

## CURRICULUM VITAE

### PERSONAL DETAILS

**NAME** : JAMES MUTUKU KILIKA.  
**QUALIFICATIONS** : B.Com (*Hons*); M.B.A; PhD (UoN); MKIM  
**MARITAL STATUS** : MARRIED.  
**DATE OF BIRTH** : 10TH JANUARY 1972.  
**AGE** : 47 YEARS  
**CONTACT ADDRESS**: P.O.BOX 15525, G.P.O, 00100, NAIROBI.  
**TELEPHONE** : 254-738-043-482  
**E-MAIL** : kilika.james@ku.ac.ke/ jmkilika@gmail.com/kilikam3@yahoo.com  
**RESEARCHER ID** : <https://orcid.org/0000-0001-5857-7628>  
**GOOGLE SCHOLAR ACCOUNT**: kilika.james@ku.ac.ke

### ACADEMIC AND PROFESSIONAL QUALIFICATIONS

2008-2012	University of Nairobi, School of Business	Doctor of Philosophy ( <b>PhD</b> ) in Business Administration
1997-1999	University of Nairobi, Faculty of Commerce	Masters in Business Administration ( <b>M.B.A</b> )
1990-1995	University of Nairobi, Faculty of Commerce	Bachelor of Commerce ( <b>B.COM</b> ) Second Class Honors, Upper Division
1986-1989	Machakos School	KCSE (B minus 84 points)
1977-1985	Kivi Primary School	KCPE

### EMPLOYMENT HISTORY

- August 2012-Todate: Lecturer, Department of Business Administration, Kenyatta University
- March 2009-2012: Assistant Lecturer, Department of Business Administration, Kenyatta University
- March 2003-2009:Lecturer and Examiner, Kenya Institute of Management
- June 2006-2009: Part time Lecturer, School of Distance and Continuing Studies, University of Nairobi
- January 2000-2003:Training Consultant, Africa Management Consortium

## 1.2 RESEARCH AND PUBLICATIONS

### 1.2.1 REFEREED JOURNAL PAPERS

#### 2019:

- Wandiga,E.N., **Kilika,J.M.** &James,R.M.(2019). The Effect of Operations Strategy on Performance of Consultancy Firms? An Empirical Survey of Management Consultancy Firms in Nairobi, Kenya. *Journal of Economics and Business*,2(2): 469-488.  
<https://ssrn.com/abstract=3413629> or <http://dx.doi.org/10.2139/ssrn.3413629>

- Marwa, M.S., Namusonge, M.J. & Kilika, J.M. (2019). Influence Of Technostructural Interventions On Organizational Performance: A Case Study Of Commercial Banks In Kenya. *International Journal of Scientific Research and Management*, 7(6):1181-1193. DOI <https://doi.org/10.18535/ijstrm/v7i6.em03>
- Muithya, V. & Kilika, J.M. (2019). TMT Diversity Outcomes Under Environmental Contexts: A Review of Literature and Research Agenda. *Journal of Management and Strategy*, 10(1):43-62. <https://doi.org/10.5430/jms.v10n1p43>
- Gathara, Z.M., Kilika, J.M. & Maingi, J.M. (2019). Effect of Equity on Financial Performance of Selected Companies Listed in the Nairobi Securities Exchange, Kenya. *International Journal of Business and Law Research*, 7(1):1-24. <http://seahipaj.org/journals-ci/mar-2019/IJBLR/full/IJBLR-M-1-2019.pdf>
- Gathiira, T.G., Muathe, S.M.A. & Kilika, J.M. (2019). Psychosocial Programmes and Employees Retirement Preparedness: Empirical Evidence From the Educational Sector in Kenya. *International Journal of Business Administration*, 10(2):82-95. <https://doi.org/10.5430/ijba.v10n2p82>.
- Gathiira, T.G., Muathe, S.M.A. & Kilika, J.M. (2019). Employee Engagement in Personal Health Programmes and Retirement Preparedness among Public Secondary School Teachers' in Kirinyaga and Murang'a Counties, Kenya. *IOSR Journal of Business and Management (IOSR-JBM)*, 21(3):48-62. <http://www.iosrjournals.org/iosr-jbm/papers/Vol21-issue3/Series-1/E2103014862.pdf>

#### 2018:

- Ndegwa, P. W., Kilika, J. M., & Muathe, S. M. A. (2018). The mediating role of organizational competences on the relationship between resource isolating mechanism and sustainable competitive advantage. *Strategic Journal of Business & Change Management* 5(4), 2206 - 2221. <http://strategicjournals.com/index.php/journal/article/view/1015/1013>
- Ndegwa, P. W., Kilika, J. M., & Muathe, S. M. A. (2018). Resource isolating mechanisms and sustainable competitive advantage among commercial banks in Kenya. *European Scientific Journal* 14(34):38-64. <http://dx.doi.org/10.19044/esj.2018.v14n34p38>
- Muthimi, J.K., & Kilika, J.M. (2018). Leadership Strategy, Behavioral Focus and Firm Performance: A Review of Literature. *International Business Research*, 11, (1):143-163. DOI: [10.5539/ibr.v11n1p143](https://doi.org/10.5539/ibr.v11n1p143)
- Ngari, E., Muathe, S.M.A. & Kilika, J.M. (2018). Mediating Effect of Motivation on Employees Performance in Private Equity Firms, Kenya. *Journal of Human Resource Management*, 6, (2):78-84. doi: 10.11648/j.jhrm.20180602.15
- Kyalo, A.M., Kilika, J.M. & Kimencu, L. (2018). How Do Human Resource Management Practices Predict Employee Turnover Intentions: An Empirical Survey of Teacher Training Colleges in Kenya. *International Journal of Business Administration*, 9(4):201-213. URL: <https://doi.org/10.5430/ijba.v9n4p201>
- Ouma, P., & Kilika, J.M. (2018). Innovation Strategies, First Mover Advantage and Performance in the Context of the Microfinance Sector: A Review of Literature. *International Journal of Business and Management*, 13, (7): 195-209. URL: <https://doi.org/10.5539/ijbm.v13n7p195>.
- Kimonge, G.D., Kilika, J.M. & Maingi, J. (2017). The Mediating Effect of Financial Inclusion on the Relationship between Branchless Banking Strategy and Performance of Commercial Banks in an Emerging market Context: The Case of Kenya. *International Journal of Economics and Finance*, 10(7): 161-176. URL: <https://doi.org/10.5539/ijef.v10n7p161>
- Omar, B.F. & Kilika, J.M. (2018). Corporate Strategy, Governance Structure and Organization Performance: A Research Agenda. *Business and Management Research*, 7(2):49-64. doi:10.5430/bmr.v7n2p49 URL: <https://doi.org/10.5430/bmr.v7n2p49>
- Ngugi, R.W. & Kilika, J.M. (2018). TMT Cognition, First Mover Advantages and Firm Entrepreneurial Performance: A Review of Literature. *International Business Research*, 11 (6):110-126. DOI: <https://doi.org/10.5539/ibr.v11n6p110> <https://doi.org/10.5539/ibr.v11n6p110>

