

ELEGWA MUKULU, PhD

Professor of Entrepreneurship

P.O. Box 305-00621, Nairobi, Kenya
Cellphone: +254-720-872974; +254-734-514347
E-mail: elegwam@yahoo.com

Professional Summary

Highly analytical Professor and Consultant with 15+ years of experience leveraging deep subject matter expertise in Entrepreneurship to drive both academic research and real-world business solutions. Proven expertise in training, strategic planning, marketing, finance, operations and project management to deliver impactful results in complex environments.

Core Skills

Entrepreneurial Mindset
Industry knowledge
Relationship building
Strategic design
Project management
Customer relationship management

Education

Ph.D. in Entrepreneurship at University of Illinois in 2004
M.A. in Communication at Michigan State University in 1983
B.A. in Education, Literature, and History at University of Nairobi in 1974

Work History

Jomo Kenyatta University of Agriculture and Technology (A prestigious teaching institution in Kenya)

Full Professor of Entrepreneurship May 2017 to Present
Currently teaching Ph.D. in Entrepreneurship, Ph.D. Human Resource Management, Ph.D. Business Administration classes, and MSc in Entrepreneurship and Human Resource Management classes,

Associate Professor of Entrepreneurship 2012 to 2017
Taught Ph.D. in Entrepreneurship, Ph.D. Human Resource Management, Ph.D. Business Administration classes, Ph.D. in Supply Chain Management, MSc in Entrepreneurship classes, MSc in HRM classes.

Senior Lecturer of Entrepreneurship. 2007 to 2012
Taught Ph.D. in Entrepreneurship, Ph.D. Human Resource Management, Ph.D. Business Administration classes, MSc in Entrepreneurship classes, MSc in HRM classes.

Lecturer of Communication. 1992 to 2007
Taught Ph.D., master's and bachelor's classes, communication skills including oral communication, written communication, and nonverbal communication, and entrepreneurship, management, human resource management, research methodology.

**Management Responsibility: Jomo Kenyatta University of Agriculture and Technology
Principal, College of Human Resource Development 2014 to 2024**

Offered educational leadership, strategic planning, and administrative oversight to over 10,000 students and 500 faculty.

Fostered the academic vision of the College, managed staff and faculty, ensured the college's smooth operation, and represented the institution in the community.

Increased graduation completion rate by 15% by minimizing cases of missing marks from the Faculty.

Dean - School of Human Resource development. 2010 to 2014

Director - Director of Information Technology Centre. 2005 to 2009

Director - Director of Institute of Human Resource Development. 1997 to 1999

Kaduna Polytechnic, Kaduna, Nigeria 2009 to 2011

Part-time lecturer. Taught pre-doctoral and doctoral students, planning for entrepreneurship growth, managing small enterprises.

United States International University, Nairobi, Kenya 1998 to 2009

Part-time lecturer. Taught English composition, business communications.

Kenya School of Monetary Studies, Nairobi, Kenya 1998 to 2004

Part-time lecturer. Taught business communications.

Kenya Technical Teachers College, Nairobi, Kenya 1978 to 1991

Lecturer. Taught English language, literature, business communication and technical communication.

Head of Department. Head of Department of English. 1989 to 1991

Kericho High School, Kericho, Kenya

Teacher. Taught English and literature. 1976 to 1977

Head of Department. Head of Department of English. 1976 to 1977

Kabianga High School, Kericho, Kenya

Teacher. Taught English and literature. 1974 to 1975

Consultancy Experience

- Trained 30 Pasha Project trainers for the Kenya ICT Board from July 6, 2009
- Trained 40 Pasha Project entrepreneurs for the Kenya ICT Board from January 15, 2009 to January 30, 2009
- Trained 40 courier staff in *Effective Communication* for POSTA at General Post Office Building, on February 28, 2008.
- Evaluated Africa Harvest Biotech Foundation in Kenya and South Africa, from August 2007 to December 2007.

- Trained a total of 102 employees, middle managers and top managers in *Effective Communication* for POSTA at Kenya College of Communications Technology, on September 17-19, 2007, September 20-22, 2007, October 1-3, 2007 respectively.
- Trained 100 entrepreneurs in *Group dynamics* for Faulu at Karen Campus of JKUAT, February 6 -8, 2007.
- Trained trainers in *Use of case study for training* for Faulu at JKUAT on January 31, 2007.
- Trained 50 administrative assistants from JKUAT in Building managerial competencies for university administrators for JKUAT at Kenya School of Monetary Studies on November 17, 2006.
- Trained 60 entrepreneurs from Thika District in Diversification in micro and small enterprises for a Global Business School Network Africa Small and Medium Business Training Workshop at African Institute for Capacity Development on June 30, 2006.
- Coordinated a workshop for Institute of Education, University of London on *Globalisation, Education and Development* at Hotel Intercontinental, Nairobi, September 1-2, 2005.

Related Professional Experience

Editor-in-Chief. *Journal of Human Resource and Entrepreneurship Development.* 2006 to 2016

Editorial Board Member *Journal of Agriculture Science and Technology.* 2008-2010.

Director. Dynamic Training Consultancy, P.O. Box 305-00621, Nairobi, Phone 020-7123424, email: elegwam@yahoo.com, Web: www.dtc.bravehost.com

External examiner. Entrepreneurship external examiner, University of Nairobi, 2015 to present

External examiner. Business Studies external examiner of Kenya Polytechnic University College 2011 to 2015

External examiner. Entrepreneurship external examiner of Catholic University of East Africa 2008 to 2015

External examiner. Entrepreneurship external examiner of Makerere Business School. 2007 to 2011

Chief examiner. Served as chief examiner of Kenya National Examination Council's Principles and Practice of Communication paper. 1991 to 1997

Panel member. Carried out the duties of a panel member of English at Kenya Institute of Education.

Publications

Buyiya, R., Mukulu, P. E., & Senelwa, D. A. (2025). Influence of Relational Capability on the Performance of Small and Medium-Sized Manufacturing Enterprises in Nairobi City County, Kenya. *Journal of Entrepreneurship & Project Management*, 5(1), 1–18.

