



CURRICULUM VITAE:

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INTRODUCTION:

I hold a Doctor of Philosophy Degree (PhD) in Business Administration (HRM) and Master of Science (HRM) both of Masinde Muliro University of science and Technology. I have over twenty-five years of work experience in teaching and general administration with a successful track record in performance. I have excellent interpersonal and communicative skills. I am a result-oriented achiever, energetic team player with ability to implement and achieve the desired results. I am adaptable to changing situations and work standards, willing to work under pressure with personal integrity. I always meet the set targets. I work amiably with my superiors, alternates as well as subordinates. I approach issues with an open mind and ready to learn at every opportunity. Having worked in the field of teaching and administration up to the management levels, I have a high sense of responsibility, and with my vast experience dealing with people from all walks of life. I am an accomplished and qualified business and management trainer, supervisor with developed management skills who quickly develops rapport with all people. My dynamic and humorous approach helps to create a stimulating learning environment maintaining complete professionalism in all matters business.

PERSONAL PROFILE:

Date of birth: **20th August 1969**

Nationality: **Kenyan**

Marital status: **Married**

Languages spoken: **English, Kiswahili and Luhya**

ACADEMIC BACKGROUND:

University

1. 2015- 2018-Masinde Muliro University of science and technology, Doctor of Philosophy Degree (PhD) in Business Administration (HRM). Title of the thesis: Occupational Health and Safety Practices on Employee Performance in Sugar Companies in Kakamega County, Kenya.
2. 2006-2012 –Masinde Muliro University of science and technology, Master of Science (HRM). Title of the thesis: Effect of Rightsizing on Productivity of Mumias Sugar Company, Kenya.
3. 1998- 2003- Kenyatta University- Bachelor of Education Arts- Upper Second.

College

1. 1990-1992- Highridge Teachers' Training College - Certificate in Education
2. 2015-2016-The Kenya Institute of Management- certificate in Environmental Impact Assessment

Secondary school

1986- 1989 Munami secondary school- C+

Primary school

1978-1985 Munami primary school-KCPE B+

WORK EXPERIENCE:

1. Koyonzo primary school 1992-1998

Examinations council secretary

Class teacher class eight

Best teacher of English in Matungu division

2. Mumias boys 1998-2004

Examinations council secretary

Verse speaking trainer up to nationals

3. Kaimosi TTC 2004-2015

Students' Personal tutor

Zone supervisor for Teaching Practice schools

Chairman Religious Studies

Verse speaking trainer up to nationals

4. Masinde Muliro University 2015-2017

Lecturer department of Business Administration and Management Sciences

5. Kaimosi Friends University College 2017-To date

Lecturer department of Business Administration and Management Sciences

In- charge University marketing

Coordinator directorate of research and linkages

University Timetable and Examinations Coordinator

Acting Chairman Department of Commerce: 23rd February-21st March 2016 and 18th April -10th May 2016

Member of the short listing committee for staff who applied for the posts of Administrative/Senior Assistant Dean of students/Senior assistant Librarian in Kaimosi Friends University College 2016.

University Chairman of the ad hoc inspection committee

Chairman Human Resource Committee

CURRENT RESPONSIBILITIES:

1. Director: NEHCIP, Bishop Hannington T.T.C. and Western Devolution Contractors Company Ltd.
2. Registered member of the Kenya Institute of Management (KIM).
3. Registered member of the Institute of Human Resource Management (IHRM).
4. Registered member of the Society of Educational Research and Evaluation in Kenya (SEREK)
5. Member of the Koyonzo girls' secondary school Board of Management (BOM).
6. Chairman Business Administration and Management Science, Kaimosi Friends University College.

CONFERENCES, SEMINARS AND WORKSHOPS ATTENDED:

1. Seminar for Teachers' Training College Tutors: 16th -17th October 2008. Kaimosi teachers' Training College (TTC).
2. Item Writing Workshop: April 2011. Kenya Institute of Curriculum Development (KICD).
3. Staff Seminar Performance Contracting: November 2011. Kaimosi TTC.
4. Resource mobilization training workshop from 23rd to 26th October 2012. Methodist Guest House, Nairobi.
5. University of Venda and Mmust Workshop on Proposal Writing and Student Supervision: November 2015. Bishop Stam.