- Kimiti, P.G. & Kilika, J.M. (2018). Organization resources, industry velocity, attention focus and firm's performance; A review of literature. *International Journal of Business and Management* 13(5):185-200 <https://doi.org/10.5539/ijbm.v13n5p185>. URL: <https://doi.org/10.5539/ijbm.v13n5p185>
- Oduor, B.A. & Kilika, J.M. (2018). TMT Diversity, decision quality and service sector firm performance: A Research Agenda. *Journal of Management and Strategy* 9,(2):34-45. <https://doi.org/10.5430/jms.v9n2p34>. URL: <https://doi.org/10.5430/jms.v9n2p34>
- Ngari, E., Kilika, J.M., & Muathe, S.M.A. (2018). Job Characteristics and Employee Performance in Private Equity Firms in Kenya. *IOSR Journal of Business and Management*, 20(1):60-70. DOI: 10.9790/487X-2001026070 [www.iosrjournals.org/iosr-jbm/papers/Vol20-issue1/Version-2/I2001026070.pdf](http://www.iosrjournals.org/iosr-jbm/papers/Vol20-issue1/Version-2/I2001026070.pdf)

#### 2017

- Kimonge, G.D., Kilika, J.M. & Maingi, J. (2017). The Effect of Branchless Banking Strategy on the Financial Performance of Commercial Banks in Kenya. *International Journal of Financial Research*, 8(4): 167-183. DOI: <https://doi.org/10.5430/ijfr.v8n4p167>
- Mutiso, C., & Kilika, J.M. (2017). Using Human Resource Management Practices to predict Quality Service Delivery: Case of Public Secondary Schools in Kenya. *International Journal of Business and Management*, 12(10):121-131. doi:10.5539/ijbm.v12n10p121 URL: <https://doi.org/10.5539/ijbm.v12n10p121>.
- Wandiga, E.N., Kilika, J.M., & James, R. (2017). Linking Operations Strategies with Customer based Competencies and Firm Performance in the context of Knowledge based Intensive Sector: A Theoretical Review. *International Journal of Business and Management*, 12(8):234-248. DOI: <https://doi.org/10.5539/ijbm.v12n8p234>
- Kyengo, J.M. & Kilika, J.M. (2017): Strategic Assets, Competitive Capabilities and Firm Performance: Review of the Literature. *Journal of Business and Economic Development*, 2(3): 140-147. doi: 10.11648/j.jbed.20170203.11.
- Oketch, J.O. & Kilika, J.M. (2017). Linking TMT Characteristics and Strategy Execution with Firm Performance: A Review of Literature. *International Journal of Business and Management*, 5(1):74-81. [www.theijbm.com](http://www.theijbm.com).
- Tanui, J.K., Kilika, J.M., & Mugambi, G.N. (2017): Mediation by Firm Competence on the Relationship between Information Technology and Competitiveness of Consultancy Firms in Nairobi County, Kenya. *International Journal of Scientific Research and Management*, 5(1):5102-5118. DOI: <http://dx.doi.org/10.18535/ijstrm/v5i1.12>.
- Kyengo, J.M. & Kilika, J.M. (2017): Towards a Theoretical Model for Strategic Assets, Competitive Capabilities and Firm Performance: A Research Agenda. *Science Journal of Business and Management*, 5(2): 45-53. doi: 10.11648/j.sjbm.20170502.11.

#### 2016:

- Tanui, J.K., Kilika, J.M., & Mugambi, G.N. (2016): Deployment of Information Technology Capabilities and Competitiveness of Consultancy Firms in Nairobi County, Kenya. *International Journal of Arts and Entrepreneurship*, 5(1): 111 - 136. [http://www.ijse.org/images/ijae\\_v5\\_i1\\_111\\_136.pdf](http://www.ijse.org/images/ijae_v5_i1_111_136.pdf)
- Wamai, E.W. & Kilika, J.M. (2016). ISO 14001 Environmental Management Systems Certification, Firm Characteristics and Performance of Certified Firms in Nairobi County, Kenya. *Journal of Management and Strategy*, 7(4):30-44. DOI: <https://doi.org/10.5430/jms.v7n4p30>
- Kilika, J.M., K'Obonyo, P.O., Ogotu, M. & Munyoki, J.M. (2016). The Mediating Role of University Industry Collaboration on the Relationship between Human Resource Development Infrastructure and Performance of Universities in Kenya. *Asia Pacific Journal of Advanced Business and Social Studies*, 2(1): 129-148. <http://journal-of-advanced-business-and-social-studies#>

- Gitonga, A.G., **Kilika, J.M.** & Obere, E.(2016). Generation Y Talent Management Strategy and Competitive Advantage: Case of Commercial Banks in Kenya. *Journal of Human Resource Management* 4, (2 ):10-18. DOI: 10.11648/j.jbrm.20160402.11
- Kabue, L.W. & **Kilika, J.M.**(2016). Firm Resources, Core Competencies and Sustainable Competitive Advantage: An Integrative Theoretical Framework. *Journal of Management and Strategy*, 7(1):98-108. doi:10.5430/jms.v7n1p98 URL: <http://dx.doi.org/10.5430/jms.v7n1p98>
- Kok's S. & **Kilika, J.M.** (2016). Towards a Theoretical model relating Product Development Strategy, Market Adoption and Firm Performance: A Research Agenda. *Journal of Management and Strategy*, 7(1):90-97. doi:10.5430/jms.v7n1p90 URL: <http://dx.doi.org/10.5430/jms.v7n1p90>
- Muthoka, R.M. & **Kilika, J.M.**(2016). Toward an integrated model for Strategic Alliances among SMEs: A Research Agenda. *Science Journal of Business and Management*, 3, (6): 228-234. doi: 10.11648/j.sjbm.20150306.13