Chege, R.W., Mukulu, E. & Senelwa. A. (2025). Marketing Innovation and Competitiveness of Food and Beverage Manufacturing Firms in Nairobi City County in Kenya. *International Journal of Social Sciences Management and Entrepreneurship*, Vol 9, No 1

- Kwamboka, L., Mukulu, E. & Karanja, K. (2025). Differentiation Strategy and Performance of Media Houses in Kenya. *European Journal of Business and Strategic Management*, volume 10, issue 2, pages 12-32.
- Kwamboka, L., Mukulu, E. & Karanja, K. (2025). Cost Leadership Strategy and Performance of Media Houses in Kenya. *International Journal of Strategic Management*, volume 4, issue 1, pages 27-46.
- Musimbi, B.R., Mukulu, E. & Senelwa, A. (2025). Entrepreneurial Orientation and the Performance of Small and Medium-Sized Manufacturing Enterprises in Nairobi County, Kenya. *Journal of Entrepreneurship & Project Management*, 9(1), 19–37.
- Alwanga, M.U., Mwaura, F.O. & Mukulu, E. (2024). Effect of Service Delivery Reforms on Access to Electricity in Rural Kenya. *International Journal of Research and Innovation in Social Science*, volume VIII, issue I, pages 1199-1205.
- Gichungu, T.W., Mukulu, E. & Simiyu, A. (2024). Management Style and Employee Turnover in the Insurance Industry in Kenya. *Human Resource and Leadership Journal*, volume 9, issue 2, pages 23-37.
- Gichungu, T.W., Mukulu, E. & Simiyu, A. (2024). Work Environment and Employee Turnover in the Insurance Industry in Kenya. *Journal of Human Resource and Leadership*, volume 9, issue 1, pages 19-31
- Jepngetich, N., Mukulu, E & Mailu, J. (2024). Influence of Entrepreneurial Green Consumer Demand on Innovation Performance of Manufacturing SMES in Nairobi, Kenya. (2024). *African Journal of Emerging Issues*, 6(13), 104-124.
- Syengo, Z. I., Mukulu, E. & Mailu, J. (2024). Influence of Innovativeness on Performance of Kenyan Owned Airline Enterprises. *Journal of Entrepreneurship & Project Management*, 8(7), 79–91.
- Kiiru, D. K., Mukulu, E. & Ngatia, P. (2023). Innovativeness and Performance: Evidence from Kenyan SMEs. *European Journal of Business Management and Research* 8(2):113-119
- Muriithi, J.G., Gachunga, H. & Mukulu E (2023). Human Resource Planning Subsystem and Firm Performance of Listed Companies at the Nairobi Securities Exchange in Kenya. *International Journal of Social Science and Humanities Research (IJSSHR) ISSN 2959-7056 (o) 2959-7048 (p)*
- Kiiru, D. K., Mukulu, E. & Ngatia, P. (2022). Influence of Customer Orientation in Performance of Small and Medium Enterprises in Animal Feed Manufacturing in Kenya. *Journal of Entrepreneurship & Project Management*, 6(3), 46–58.
- Mumassabba, J., Mukulu, E. & Atikiya, R. (2022). Risk Mitigation Strategy and Competitiveness of Small and Medium Enterprises in Kenya. *International Journal of Business Management*, volume 3, issue 1.

- Mumassabba, J., Mukulu, E. & Atikiya, R. (2022). Risk Transfer Strategy and Competitiveness of Small and Medium Enterprises in Kenya. *IOSR Journal of Business and Management (IOSR-JBM)*, Volume 24, Issue 4. Ser. III, PP 47-51
- Mumassabba, J., Mukulu, E. & Atikiya, R. (2022). Risk Avoidance Strategy and Competitiveness of Small and Medium Enterprises in Kenya. *International Academic Journal of Human Resource and Business Administration* | Volume 4, Issue 2, pp. 51-63
- Mumassabba, J., Mukulu, E., Atikiya, R. (2022). Risk Retention Strategy and Competitiveness of Small and Medium Enterprises in Kenya. *International Academic Journal of Human Resource and Business Administration*, 4(1), 466-481.
- Rotich, E. C., Mukulu, E. & Nyang'au, S. P. (2022). Influence of Budget Planning on Implementation of Water Projects in Bomet County, Kenya. *The Strategic Journal of Business & Change Management*, 9 (3), 247-256.
- Rotich, E. C., Mukulu, E., & Nyang'au, S. P. (2022). Determinants of Resource Planning On Implementation of Water Construction Projects in Bomet County, Kenya. *International Journal of Social Sciences Management and Entrepreneurship*. Vol 6, No 2 (2022)
- Gathitu, C.W. & Mukulu, E. & Kihoro, J.M. (2021). The Influence of Credit on the Growth of YEDF- Funded Group-Based Enterprises in Nairobi County, Kenya. *International Journal of Research in Business and Social Science (2147-4478)*, volume 10, issue 2, pages 183-194
- Gathitu, C.W., Mukulu, E. & Kihoro, J.M. (2020). The Influence of Credit On the Growth of YEDF- Funded Group-Based Enterprises in Nairobi County, Kenya. *The International Journal of Humanities & Social Studies*, volume 8, issue 7.
- Gioko, S.M., Mukulu, E. & Oloko, M. (2021). The Influence of Electronic Personalization on Performance of Three to Five-Star Hotels in Kenya. *European Scientific Journal ESJ*, volume 17, issue 23.
- Koima, J. J., & Mukulu, E. (2020). Influence of monitoring and evaluation on project performance in Kenya Agricultural and Livestock Research Organization. *The Strategic Journal of Business & Change Management*, 7(3), 1195 – 1215.
- Ajibola, K.S., Mukulu, E. & Simiyu, A. (2019). Performance Appraisal and Employee Engagement: Does Tenure Matters? Evidence from South-West Nigeria. *Quest Journal of Management and Social Sciences*, volume 1, issue 2, pages 146-164.
- Ajibola, K.S., Mukulu, E. & Orwa, G. (2019). Influence of Human Resource Maintenance Training Practice On Employee Engagement in Nigeria Manufacturing Firms. *Journal of Human Resource*, Vol. 7 No. 2

