



CURRICULUM VITAE:

Name: **PROF. OTSYULAH JOSEPH OKUMU, CHRP (K)**

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INTRODUCTION:

I am an associate professor of Human Resource Management. I hold a Doctor of Philosophy Degree (PhD) in Business Administration (Human Resource Management) and Master of Science (Human Resource Management) both of Masinde Muliro University of science and Technology. I have over thirty 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 a vast experience of dealing with people from all walks of life.

I am innovative, creative and a strategic thinker, qualified leadership 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 (Human Resource Management).

Title of the thesis: *Effect of 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 (Human Resource Management).

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 (P1)
2. 2015-2016-The Kenya Institute of Management- certificate in Environmental Impact Assessment (EIA)
3. 2020- The Kenya School of Government-Job Evaluation in the Public Service (Job Evaluation)
4. 2021-2022- Dominion Technical College-Human Resource Management Professional Examination (CHRP-K)

5. January to June 2025 Kenya National Innovation Agency (KENIA) - Startup School edition
Innovation three module Training.

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 of science and technology 2015-2017

Lecturer department of Business Administration and Management Sciences

5. Kaimosi Friends University

2017-To date

Lecturing department of Business Administration and Management Sciences

In- charge University marketing

Coordinator directorate of Research and Linkages

University Timetable and Examinations Coordinator

Chairman Department of Business Administration and Management Sciences

Director university linkages, alumni and career services

CURRENT RESPONSIBILITIES AND AFFILIATIONS:

1. Director: Bishop Hannington T.T.C. and Western Devolution Contractors Company Ltd.
2. Registered member 44358 of the Kenya Institute of Management (KIM).
3. Registered member 13108 of the Institute of Human Resource Management (IHRM).
4. Registered member 260/20 of the Society of Educational Research and Evaluation in Kenya (SEREK)
5. Chairman Koyonzo girls' secondary school Board of Management (BOM).
6. Member of the St Charles Lung'anyiro secondary school BOM.
7. Member of the Namberekeya secondary school BOM.
8. Member of the Human Resource Advisory Committee Kaimosi Friends University (KAFU).
9. Director of University Linkages, Alumni and Career services (DULACS), KAFU.
10. Member of the Job Description Advisory Committee, KAFU.
11. Director Real-time (Human Resource Management) Consultancy and trainings.
12. Member of the Quality Assurance and Management Systems Committee, KAFU.

14. Member of Competency Committee, KAFU.
15. Chairman Kaiversity Sacco of Kaimosi Friends University staff.
16. Vice chairman of the Society of Educational Research and Evaluation in Kenya (SEREK).
17. Academic programme leader for Bachelor of Science in Economics and Statistics.
18. Academic programme leader for Master of Business Administration.
19. Member of University Research Board, KAFU.
20. Member of board of management Wanga Technical 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 training workshop: April 2011. Kenya Institute of Curriculum Development (KICD).
3. Staff Seminar Performance Contracting: November 2011. Kaimosi TTC.
4. Resource mobilization training workshop organized by Act and Changieni Rasilimali Facility in conjunction with the embassy of Sweden and UKaid 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 (Kafu).
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 KAFU.
9. ODeL training workshop on preparation and uploading online resources: May 2017, KAFU.

10. Seminar on Strategies for Quality in Teaching, Learning and Assessment: Sept. 2017, KAFU.
11. Team Capacity Enhancing Programme for Grants Proposal Writing workshop: July 2018, Kafu.
12. The 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, KAFU.
15. The 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. The 7th Annual Society of Educational Research and Evaluation in Kenya (SEREK) International Conference. Mwenge Catholic University, Moshi- Tanzania 12th 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, KAFU.
18. HIV/AIDS-COVID-19 Webinar from 13th May to 11th July 2020 at KAFU.
19. Chairpersons' forum: Leadership during Covid-19 on 14th August, 2020 at Royal Gardens-Milimani. Kisumu.
20. Job description and evaluation training from 2nd – 6th November 2020 at the Kenya School of Government (KSG) Nairobi.
21. Enterprise Risk Management Training from 27th to 29th January 2021, Kafu.

