

Academic Staff Profile

Personal Profile

Personal Details

Name: Dr. Priscilla Ndegwa

Title/Qualification:

PHD (Human Resource Management) -Jomo Kenyatta University of Agriculture and technology (JKUAT)

Department: BUSINESS ADMINISTRATION

Designation/Position: LECTURER

Email: ndegwa.priscilla@ku.ac.ke

Contact Address: P.O box 43844-00100, NAIROBI

Area of Specialization: Human Resource Management

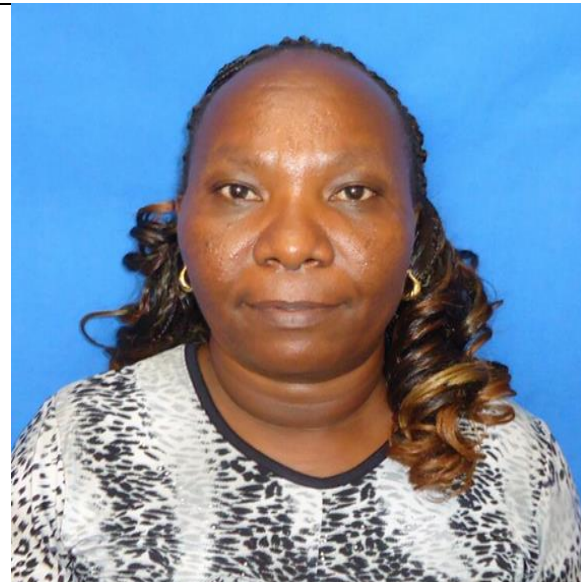
Research Interests:

- Management practices and issues affecting world of Work
- Social-Economic issues affecting society
- Forced Displacement issues

Google Scholar:

<https://scholar.google.com/citations?user=JiaTBc8AAAAJ&hl=en>

ORCID ID: <https://orcid.org/0000-0001-7287-3853>



Academic & Professional Qualifications

1. PHD (HRM) -Jomo Kenyatta University of Agriculture and technology (JKUAT)
2. MBA (HRM) - Kenyatta University.
3. BED (BUSINESS STUDIES, ECONOMICS) - second class Honors- Upper Division -University of Nairobi.
4. KACE (Kenya Advanced Certificate of Education)-3 Principals and 1 subsidiary- Machakos Girls' High School
5. KCE (Kenya certificate of Education)-Division one- Naromoru Girls' sec school
6. Education Management course by Kenya Education Staff Institute (KESI)
7. ICT Integration course by Kenya Staff Institute (KESI)
8. HOD'S Management course by Kenya Association of Technical Training Institutes
9. Guidance and counselling certificate course by Christian Churches Education Association (CCEA)
10. Case learning and teaching (Kenyatta University)
11. Logistics and transport training of trainers (chartered institute of logistics and transport)
12. Advanced certificate on Higher Education in Emergencies (HEiE)- University of Geneva summer school
13. Course for Governmental Training Institutions and Academia (Global Compact on Refugees)- International Institute of Humanitarian Law

14. Global E-coaching Forum: Effective Project Implementation in Emergency Situation- ILO- International Training Centre.

Employment History

1. Kenyatta University-2012 to date- Responsibilities include:

- Lecturer in management courses including and not limited to
 - strategic management seminar,
 - Human resource management and development
 - Marketing management.
 - Training and development
 - Entrepreneurship
 - Occupational safety, health and welfare
 - Contemporary issues in human resource management
 - Industrial psychology
 - Organizational behavior and theory
- Modules development for various management courses for digital school learning
- Coordinator-Centre for refugees' studies and empowerment- Responsibilities include
 - Developing and implementing refugee educational programmes
 - Coordinating refugee Educational programmes and research
 - Liasing with UNHCR educational agencies on refugee's education
 - Coordination of examinations
 - Research and consultancy
 - Grant proposal development
 - Community service