- Dabo, S.A., Mukulu, E. & Orwa, G. (2019) Innovation Role of Entrepreneurs in Poverty Reduction Among Micro and Small Enterprises in Plateau State, Nigeria. *International Journal of Social Sciences and Information Technology ISSN 2412-0294 Vol V Issue I*
- Ido, A. M., Waiganjo, E.W. & Mukulu, E. (2019). Influence of Social Audit and Community Scorecard Mechanisms of Civil Society Organizations On Governance in Kenya. *The Strategic Journal of Business & Change Management*, 6 (2), 40 – 54.
- Kawira, K. D., Mukulu, E. & Odhiambo, R. (2019). Effect of Relationship Marketing on the Performance of MSMES in Kenya. *Journal of Entrepreneurship & Project Management*, 3(1), 68–88.
- Kiende, C. K., Mukulu, E. & Odhiambo, R. (2019). Influence of Organization Innovation on the Performance of Small and Medium Women-Owned Enterprises in Kenya. *Journal of Entrepreneurship & Project Management*, 3(1), 33–49
- Kirui, P. & Mukulu, E. (2019). Role of E-Procurement in Organizational Performance of Telecommunication Firms in Kenya: A Case of Safaricom Public Limited Company *American Based Research Journal, Vol. 8 Issue 05*.
- Kimathi, B.M., Mukulu, E. & Odhiambo, R. (2019). Effect of self-Efficacy on the Performance of Small and Medium Enterprises in Kenya. *Journal of Entrepreneurship & Project Management. Vol3(2) pp. 1-16*.
- Kwena, R., Mukulu, E., Nzulwa, J. & Odhiambo, R. (2019). Moderating Effect Of Project Environment On The Relationship Between Constrained Programming And Project Outcomes In United Nations Agencies In Kenya. *Journal of Entrepreneurship and Project Management 4(2):53-69*
- Kwena, R., Mukulu, E., Nzulwa, J. & Odhiambo, R. (2019). Influence Of Project Strengthening On Project Outcomes In United Nations Agencies In Kenya. *Journal of Entrepreneurship and Project Management. 4(2):38-52*
- Ng'aru, P.N., Mukulu, E. & Sakwa, M.M. (2019) Strategic Role of Industrial Experience in The Relationship Between Innovativeness and Growth of Enterprises in Kenya. *African Journal of Emerging Issues, 1(3), 90-111*.
- Mbogoh, E.W., Mukulu, E. & Waiganjo, E (2019). Project Implementation in Grass-root Support Non-Governmental Organisations in Kenya: Is Project Leadership a Determinant? *International Journal of Progressive Sciences and Technologies Vol 14, No 2*
- Mudi, B.I., Sakwa, M.M. & Mukulu, E. (2019). Income Level Effect of Rural Electrification on the Household Well-Being of Proprietors of Micro and Small Enterprises in Kenya. *The International Journal of Humanities & Social Studies, volume 7, issue 3*.
- Mudi, B.I., Sakwa, M.M. & Mukulu, E. (2019). Use of Skills and Knowledge Effect of Rural Electrification on the Household Well-Being of Proprietors of Micro and Small

Enterprises in Kenya. *International Journal of Academic Research and Development*.
Volume 4; Issue 2; Page No. 51-59

- Ratanya, S. N., Mukulu, E. & Sakwa, M.M. (2019). Perceptions as an Antecedent of Women Leadership Performance in Parastatals in Kenya. *International Academic Journal of Innovation, Leadership and Entrepreneurship*, 2(3), 14-33
- Ratanya, S. N., Mukulu, E. & Sakwa, M.M. (2019). Competency Skills as an Antecedent of Women Leadership Performance in Parastatals in Kenya. *International Academic Journal of Human Resource and Business Administration*, 3(7), 299-317
- Musi, Y.W., Mukulu, E. & Oloko, M. (2019). How Strategic Human Resource Planning Influence Performance of Agricultural Research Institutes in Kenya. *Journal of Management and Sustainability*, volume 9, issue 1, pages 48
- Ndolo, P.K., Munga, E.N. & Mukulu, E. (2018). Quality of Goods Produced by Small and Medium Enterprises as A Determinant of Their Growth in Kenya. *International Journal of Scientific and Research Publications (IJSRP)*, volume 8, issue 12
- Musi, Y.W., Mukulu, E. & Oloko, M. (2018). Influence of Strategic Planning to Firm Performance in Agricultural Research Based Institutions of Kenya. *Journal of Management and Sustainability*, volume 8, issue 4, pages 83.
- Kirimi, D., Mukulu, E. & Orwa, G. (2018). Determining Whether Network Centrality Has an Influence On the Financial Performance of Medium Sized Enterprises in Kenya. *The Strategic Journal of Business and Change Management*. Vol 5, No 4
- Naula, F.J., Mukulu, E & Muturi, W. (2018). Influence of Employee Risk-Taking on Perceived Service Quality by Government Ministries in Kenya. *International Journal of Innovative Research and Advanced Studies (IJIRAS) Volume 5 Issue 7*
- Abdul, R.O., Mukulu, E. & Odhiambo, R. (2018). Effect of risk-taking competency on the survival of small and medium enterprises in Kenya. *European Journals of Business Management*, 6 (4) 1 – 18.
- Olayo, J.O., Simiyu, A.N. & Mukulu, E. (2018). Effect of Training and Development on the Performance of Parastatals in Kenya. *International Journals of Strategic Management*, 7 (4)85-97.
- Ngaru, P.N., Mukulu, E. & Sakwa, M. (2018). Relationship between proactiveness and growth of Top 100 Enterprises in Kenya. *Journal of Entrepreneurship and Project Management*, 2 (1) 1-14.
- Namusonge, E., Mukulu, E. & Iravo, M. (2017). Influence of Procurement Capabilities on Firm Performance of Manufacturing Entities in Kenya. *International Journal of Academic Research in Business and Social Sciences* (2), 507-520.

- Mukulu E., Odhiambo, R. & Waititu, G. (2016). Technological Capital and Innovation Performance in Youth Enterprises in Kenya. *International Journal of Scientific and Research Publications* 6 (13)
- Gesare, D., Mukulu, E. & Kwasira J. (2016). Human resource audit and its influence on service delivery in state corporations in Kenya. *International Journal of Education and Research* 4(2).
- Gesare, D. Mukulu, E. & Kwasira J. (2016). Reward and recognition programmes and their influence on service deliver in state corporations in Kenya. *International Journal of Education and Research* 4, (2).
- Ngwiri B. M. Mukulu, E. & Mputhia, J.G. (2016). Influence of Knowledge Technology Transfer on the Growth of Micro and Small Catering Enterprises in Nairobi County, Kenya. *International Journal of Scientific and Research Publications*, 6, 1.
- Gisemba, M., Mukulu, E, & Orwa, G. (2016). Effect of corporate entrepreneurship on performance of food fortification companies in Kenya. *International Journal of Academic Research in Business and Social Sciences*, 6, (March)-96-108.
- Ngwiri B. M., Mukulu, E., & Mputhia, J.G. (2016). Influence of Equipment/Object Technology Transfer on the Growth of Micro and Small Catering Enterprises in Nairobi County, Kenya. *International Journal of Sciences: Basic and Applied Research* 25, (1)
- Ndururi, J. & Mukulu, E. (2015). Entrepreneurial mindset in success of enterprises operated by entrepreneurship graduates. *The Strategic Journal of Business & Change Management* 2, (20) 376-399.
- Mulyungi, P. M., Mukulu, E. & Waititu, A.G. (2015). Influence of Skill Based Management Characteristics On the Export Performance of Agri-Based Export Oriented Small and Medium Enterprises in Kenya. *International Journal of Education and Research* 3, (3) 361-376.
- Mulyungi, P. M., Mukulu, E. & Waititu, A.G. (2015). Networking and export performance: The case of the Kenyan, Agri-based export-oriented small and medium enterprises. *International Journal of Management, IT and Engineering*, 5(5) 115-136.
- Gichinga, L.W. & Mukulu, E. (2015). The use of benchmarking practices in achieving competitive advantage in Kenyan universities. *International Journal of Management Research and Business Strategy*, 4(2) 99-119.
- Wainaina, C.N., Karanja, K. & Mukulu, E. (2015). The crucial role of employee adaptability in transformational change: A case of commercial banks in Nairobi, Kenya. *International Journal of Humanities and Social Sciences* 2(3) 47-53.