22. Basic Occupational Safety and Health Training Course from 26th to 29th May 2021 organized by the Kenya government, ministry of Labour and Social protection. Directorate of Safety and Health Services.
23. ISO 9001:2015 Implementers Training Course from 9th to 11th June 2021 at Golf hotel Kakamega.
24. The 8th Annual Society of Educational Research and Evaluation in Kenya (SEREK) International Conference. Covid 19 Lessons for now and future. Online from 25th to 26th November 2021.
25. Directorate of Graduate Studies (DGS) Training Workshop for Postgraduate Supervisors and Examiners on 21st July, 2021 at Kaimosi Friends University.
26. The 9th Annual Society of Educational Research and Evaluation in Kenya (SEREK) International Conference. South Eastern Kenya University (SEKU) in Kitui from 5th to 6th of May 2022. Title of the Presentation: *(The effect of occupational health and safety on employee performance in sugar manufacturing firms of western region, Kenya).*
27. ISO 9001:2015 and ISO 9001:2018 Internal Quality Auditors Training from 10th to 12th June 2022 at Golf club in Kakamega.
28. Organized the 10th Annual Society of Educational Research and Evaluation in Kenya (SEREK) International Conference at Kaimosi Friends University (Kafu) from 11th to 12th of May 2023.
29. The 6th International Conference at Machakos University held from 29th to 31st May 2024 (The Influence of Staffing on the Quality of Education in Public Secondary Schools in Kakamega County, Kenya.)

EXTERNAL EXAMINER

1. South Eastern Kenya University (SEKU)
2. Koitalel Samoei University College a constituent college of the University of Nairobi

PUBLICATIONS:

1. Murasi A. I. and Otsyulah J. O; *KCPE English Revision for Standard Eight*. (ISBN 9966706127), 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 Volume 5 Issue 10 October. 2016 PP—108-113 www.ijbmi.org.
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*. Strategic Journals ISSN 2312-9492 (Online) 2414-8970 (Print). Vol. 6, Issue 4, pp 885 - 901 October 26, 2019. Available online at: www.strategicjournals.com/
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
14. Simiyu, F. N., Kadima, J. M., and Otsyulah, J. O. *Influence of Technology Use on Procurement Performance in Nzoia Sugar Company Limited, Bungoma County; Kenya*. Strategic Journals Print ISSN: 2414-8970 Online ISSN: 2312-9492. Vol. 8, Issue 1, pp 662 – 673. March 11, 2021. Available online at: www.strategicjournals.com/
15. Omanyoo, C. O., and Otsyulah, J. O. *Impact of Monitoring Practices on the Performance of Modern Market Projects in the County Government of Kakamega*. Strategic Journals Print ISSN: 2414-8970 Online ISSN: 2312-9492. Vol. 8, Iss. 1, pp 791 – 803. March 16, 2021. Available online at: www.strategicjournals.com/
16. Kachisa, P. W., Kadima, J. M., & Otsyulah, J. O. *Effect of Product Differentiation Practice on Performance of Sugar Companies in Western Kenya*. The Strategic Journal of Business & Change Management. ISSN 2312-9492 (Online) 2414-8970 (Print). Vol. 8, Iss. 4, pp 68 – 80. October 5, 2021. Available online at: www.strategicjournals.com
17. Otsyulah J. O. *Management of Organizations* Williams Publishers Ltd ISBN: 9789914400755 Nairobi, Kenya. First edition 2022.

18. Mbiti M. J. & Dr. Otsyulah J. O. *Power Distance and Strategy Realization in Government Owned Organizations* European Journal of Business, Economics and Accountancy Vol. 10, No. 1, 2022 ISSN 2056-6018 Progressive Academic Publishing, UK Page 24 www.idpublications.org
19. Janet Mongina, Denis Ouma, Joseph Otsyulah *Control Activities and Credit Risk in Registered Deposit Taking Saccos in Western Kenya* American International Journal of Business Management (AIJBM) ISSN- 2379-106X, www.aijbm.com Volume 5, Issue 10 (October-2022), PP 55-60 Available at: www.aijbm.com.
20. Janet Mongina, Otsyulah Joseph, Ouma Denis *Risk Assessment and Credit Risk in Registered Deposit Taking Saccos in Western Kenya* Published in Volume 7 Issue 11, November-2022 Paper ID - IJRTI2211011 International Journal of Science & Engineering Development Research (www.ijrti.org), ISSN:2455-2631, Vol.7, Issue 11, page no.68 - 73, November-2022, Available at: <http://www.ijrti.org/papers>
21. Engede Moreen, Kiganda Evans, Otsyulah Joseph *Impact of Air Pollution and Health Expenditure on Under-Five Years Mortality Rate in Kenya: Application of Air Pollution on Under-Five Years' Mortality Rate* American International Journal of Business Management (AIJBM) ISSN- 2379-106X, Volume 5, Issue 11 (November-2022), PP 01-09, Available at: www.aijbm.com
22. Calystus Ayodi, Otsyulah Joseph, Evans Kiganda *Payables Management and Financial Value of Commercial Banks in Kenya* European Journal of Economic and Financial Research ISSN: 2501-9430 ISSN-L: 2501-9430 Volume 6 Issue 3 2022 Available on-line at: <http://www.oapub.org/soc>
23. Oketch M., Dr. Okwemba E., Dr. Otsyulah J. *Influence of Heuristic Decision Making on Organizational Performance of Vocational Training Centers in Vihiga County, Kenya.* International Journal of Advanced Research and Publications ISSN: 2456-9992. Volume 5 Issue 11, November 2022 Available on-line at: www.ijarp.org
24. Kundu C. N. Edith , Dr. Ayub Shitseswa and Dr. Joseph Okumu Otsyulah *Effect of Culture Levels on Service Delivery in County Governments Western Region, Kenya.* Scientific Research Journal of Economics and Business Management. SSN 2788-9491 (Print) ISSN 2788-9505 (Online) Vol-2, Iss-6 (Nov-Dec, 2022): 59-70.Available on <https://isrpgroup.org/srjebm/>
25. Christine A. Masinde Janet Manyasi Otsyulah O. Joseph Robert O. Onyango *Effect of Quality of Work Life on Organizational Commitment amongst Nurses in Public Hospitals in Bungoma County* International Journal of Multidisciplinary and Current Research ISSN: 2321-3124 532|Int. J. of Multidisciplinary and Current research, Vol.10 (Nov/Dec 2022) Available at: <http://ijmcr.com>

