Sector in Kenya; *Strategic Journal of Business and Change Management*, ISSN 2312-9492.
33. Mutunga., M. J & **Makhamara F.** (2020) “E-invoicing and the performance of small and medium enterprises in Nairobi City County Kenya” The Strategic Journals of Business & Change Management. Volume 7, Issue 3,
34. Navalayo, P.W & **Makhamara F.**, (2020) Performance appraisal on Employee performance at Kibabii University in Bungoma County, Kenya. Journal of International Business, Innovation and Strategic Management Volume 4, Issue 2, 2020, ISSN: 2617-1805
35. Macharia, R. N & **Makhamara, F. H.** (2020). Strategic Planning and Organization Planning in the Ministry of Foreign Affairs in Kenya. International journal of strategic management. Vol. 8 (10) pp 1 – 17.

36. Ngusya A.M. & **Makhamara F.H.** (2019) Business process re-engineering practices and organizational performance of selected commercial banks in Nairobi City County, Kenya. *International journal of strategic management*. Vol. 8 (18) pp 44 – 61
37. Simiyu, A., & **Makhamara F.**, (2020) Strategic positioning and competitive advantage at G4S Kenya, Department of Business Administration, Kenyatta University. Kenya: *International Journal of Innovative Social Sciences & Humanities Research* 8(4):1-19, Oct.-
www.seahipaj.org ISSN: 2354-2926
38. Ndai Judy N., and **Makhamara F.**, (2021) Employee Commitment on Organization Performance at Timaflor company limited in Laikipia County, Kenya. *Strategic Journal of Business and Change Management*, ISSN issue 1 2021, PP132-149
39. Ratemo Veronica, Bula Hannah and **Makhamara, F.**, (2021); *Career Development And Employee Performance In Kenya Forestry Research Institute Headquarter In Muguga, Kiambu County*; ISSN 23480386; Impact Factor: 6.932 [International Journal of Economics, Commerce and Management](#)
40. Makhamara, F.H., Mwathe J. and Bula, H., (2019), *Strategic Employee Welfare Services on Employee Performance in Level Five Public Hospitals in Kenya*, Doctors Association of Eastern Africa Publication: The University Journal Volume 1 Issue 3 2019 ISSN 2519-0997.
41. **Makhamara, F.**, Bula, H., Warue, J.M. and Mugure, J., (2019). Strategic Employee Compensation and Reward on Employee Performance in Level Five Public Hospitals in County Governments in Kenya. *International Business Research* ISBN 978 9966-132-52-9.
42. **Makhamara, F.**, Bula, H., Warue, J.M. and Mugure, J., (2019, Moderating effect of High Performance Work Practices on the Relationship between Trade Union and Productivity in TVET Institutions in Kenya. *International Business Research* ISBN 978 9966-132-52-9
43. Warue J; M; **Makhamara F.** and Gachunga (2019), Influence of Trade Unions management of Collective Bargaining Terms on Productivity in Technical and Evaluation Education Training Institutions in Kenya. *International Business Research*, ISBN 978 9966-132- 52-9
44. Moi, E., Iravo, M, Minja, D and **Makhamara, F**, (2019) Administration of Legal Issues in African Development for Global Sustainability. *International Business Research*. ISBN 978 9966-132-52-9

1.2.2 LEARNING MODULES

- 1.2.2.1 **Makhamara, F.H.**. (2020). Strategic Human Resource Management.. Digital School of Virtual and Open Learning Material for the Department of Business Administration, Kenyatta University.
- 1.2.2.2 **Makhamara, F.H.**. (2020). Organizational Development I. Digital School of Virtual and Open Learning Material for the Department of Business Administration, Kenyatta University.
- 1.2.2.3 **Makhamara, F.H.**. (2020). Organizational Development Level II. Digital School of Virtual and Open Learning Material for the Department of Business Administration, Kenyatta University