2. Kenya Railway corporation-2010-2012- HOD Business Management- Responsibilities included:

- Coordinating training programmes
- Developing and training in short courses
- Marketing of the Railway training institute programmes
- Coordinating Industrial attachment

3. Teacher service commission-1992-2010- A successful high school teaching career that included holding of Leadership Positions as a Deputy Principal and HOD

- Responsibilities included:
 - Classroom teaching
 - Coordinating various departments
 - Monitoring implementation of curriculum
 - Chairing procurement committee as a Deputy Principal

Achievements

Hold several Certificates of merit and appreciation for good performance at my various work stations.

Publications

1. Sugow, M. I. & Ndegwa, P. (2017). Food voucher choice and refugee's livelihoods in Dadaab refugee camp, Kenya.
2. Issack Y., Ndegwa P., Oringo J. (2021). Strategy Implementation and Water Service Delivery in Garissa County, Kenya. *IJSES*, Volume 5, Issue 3, 2021
3. Onyango S., Bula H., Ndegwa p., (2021). Electronic Governance and Employees' Performance in the Ministry of Interior and Coordination of National Government in Kenya; Vol 13 No 8 (2021). *European Journal of Business and Management*
4. Murimi c., Ndegwa p., Oringp J (2020). Strategic Responses and Organizational Performance of Public Universities in Nairobi County, Kenya: *IJSES*, Volume 4, Issue 10, 2020
5. Oringo J., Ndegwa P., Okello D. (2020) The Role of Generation Z Employees on Performance of Kenyan Firms in *IJSES*, Volume 4, Issue 10, 2020
6. Ndegwa, P., Murage A.M (2018). *Management practices and implementation of strategic plan in Anglican church of Kenya Head office in Nairobi City County Kenya. Volume 23, Number 1, Pages 214-231.*
7. Oringo, J.O., Ndegwa, P. W. & Andolo, A. (2016). *Analysis of the Strategies Adopted in Performance of Revolving Funds in South Sudan: A Case Study of South Sudan Older People Organization. Volume 23, Number 1, Pages 214-231, Year: 2016* American Scientific Research Journal for Engineering, Technology, and Sciences (ASRJETS)
8. Kathanya c., Ndegwa P (2020). Strategic Responses and Organizational Performance of Public Universities in Nairobi County, Kenya
9. Motivation and Employees Performance in County Assembly of Mandera, Kenya
Article Jul 2019
International Journal of Current Aspects
Hussein Adan Hassan
Priscilla Ndegwa
10. Eswari N., Ndegwa P (2019). Strategic leadership and organizational performance of Directorate of criminal investigations in Nairobi county Kenya. *International Journal of current Aspects volume 3, issue 5 2019 pp 166-185*
11. Ndegwa, P. W., Wario, G., Orwa, G., Ng'ang'a, R. & Murigi, E. M. (2014). *Legal Frame work as a Determinant of Implementation of Occupational Health and Safety Programmes in the Manufacturing Sector in Kenya. International Journal of Human Resource Studies. 2162-3058; 2014, Vol. 4, No. 4*
12. Mulago J., Ndegwa P (2020). *Strategic De-Mergers and Organizational Performance of Madison Group of Companies in Kenya 4(1): 85-102, June 2020*
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13. Ndegwa, P. W (2015) Perceptual Measure of Determinants of implementation of occupational Safety and Health Programmes in Manufacturing Sector in Kenya
14. Ndegwa, P. W (2007) Factors Affecting Performance Appraisal in Public Corporations in Kenya
15. Ndegwa, P. W (2016) Effectiveness of Performance Contracting Processes in Promoting Higher Education in Public Universities In Kenya