26. Dr. Joseph Okumu Otsyulah, PhD & Carolyn Kerubo Gesimba *The Extent to Which the Nature of Employment Determines the Use of Mortgage as A Source of Finance in Nandi South District, Kenya*. The Strategic Journal of Business & Change Management. ISSN 2312-9492 (Online) 2414-8970 (Print). Vol. 10, Iss.2, pp 1397 – 1407. June 20, 2023. www.strategicjournals.com.
27. Otsyulah J. O. *Management of People* Williams Publishers Ltd ISBN: 9789914704228 Nairobi, Kenya. First edition 2023
28. Mchaizi, V., Okwemba, E., & Otsyulah, J. (2023). *Influence of adhocracy culture on performance of public universities in Western Kenya*. The Strategic Journal of Business & Change Management, ISSN 2312-9492 (Online) 2414-8970 (Print). Vol. 10, Iss.4, pp 326 – 340. October 22, 2023. www.strategicjournals.com ©Strategic Journals
29. Patrick Malongo Lidovolo¹, Otsyulah Joseph, Margaret Atieno Omondi *Control Activities and Financial Accountability Lessons from The National Government Constituencies Development Fund in Kenya* ISSN: 2501-9430 ISSN-L: 2501-9430 Volume 7 | Issue 3 | 2023 European Journal of Economic and Financial Research Available on-line at: <http://www.oapub.org/soc>
30. Beldine Cherubet, Joseph Otsyulah, Wanyama S. Mackton *The Influence of Human Resource Compliance Audit on Employee Performance of Public Universities in Western Kenya*. European Journal of Human Resource Management Studies ISSN: 2601 - 1972 ISSN-L: 2601 - 1972 Volume 7 | Issue 1 | 2023 Available on-line at: <http://www.oapub.org/soc>
31. Victor Mchaizi, Dr. Emily Okwemba, Dr. Joseph Otsyulah, *Influence of Clan Culture on Performance of Public Universities in Western Kenya*. Reviewed Journal International of Business Management, ISSN: 2663 – 127X Vol. 4, Iss. 1 (2023), pp 448–461, October 22, 2023. Available on-line at: www.reviewedjournals.com, ©Reviewed Journals.
32. Christine A. Masinde Janet Manyasi Otsyulah O. Joseph Robert O. Onyango *Moderating Effect of Organizational Culture on the Relationship between Quality of Work Life and Organizational Commitment Amongst Nurses in Public Hospitals in Bungoma County* Vol. 4 (Iss. 2) 2023, pp. 745-753 African Journal of Empirical Research ISSN 2709-2607745 Licensed Under Creative Commons Attribution (CC BY-NC) Available at: <https://ajernet.net>
33. Wilberforce Kitiezo Gwadoya ,Joseph Otsyulah *The Influence Of Career Development Strategy On Employee Performance Of Level Five Hospitals In Kenya -The Case Of Vihiga County Referral Hospital* DOI: 10.46827/ejhrms.v7i1.1587 Volume 7 | Issue 1 | 2023 ISSN: 2601 – 1972 ISSN-L: 2601 – 1972. European Journal of Human Resource Management Studies. Available on-line at: <http://www.oapub.org/soc> Copyright © The Author(s). All Rights Reserved
34. Micheal Musa Ochieng, Otsyulah Okumu *Influence of Employee Attitudes on Employee Performance in Nzoia Sugar Company in Bungoma County, Kenya* Volume-9 | Issue-7 | October,

2023 ISSN: 2455-6661 IJRDO - Journal of Business management Available on-line at: <https://doi.org/10.53555/bm.v9i7.5883> Copyright (c) 2023 IJRDO - Journal of Business Management