- 1.2.2.4 **Makhamara, F.H..** (2020). General Principles of Management. Digital School of Virtual and Open Learning Material for the Department of Business Administration, Kenyatta University.
- 1.2.2.5 **Makhamara, F.H..** (2021). Organizational Behavior and Management . Digital School of Virtual and Open Learning Material for the Department of Business Administration, Kenyatta University
- 1.2.2.6 **Makhamara F and Bula, H.**(2020) Recruitment and Staffing. Digital School of Virtual and Open Learning Material for the Department of Business Administration, Kenyatta University.
- 1.2.2.7 **Makhamara, F H.** and Muli, J. (2020) . Human Resource Management. Digital School of Virtual and Open Learning Material for the Department of Business Administration, Kenyatta University.
- 1.2.2.8 **Makhamara, F H.** and Wanyoike R.W. (2020). Human Resource Management I. Digital School of Virtual and Open Learning Material for the Department of Business Administration, Kenyatta University
- 1.2.2.9 **Makhamara, F.H. and Bula, H** (2020). International Human Resource Management.. Digital School of Virtual and Open Learning Material for the Department of Business Administration, Kenyatta University

1.2.3 REVIEWED CONFERENCE PRESENTATIONS / WORKSHOPS

- **Kimani., E. and Makhamara., F. (2022).** Women Economic Empowerment international conference paper presented by Prof. Elishba Kimani and Dr. Felistus Makhamara on “Utilization of Mobile Telephones by Women in Support of Informal Business in Rural and Urban Markets, in Kiambu County – Kenya”. Paper presented at the 1st International Women’s Economic Empowerment Conference, 6th – 8th July, 2022.
- **Khamala, John Shikuku & Makhamara Felistus** The Influence of Workplace Environment on Judicial Service Employees’ Performance in Kitui County, Kenya. **Paper** presented at the 4th International Business Research and Industrial Conference (IBRIC) 23rd - 24th June 2022- Kenyatta University.
- **Beatrice Wakoli & Makhamara Hilda** Training and Working Environment on Performance of Female Teachers in Secondary Schools in Bungoma Kenya. **Paper** presented at the 4th International Business Research and Industrial Conference (IBRIC) 23rd - 24th June 2022- Kenyatta University.
- **Felistus Hildah Makhamara** and Edna Jemutai Moi, Green Training and Development Practices on Employee Performance in Selected Public Hospitals in Kenya. A Review of Empirical Studies. **Paper** presented at the 3rd International Business Research and Industrial Conference (IBRIC) 2021, held at Kenyatta University on 26th & 27th August 2021.
- **Susan Kafuto Obonyo and Felistus Hilda Makhamara.** Human Resource Management Practices on Employee Job Satisfaction of Kenya Airways Nairobi City County, Kenya. **Paper** presented at the 3rd International Business Research and Industrial Conference (IBRIC) 2021, held at Kenyatta University on 26th & 27th August 2021.
- **Makhamara Felistus and Chikamai, Maureen Mutsachi.** Influence of Strategic Organizational Control on Performance of Tea Companies in Nandi County, Kenya. The **Paper** presented at the 3rd International Business Research and Industrial Conference (IBRIC) 2021, held at Kenyatta University on 26th & 27th August 2021.