16. Ng'ang'a, R., Priscilla N. W., & Dr. Sakwa, M (2013). *The Link between Performance Appraisal and Firm Performance* DOI:10.6007/IJARBSS/v3-i9/189
17. Ng'ang'a, R., Gicheru, M. N., Wanjiku P. N., & Mutinda J.S. (2013). *The Relevance of Trainees' Expectations in Managing Training Programs*. Int. J. Cur. Tr. Res (2013) 2 (1): 51-59 ISSN: 2278-8042 www.injctr.com Published online 24 February 2013
18. Ndegwa, P. W., Wario, G., Orwa, G. & Ng'ang'a R (2014). Influence of Management Support in the Implementation of Occupational Safety and Health Programmes in the Manufacturing Sector in Kenya. International Journal of Academic Research in Business and Social Sciences 2014, Vol. 4, No. 9 September 2014, Vol. 4, No. 9; ISSN: 2222-6990013
19. Ndegwa, P. W., Wario, G., Orwa, G., Ng'ang'a, R. & Murigi, E. M. (2014). 2162-3058; 2014, Vol. 4, No. 4 Legal Frame work as a Determinant of Implementation of Occupational Health and Safety Programmes in the Manufacturing Sector in Kenya. International Journal of Human Resource Studies.
20. Motivation and Employee Retention in Savings and Credit Co-Operative Societies in Nairobi City County, Kenya Article Oct 2020 Grace Wambui Njora Priscilla Ndegwa
- 21.

Referred Journals

1. Onyango S., Bula H., Ndegwa p., (2021). Electronic Governance and Employees' Performance in the Ministry of Interior and Coordination of National Government in Kenya; Vol 13 No 8 (2021). European Journal of Business and Management
2. Issack Y., Ndegwa P., Oringo J. (2021). Strategy Implementation and Water Service Delivery in Garissa County, Kenya. IJSES, Volume 5, Issue 3, 2021
3. Ndegwa, P. W., Wario, G., Orwa, G. & Ng'ang'a R (2014). Influence of Management Support in the Implementation of Occupational Safety and Health Programmes in the Manufacturing Sector in Kenya. International Journal of Academic Research in Business and Social Sciences 2014, Vol. 4, No. 9 September 2014, Vol. 4, No. 9; ISSN: 2222-6990013
4. Ndegwa, P. W., Wario, G., Orwa, G., Ng'ang'a, R. & Murigi, E. M. (2014). 2162-3058; 2014, Vol. 4, No. 4 Legal Frame work as a Determinant of Implementation of Occupational Health and Safety Programmes in the Manufacturing Sector in Kenya. International Journal of Human Resource Studies.
5. Murimi c., Ndegwa p., Oringp J (2020). Strategic Responses and Organizational Performance of Public Universities in Nairobi County, Kenya: IJSES, Volume 4, Issue 10, 2020
6. Oringo J., Ndegwa P., Okello D. (2020) The Role of Generation Z Employees on Performance of Kenyan Firms in IJSES, Volume 4, Issue 10, 2020
7. Oringo, J.O., Ndegwa, P. W. & Andolo, A. (2016). *Analysis of the Strategies Adopted in Performance of Revolving Funds in South Sudan: A Case Study of South Sudan Older People Organization. Volume 23, Number 1, Pages 214-231, Year: 2016*

American Scientific Research Journal for Engineering, Technology, and Sciences (ASRJETS)

8. Eswari N., Ndegwa P (2019). Strategic leadership and organizational performance of Directorate of criminal investigations in Nairobi county Kenya. *International Journal of current Aspects volume 3, issue 5 2019 pp 166-185*
9. Ng'ang'a, R., Gicheru, M. N., Wanjiku P. N., & Mutinda J.S. (2013). *The Relevance of Trainees' Expectations in Managing Training Programs*. Int. J. Cur. Tr. Res (2013) 2 (1): 51-59 ISSN: 2278-8042 www.injctr.com Published online 24 February 2013
10. Mulago J., Ndegwa P (2020). *Strategic De-Mergers and Organizational Performance of Madison Group of Companies in Kenya* 4(1): 85-102, June 2020 ©Sage Global Publishers www.sagepublishers.com