#### 2015:

- Kinyua, G.M., Muathe, S.M.A., & **Kilika, J.M.** (2015). Influence of Knowledge Transfer and Knowledge Application on Performance of commercial banks in Kenya. *Journal of Emerging Issues in Economics Finance and Banking*, 4 (2): 1648-1660. [http://globalbizresearch.org/economics/images/files/91060\\_ID\\_1090\\_JEIEFB\\_Kinyua\\_Muathe\\_Kilika.pdf](http://globalbizresearch.org/economics/images/files/91060_ID_1090_JEIEFB_Kinyua_Muathe_Kilika.pdf)
- Kinyua, G.M., Muathe, S.M.A., & **Kilika, J.M.** (2015). Influence of Knowledge Transfer and Knowledge Conversion on Performance of Commercial Banks in Kenya. *Science Journal of Business and Management*, 3, (6): 228-234. doi: 10.11648/j.sjbm.20150306.13
- Kinyua, G.M., Muathe, S.M.A., & **Kilika, J.M.** (2015). Effect of Knowledge Conversion and Knowledge Application on Performance of Commercial Banks in Kenya. *International Journal of Education and Research*, 3(10). <http://www.ijern.com/journal/2015/October-2015/33.pdf>
- Foya, A.H., **Kilika, J.M.** & Muathe, S.M.A.(2015). Relating Technology Based CRM to Service Quality in the Telecommunications Industry in Arusha City, Tanzania. *Science Journal of Business and Management*, 3 (6):209-218. doi: 10.11648/j.sjbm.20150306.11
- Muiruri, Z.K. & **Kilika, J.M.** (2015). The Influence of the Balanced Score Card on Performance of Public Sector Organizations in Kenya. *Science Journal of Business and Management*, 3 (5):150-156. doi: 10.11648/j.sjbm.20150305

#### 2014:

- Bernard, J. Nzuki, P.K., **Kilika, J.M.** & Nzulwa, R.D. (2014). Factors Influencing Career Progression among Graduate Teachers in Public Secondary Schools in Makadara District-Nairobi, Kenya. *International Journal of Humanities and Social Sciences*, 4(12):263-270. [http://www.ijhssnet.com/journals/Vol\\_4\\_No\\_12\\_October\\_2014/30.pdf](http://www.ijhssnet.com/journals/Vol_4_No_12_October_2014/30.pdf)
- Agyei, P.M. & **Kilika, J.M.**(2014). Relationship Between Corporate Image and Customer Loyalty in the Telecommunication Market in Kenya. *Management Studies*, 2(5):299-308. [www.davidpublishing.com/DownLoad/?id=17815](http://www.davidpublishing.com/DownLoad/?id=17815)

2013:

- Agyei, P.M. & Kilika, J.M. (2013): Relationship between Service Quality and Customer Loyalty in the Kenyan Mobile Telecommunication Service Industry. *European Journal of Business Management*, 5:23. <http://www.iiste.org/Journals/index.php/EJBM/issue/view/783>
- Kilika, J.M., K'Obonyo, P.O., Ogutu, M., & Munyoki, J.M. (2013). Human Resource Development Drivers for University-Industry Collaboration: Empirical Evidence from Universities in Kenya. *International Journal of Education and Research*, 1:4, April. <http://www.ijern.com/April-2013.php>

2012:

- Kilika, J.M., K'Obonyo, P.O., Ogutu, M., & Munyoki, J.M. (2012): Toward understanding the Design of Human Resource Development Infrastructures for Knowledge Intensive Organizations: Empirical Evidence from Universities in Kenya. *DBA Africa Management Review*, 2(2).
- Kilika, J.M. (2012): Entrepreneurship, Human Resource Development and National Innovation Systems. *The Management Digest*, 5:147-156.

2011:

- Kilika, J.M. (2011): Bridging the Gap between Higher Education and the Industry: The Role of Leadership in Knowledge Transfer. *The Management Digest*, 3:286-299.

2010:

- Kilika, J.M. (2010): University-Industry Collaboration in Kenya, an HRD Based Theoretical Perspective. *The Management Digest*, 2:156-168.

## 1.2.2 OTHER PUBLICATIONS

### 1.2.2(v) REFEREED LEARNING MODULES

- Kilika, J.M. (2014): Strategic Management Seminar. Digital School of Virtual and Open Learning Material for the Department of Business Administration, Kenyatta University.
- Kilika, J.M. (2006): Planning and Administration. Distance learning manual for the Department of Distance Studies, University of Nairobi.
- Kilika, J.M. (2006): Program Design and Implementation. Distance Learning Manual for the Department of Distance Studies, University of Nairobi.

### 1.2.2. (vi) PEER REVIEWED CONFERENCE PAPERS PRESENTED

Conferences Attended and Presented Papers Include:

2018:

#### **2ND INTERNATIONAL MULTIDISCIPLINARY CONFERENCE ON INNOVATION FOR ORGANIZATIONAL COMPETITIVENESS AND COMMUNITY SUSTAINABLE DEVELOPMENT**

- Organized by Greta University
- Held on 5th-6th November 2018 in Thika Town, Kenya.
- Presented a paper entitled: **Strategic Quality Planning, Quality Ambience and Firm Performance: A Research Agenda.**

2015:

***1ST ICTP CONFERENCE, ADELAIDE, AUSTRALIA***

- Organized by the Asia Pacific Institute of Advanced Research (APLAR)
- Held on 5<sup>th</sup> - 6<sup>th</sup> of December 2015 in Adelaide Australia
- Presented a paper entitled: ***The Mediating Role of University Industry Collaboration on the Relationship between Human Resource Development Infrastructure and Performance of Universities in Kenya.***

2013:

***7TH ANNUAL ATINER CONFERENCE ON BUSINESS AND SOCIETY IN THE GLOBAL ECONOMY, GREECE***

- Organized by Athens Institute for Education and Research (ATINER)
- Held in Athens, Greece on 19<sup>th</sup> -22<sup>nd</sup>. December 2013.
- Presented a paper entitled: ***The Relationship between Corporate Image and Customer Loyalty in the Mobile Telecommunication Market in Kenya.***