- **Makhamara, Felistus Hilda** and Moi, Edna Jemutai (2020) : Reshaping the future of human Resources Management Strategies and the County Governments in Kenya. 2ND International Business Research and Industrial Conference 3rd-4th Dec., 2020 at Kenyatta University. Conference Programme <http://www.ku.ac.ke/ibric/wp-content/uploads/2020/12/IBRIC-2020-Programme.pdf>.
- Simiyu, A., & Makhamara F., (2020) Strategic positioning and competitive advantage At G4S Kenya, International Business Research. ISBN 978 9966-321-327. . 3rd International Business Research and Industrial Conference (IBRIC) 2021, held at Kenyatta University on 26th & 27th August 2021.
- **Fidelis Mukisu Mukite & Felistus H. Makhamara (2020)** Strategy Implementation and the Performance of Kenya Commercial Bank, Nairobi City County, Kenya. 2ND International Business Research and Industrial Conference 3rd-4th Dec., 2020 at Kenyatta University. Conference Programme <http://www.ku.ac.ke/ibric/wp-content/uploads/2020/12/IBRIC-2020-Programme.pdf>
- **Makhamara, F., Warua., W, and Gachunga (2019)** Trade Unions’ Management of Collective Bargaining Terms on Productivity in Technical and Vocational Education Training Institutions in Kenya .**Paper** presented at the 1st International Business Research and Industrial Conference 20th-21st, 2019 at Kenyatta University Northcoast Beach Hotel, Mombasa, Kenya.
- **Makhamara, F, Moi, E, and Minja.,D, (2019).** Administration of Legal Issues in African Development for Global Sustainability. Kenya. Paper presented at International Business Research and Industrial Conference 20th-21st, 2019 at Kenyatta University Northcoast Beach Hotel, Mombasa, Kenya.
- **Makhamara., F., Bula., H., and Mwathe W., (2019).** Strategic Reward and Compensation on performance of Level Five Public Hospitals in County Governments in Kenya. **Paper** presented at International Business Research and Industrial Conference 20th- 21st, 2019 at Kenyatta University Northcoast Beach Hotel, Mombasa, Kenya.
- **Makhamara., F., Bula., H., Mugure and Mwathe (2019).** Moderating effect of Higher performance Work Practices on the Relationship between Trade Unions and Productivity in TVET Institutions in Kenya. **Paper** presented at 1st International Business Research and Industrial Conference 20th-21st, 2019 at Kenyatta University Northcoast Beach Hotel, Mombasa, Kenya.
- **Moi, Edna Jemutai & Makhamara Felistus -** Democratic Governance and Public Policy in Kenya: Giving Voice to Citizens. . 3rd International Business Research and Industrial Conference (IBRIC) 2021, held at Kenyatta University on 26th & 27th August 2021.
- **Faith Linkoi Kaesha D53/0L/CTY/28616/2019-** Employee Relations Practices and Employee Productivity in The Public Hospitals of Laikipia County, Kenya

1.2.4 CONSULTANCY AND PROJECT REPORTS

- **2020 to date: Bill and Melinda Gates Foundation Project:** A Five Year Project : A Researcher for ‘What Works for Women Economic Empowerment at Kenyatta University WEE-HUB – Project ‘*sub-theme*’ Women in Leadership and Governance’.
- **June 2022 – November 2022:-**Consultant: Kenya Agricultural Livestock and Research Organization (**KALRO**)- Conducted Recruitment and Selection of 23 cadres of Employees.

- **2021 to date:** Human Resource Consultant- **Kenya Diaspora Alliance: A Consultant at WIDU Project** - WIDU Platform is an initiative of the Federal Ministry for Economic Cooperation and Development (BMZ) implemented by GIZ
- **2016 – 2017 Trainer** of trainers/researcher with Pastoralists for Peace and Reconciliation initiative (PPRI) in partnership with Mander County and Islamic relief. Project involved empowerment of Youth and Women in the county

1.2.5 OTHER PUBLICATIONS

- 2023- Published an article in **Standard Newspapers** on Wednesday 8th March, 2023 on ‘Mobile Phones Major Catalyst for Women Empowerment and Equality’
- 2022- Published an article in **Standard Newspaper** ‘We Need Research Evidence to boost Womwen Empowerment’-20th January , 2022.