Conference/Workshops/Seminar Papers

1. Paper title: Gender Differentiated Attitude Towards Caesarian Section: Case of Somali Refugees in Dadaab: presented in International congress on midwifery and maternal health may 19-20, 2021 | webinar
2. Paper Title: Effectiveness of Performance Contracting Processes in Promoting Higher Education in Public Universities in Kenya-Presented in 1ST Biennial Conference on the State of Higher Education in Kenya - 22nd – 25th August 2016
3. Paper Title: Use of Food Voucher in Place of Traditional Food Rations to Promote Refugees Livelihoods - A Case of Dadaab Refugees' Camps. Presented in Kenyatta University Centre for Refugees Studies in Collaboration with Refugee Management Partners Conference on "Seeking Asylum in Kenya
4. Paper title: Mentored Staff Induction and Employee Turnover in Advertising Firms in Kenya. Presented in 2ND INTERNATIONAL BUSINESS RESEARCH AND INDUSTRIAL CONFERENCE (IBRIC), 2020: Theme: Academia-industry Partnerships For Competitive Innovations And Global Sustainable Development.
5. Paper title; Multigenerational Employee Work life balance and Retention in Safaricom Limited, Kenya: Presented INTERNATIONAL BUSINESS RESEARCH AND INDUSTRIAL CONFERENCE (IBRIC) 2019 Theme: Emerging Trends In Business Management For Global Sustainable Development

Student Co-authored Publications

1. Issack Y., Ndegwa P., Oringo J. (2021). Strategy Implementation and Water Service Delivery in Garissa County, Kenya. IJSES, Volume 5, Issue 3, 2021
2. Murimi c., Ndegwa p., Oringp J (2020). Strategic Responses and Organizational Performance of Public Universities in Nairobi County, Kenya: IJSES, Volume 4, Issue 10, 2020
3. Oringo J., Ndegwa P., Okello D. (2020) The Role of Generation Z Employees on Performance of Kenyan Firms in IJSES, Volume 4, Issue 10, 2020
4. Khaugani J., Ndegwa P., (2020). Strategic De-Mergers and Organizational Performance of Madison Group of Companies in Kenya: Int Journal of Social

5. Njoroge M., Ndegwa., (2020)- Mentored Staff Induction and Employee Turnover in Advertising Firms in Kenya: in IJSES, Volume 4, Issue 10, 2020
6. Murage M., Ndegwa P., (2018). Management Practices and Implementation of Strategic Plan in Anglican Church of Kenya Head Office in Nairobi City County, Kenya. *International Journal of Contemporary Aspects in Strategic Management (IJCASM)*, Volume 2, Issue 1, July 2018, PP 224- 238
7. Motivation and Employees Performance in County Assembly of Mandera, Kenya Article Jul 2019 *International Journal of Current Aspects* Hussein Adan Hassan Priscilla Ndegwa
8. Eswari N., Ndegwa P (2019). Strategic leadership and organizational performance of Directorate of criminal investigations in Nairobi county Kenya. *International Journal of current Aspects volume 3, issue 5 2019 pp 166-185*
9. Mulago J., Ndegwa P (2020). *Strategic De-Mergers and Organizational Performance of Madison Group of Companies in Kenya* 4(1): 85-102, June 2020 ©Sage Global Publishers www.sagepublishers.com
10. Motivation and Employee Retention in Savings and Credit Co-Operative Societies in Nairobi City County, Kenya Article Oct 2020 Grace Wambui Njora Priscilla Ndegwa
- 11.