35. Agire Kelvin , Dr. Joseph Otsyulah , Dr. Emily Okwemba *Influence of Differentiation Strategies on the Organizational Performance of Tier Two Network Service Providers in Kenya* Volume 8 Issue 10, October-2023 Volume 8, Issue 10 | ISSN: 2456-3315 International Journal for Research Trends and Innovation Available on-line at: www.ijrti.org
36. Cherubet B. and Otsyulah J.: *The Influence of Human Resource Compliance Audit on Employee Performance of Public Universities*. Generis publishing ISBN: 9798892484428 Available on-line at: <http://www.generis-publishing.com>
37. Wilberforce Kitiezo Gwendoya, Kiganda Evans, Otsyulah Joseph; *The Effect of Marketing Innovation Strategies on Organizational Performance of County Referral Hospitals in Kenya*. American International Journal of Business Management (AIJBM) ISSN- 2379-106X, Volume 07, Issue 08 (August- 2024), PP 95-105 Available on-line at: www.aijbm.com

PHD STUDENTS SUPERVISED TO GRADUATION:

1. PATRICK MALONGO LIDOVOLLO-DGS/DBA/H/0001/2020 Title of the thesis: *Internal Controls and Financial Accountability of National Government Constituencies Development Fund in Kenya*.

MASTERS STUDENTS SUPERVISED TO GRADUATION:

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.*
6. FRANCISCA NAFULA SIMIYU HDE324-C009-1896/2018 Title of the thesis: *Influence of Technology Use on Procurement Performance in Nzoia Sugar Company Limited, Bungoma County; Kenya.*
7. 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.*
8. PATRICK WASWA KACHISA HDB-311-C009-5621/2016 Title of the thesis: *Strategic Adaptation Practices and Performance of Sugar Companies in Western Kenya.*
9. 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.*
10. JANET MONGINA-DGS/MBA/G/0021/2020 Title of the thesis: *Internal control systems and Credit Risk of deposit taking savings and credit cooperative societies in Western Kenya.*
11. ENGEDE MOREEN-DGS/ECO/G/0003/2020 Title of the thesis: *Effect of Air Pollution and Health Expenditure on Under-Five Years Mortality Rate in Kenya: Application of Air Pollution on Under-Five Years' Mortality Rate in Kenya.*
12. CALYSTUS AYODI-DGS/MBA/G/0013/2020 Title of the thesis: *Working capital Management and Financial Value of Commercial Banks in Kenya.*
13. OKETCH MARGARET AYAKO-DGS/MBA/G/0007/2019 Title of the thesis: *Strategic decisions making approaches on Organizational Performance of Vocational Training Centers in Vihiga County, Kenya.*
14. KUNDU EDITH-MBA/G/01-55930/2017 Title of the thesis: *Effects of School Culture on Academic Performance of Public Secondary Schools in Webuye Sub County, Bungoma County.*
15. 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.*

16. *BELDINE CHERUBET -DGS/MBA/G/0015/2019 Title of the thesis: Human Resource Audit and Employee Performance in Public Universities in Western Kenya.*
17. *AGIRE KELVIN- DGS/MBA/G/0008/2020 Title of the thesis: Influence of Differentiation Strategies on the Organizational Performance of Tier Two Network Service Providers in Kenya*
18. Victor Mchaizi- *DGS/MBA/G/0017/2020 Title of the thesis: Influence of Clan Culture on Performance of Public Universities in Western Kenya.*
19. Wilberforce Kitiezo Gwadoya - *DGS/MBA/G/0007/2022 Title of the thesis: Innovation Strategies and Organizational Performance of County Referral Hospitals In Kenya*
20. Christine A. Masinde BHR/G/02-52527/2018 *Title of the thesis: Effect of Quality of Work Life on Organizational Commitment Amongst Nurses in Public Hospitals in Bungoma County.*
21. Rose Pammi Busolo- *MBA/2021/83726 Title of the thesis: The Leadership Styles on Organizational Performance in the Kakamega County Government*

RECOGNITION, AWARDS AND HONOURS:

1. On 09/01/2023 donated university level books entitled: “**MANAGEMENT OF ORGANIZATIONS**” authored by myself to Kaimosi Friends University Library.
2. On 31/05/2023 attracted educational resources from the Society of Educational Research and Evaluation in Kenya (SEREK) to Kaimosi Friends University Library.
3. March 2025 got an award from Kaimosi Friends University internal research fund of Kshs 385,881.

REFEREES:

1. Prof. Alala Benedict P.O. BOX 190 -50100, Kakamega.Tel. 0713469910.
2. Prof. Tibbs Yugis P.O. BOX 190 -50100, Kakamega.Tel. 0720452986.
3. Dr. Wangatya Ralph. P.O. BOX 190 -50100, Kakamega.Tel. 0722233267.