1.2.6 Scholarly participation at Conferences/Workshops/Seminars

- 5th International Business Research and Industrial Conference (IBRIC) 22nd – 23rd June 2023- Kenyatta University. Theme: “Strategic Business, Innovation and Policies for Sustainable Social and Economic Development”
- 4th International Business Research and Industrial Conference (IBRIC) 23rd - 24th June 2022- Kenyatta University. Theme: “Business Reinvention, Innovation and Creativity for Economic Recovery”
- 3rd International Business Research and Industrial Conference (IBRIC) 2021, held at Kenyatta University on 26th & 27th August 2021. “Theme: Building Business Resilience and Sustainability in the Context of Economic Recession and Pandemics”.
- 2nd International Business Research and Industrial Conference (IBRIC). 3rd – 4th December 2020. Conference Programme <http://www.ku.ac.ke/ibric/wp-content/uploads/2020/12/IBRIC-2020-Programme.pdf>. Theme:” Theme: Academia-industry Partnerships For Competitive Innovations and Global Sustainable Development”
- 1st International Business Research and Industrial Conference, 20th – 21st June 2019 at Kenyatta University Northcoast Beach Hotel, Mombasa Kenya, Theme:- Emerging Trends in Business Management for Global Sustainable Development”
- Kenya National Qualifications Authority (KNQA) Virtual stakeholders’ sensitization workshop on recognition of prior learning(RPL) in Kenya 24th June, 2020 from 10am to 11.30 am
- Webinar Workshop for Mentors on 14th October, 2021 - Time: 2.00 - 4.00pm - Theme: Sustainable Leadership. Subtheme: COVID-19: Lessons for our approach to Education and the Environment
- Stakeholders Workshop to validate National Standards and Guidelines for Assessment of National Qualifications in Kenya held on 12th June, 2020.Organized by the Kenya National Qualifications Authority.
- Workshop to Sensitize Stakeholders on the Recognition of Prior Learning in Kenya Held on 29th June, 2020. Organized by the Kenya National Qualifications Authority.
- Participation in a Training of Trainers Workshop for Staff Mentors and Growing Leaders Facilitators organized by DE PAUL University and Kenyatta University, 2021.

- Workshop on capacity building session on planning and conducting Webinars (2021-09-21 at 23) by Bill and Melinda Gates Foundation.
- 28th -29th September, 2021- AFRICAN COUNCIL FOR DISTANCE EDUCATION 6TH ACDE CONFERENCE: Accra Ghana: “Open and Distance Learning, The Continental Education Strategy for Africa and the United Nations Sustainable Development Goal 4 (SDG4)Engagement”
- 1st Regional Multi-disciplinary, Multi-Sectoral Conference on Drug Demand Reduction and Supply Suppression held on the 21st to 23rd February, 2018.

1.3 QUALITY TEACHING, LEARNING AND MENTORSHIP

1.3.1 Excellent Student – Lecturer Evaluation Result

- BHM 822 Human Resource Management – 100%
- BHM 826: Employee Compensation and Reward – 98%
- SSC 808: -Media Communication and Security – 100%
- BHM 301 – Human Resource Management I – 97.70%
- BHM 110- Motivation and Stress Management - 100%
- BHM 446: international Human Resource Management – 100%
- APL 802 : Ethics and Accountability in Leadership and Governance

1.3.2 Training in Higher Education

- Korea International Cooperation Agency (KOICA) Training programme dubbed: KOICA Driving Financial Inclusion Through a Policy Framework for Healthy and Sustainable Food Systems in Kenya-Country Specific Program. This is a 3 year programme that entails virtual training on 28th Sept-6th October 2022 and on site training in south Korea in 2023 and 2024.

1.3.3 ONGOING SUPERVISION

1.3.3.1 PhD Thesis

- Margaret Njeri Muriuki – D86/CTY/27848/2019 : Human Resource Strategic Roles and Performance of Selected Public Universities in Kenya
- Esther Mahiri

1.3.3.2 MSC Thesis

- **Emilly Akinyi Odhiambo D58/CTY/PT/25741/2018:-** Compensation Strategies and Employee Labour Turnover in Five Star Hotels in Nairobi City County, Kenya
- **Kirior Kipchirchir Hillary D58/CTY/PT/20826/2021:** Occupational Health and Safety Programs and Employee Performance of Rural Electrification and Renewable Energy Corporation