**1.2.2 (xi) NON-PEER REVIEWED CONFERENCE PAPERS**

2017:

***ESDA WORKSHOP, DEPARTMENT OF ENVIRONMENTAL EDUCATION, KU***

- Organized by the Department of Environmental Education, Kenyatta University in partnership with ESDA Secretariat on Sustainable Urban Development
- Held on May 19th 2017 at the Kenyatta University Conference Center
- Presented a paper entitled: ***Enhancing Sustainable Urban Development Through Agri Based Ventures Among Urban Based Households: A Theoretical Model.***

2016:

***16TH NORDIC AFRICA DAYS (NAD 16) CONFERENCE, UPPSALA, SWEDEN***

- Organized by the Nordic Africa Institute (NAI)
- Conference held on 23rd-24th September 2016 in Uppsala, Sweden.
- Presented a paper entitled: ***Business Succession Strategies and Sustainability of women owned enterprises in Meru Town, Kenya.***

2012:

***4TH MANAGEMENT UNIVERSITY OF AFRICA CONFERENCE, NAIROBI, KENYA***

- Conference Organized by the Management University of Africa (MUA)
- Conference Held in Nairobi in October 2012.
- Presented a paper entitled: ***The Relationship between Service Quality and Customer Loyalty in the Kenyan Mobile Telecommunication Sector.***

***AIBUMA CONFERENCE, NAIROBI, KENYA***

- Conference organized by the School of Business, University of Nairobi
- Conference held in Nairobi, July 2012.
- Presented a Paper entitled: ***Toward understanding the Design of Human Resource Development Infrastructures for Knowledge Intensive Organizations: Empirical Evidence from Universities in Kenya.***

2011:

***3RD KIM CONFERENCE, NAIROBI, KENYA***

- Conference organized by the Kenya Institute of Management
- Conference held in Nairobi September 2011
- Presented a paper entitled: ***Entrepreneurship, Human Resource Development and National Innovation Systems.***

2010:

**2ND KIM CONFERENCE, NAIROBI, KENYA**

- Conference organized by the Kenya Institute of Management
- Conference held in Nairobi on October 2010.
- Presented a paper entitled: ***Bridging the Gap between Higher Education and the Industry: The Role of Leadership in Knowledge Transfer.***

2009:

**1ST KIM CONFERENCE, NAIROBI, KENYA**

- Conference organized by the Kenya Institute of Management
- Conference held in Nairobi in October 2009.
- Presented a paper entitled: ***University-Industry Collaboration in Kenya, an HRD based theoretical perspective.***

2008:

**4TH ORSEA CONFERENCE, NAIROBI, KENYA**

- Conference organized by the Operations Research Society of East Africa
- Conference held in Nairobi in October, 2008.
- Presented a paper entitled: ***Attitude Index for Change and the Performance of Managers.***

### 1.3 QUALITY TEACHING, LEARNING AND MENTORSHIP

#### 1.3 (i) STUDENT EVALUATION FOR TEACHING

Effectively taught and Evaluated for teaching:

- BBA 303: Marketing Strategies and Plans and attained a score of 93%.
- BBA 412: Applied Marketing Research and attained a score of 87%
- BBE 506: Strategic Marketing Management and attained a score of 87%

#### 1.3 (ii) TRAINING IN HIGHER EDUCATION

##### TEACHING/ TRAINING SEMINARS ATTENDED

- **July 2018: Attended a One Day** HEInnovate Workshop at Kenyatta University organized jointly by Kenyatta University and Bonn–Rhein-Sieg University in preparation for the CEPU Project.
- **February 2018: Attended a Two-Day Workshop organized by DAAD on** Germany-Kenya Matchmaking Workshop on Entrepreneurial Universities, held in Nairobi, Kenya.
- January 2018: Kenyatta University: Attended a Two day Training Workshop for Chairpersons of Departments.
- 2014: University of South Africa, College of Economics and Management Sciences: Attended a Three Day Workshop on Postgraduate Research Thesis Supervision held in Nairobi.
- May 2013: Kenyatta University, Center for Teaching Excellence and Evaluation, completed a Three-Day course on teaching methodology.
- 2008: Kenya Institute of Management, completed a Training of Trainers Course.

## OTHER SEMINARS ATTENDED

- June 2018: Ruaraka Public Private Partnership on Environmental Management and Circular Economy. Organized by the Embassy of Denmark held at the Kenya Foundry Works in Ruaraka.

## 1.3 POSTGRADUATE RESEARCH SUPERVISION

### PhD THESES

#### 1.3 (iv) SUPERVISED PhD THESES FOR STUDENTS WHO HAVE COMPLETED AND GRADUATED

STUDENT	TITLE OF THESIS	SUPERVISOR	DATE OF GRADUATION
Tanui, Joel Kipkirui D86/CTY/PT/251721/2011	Interaction between IT Capability, Environmental conditions and Competitiveness of Consultancy Firms in Kenya.	Dr.James Kilika	Dec 2015
Kimani, Grace Muthoni D86/5051/2004	Entrepreneurial Orientation and Performance of Micro and Small Enterprises in the Publishing Industry in Kenya	Dr.James Kilika	June 2015
Mungai Alfred Ngugi 86/CTY/PT/21715/2010	E-Government Strategy Implementation and Performance of the Public sector in Kenya	Dr.James Kilika	Dec 2015
Kiiru David Muraga D86/CTY/PT/25186/2011	HRM Practices and Performance of Parastatals in Kenya	Dr.James Kilika	Dec 2015
Kinyua Godfrey Muigai D86/CTY/PT/25168/2011	Knowledge Management and Performance of Banks in Kenya	Dr.James Kilika	Dec 2015
Kungu Patricia Wacheke D86/CTY/PT/22872/2012	Quality Management Strategies and Performance of Oil Marketing Firms in Kenya	Dr.James Kilika	Dec 2017
Kimonge Gift Dzombo D86/CTY/PT/25224/2011	Branchless Banking and Financial Performance of Banks in Kenya	Dr.James Kilika	Aug 2018
Manthi Abigail Kyalo D86/CTY/PT/25182/2011	HRM Practices and Teacher Retention among PTTCs in the Nairobi Metropolitan Region in Kenya	Dr.James Kilika	Aug 2018