- Warui, C., Mukulu, E. & Karanja K. (2015). The Influence of Management Participation on Adoption of HRIS in Teachers Service Commission (TSC) Operations in Kenya. *International Journal of Academic Research in Business and Social Sciences* 5(2) 46-60.
- Warui, C., Mukulu, E. & Karanja K. (2015). Internal structure as a determinant of adoption of HRIS in the operations of Teachers Service Commission (TSC) in Kenya. *International Journal of Academic Research in Business and Social Sciences* 5(2) 61-77.
- Olatunle, M.A, Mukulu, E. & Orwa, G.. (2015). Effects of Career Development in the Performance of Small and Medium Textile Enterprises in Nigeria. *International Journal of Development Strategies in Humanities, Management and Social Sciences*, 5 (2) 280-294.
- Akinola, S. O., Mukulu, E. & Orwa, G. (2015). Access to credit and growth of small and medium hospitality enterprises in Nigeria. *International Journal of Development Strategies in Humanities, Management and Social Sciences*, 5 (2) 306-316.
- Datche A. E. & Mukulu, E. (2015). The effects of transformational leadership on employee engagement: A survey of civil service in Kenya. *International Journal of Agricultural Policy and Research Issues in Business Management and Economics*, 3 (1)9-16.
- Mbiti, F.M., Mukulu, E., Mung'atu,J. & Kyalo, D. (2015). The Influence of Socio-Cultural Factors on Growth of Women-Owned Micro and Small Enterprises in Kitui County. Kenya. *International Journal of Business and Social Science* 6, (7), 1-9.
- Midiwo, J.J., Mukulu, E. & Waititu, G. (2015). Influence of human resource information systems' e-recruitment on the performance of Kenyan public universities. *International journal of Human Resource and Procurement* 1 (3), 295 -317.
- Namusonge, S. O., Mukulu, E., & Nteere K, Role of collaborative planning, forecasting and replenishment on hotel performance as mediated by cooperative behaviour: A survey of the kenyan hospitality industry. *International Journal of Current Research* 7 (9) 20448-20458.
- Gichinga, L.W. & Mukulu, E. (2015). The use of benchmarking practices in achieving competitive advantages in Kenyan universities. *International Journal of Management Research. & Business. Strategy*. 4, (2),
- Atikiya, R., Mukulu, E., Waiganjo, E.W. & Kihoro, J.M. (2015). Effect of focus strategy performance of manufacturing firms in Kenya. *Asian Academic Research Journal of Social Sciences and Humanities* 1(33) 198-208.
- Ongwae, J. G. Mukulu, E. & Odhiambo, R.O. (2015). Relationship between innovations and enterprise growth among small and medium electrical machinery enterprises in Nairobi County, Kenya. *Journal of Human Resource and Entrepreneurship Development*, 6, 1, 13-25.

- Waiganjo, E. W., Mukulu, E. & Kahiri, J. (2015). Effect of Competitive Strategies on the Relationship between Strategic Human Resource Management and Firm Performance of Kenya's Corporate Organizations. *Journal of Human Resource and Entrepreneurship Development*, 6, 2, 1-9.
- Mbiti, F., Mukulu, E. & Mungatu, J. (2015). The influence of access to credit by growth of women- owned micro and small enterprises in Kitui County, Kenya. *Public Policy and Administration Review* 3, 1, 61-70.
- Ngui T. K., Mukulu, E. & Gachunga H. G. (2014). Effect of employee resourcing strategies on the performance of commercial banks in Kenya. *International Journal of Education and Research*, 2 (1).
- Owiso, E. & Mukulu, E. (2014). Effects of learning resources and leadership style on Organizational learning in public universities: A case of Kenyatta University. *International Journal of Education and Research*, 2 (10).
- Karanja, K., Mukulu, E. & Wainaina, C. (2014). Determinants of Employee Adaptability to Transformational Change in Commercial in Nairobi, Kenya: Empirical Review *International Journal of Academic Research in Business and Social Sciences*, 4(10).
- Ombui, K., Mukulu, E. & Waititu, A.G. (2014). The Influence of Recruitment and Selection on the Performance of Employees in Research Institutes in Kenya. *International Journal of Science and Research*, 3(5): 132-138.
- Nyang'au, S.P., Mukulu, E. & Mung'atu, J.E. (2014). The Influence of Entrepreneur's Motivation on Growth of Micro and Small Enterprises in Thika Town, Kenya. *International Journal of Business, Humanities and Technology*, 4 (2).
- Gichinga, L.W., Mukulu, E. & Mwachiro, S. (2014). Factors determining lecturers' perception student evaluation of teaching in Kenyan universities. *The International Journal of Humanities & Social Studies*, 2, (10), 213-229.
- Gichinga, L.W., Mukulu, E. & Mwachiro, S. (2014). Use of academic staff performance appraisal to attain competitive advantage: A comparative study of Kenyan universities. *International Journal of Social Sciences and Entrepreneurship*, 1(12) 534-569.
- Kilungu, M., Mukulu, E. & Sakwa, M. (2014). Job-Related factors and their influence on organizational commitment of part-Time academic staff in Institutions of higher education in Nairobi and Mombasa cities in Kenya. *International Journal of Business and Social Science* 5, (8).
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- Kinyua, L.M., Mukulu, E. & Waititu, G.A. (2013). Role modeling-A role of foreign direct investments in promoting entrepreneurship growth through entrepreneurial intention among Kenyan employees. *International Journal of Social Sciences and Entrepreneurship* 1(7) 667-676.
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- Ndirangu, A. N. & Mukulu, E. (2013). Effects of entrepreneurial training environment on the growth of micro and small enterprises in Kangemi. *Journal of Human Resource and Entrepreneurship Development*, 5 (1), 50-56.
- Omwenga, J.Q., Mukulu, E. & Kanali, C. (2013). Toward improving the performance of women entrepreneurs in Nairobi County in Kenya: Policy recommendations. *International Journal of Business and Social Science*, 4 (9).
- Nzioki, S. & Mukulu, E. (2013). Industrial relations system as a factor of tripartite consultation influencing the performance of state corporations in Kenya. *International Journal of Advances in Management and Economics*, 2. (3).
- M’Nduyo, C.N., Mukulu, E., & Thoruwa, T.F.N. (2013). Determinants of competitive performance of Export processing zones small and medium textile enterprises in Kenya. *Universal Journal of Management and Social Sciences*, 3 (5).
- Wanyoike, D.M., Mukulu, E., & Waititu, A.G. (2012). ICT attributes as determinants of Internet social network adoption by formal small enterprise in Kenya. *International Journal of Arts and Commerce*, 1 (7).
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- Nteere, K.K., Namusonge, G.S., & Mukulu, E. (2012). Pedagogical approaches determining performance of education in Kenya public universities. *International Journal of Humanities and Social Science*, 2, (13).
- Simiyu, A., Mukulu, E., & Sakwa, M. (2012). Factors that affect the performance contracting and challenges encountered in local authorities in Kenya. *Journal of Human Resource and Entrepreneurship Development*, 4 (1), 1-14.
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- Waiganjo, E.W., Mukulu, E., & Kahiri, J. (2012). Relationship between strategic human resource management and firm performance of Kenya's corporate organizations. *International Journal of Humanities and Social Science*, 2 (10).
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- Nanjala, AS.,Mukulu, E., & Sakwa, M. (2012). Attitudes of local authorities' employees towards performance contracting and its effect on performance of local authorities. *Journal of the Management University of Africa*, 4.
- Mukulu, E. (2011). Transfer of training in micro and small enterprises in Kenya: Factors that affect direct and indirect transfer of training. *Saarbrücken: Lambert Academic Publishing*.
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- Mwirigi, F.M., Mukulu, E. & Karanja, K. (2011). Growing sound supply chain relationship among small firms: Lessons from Kenya. *Journal of Human Resource and Entrepreneurship Development*, 3 (1).63-79.
- Mberia, H.K. & Mukulu, E. (2011). Persuasive communication factors that influence university students in their response to HIV and AIDS prevention campaign message. *International Journal of Humanities and Social Science*, 1 (11) 254.