Other Publications

- Onyango S., Bula H., Ndegwa p., (2021). Electronic Governance and Employees 'Performance in the Ministry of Interior and Coordination of National Government in Kenya; Vol 13 No 8 (2021). *European Journal of Business and Management*
- Oringo J., Ndegwa P., Okello D. (2020) The Role of Generation Z Employees on Performance of Kenyan Firms in IJSES, Volume 4, Issue 10, 2020
- Ndegwa, P. W (2015) Perceptual Measure of Determinants of implementation of occupational Safety and Health Programmes in Manufacturing Sector in Kenya
- Oringo, J.O., Ndegwa, P. W. & Andolo, A. (2016). *Analysis of the Strategies Adopted in Performance of Revolving Funds in South Sudan: A Case Study of South Sudan Older People Organization. Volume 23, Number 1, Pages 214-231, Year: 2016* American Scientific Research Journal for Engineering, Technology, and Sciences (ASRJETS)
- Ndegwa, P. W (2007) Factors Affecting Performance Appraisal in Public Corporations in Kenya
- Ndegwa, P. W., Wario, G., Orwa, G. & Ng'ang'a R (2014) Influence of Management Support in the Implementation of Occupational Safety and Health Programmes in the Manufacturing Sector in Kenya. *International Journal of Academic Research in Business and Social Sciences* 2014, Vol. 4, No. 9 September 2014, Vol. 4, No. 9; ISSN: 2222-6990013
- Ndegwa, P. W., Wario, G., Orwa, G., Ng'ang'a, R. & Murigi, E. M. (2014). Legal Framework as a Determinant of Implementation of Occupational Health and Safety

Programmes in the Manufacturing Sector in Kenya. International Journal of Human Resource Studies. ISSN 2162-3058 ;2014, Vol. 4, No. 4

- Ng'ang'a, R., Priscilla N. W., & Dr. Sakwa, M (2013),The Link between Performance Appraisal and Firm Performance DOI: 10.6007/IJARBSS/v3-i9/189 URL: <http://dx.doi.org/10.6007/IJARBSS/v3-i9/189>
- Ng'ang'a, R., Gicheru, M. N., Wanjiku P. N., & Mutinda J. S.(2013)The Relevance of Trainees' Expectations in Managing Training Programs.Int. J. Cur. Tr. Res (2013) 2 (1): 51-59 ISSN: 2278-8042 www.injctr.com Published online 24 February 2

Research

1. Digital Health for Migrant Mothers Network: Maternal Care In Dadaab Camps(2020)
2. Gender Differentiated Attitude Towards Caesarean Section: Case of Somali Refugees in Dadaab (2020)
3. Effectiveness of Performance Contracting Processes in Promoting Higher Education in Public Universities in Kenya
4. Ndegwa, P. W (2015) Perceptual Measure of Determinants of implementation of occupational Safety and Health Programmes in Manufacturing Sector in Kenya 2.
5. Ndegwa, P. W (2007) Factors Affecting Performance Appraisal in Public Corporations in Kenya 3. Ndegwa, P. W (2016)

Funded Projects

1. Name of project: Evaluation of Windle International Kenya Education Models and Innovations in Kakuma and Dadaab Refugee Camps/2021)
2. Digital Health for Migrant Mothers Network: Maternal Care In Dadaab Camps(2020)
3. Name of Project: Global education for refugees needs assessment (2020)
4. Name of project: Streamlining the Quality of Secondary School Education in Kakuma Refugee Camp, Kenya. Year:2018

Conferenced/Workshops/Seminars Attended

1. Digital innovation & maternal health care for migrant mothers <network.- held in Kenyatta University
2. International congress on midwifery and maternal health may 19-20, 2021 | webinar
3. 2ND INTERNATIONAL BUSINESS RESEARCH AND INDUSTRIAL CONFERENCE (IBRIC), 2020: Theme: Academia-industry Partnerships For Competitive Innovations And Global Sustainable Development.
4. INTERNATIONAL BUSINESS RESEARCH AND INDUSTRIAL CONFERENCE (IBRIC) 2019 Theme: Emerging Trends In Business Management For Global Sustainable Development.
5. Kenya social protection conference : Theme: Scaling up investments in social protection for the delivery of the Kenya vision 2030 and achievement of SDGs—by ministry of labour and social protection.
6. 1ST Biennial Conference on the State of Higher Education in Kenya - 22nd – 25th August 2016
7. Kenyatta University Centre for Refugees Studies in Collaboration with Refugee