#### SUPERVISED PhD THESES FOR STUDENTS AWAITING GRADUATION

Ndegwa Purity Wairimu D86/CTY/22893/2013	Resource Isolation Mechanisms and Competitive Advantage of Banks in Kenya	Dr.James Kilika
Marwa Moses Siruri D86/CTY/PT/26906/2013	Techno Structural Interventions and Performance of Banks in Kenya.	Dr.James Kilika
Gathiira Titus Githaiga D86/CTY/PT/21726/2010	Effect of Employee Individual Separation Planning on Retirement Preparedness: Case of Public Secondary School Teachers in Kirinyaga and Muranga counties in Kenya.	Dr.James Kilika
Wandiga Eunice Ngina D86/CTY/PT/32345/2015	Operations Strategy and Performance of Management Consultancy Firms in Nairobi City County, Kenya	Dr.James Kilika



Gathara Zachary Mwangi D86/CTY/PT/21707/2010	Drivers of Financial Performance and Hedging Decisions among listed Non Financial Firms in the Nairobi securities exchange	Dr.James Kilika
-------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------	-----------------

**SUPERVISED PhD THESES FOR STUDENTS UNDERGOING EXAMINATION**

Oketch Joseph Odongo D86/CTY/PT/31096/2015	TMT Characteristics and Performance of Public Sector Regulatory Organizations in Kenya	Dr.James Kilika
-----------------------------------------------	----------------------------------------------------------------------------------------	-----------------

**1.3 (iii) SUPERVISED PhD THESES FOR STUDENTS WHO HAVE COMPLETED FIELD WORK AND DOING DATA ANALYSIS**

Misiko Romano Wachiye D86/CTY/PT/23518/2012	First Mover Strategies and Performance of Banks in Kenya	Dr.James Kilika
------------------------------------------------	----------------------------------------------------------	-----------------

Kering Victor Kiptum D86/CTY/PT/22878/2012	Management Processes and Performance of Selected Manufacturing Firms in Kenya	Dr.James Kilika
-----------------------------------------------	-------------------------------------------------------------------------------	-----------------

**1.3 (iii) PhD THESES BEING SUPERVISED FOR STUDENTS DOING FIELD WORK**

Apuoyo Benson Odhiambo D86/CTY/PT/22848/2012	Venture Capital Financing and Growth of SMEs in Nairobi City County, Kenya	Dr.James Kilika
-------------------------------------------------	----------------------------------------------------------------------------	-----------------

Kitenga Gabriel D86/CTY/PT/26925/2013	Dynamic Capabilities and Competitive Advantage of selected Food Processing Firms in Kenya.	Dr.James Kilika
------------------------------------------	--------------------------------------------------------------------------------------------	-----------------

Mugisha Henry D86/EA/29106/2014	Capital Structure Decisions and Financial Performance of MSEs in Uganda: Case of selected MSEs in Buganda Region, Uganda.	Dr.James Kilika
------------------------------------	---------------------------------------------------------------------------------------------------------------------------	-----------------

Muthimi Janet D86/CTY/PT/33368/2015	Transformational Leadership and Performance of Universities in Kenya	Dr.James Kilika
----------------------------------------	----------------------------------------------------------------------	-----------------

**1.3 (iii) PhD THESES BEING SUPERVISED FOR STUDENTS WHO HAVE PRESENTED AT DEPARTMENTAL LEVEL**

Mwangi Maigua Kamau D86/CTY/PT/25183/2011	Quality Assurance and Performance of TVET Institutions in Kenya	Dr.James Kilika
----------------------------------------------	-----------------------------------------------------------------	-----------------

Kioko Richard Muthoka D86/CTY/PT/29257/2014	Strategic Alliances and Performance of SMEs in the manufacturing sector in Nairobi City county, Kenya	Dr.James Kilika
------------------------------------------------	-------------------------------------------------------------------------------------------------------	-----------------

Beatrice Aluo Oduor D86/CTY/33226/2015	Turnaround strategies organizational culture and firm sustainability in small and medium enterprises.	Dr.James Kilika
-------------------------------------------	-------------------------------------------------------------------------------------------------------	-----------------

### 1.3 (iii) PhD THESES BEING SUPERVISED FOR STUDENTS DEVELOPING PROPOSALS

Monari Carren Kwamboka D86/CTY/PT/26933/2013	Absorption Capacity and Performance of firms in the Energy sector in Kenya	Dr.James Kilika
Koks Sheila D86/CTY/PT/28542/2014	Product Development Strategies and Performance of FMCG Manufacturers in Nairobi County	Dr.James Kilika
Lindah Madegwa D86/CTY /28200/2014	The influence of Talent Management on Competitive Advantage in the Public Sector in Kenya	Dr.James Kilika
Ouma Phillip D86/CTY/PT/28906/2014	Organizational Development and Performance of Public Sector Organizations.	Dr.James Kilika
James Kahugu Kibe D86/CTY/39247/2016	Executive coaching and performance of flower firms in Nakuru county, Kenya.	Dr.James Kilika

### 1.3 (iii) PhD THESES SUPERVISION FOR CANDIDATES IN OTHER UNIVERSITIES

Candidate	Thesis Title	University
Mumanthi Charles	Strategy Implementation in the Police Service in Kenya	California Miramar University, USA
Rono Peter Kibet	Moderating Influence of Technology on the Relationship between Generic Strategies and Performance of Small and Medium Enterprises in Kenya.	Jomo Kenyatta University of Agriculture and Technology, Kenya
Keraka Collins	Work Safety Compliance and Employee Performance in Textile Manufacturing Companies in Kenya	Jomo Kenyatta University of Agriculture and Technology, Kenya

### 1.3 SUPERVISION OF M.Sc THESES

#### 1.3 (V) SUPERVISED M.Sc THESES FOR STUDENTS WHO HAVE COMPLETED AND GRADUATED

Foya Herman Aneth D58/ EA/CTY/PT/20916/2012	Technology Based CRM and Service Quality in the Mobile Telecommunications Industry in Arusha, Tanzania	Dr.James Kilika
Gitonga Angelica D58/CTY/PT/24512/2011	Talent Management Strategies for Generation Y and Competitive Advantage of Banks in Kenya	Dr.James Kilika
Omary Neema D58/EA/CTY/PT/20917/2012	Effects of Marketing Communication Mix on Sales Performance of Soft Drinks Industry in Dar-es Salaam, Tanzania.	Dr.James Kilika
Watto Yattani Martina D58/CTY/PT/21850/2012	Effects of Employee Retrenchment on Organizational Performance in selected Parastatal institutions in Kenya	Dr.James Kilika

### 1.3 (iii) SUPERVISED M.Sc THESES FOR STUDENTS WHO HAVE COMPLETED AND AWAITING GRADUATION

Sang Hilda Cheptoo Discretionary Benefits and Employee Retention in Dr.James Kilika  
D58/CTY/PT/27712/2014 Regulatory State Agencies under the National Treasury, Kenya.