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- Mukulu, E., & Chege, K. (2010). Management Training in small scale enterprises: the case of insurance brokerage firms in Nairobi. *Journal of Human Resource and Entrepreneurship Development*, 2 (1). 91-100.
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Mukulu, E. & Okanga, N.J.O. (1992). KCSE Revision English. *Nairobi: Kenya Literature Bureau.*

Conferences /Workshops

The Sixth JKUAT Scientific and Technological and Industrialisation Conference, 16th-18th November 2011

International Business Colloquium from April 29 to 30, 2008 at University of South Africa in Johannesburg, South Africa

Training of Trainers Workshop from June 4 to June 9, 2007 at Pan-African University in Lagos

Third teaching: The Practice of Management Workshop (TPM3) from May 19 to May 26, 2007 at Gordon Institute of Business Science in Johannesburg

Training of Trainers Course on Quality Management Systems conducted by Kenya Bureau of Standards from May 8 to May 9, 2007 at Kenya School of Monetary Studies in Nairobi

Implementation of ISO 9001:2000 Seminar conducted by Kenya Bureau of Standards from May 2 to May 4, 2007 at Kenya School of Monetary Studies in Nairobi

Sensitization Seminar on Public Procurement and Disposal Act 2005 and Public Procurement and Disposal Regulations 2006 conducted by Public Procurement Oversight Authority on April 2, 2007 at Utalii Hotel in Nairobi

Performance Contract Management Sensitization Seminar conducted by Government Training Institute-Mombasa from February 22 to February 24, 2006 at Jomo Kenyatta University of Agriculture and Technology in Nairobi

Colloquium on Participant-Centred Learning conducted by Harvard Business School from July 2006 to August 2006 at Harvard Business School in Boston

2005 Case Writing Workshop and Case Teaching Workshop conducted by Richard Ivey School of Business in May 2005 at Strathmore University in Nairobi

Language Laboratory Use Workshop by Kenya Technical Teachers College and Queens University, Canada from November 14, 1990 to November 17, 1990 at Kenya Technical Teachers College in Nairobi

Production Management Seminar by Kenya Technical Teachers College and Queens University, Canada from April 30, 1990 to May 4, 1990 at Utalii Hotel in Nairobi

Senior Management Workshop in the Practice of Management by Kenya Technical Teachers College and Queens University, Canada from March 25, 1990 and March 30, 1990 at Utalii Hotel in Nairobi

Applied Management Skills & Practices for Middle Managers by Kenya Technical Teachers College and Queens University, Canada from January 4, 1988 and January 9, 1988 at Utalii Hotel in Nairobi

Research

Mukulu, E. (2005). *Kenya's education policy: responding to the globalization challenge*. A paper presented at a workshop for Institute of Education, University of London on Globalisation, Education and Development at Hotel Intercontinental, Nairobi, September 1-2, 2005.

Mukulu, E. (2004). *Factors that influence entrepreneurs to participate in training in the informal sector of Kenya*. A paper presented at IHRD Seminar at Jomo Kenyatta University of Agriculture and Technology, Nairobi, Kenya.

Mukulu, E. (2004). Factors that affect direct and indirect transfer of training in micro and small enterprises in Kenya. Unpublished doctoral dissertation, University of Illinois, Urbana-Champaign.

Mukulu, E. (2003). Evaluation of the team member orientation program at Worden-Martin, Inc. Unpublished evaluation project, University of Illinois, Urbana-Champaign.

Mukulu, E. (2002). Evaluation of the recreational facilities for students at Illini Union. Unpublished evaluation project, University of Illinois, Urbana-Champaign.

Mukulu, E. (2001). University students' perception of the value of communication skills for future employment. Unpublished research project, University of Illinois, Urbana-Champaign.

Mukulu, E. (1992). *The role of effective communication in the management of a business enterprise*. Paper presented at the Entrepreneurship Training Seminar at Jomo Kenyatta University of Agriculture and Technology, Nairobi, Kenya.

Mukulu, E. (1983). The role of communication in a technical teachers' college. Unpublished research project, Michigan State University.

Published Cases

Mukulu, E. (2006). Thika Garissa Road Service Station. JKUAT Case 016.

Mukulu, E. (2005). Franconomic Enterprises. JKUAT Mini-Cases 007 A-007 E.

PhD SUPERVISION

Kiiru, D.K. (2025). *Entrepreneurial Behavior and Performance of small and medium animal feed manufacturing enterprises in Kiambu and Nairobi City Counties, Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.