1.3.3.3 MBA Projects ongoing

- **Consolata Marigu Njagi C153/OL/CTY/25984/2018** - Effect of Human Resource Strategies on Employee Performance in Health Sector in Embu County Kenya.
- **Maureen Onyango- D53/OL/HEP/22699/2021:** Succession Planning and Employee Performance in the State Department for Public Service, Nairobi City County
- **Rebecca Maitaria- C153/CTY/PT/21815/2012:-**Public Procurement Policies and Organization Performance of Kenyatta International Convention Centre
- **Otieno Daniel Onyango: D53/OL/HEP/22694/2021** Hybrid Working Arrangement and Employee Performance in African Development Bank in Nairobi City County, Kenya.

1.3.4 SUPERVISION OF POSTGRADUATE STUDENTS – COMPLETED

1.3.4.1 Ph.D-Thesis

- **Maina Peter Mburu- D86/CTY/PT/38958/2017-** Workforce Agility Practices and Service Delivery of Police Officers in Nairobi City County, Kenya
- **Kenneth Lwegado Endende HD 412-C012-0812/2013-** Knowledge Management practices and Sustainable Employee Performance in Selected Public Technical Vocational Education and Training Institutions in Kenya. (JKUAT)
- **Esther Mahiri - D/86/CTY/21488/2021:** Multi-Generational Workforce and Service Delivery in The Road Sector in Kenya

1.3.4.2 Mscs THESIS-COMPLETED

- **Veronica Ratemo -D58/CTY/PT/37753/2017-** Reward Management Practices and Employee Performance in Kenya Forestry Research Institute Headquarter in Muguga, Kiambu County, Kenya.
- **Truphosa Apondi Omondi - D58/CTY/28660/2014-** Workplace Welfare Practices and Employee Performance of National Police Service in Nairobi City County, Kenya
- ☐ **Sang Simon D58/CTY/PT/23132/2011 :** Knowledge Management Practices and Performance of Price Water House Coopers Audit Firm in Kenya

1.3.4.3 MBA Projects- COMPLETED

- **Awuor Odwar Lizzy D53/OL/CTY/21148/2022:** Strategic Capabilities and Performance of Selected Manufacturing Small and Medium Enterprises in Nairobi City County, Kenya
- **Sally Minyoso Okanda: D53/20048/2021:**Human Resource Information System and Performance of Quickmart Supermarkets in Nairobi City County Kenya
- **Mutisya Benard Musau: D53/OL/CTY/27964/2019.-** Human Resource Policies And Employee Satisfaction At Retirement Benefits Authority In Nairobi City County, Kenya.
- **Michael Muriuki Imathiu: REG NO: D53/OL/CTY/21670/2021:** Strategic Innovation and Operational Performance of Kenya Breweries Limited, Nairobi City County, Kenya