### 1.3 (iii) SUPERVISED M.Sc STUDENTS DEVELOPING THESE PROPOSALS

Currently supervising the following M.Sc Students

Otambo Ivy Talent Management Strategies and Competitiveness of Dr.James Kilika  
D58/CTY/PT/25406/2013 Universities in Nairobi County Kenya.

Mbai Anastacia Marketing Strategies and Performance of SMEs in the Jua Dr.James Kilika  
D58/CTY/PT/39082/2016 Kali Sector in Kamukunji, Nairobi County, Kenya.

### SUPERVISION OF MBA RESEARCH PROJECTS

#### 1.3 (V) SUPERVISED MBA RESEARCH PROJECTS FOR STUDENTS WHO HAVE GRADUATED

Successfully supervised the following MBA Students:

YEAR	S/NO.	STUDENT	PROJECT TITLE	SUPERVISOR
<b>2010</b>				
	1.	Francis Paul Mungai D53/PT/13191/09	An Investigation Of The Factors Affecting The Development Of Sustainable Competitive Advantage (SCA) In The Commercial Banking Sector in Kenya.	Dr.James Kilika
	2.	Ksee Daniel M. Muli D53/OL/16339/2006	The Relationship Between Value Chain Design And The Productivity Of Indigenous Poultry In The Semi-Arid Areas Of Kenya – A Case Of Makueni District	Dr.James Kilika
	3.	Zachary Kamau Mwangi	Effect Of Terms Of Employment On Staff Motivation: Case Of Selected Government Institutions In Kenya	Dr.James Kilika
	4.	Yussuf M. Kassim D53/CE/11508/2007	The Relationship Between Remuneration And The Performance Of Non-Teaching Staff In Public Secondary Schools In Mandera East District, Kenya	Dr.James Kilika
	5.	Yaye Ahmed Shosi D53/PT/CTY/13869/2009	Factors Influencing Implementation Of Strategy By The Constituencies Development Fund Board	Dr.James Kilika
	6.	Josiah Njeru Maina D53/OL/16169/2006	An Investigation Into Factors That Influence Leadership Succession In Family Owned Businesses In Kenya: A Case Of Family Owned Small And Micro Enterprises In Nairobi Central Business District	Dr.James Kilika
	7.	Christine Flora W. D53/RI/11459/2004	Factors Influencing The Integration Of Computer Technology In Schools In Thika District	Dr.James Kilika
<b>2011</b>				
	8.	Nkanda Mwenda Robinson D53/13805/2005	An Investigation On The Effects Of Relationship Marketing On Performance Of Private Security Companies ( The Case Of BM Security In Nairobi)	Dr.James Kilika

	9.	Macharia Samwel Ng'ang'a D53/CE/11520/2007	The Factors Affecting Internal Quality Assurance In Secondary Schools In Mwingi District	Dr.James Kilika
	10.	Opondo Jacinta Anyango D53/1528/2003	The Factors Influencing The Quality Of Working Life Among Fresh Produce Exporters In Indu Farm Limited	Dr.James Kilika
	11.	Seth A. Masaya D53/RI/12424/04	Effects Of Supervisors Empowerment On Productivity: A Case Of KTDA Managed Tea Factories	Dr.James Kilika
	12.	Muiruri Beth Waithira D53/CE/15170/08	The Relationship Between Occupational Health And Safety Programs And The Performance Of The Three Leading Media Groups In Nairobi	Dr.James Kilika
	13.	Ombachi Tertius Mokuu D53/CE/12280/04	An Investigation Of The Relationship Between Employee Empowerment And The Performance Of Hotels In Mombasa County, Kenya	Dr.James Kilika
	14.	Kimosop Eric Yego D53/10085/2006	Factors That Affect Public Relations Practices In The Administration Police Service Of Kenya	Dr.James Kilika
	15.	Charles N. Nalyanya D53/10244/2007	An Investigation Into Factors Affecting The Performance Of Small Scale Enterprises In ASAL Areas:Case of Hola Town-Tana River District	Dr.James Kilika
	16.	Kisaka Lynette M. D53/CE/11536/2007	The Relationship Between Marketing Strategies And Performance Of Savings And Credit Societies ( Saccos) In Mombasa District	Dr.James Kilika
	17.	Mokamba Joyce Ariri D53/CE/11515/2007	Factors Affecting The Implementation Of Product Quality Standards Among Small And Medium Enterprises (SMEs) Based In Nairobi, Kenya	Dr.James Kilika
	18.	Geoffrey Kaburu Mutegi D53/OL/11074/2007	The Effects Of Strategic Management Practices Of Micro And Small Enterprises (MSEs) In Nairobi, Kenya	Dr.James Kilika
	19.	Titus Wakwabubi Wasike D53/OL/11121/2007	Factors Influencing Strategy Implementation In Public Universities In Kenya: The Case Of Jomo Kenyatta University Of Agriculture And Technology (Jkuat)	Dr.James Kilika
	20.	Stephen Wambulwa Khaemba D53/OL/1536/2002	Factors Affecting The Implementation Of Performance Management Programmes At The Kenya Police Service Headquarters	Dr.James Kilika
<b>2012</b>				
	21.	Jefferson Mwendu Kimuyu D133/CTY/PT/21197/10	Factors Affecting The Performance Of The Gambling Organizations In Nairobi, Kenya	Dr.James Kilika
	22.	David Mbugua Gichuhi D133/CTY/PT/21192/10	Factors Affecting Implementation Of Performance Contracting In Regulatory State Corporations In Kenya	Dr.James Kilika
	23.	Caroline Wanjiru Gacheru D53/KPU/14635/2009	Factors affecting Strategy Implementation in Social Security Organizations in Kenya: A case of National Social Security Fund	Dr.James Kilika
<b>2013</b>				
	24.	Kibe James Kahugu D53/NKU/PT/23427/2011	Relationship between Performance Appraisal and Teacher Commitment in Kenya: Case Study of Public Schools in Nakuru	Dr.James Kilika
	25.	Martin Kiarie Mungai D53/OL/4392/04	Effects of Promotion Mix on Life Assurance Penetration: A Study of Life Assurance Companies in Nairobi County	Dr.James Kilika
	26.	Lenah Kaya Kimanzi D53/OL/11055/2007	The effect of the Balanced Score Card Model on Employees Performance within the banking sector. A case of Kenya Commercial Bank.	Dr.James Kilika
	27.	Vera Moraa Kambuni D53/CTY/PT/20668/2010	The effect of balanced scorecard on organizational performance in the Public Sector in Kenya. A case study of Kenya Revenue Authority.	Dr.James Kilika