Mumassabba, J. (2024). *Risk Management strategies and competitiveness of small and medium enterprises in Kenya*. Doctor of Philosophy in Business Administration at Jomo Kenyatta University of Agriculture and Technology

Alwanga, M.U. (2024). *Effect of Regulatory Reforms in the Electricity Energy Subsector on Access to Electricity in Rural Kenya*. Doctor of Philosophy in Development Studies at Jomo Kenyatta University of Agriculture and Technology

Rotich, E.M. (2024). *Project planning and implementation of water construction projects in Bomet County, Kenya*. Doctor of Philosophy in Project Management at Jomo Kenyatta University of Agriculture and Technology.

Ndirangu, A.N. (2023). *Determinants of Innovation performance in youth Enterprises in Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology

Otengo, M.A. (2023). *Factors Influencing Use of Business Advisory Services of the Micro and Small Enterprises in Nairobi City County, Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology

Gisemba, B. M. (2023). *Effect of Corporate Entrepreneurship on the performance of Food Fortification Companies in Kenya*. Doctor of Philosophy (Entrepreneurship) at Jomo Kenyatta University of Agriculture and Technology.

Gioko, S.M. (2023). *Electronic Customer Relationship Management and performance of star rated hotels in Kenya*. Doctor of Philosophy in Business Administration at Jomo Kenyatta University of Agriculture and Technology

Ngwiri, B.M. (2023). *Influence of Technology Transfer on the Growth of Micro and Small Catering Enterprises in Nairobi County, Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology

Monari, D.G. (2023). *Influence of Performance Management initiatives on service delivery in state corporations in Kenya*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.

- Mbogoh, E.W. (2023). *Determinants of project implementation by grass root support non-governmental organizations in Kenya*. Doctor of Philosophy in Project Management at Jomo Kenyatta University of Agriculture and Technology.
- Muinde, M.N. (2022). *Contract management on procurement performance in public universities in Kenya*. Doctor of Philosophy in Supply Chain Management at Jomo Kenyatta University of Agriculture and Technology.
- Ndolo, P.K. (2022). *Determinants of growth in small and medium enterprises in Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Dabo, S.A. (2022). *Entrepreneurial characteristics of micro and small enterprise owners in poverty reduction in Nigeria*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Kirimi, D.G. (2021). *Influence of entrepreneurial networks on financial performance of medium sized enterprises in Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Gichichi, S.M. (2021). *Entrepreneurial determinants of performance of coffee based micro and small agribusiness of the coffee small holders in Murang'a County*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Kaua, C.K. (2021). *Influence of innovation on the financial performance of small and medium women-owned enterprises in Nairobi City County*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Ratanya, S.N. (2021). *Antecedents of women leadership in parastatals in Kenya*. Doctor of Philosophy in Leadership and Governance at Jomo Kenyatta University of Agriculture and Technology.
- Abdul, R.O. (2019). *Effect of entrepreneurial competencies on the survival of small and medium enterprises in Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Munyeke, C.N. (2019). *Factors influencing smallholder farming entrepreneurship in Taita Taveta County, Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Ido, A.M. (2019). *Social accountability mechanisms, government regulations and governance: A study of civil organizations in Kenya*. Doctor of Philosophy in Leadership and Governance at Jomo Kenyatta University of Agriculture and Technology.
- Olayo, J.O. (2018). *Effect of Perceived Human Resource Management Practices on Performance of Parastatals in Kenya: A Case of Commercial Parastatals in Kenya*. Doctor of

Philosophy in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology

- Namusonge, E. (2017). *Influence of Supply Chain Capabilities on Firm Performance of Manufacturing Entities in Kenya*. Doctor of Philosophy in Supply Chain Management at Jomo Kenyatta University of Agriculture and Technology
- Kamau G. G. (2016). *Influence of Entrepreneurial Marketing orientation on Competitive Advantage among mobile service providers in Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Mbiti, F. M. (2016). *Determinants of Growth of Women owned micro and small scale Enterprises in Kitui County Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Mulyungi, P.M. (2016). *Entrepreneurial determinants of export performance for the small and Medium Agri-Based Enterprises in Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Akinola, S.O. (2016). *Factors affecting the growth of small and medium Hospitality Enterprises in Nigeria*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Olatunle, M.A. (2016). *Effects of Human Resource Development on the performance of small and medium textile Manufacturing Enterprises in Nigeria*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Guragi, A.I. (2016). *Effects of Information and Communication Technology adoption and use on the performance of Small and medium Enterprises in Nigeria*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Wainaina, C.N. (2016). *Determinants of employee adaptability to transformational change in Commercial Banks in Nairobi, Kenya*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Midiwo, J. (2016). *Influence of Human Resource Information systems on the performance in Kenyan Public Universities*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Gichinga, L.W. (2016). *Comparative Analysis of selected public and private Universities on the use of academic staff performance appraisal for Competitive Advantage*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Inimah, G. M. (2015). *Portrayal of people with disabilities in Kenya: An analysis of the Daily Nation and the Standard newspapers*. Doctor of Philosophy in Mass Communication at Jomo Kenyatta University of Agriculture and Technology

- Datche, E.A. (2015). *Influence of transformational leadership on organizational performance of state corporations in Kenya*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Muriithi, J.G. (2015). *Effect of human resource information systems on firm performance in listed companies at the Nairobi securities exchange Kenya*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Namusonge, S.O. (2015). *Role of collaborative supply chain practices in the performance of hotels in the Kenyan hospitality industry*. Doctor of Philosophy in Business Administration at Jomo Kenyatta University of Agriculture and Technology.
- Atikiya, R. (2015). *Effect of competitive strategies on the performance of manufacturing firms in Kenya*. Doctor of Philosophy in Business Administration at Jomo Kenyatta University of Agriculture and Technology.
- Matata, K. (2015). *Determinants of organization commitment of part-time academic staff in institutions of higher education in Nairobi and Mombasa Counties in Kenya*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Rukaria, G. K. (2015). *Challenges affecting transformation of microfinance institutions in Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Gichana, J.O. (2015). *Relationship between innovation and enterprise growth among small and medium electrical machinery enterprises in Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Ngui, T. K. (2014). *Effects of human resource management strategies on performance of commercial banks in Kenya*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University Agriculture and Technology.
- Ombui, K. A. (2014). *Influence of human resource practices on the performance of employees in research institutes in Kenya*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University Agriculture and Technology.
- Siagi, A. N. (2014). *Effects of guidance and counseling practices on the performance of commercial banks in Kenya*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University Agriculture and Technology.
- Kwasira, J.W. (2014). *Determinants of the role emotional intelligence in enhancing employee performance in County Government of Nakuru, Kenya*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University Agriculture and Technology.