6. Seminar on Management of University Teaching and Learning Processes: September 2016. Kaimosi Friends University College (Kafuco).
7. National Research Fund Workshop on Strategic Planning November 2016. Nairobi Safari Club.
8. Seminar on Attempts at Best Practices in Teaching, Learning and Assessment: Jan. 2017 Kafuco.
9. ODeL training workshop on preparation and uploading online resources May 2017, Kafuco.
10. Seminar on Strategies for Quality in Teaching, Learning and Assessment Sept. 2017, Kafuco.
11. Team Capacity Enhancing Programme for Grants Proposal Writing workshop July 2018, Kafuco.
12. 5th Annual Society of Educational Research and Evaluation in Kenya (SEREK) International Conference. Catholic University of Eastern Africa (CUEA), Nairobi Kenya 14th to 16th November 2018. *Title of the Presentation: (The Moderating Effect of Organization Culture on the Relationship between Occupational Health and Safety Practices and Employee Performance in Organizations).*
13. Postgraduate Seminar. Masinde Muliro University of science and technology 4TH – 6TH Dec. 2018.
14. Research Capacity Building Seminar on Grand Proposal Writing February 2019, Kafuco.
15. 6th Annual Society of Educational Research and Evaluation in Kenya (SEREK) International Conference. Egerton University, Nakuru Kenya 7th to 9th July 2019. *Title of the Presentation: (The Effect of Occupational Health and Safety Audit On Employee Performance in Manufacturing Firms in Kenya).*
16. 7th Annual Society of Educational Research and Evaluation in Kenya (SEREK) International Conference. Mwenge Catholic University, Moshi- Tanzania 13th to 14th February 2020. *Title of the Presentation: (The Influence of Staffing on the Quality of Education in Public Secondary Schools in Kakamega County, Kenya).*
17. Occupational Safety and Health Seminar on Fire, Health and Safety at the Workplace 17th April 2020 at Kafuco.

PUBLICATIONS:

1. Murasi wa Andala and Otsyulah Joseph Okumu; *KCPE English Revision for Standard Eight*. (ISBN 9789966706126), Lurambi publishers, Kakamega 2006.
2. Otsyulah Joseph Okumu; *Effects of Rightsizing on Productivity of Mumias Sugar Company in Kenya*. Lambert Academic Publishers 2013. Available at: www.lap-publishing.com/
3. Otsyulah Joseph Okumu and Francis Were Wanyika; *Assessment of Practices Used in Retention of Knowledge Workers in Sugar Companies in Western Kenya*. Lambert Academic Publishers (ISSBN 9786139862726) 2015. Available at: www.lap-publishing.com/
4. Otsyulah Joseph Okumu and Dr. Mary Nasibi *Effect of Rightsizing on Productivity of Mumias Sugar Company in Kenya*. The International Journal of Business & Management (ISSN 2321 – 8916) 319 Volume 3 Issue 3 March, 2015. Available at: www.theijbm.com
5. Otsyulah Joseph Okumu; *The Occupational Health and Safety Practices in Mumias Sugar Company*. Lambert Academic Publishers (ISSBN 9783659958106) 2016. Available at: www.lap-publishing.com/
6. Otsyulah Joseph Okumu; *The Effect of Occupational Health and Safety Practices on Organizational Productivity. A Case of Mumias Sugar Company in Kenya*. *International Journal of Business and Management Invention* ISSN (Online): 2319 – 8028, ISSN (Print): 2319 – 801X www.ijbmi.org // Volume 5 Issue 10 // October. 2016 // PP—108-113 [http://www.ijbmi.org/papers/Vol\(5\)10/M051001080113.pdf](http://www.ijbmi.org/papers/Vol(5)10/M051001080113.pdf)
7. Otsyulah Joseph Okumu; *The Implementation and Sustenance of Employee Wellness and Ill-Health Prevention in Organizations*. *International Journal of Business and Management Invention* ISSN (Online): 2319 – 8028, ISSN (Print): 2319 – 801X www.ijbmi.org // Volume 6 Issue 3 // March. 2017 // PP—36-40 www.ijbmi.org
8. Otsyulah Joseph Okumu; *Effects of Monetary Policy Tools on Financial Performance of Commercial Banks in Kenya*. Lambert Academic Publishers (ISSBN 9783659661389) 2018. Available at: www.lap-publishing.com/
9. Otsyulah Joseph Okumu, Dr. Tibbs Y. Charles, Dr. Ojera B. Patrick; *The Effect of Occupational Health and Safety Inspection on Employee Performance in Sugar Companies in Kakamega County, Kenya*. *IOSR Journal of Business and Management (IOSR-JBM)* e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 20, Issue 9. Ver. IV (September. 2018), PP 05-11 www.iosrjournals.org DOI: 10.9790/487X-2009040511 www.iosrjournals.org