	28.	Adan Haji Dakane D53/OL/11123/2007	Factors Influencing Effective Utilization of Donor Funding: Case Study of United Nations High Commissioner for Refugees (UNHCR) Funded Projects in Dadaab Refugee Camp in North Eastern Province, Kenya	Dr.James Kilika
	29.	Irene Waithera Kingori D53/CTY/PT/24260/2011	Factors Influencing Implementation of Strategic Change in the Financial Sector Regulatory Organizations in Kenya	Dr.James Kilika
	30.	Grace Mukami King'ori D53/CE/14467/2009	Influence Of Secondary School Principals' Leadership Styles on Teachers' Job Satisfaction: A Study of Embu County - Kenya	Dr.James Kilika
	31.	Muisyo Paul Kivinda D53/CE/14457/2009	Factors Affecting the Performance of Trade Unions in Post Primary Level of the Education Sector in Kenya. A Case of Kitui County	Dr.James Kilika
	32.	John Muhia Mungai D53/12413/2009	Effects of Marketing Strategies on Internationalization of Indigenous Commercial Banks in Kenya	Dr.James Kilika
	33.	Shadrack Maingi Mutunga D53/OL/15309/2008	The Relationship Between Organizational Learning and Organizational Performance: A Survey of Mobile Service Providers in Kenya	Dr.James Kilika
	34.	Njoroge Jane Njeri D53/CE/14418/2009	Factors Affecting the Growth of Indigenous Firms in Murang'a County, Kenya	Dr.James Kilika
	35.	Nyaga S.S. John D53/CE/22077/2010	Influence of Employees Empowerment on Employee Performance in Technical Training Institutes in Meru County, Kenya	Dr.James Kilika
	36.	Bilha Njeri Wachira D53/CTY/PT/20806/2010	An Investigaiton of Factors Influencing Customer's Adoption of Bancassurance Channel of Insurance Distribution in Nairobi Central Business District	Dr.James Kilika
	37.	Rose Kagwiria Mburunga D53/EMB/PT/25690/2011	A Study to Determine the Impact of Corporate Branding Strategy on Organizational Performance: A Survey on Telecommunication Companies in Kenya	Dr.James Kilika
	38.	Mutiso M. Christine D53/20149/2010	Relationship between Human Resource Management Practices and Quality Service Delivery in Kenyan Public Secondary Schools in Taita Taveta County	Dr.James Kilika
	39.	Adan Omar Enow D53/CE/22075/2010	The Relationship between Islamic Banking Strategies and the Performance of Banks: A Case Study of Selected Banks in Kenya	Dr.James Kilika
	40.	Charity Wambui Muniu D53/EMB/PT/24112/2011	Relationship between Firm Core Competence and Performance of Small and Medium Enterprises in Nairobi County, Kenya.	Dr.James Kilika
	41.	Hilda Chepkoech Stanley D53/OL/22100/2011	Effect of Relationship Marketing on Customer Satisfaction in the Airline Industry in Kenya	Dr.James Kilika
	42.	Moses M. Wambua D53/OL/22132/2011	The Relationship between Customer Satisfaction Strategies and Competitive Advantage within the Shopping Mall Retail Industry in Nairobi County	Dr.James Kilika
	43.	Benson Mwangi Munga D53/CE/11528/2007	The Relationship between Non-Financial Rewards and Teacher Retention in Private Schools in Kirinyaga - South District	Dr.James Kilika
	44.	Gachahi John Mutitu D53/NKU/PT/21744/2010	The relationship between strategic alliance and the performance of waste collection in Nakuru Municipality - Nakuru County Kenya.	Dr.James Kilika
<b>2014</b>				
	45.	Ndungu Mary Njoki D133/CTY/PT/25785/13	Effect Of Electronic Banking On The Performance Of Commercial Banks In Kenya	Dr.James Kilika
	46.	Musyoka Roy Muli D133/CTY/PT/26133/2013	The Relationship Between Portfolio Expansion And Business Growth In Banks In Kenya	Dr.James Kilika
	47.	Caleb Otieno Okonyo D53/CTY/PT/23294/12	Effect Of Farm Diversification On Sustainability Of Donor Funded Small Holder Dairy Farming In Uasin Gishu County	Dr.James Kilika