- Kinyua, L.M. (2014). *Influence of direct investment on entrepreneurship growth among Kenyan employees*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Nyangau, P. S. (2014). *Role of entrepreneurial leadership in the growth of micro and small enterprises in Thika town, Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- M’Nduyo, C.N. (2014). *Determinants of competitive performance of export processing zone’s small and medium textile enterprises in Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Kiruja, E.K. (2014). *Determinants of employee performance in public middle level training institutions in Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Omwenga, J.Q. (2014). *Entrepreneurial determinants of performance of small and medium women owned enterprises in Nairobi County*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Kirai, M. N. (2013). *Barriers to women career progression in Kenya’s civil service*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University Agriculture and Technology.
- Nzioki, S. (2013). *Factors of tripartite consultation influencing the performance of state corporations in Kenya*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University Agriculture and Technology.
- Wanyoike, D.M. (2013). *Determinates of information communication technology adoption by formal small enterprises in urban Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Waiganjo, E.W. (2013). *Effect of competitive strategies on the relationship strategic human resource management and firm performance of corporate organizations in Kenya*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University Agriculture and Technology.
- Nteere, K. K. (2013). *Determinants influencing the performance of entrepreneurship education in public universities in Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Kingi, W.K. (2013). *Effects of human resource development and the performance of tourist class hotels in Malindi District- Kenya*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.

- Mokaya, S.K.O, (2013). *The effect of coporate entrepreneurship on the performance of edible oil manufacturing firms in Kenya*. Doctor of Philosophy in Entrepreneurship at Kenyatta University.
- Okatch, B.A. (2012). *Towards a framework for the development of effective subcontracting relations among small, medium and large firms in the motor vehicle manufacturing industry in Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Simiyu, A.N. (2012). *Performance contract as a tool for improving performance in local authorities in Kenya*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Osoro, W.N. (2012). *Entrepreneurial effects on the business performance of small and medium enterprises in information technology sector in Nairobi*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Mwangi, C. I. (2011). *Utilization of emotional intelligence and transformational leadership for the enhancement of employee engagement in public universities in Kenya*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Mwarania, S. M. (2011). *Factors influencing sustainability of micro and small piped water enterprises in piped networks peri-urban areas of Kenyan cities*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Mwirigi, F.M. (2011). *Role of supply chain relationships in the growth of small firms in Kenya*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Obwogi, J. (2011). *Factors that affect quality of teaching staff in universities in Kenya*. Doctor of Philosophy in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Mputhia, J.G. (2010). *Factors that influence environmental regulations compliance by micro-small enterprises in the manufacturing sector in Nairobi*. Doctor of Philosophy in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Mberia, H.K. (2009). *Critical factors that affect persuasive communication used in HIV/AIDS prevention campaigns among university students in Kenya*. Doctor of Philosophy in Mass Communication at Jomo Kenyatta University of Agriculture and Technology.
- Njuguna, J.I. (2008). *Organizational learning, competitive advantage, and firm performance: An empirical study of Kenyan SMEs in manufacturing sector*. Doctor of Philosophy in Business Administration at Jomo Kenyatta University of Agriculture and Technology.

MASTER OF SCIENCE SUPERVISION

- Ndirangu, A. N. (2013). *Effects of entrepreneurial training on the growth of micro and small enterprises in Kangemi, Nairobi*. Master of Science in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Matolo, R.S. (2012). *Role of counseling in employee performance in public universities: A study of Kenyatta university, Nairobi*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology
- Namusonge, A. W. (2011). *The effects of strategic training on the performance of distributors in the telecommunication subsector: A case of Airtel Kenya*. Master's in Business Administration at Jomo Kenyatta University of Agriculture and Technology.
- Ndiritu, G. N. (2011). *Factors that influence financial management skills of entrepreneurs in the small and medium enterprises the manufacturing sector in Nairobi*. Master of Science in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Sande, J.N. (2011). *Challenges of work-life balance: A case of middle-aged women working in Nairobi*. Executive Masters in Business Administration at Jomo Kenyatta University of Agriculture and Technology.
- Ng'ang'a, M.K. (2011). *Factors influencing the growth of SMEs in Kenya: A case of SMEs in Gikomba Market*. Master of Science in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Manthi, J. M. (2011) *Relationship between employee selection and job performance: A case study of Africa inland church in Nairobi*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Onditi, M. A. (2011). *Factors that affect the management productivity in public universities in Kenya: A case study of Jomo Kenyatta University of Agriculture and Technology*. Executive Masters in Business Administration at Jomo Kenyatta University of Agriculture and Technology.
- Oware, N. O. (2011). *Factors that affect the implementation of Occupational Health and Safety Policy in Kenya: A Case Study of Directorate of Occupational Safety and Health (DOSHS)*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Koskei, R. (2010). *Influence on employee Relation Processes on Organizational Performance: A case of agricultural research institute*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Kalus, W.M. (2010). *Challenge in the bidding process: A case study of City Council of Nairobi*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.

- Njenga, D. (2010). *Factors that determine service delivery by local authorities in Kenya: A case study of municipal council of Thika*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Njau, E. M. (2010). *Role of employee development programmes in Job performance in public universities in Kenya: A case of Jomo Kenyatta University of Agriculture and Technology*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Amata, M.M. (2010). *Relationship between entrepreneurial strategies and growth of tour operation Ventures in Nairobi*. Master of Science (Human Resource Management) at Jomo Kenyatta University of Agriculture and Technology.
- Mutuku, H. (2010). *Effects of a reward policy on employee service delivery: A case of the Ministry of Environment and Natural Resources Headquarters*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Sigana, S.A. (2010). *Export marketing factors that affect the exploitation of the African Growth and opportunity Act benefit*. Master of Science in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Kioko, K.M. (2010). *Factors influencing the growth of small business enterprise in Kenya*. Executive Masters in Business Administration at Jomo Kenyatta University of Agriculture and Technology.
- Wanyonyi, M.W. (2010). *Managing the expansion of Informal settlement in Kenya* Executive Masters in Business Administration at Jomo Kenyatta University of Agriculture and Technology.
- Kwasira, J.W. (2010). *Teamwork and organizational performance: A Case Study of Railway Training Institute, Nairobi*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Muthuo, A.N. (2010). *Effect of performance appraisal on motivation: A case study of the Ministry of State for Public Service*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Nafula, J.N. (2010). *Assessment of competitive Strategy in improving enrolment capacity in Commercial colleges in Nairobi*. Master of Science in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Kulundu, S. (2010). *Factors affecting employee performance in the Ministry of Local Government*. Executive Masters in Business Administration at Jomo Kenyatta University of Agriculture and Technology.