- **Anthony John Simiyu D53/CTY/PT/39232/2017** Strategic positioning and competitive advantage at G4S Kenya, Department of Business Administration, Kenyatta University. Kenya
- **Priscah Ngea: D53/CTY/PT/21514/2021:** Human Resource Planning and Employee Performance at National Cereals and Produce Board in Nairobi City County Kenya
- **Kipkorir Mutai- D53/38765/2017-** Downsizing Strategies and Performance of Finlays Tea Extract, Kenya in Kericho County
- **Melvin Kemunto Nyakundi- D53/PT/25834/2018** Compensation Systems and Employee Performance at Spinners And Spinners Textile Company In Kiambu County, Kenya.
- **Maureen Mutsachi Chikamai -D53/OL/CTY/27510/2018** Strategic Leadership Practices and Performance of Tea Companies in Nandi County, Kenya.
- **Purity Nthenya Mutuku - D53/OL/NKU/20409/2020 -** Work-Life Balance and Employee Performance in The Energy and Petroleum Regulatory Authority in Kenya.
- **Tabitha Mwongeli Mutuku- C153/OL/CTY/25241/2018-** Employee Initiative Practices and Job Performance in Export Processing Zones in Machakos County, Kenya
- **John Shikuku Khamala D53/CE/34390/2017-** Workplace Environment and Employee Performance In Judicial Service Of Kitui County, Kenya
- **Sophie Nasiloli Makelo D53/CTY/PT/37903/2017** Strategy Implementation and Performance of Meeting Incentives Conferences and Exhibition Tourism In Nairobi City County Kenya
- **Bernard Anjili Ondere- REG. NO. D53/CITY/PT/38682/2017-** Human Resource Management Practices and Employee Performance in The Ministry of Interior and Co-Ordination of National Government in Nairobi City County, Kenya
- **Obonyo.W. Susan C153/OL/CTY/27584/2018-**Effect of Human Resource Management Practices on Employee Job Satisfaction: A Case Of Kenya Airways, Nairobi City County.
- **Nderitu Wangui Eunice C153/OL/CTY/26956/2018** Human Resource Management Practices and Performance of Private Secondary Schools in Nyeri County Kenya
- **Ebbysibah K. Amoro D53/CTY/PT/28121/2018 -** Work-Life Balance and Employee Performance at Geothermal Development Company in Nairobi City County, Kenya
- **Fidelice Mukisu Mukite D53/CTY/OL/32890/2016** Strategy Implementation and Firms' Performance in Kenya: A Case Study Of Kenya Commercial Bank In Nairobi City
- **Julius Mumo Mutunga D53/CTY/PT/37775/2017-** E-Procurement on The Performance Of Small And Medium Enterprises In Nairobi City County Kenya
- **Pacifica Wekesa Nabalayo D53/OL/KKA/32508/2017-** Performance Appraisal on Employee Performance at Kibabii University In Bungoma County
- **Ruth N. Macharia D53/OL/CTY/PT/37436/2017-** Strategic Planning on Organizational Performance: A Case Study of Ministry of Foreign Affairs, Nairobi City County, Kenya
- **Ann Muema D53/OL/CTY/PT/37287/2017** Business Process Re-Engineering Practices

on Staff Turnover of Family Bank Limited in Nairobi City County Kenya

- **Ndai Judy Njeri D53/OL/NYI/32220/2016** - Employee Commitment on Organization Performance at Timaflo Limited, Kenya
- **Waikwa Jane Wairima D53/OL/NYI/32716/2016** Strategic Capabilities and Competitiveness In Banks In Laikipia County
- **Cecilia N Oteri D53/OL/CTY/32912/2016** Work Life Balance and The Performance of women Employees at Selected Audit Firms in Kenya
- **Evah Mugo D53/PT/27923/2019-** Human Resource Practices On Performance Of Middle Level Managers In Public University; A Case Of Kenyatta University
- **Janet Makasi Kiteme D53/CTY/PT/38011/2017** -Change Management Strategies And Performance Of Kenya Broadcasting Corporation Nairobi City County, Kenya
- **Elizabeth Ngila D53/CTY/PT/27013/2018** Outsourcing Human Resource Practices On Performance Of Total Oil Company In Kenya
- **Mwatata Mnyazi D53/NKU/PT/37957/2016** Operational Strategies And Performance Of Small And Medium Enterprises In Nairobi City County, Kenya
- **Stanley Mwonga C159/CTY/PT/24575/2014** Drug Abuse By The Youth And Violence In Kakamega County, Kenya
- **Maureen Muyebeli Muhati D53/CTY/PT/20681/2020:** Reward Systems and Employee Performance at The Technical University of Kenya, Nairobi City County
- **Winnie Sialo Tinkoy C153/CTY/PT/26174/2013:** The Effect of Coordination Techniques on Employee Performance in Public Service Institutions in Kenya, A Case of The Water Sector Trust Fund.
- **Faith Linkoi Kaesha D53/OL/CTY/28616/2019-** Employee Relations Practices and Employee Productivity in The Public Hospitals of Laikipia County, Kenya
- **Tabalia Jedidah Nasambu D53/CTY/PT/38889/2016-** Total Quality Management Practices On The Performance Of Virtual Content Development Teams of Tuko in Kenya
- **Janeth Jeruto C153/CTY/PT/26634/2018:** Wellness Programs and Management of Healthcare Costs In Nairobi Water And Sewerage Company, Kenya