10. Otsyulah Joseph Okumu; Dr. Ojera B. Patrick, Dr. Tibbs Y. Charles; *The Effect of Occupational Health and Safety Awareness on Employee Performance in Sugar Companies in Kakamega County, Kenya*. EPRA International Journal of Multidisciplinary Research (IJMR) ISSN (Online): 2455 - 3662 Volume: 4 | Issue: 10 | October 2018.
11. Atieno Mary Anne and Dr. Joseph Okumu Otsyulah; *Influence of Employee Assistance Programs on Job Satisfaction in Maseno University, Kenya*. www.strategicjournals.com, Strategic Journals ISSN 2312-9492 (Online) 2414-8970 (Print). Vol. 6, Iss. 4, pp 885 - 901 October 26, 2019.
12. Esther N, M. and Dr. Otsyulah, J. O. *Influence of Physical Facilities on Quality of Education in Public Secondary Schools of Luanda Sub-County, Kenya*. Journal of Education ISSN 1569-9986 1(5) October, 2019. Available online at: www.targetjournals.com
13. Dr. Otsyulah Joseph Okumu (PhD) *Influence of Family Coaching on Academic Performance of Pupils in Trans Nzoia County, Kenya*. International Journal of Business and Management Invention (IJBMI) ISSN (Online): 2319-8028, ISSN (Print):2319-801X www.ijbmi.org || Volume 9 Issue 6 Ser. V || June 2020 || PP 09-15 Available online at: www.ijbmi.org

MASTERS STUDENTS SUPERVISED TO COMPLETION:

1. PAMELA SIKOLIA MURAMBI-L50/81772/2015 Title of the thesis: *Influence of Non-Governmental Organizations' Activities on Academic Performance of Primary School Pupils in Trans Nzoia County, Kenya*.
2. ROSE AKEYO LUBANGA-L50/76733/2014 Title of the thesis: *Factors that Influence the Safety of Drinking Water in Butere Sub-County, Kakamega County, Kenya*.
3. ATIENO MARY ANNE- HD312-CO12-8196/2015 Title of the thesis: *Influence of Employee Assistance Programs on Job Satisfaction in Maseno University, Kenya*.
4. ESTHER NACHANGO MAKENDO-L50/10155/2018 Title of the thesis: *Influence of Resources on Quality Education in Public Secondary Schools in Luanda Sub-County of Vihiga County, Kenya*.
5. PETER VIKIRU-L50/77943/2015 Title of the thesis: *Influence of Microfinance Services on the Implementation of Women Development Projects in Mumias East Sub County, Kakamega County, Kenya*.

ONGOING SUPERVISION:

PhD STUDENTS

1. MASINDE STEPHEN WEKESA- HD 433-C009-5951/2014 Title of the thesis: *Effect of External Environment Moderated by Organizational Capabilities on Performance of Sugar Manufacturing Firms in Kenya.*
2. MAKHANU ROSELYNE- HD 738-C281-8759/2018 Title of the thesis: *Influence of High Involvement Workplace Practices on Employee Commitment in the Civil Service in Kenya.*

MASTERS STUDENTS

1. ATIENO ELIZABETH OGADA MBA/53093/2016 Title of the thesis: *Influence of Experiential Interventions on Employee Performance: A Survey of Public Secondary Schools in Bondo Sub County, Kenya*
2. PAMELA KUSA BUSUNGU MBA/2015/21886 Title of the thesis: *Appraisal of Generic Strategies on Growth of Msme, A Case Study of Kakamega County, Kenya.*
3. MICHAEL MUSA OCHIENG MBA/2017/74090 Title of the thesis: *Assessments of the Impact of Organization Culture on Financial Performance in Kenya a Case Study of Nzoia Sugar Company in Bungoma County, Kenya.*
4. MASINDE ANDYBA BHR/H/006/2018 Title of the thesis: *Effect of Quality Work Life on Organization Commitment Amongst Nurses in Public Hospitals in Bungoma County, Kenya.*
5. FRANCISCA NAFULA SIMIYU HDE324-C009-1896/2018 Title of the thesis: *Effects of Purchasing Operations on Efficiency of Services in Organizations:(A Case Study of Nzoia Sugar Company), Kenya.*
6. CLEOPHAS ODHIAMBO OMANYO HD317-C009-4393/2013 Title of the thesis: *Factors Determining the Performance of Infrastructure Projects in the County Government of Kakamega, Kenya.*

7. ZIPPORAH MMBASU-L50/89943/2018 Title of the thesis: *Influence of the Work Environment on the Performance of the Police Service in Kakamega County, Kenya.*
8. TONNY LOMANIKO LOKINEI-L50/78894/2018 Title of the thesis: *Influence of Oil drilling Exploration on Economic Empowerment of the local Community in Lokichar, Turkana County, Kenya.*

REFEREES:

1. Rt. Rev. Bishop Emeritus Beneah Salalah P. O. Box 213, MUMIAS. Tel. 0722550941.
2. Dr. Mary W. Nasibi P.O. Box 43844, NAIROBI. Tel. 0722377828.
3. Mr. Erastus Were P. O. Box 5192, ELDORET. Tel. 0721586474.