- Wangia, G.N. (2010). *Challenges facing the administration of performance appraisal at Kenya Pipeline Company*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Kemei, D. K. (2009). *Relationship between job evaluation and employee performance*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Nabea, G. M. (2009). *Role of rotating savings and credit credit associations in financing small and microenterprise in Kenya: the case study of Tala Town, Kangundo District*. Master of Science in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Mwangi, F.W. (2009). *Factors affecting utilization of computerized Human Resource Information Systems in Human Resource Management*. Master of Science in Human Resource Management) at Jomo Kenyatta University of Agriculture and Technology.
- Kihonge, K. (2009). *Role of Housing Enterprise in sustaining urbanization: A case of residential and business premises in Juja town*. Master of Science in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Obunga, P.A. (2009). *Three sixty degrees' appraisal effect on employees' attitudes and Performance: A case of the population council, Nairobi*, Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Waiganjo, E.W. (2009). *Role of Human Resource management strategy in Organizational performance*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Maillu, J.N. (2009). *Factors that lead to poor quality and limited product design range among jua kali artisans in Nairobi*. Master of Science in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Njogu, R.N. (2009). *Effects of Human Resource evaluation on training: A case study of Kenya Commercail Basnk..* Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Mundia, P.M. (2009). *Factors that affect entrepreneurship growth among Youth in Kenya*. Master of Science in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Sirengo, D.M. (2009). *Role of supplier evaluation on organization performance: A case of Ministry of State for Special Programmes*. Master of Science in Procurement and Logistics at Jomo Kenyatta University of Agriculture and Technology.

- Odhiambo, C. S. (2009). *Effectiveness of supplier rating in consultancy services in public procurement units: A case study of Ministry of Finance*. Master of Science in Procurement and Logistics at Jomo Kenyatta University of Agriculture and Technology.
- Kiama, M. W. (2009). *Factors affecting effective training and development in banking industry in Kenya: A case study of Imperial Bank Limited*. Executive Masters in Business Administration at Jomo Kenyatta University of Agriculture and Technology.
- Muthama, G.W. (2009). *Factors that influence employee turnover: A Case Study of Children's Legal Action Network*. Executive Masters in Business Administration at Jomo Kenyatta University of Agriculture and Technology.
- Kiboi, J.K. (2009). *Competitive strategies adapted by small and medium scale enterprise in Nairobi*. Executive Masters in Business Administration at Jomo Kenyatta University of Agriculture and Technology.
- Waweru, F.M. (2009). *Factors affecting utilization of computerized human resource information systems in human resource management: A case study of teachers Service Commission*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Kamau, G.N. (2008). *Role of coaching in organizations: A Case Study of Kenya Airways*. Master of Science in Human Resource Management at Jomo Kenyatta University Agriculture and Technology.
- Wairegi, W. (2008). *Factors that influences occupational health and safety practices in Kenya's horticulture sector: A case of Oserian development company*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Okello, D. J. (2008). *Contribution of counseling to improved work performance in institution of Higher learning: A case of Jomo Kenyatta University of Agriculture and Technology*. Master of Science in Human Resource Management at Jomo Kenyatta University Agriculture and Technology.
- Guyo, I.J. (2008). *Factors that affect the training of the administrative police officers: A case study of administration police training college*. Master of Science in Human Resource Management at Jomo Kenyatta University Agriculture and Technology.
- Kimani, E.N. (2008). *Effects of performance appraisal policy on work performance: A case study of Nairobi water and sewerage company*. Master of Science in Human Resource Management at Jomo Kenyatta University Agriculture and Technology.
- Rongai, D. N. (2008). *Effects of employee participation in management on individual and organizational performance: A case study of Unilever*. Master of Science in Human Resource Management at Jomo Kenyatta University Agriculture and Technology.

- Chelimo, J.C. (2008). *Effects of university collaboration with middle level colleges on human resources*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Ngari, J. K. G. (2008). *Relationship between enterprise Resource planning and a business performance: A case study of Nakumatt Holdings*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Bukachi, C. (2007). *Effects of employee sexual harassment on organizational performance: A case of Sher Agencies flower farm in Naivasha*. Master of Science in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Strong, M. M. (2006). *Factors that affect accessibility of international market Information to micro and small-scale handicraft enterprise in Nairobi*. Master of Science in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Kanotha, L.W. (2006). *Factors that affect Business training for women in the Informal sector*. Master of Science in Entrepreneurship at Jomo Kenyatta University of Agriculture and Technology.
- Imbuga, B. (2006) *The relationship between the use of assessment centres as recruitment and selection method and staff's job performance: A case study of Safaricom*. Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.
- Ombui, A. K. (2006). *Factors that affect effective recruitment procedure in an organization: A case study of Agricultural Research Institute*. Master of Science (Entrepreneurship) at Jomo Kenyatta University of Agriculture an Technology.
- Simiyu, A.N. (2006). *Factors which affect employee counseling services: A case study of pollen limited*. Master of Science (Human Resource Management) at Jomo Kenyatta University of Agriculture and Technology.
- Maangi, C.N. (2006). *Benefits o f counseling at the workplace: A case of the introduction of counseling at Kenya Revenue Authority*. Master of Science in Human Resource Management at Jomo Kenyatta University Agriculture and Technology.
- Wasilwa, E.M. (2006). *Employee involvement and participation in enhancing productivity: A case study of postal corporation of Kenya*. Master of Science in Human Resource Management at Jomo Kenyatta University Agriculture and Technology.
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INTERESTS

Drama - Patron of drama clubs at Kabianga High School, Kericho High School, Kenya Technical Teachers College (KTTC), Jomo Kenyatta University of Agriculture and Technology (JKUAT)

Journalism- Patron of writers clubs at Kericho High School, KTTC, and JKUAT

Library Science- Library master at Kericho High School

Counseling- Career master at Kericho High School

REFEREES

1. Prof. Moses Oketch
Head of Department
Department of Education, Practice and Society (EPS)
University College London
Gower Street, London
WC1E 6BT, UK
Tel +44(0) 207 612 6565
Email: m.oketch@ucl.ac.uk

2. Prof. CPA Florence S. Memba
Deputy Vice-Chancellor (Administration, Planning and Finance)
Machakos University
P.O. Box 136-90100
Machakos Kenya
Mobile: +254795207117; +254735247939
Email: Florence.memba@mksu.ac.ke

3. Prof. Jackson Kwanza
Deputy Vice-Chancellor (Research, Production and Extension)
Jomo Kenyatta University of Agriculture and Technology
P.O. Box 62000-00200
Nairobi
Tel: 0713392000
Email: jkwanza@jkuat.ac.ke