1.4 PROFESSION/CONSULTANCY

1.4.1 Editorial Boards/Referees

- **Member of the Editorial Board for** International Business Research and Industrial Conferences for the following years,
 - 23RD – 24TH, June 2022
 - 26th – 27th June, 2021
 - 3rd – 4th December, 2020
 - 20th – 21st June 2019

1.4.2. Consulting for organizations

- **External Examiner** for Kabarak University School of Business and Economics

1.4.3. Membership to Academic/Professional Bodies

- 2021- Member African Association for Public Administration and Management (AAPAM)
- 2013- Member Kenya Institute of Management- (KIM)
- 2012 - Member Institute of Human Resource Management (IHRM)
- 2019 - Trainer of Trainers – Mentor Kenyatta University
- 2020 - Associate Member Graduate Hub International

1.5 ADMINISTRATIVE RESPONSIBILITIES

1.5.1 Other Responsibilities

- Appointment to Curriculum Committee of School of Business for the purely ONLINE MBA Program
- Member of the departmental Curriculum Committee reviewing TVETA Program
- Member of the board developing the strategic plan for School of Business
- Member of Quality ISO Team for the Department of Business Administration
- Acting Examination Coordinator HRM Department
- Board Member for the School of Humanities on revision for proposal writing guidelines for postgraduate programs (PhD and Masters)
- Chairperson for the departmental Curriculum Committee reviewing the diploma curriculum in line with TVETA Guidelines
- Member of the Board Reviewing the MSc Program in Human Resource Management at the department of Business Administration
- Member of the Board Reviewing PhD programs in the School of Business
- Chairs various panels of defense for postgraduate students in the school of Business
- Board member of various panels for defense for postgraduate students i.e. Graduate School, School of Business, Economics and Tourism and School of Law, Arts and Humanities.
- Served as a secretary to various Boards i.e. Research and Travel Grant Board at the School of Humanities and Social Sciences, School Management Board.
- Member of the committee charged with developing and or revising the format for project and thesis writing at the School of Law, Arts and Humanities.
- Serviced on the Competency Based Committee (CBC) Implementation Committee

1.6. COMMUNITY ENGAGEMENT ND OTHER CONTRIBUTIONS

1.6.1 Community Outreach

- Secretary to the Environmental Committee, Lavington, Amboseli . The committee is charged with the environment of the Estate/Area.

1.6.2 PhD Examination

- Weldon Ngeno PhD/063/2019 Thesis Title : Employee Wellness Programs and Employee Performance of Commercial Banks in Kenya. 13th January 2020.
- Kering Victor Kiptum PhD/065/2019 Thesis Title: Management processes and

Performance of selected Manufacturing SMEs in Nairobi City County Kenya. 15th January, 2020.

- Nathan Mugambi Mwamba GDB/M/1036/09/14 Service Thesis Title: Tipping As A Competitive Advantage Strategy For Performance Of Hotels In Kenya: A Balanced Score Card Perspective. 25th July 2021.- **KABARAK**

1.6.3 MSc Examination

- Paul Santana Oduor M/TH/088/2020 Thesis Title : Occupation Health and Safety Practices and employee performance in Beverage Manufacturing Firms in Nairobi City County Kenya 1st October, 2020

1.6.4 PhD Thesis and Masters Project Examined

- Has examined four (4) PhD Thesis, three (3) MSc Thesis and over 75 MBA projects at Kenyatta University.

REFEREES

Dr. Peri Onono,
Executive Dean,
School of Business Economics and Tourism,
Kenyatta University,
P.O. Box 43844 – GPO, NAIROBI.

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Department of Business. Administration,
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Director, Centre for Gender Equity & Empowerment Full
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