Supervision of Postgraduate Students

Masters

1. Issack Yusuf; Implementation and Water Service Delivery in Garissa County, Kenya.
2. Murimi Charles; Strategic Responses and Organizational Performance of Public Universities in Nairobi County, Kenya
3. Mulago Joy; Strategic De-Mergers and Organizational Performance of Madison Group of Companies in Kenya
4. Njoroge Michael: Mentored Staff Induction and Employee Turnover in Advertising Firms in Kenya
5. Murage Alice; Management Practices and Implementation of Strategic Plan in Anglican Church of Kenya Head Office in Nairobi City County, Kenya.
6. Hussein Adan Hassan ; Motivation and Employees Performance in County Assembly of Mandera, Kenya
7. Eswari N; Strategic leadership and organizational performance of Directorate of criminal investigations in Nairobi county Kenya
8. Njora Grace; Motivation and Employee Retention in Savings and Credit Co-Operative Societies in Nairobi City County, Kenya
9. Nasivili Arthur; Transformation Leadership Style And Performance Of Privatized Companies In Kenyan: Case Of Kenya Airways

- 10.

Ph. D

1. Masaba George; Influence of Learning Organizations on The Performance Of Water Boards In Kenya

MSC

2. *Onyango S.,Bula H., Ndegwa p., (2021). Electronic Governance and Employees'Performance in the Ministry of Interior and Coordination of National Government in Kenya;Vol 13 No 8 (2021). European Journal of Business and Management*
3. Kisaka Henry; Performance Management Processes And Service Delivery of the National Police Service In Nairobi City County, Kenya
4. Kamande Ruth; Occupational Health and Safety Management and Employee Performance In Brookside Company In Kiambu County, Kenya
5. Viola Jeruto; Human Resource Development Practices and Employee Performance Among Tier 1 Commercial Banks In Nairobi City County, Kenya-

Professional/ Consultancy (Editor/ Peer review in journals, Networks/ Collaborations, External Examiner, Patents)

1. Consultancy to evaluate Windle International Kenya Education Models and Innovations in Kakuma and Dadaab Refugee Camps- 2021)
2. EXAMINER- Kenya National Examination Council (KNEC) 1998- 2010

Community Service and Other Engagements

- Secretary Kenya Students Christian Fellowship (KSCF)- 1994-2000
- Guest of honour in several church fundraisers in my village church
- Participated in several medical fundraisers
- Committee member of Education promotion in my village primary school.

Affiliation of Professional Bodies

Member Institute of Human Resource Management

National and International awards and Recognitions

Certificates of merit and good performance in COMMERCE & BUSINESS STUDIES in High School 1994,1995, 1996, 4 appreciation for 1997, 1998, 1999, 2008, 2009, 2011 2001,2005- This included featuring in Radio Citizen for good performance.

Administrative Positions Held

1. COORDINATOR-KU- Dadaab Centre -2020-to date
2. EXAMINATION COORDINATOR-KU-Centre for Refugee Studies and Empowerment (2014-2019)
3. HOD -Railway Training Institute (2011-2012)
4. DEPUTY PRINCIPAL- Teacher Service Commission (TSC)(2005-2011)
5. HOD BUSINESS STUDIES-TSC (1998-2001)
6. HOD TECHNICAL AND APPLIED SCIENCES-TSC (2001- 2005)
7. TEAM LEADER-Kenya National Examination Council (KNEC) (2004 – 2010)

Recognized university administrative positions

COORDINATOR-KU- Dadaab Centre -2020-to date

Other administrative positions Held

EXAMINATION COORDINATOR-KU-Centre for Refugee Studies and Empowerment (2014-2019)