	48.	Andrew Ntarangwi Karani D133/CTY/PT/25302/2011	The Relationship between Income Growth Strategies and Performance of Commercial Banks in Kenya	Dr.James Kilika
	49.	Margaret Njoki Njoka D133/CTY/PT/24966/2011	Effects of Relationship Marketing on Commercial Banks' Performance in Kenya	Dr.James Kilika
	50.	Joan Angela Numa D133/CTY/PT/25732/2011	The Relationship between Product Diversification and Business Growth in the Banking Industry in Kenya: The Case of Co-operative Bank of Kenya	Dr.James Kilika
	51.	Veronica Wanjiku Kuria D53/NKU/PT/25000/2011	Effect of Consumer Preferences on the Performance of Small and Medium Garment Designers in Nakuru Town, Kenya	Dr.James Kilika
	52.	Samuel K.Kogi D53/CE/22107/2010	Factors contributing to implementation of Performance Management Systems in Organizations: A case of Kenya Railway Training Institute	Dr.James Kilika
	53.	Peter Muthee Kimotho D53/CTY/PT/22221/2012	Determinants of Service Consumption and their effects on Mobile Banking Uptake in the Banking Industry in Kenyas, A case of Barclays Bank of Kenya	Dr.James Kilika
	54.	Bruce Oyoo D53/KER/22286/2012	Relationship between Strategic Leadership and Performance of Banks in Kenya	Dr.James Kilika
<b>2015</b>				
	55.	Alago Adhiambo Doris D53/CTY/PT/24369/2012	Relationship Between Consumer Behaviour And Choice Of Rental Housing In Kenya: A Case Of Selected Residential Estates In Nairobi City County	Dr.James Kilika
	56.	Kaume David M'minyori D53/CE/21529/2012	Effect Of Human Resource Development Strategies On Employee Performance In Tea Factories In Meru County	Dr.James Kilika
	57.	Annah Njeri Gichuru D53/PT/CTY/20659/2010	Firms Strategic Decisions And Implementation Of Strategic Choice Among Commercial Banks In Kenya	Dr.James Kilika
	58.	Okumu Peter Rodgers D53/CTY/PT/26513/2011	Cooperative Management Strategies And Performance Of Public Transport Saccos In Nairobi County	Dr.James Kilika
	59.	Benard Muturi Ngure D53/CTY/PT/24320/2011	Effect Of Project Financing On Project Quality In The Construction Sector In Kenya: A Case Study Of Thika Road Superhighway	Dr.James Kilika
	60.	Timothy Lyani Onamu D53/RI/11406/2004	Work Ethics And Performance Of Public Organizations In Kenya: Case Of The Judiciary in Kenya.	Dr.James Kilika
	61.	John Miruka Omwega D53/OL/23187/2013	Strategic Change Management Influence On Performance Of Parastatals In The Ministry Of Transport And Infrastructure, Kenya.	Dr.James Kilika
	62.	Ahmed Abdirahman Ismail D53/OL/20431/2012	The Effect Of Strategic Alliance On Firm Performance. A Survey Of Airlines In Kenya.	Dr.James Kilika
	63.	Juliet N. Kamau D53/CTY/PT/23782/2011	Bancassurance Alliances And Competitive Advantage In The Financial Sector In Kenya.	Dr.James Kilika
	64.	Maina Anthony Mwangi D53/CTY/PT/23739/2010	Impact Of Community Policing Strategy On The Performance Of The National Police Service, Kenya. A Case Of Nairobi County.	Dr.James Kilika
	65.	Karori Webuye D53/CTY/PT/27080/2014	Organizational Culture Effect On Project Outcome. A Survey Of Humanitarian NGO's In Nairobi County.	Dr.James Kilika
	66.	Kiuvu Justus Musau D53/CTY/PT/28065/2014	Organization Structure And Performance Of Financial Sector Regulatory Institutions In Kenya.	Dr.James Kilika
	67.	Mohamud Mohamed Abdi D53/CE/26497/2011	Strategy Institutionalization And Implementation Of Strategy Plans In Selected Development Organizations In Wajir County	Dr.James Kilika
	68.	David Waswa Waywela D53/CTY/PT/26600/2013	The Effects Of Quality Management Practices On Performance Of Flower Companies In Naivasha, Kenya.	Dr.James Kilika

69.	Wamai Elizabeth D53/CTY/PT/23340/2011	ISO 14001 Environmental Management System Certification And Performance Of Certified Firms In Nairobi County, Kenya.	Dr.James Kilika
70.	Mulle Jane Kabura D53/OL/27606/2013	Effects Of Customer Service Dimension On Customer Satisfaction In Savings And Credit Cooperative Societies (Saccos) In Nairobi County, Kenya.	Dr.James Kilika
71.	Kahungu Caroline Wambui D53/CTY/PT/26201/2013	Islamic Banking Practices And Adoption Of Islamic Banking in First Community Bank, Kenya.	Dr.James Kilika
72.	Janet Lemayian D53/CE/27022/2011	Relationship Between Psychological Contract And Employee Turnover Intention At Geothermal Development Company, Kenya.	Dr.James Kilika
73.	Atoko Clement Bwakali D53/OL/23645/2012	Corporate Social Responsibility And The Performance Of Banks In Kenya	Dr.James Kilika
74.	Naomi Gathoni Kabena D53/CTY/PT/28475/2013	The Effects Of Customer Relationship Management On Service Quality. A Case Study Of Huduma Kenya Programme.	Dr.James Kilika
75.	Jane W. Kihungi D53/CTY/PT/28444/2014	Effects Of Marketing Mix In Relation To Growth Of Deposit Taking Savings And Credit Co-Operative Societies In Kenya. A Case Study Of Nyati Sacco.	Dr.James Kilika
76.	Patrick Maina D53/CTY/PT/25408/2013	Effect Of Competitive Strategies On Performance Of Multinational Pharmaceutical Firms In Nairobi County, Kenya.	Dr.James Kilika
77.	Dadson Ndugo Munyiri D53/OL/25086/2012	Organizational Culture And Quality Service Delivery In The Ministry Of Land, Housing And Urban Development In Kenya	Dr.James Kilika
78.	Keziah Kawira Murungi D53/CTY/PT/24695/2013	The Effect Of Online Banking Strategy On Customer Loyalty. A Survey In The Banking Industry In Kenya.	Dr.James Kilika
79.	Purity Agiza Musalia D53/CTY/PT/27707/2014	E-Procurements Strategy And Performance Of Firms Registered With Kenya Association Of Manufacturers In Nairobi County, Kenya.	Dr.James Kilika
80.	Nangai Julius Omonya D53/OL/23194/2014	Organizational Culture And Strategy Implementation In Nairobi City County Government, Kenya.	Dr.James Kilika
81.	Stephen Githaiga Ngware D53/OL/20258/2012	The Effect Of Interest Rate Components On Stock Return Of Listed Commercial Banks In Kenya	Dr.James Kilika
82.	Robert Oliver Robert D53/CTY/PT/25893/2013	Corporate Social Responsibility Programmes Of Selected Commercial Banks And Commercial Banks And Performance Of Beneficiary Youth Based Small And Medium Enterprises In Nairobi City County.	Dr.James Kilika
83.	Kosetei Sumukwo Julius D53/CE/26547/2011	Effects Of CDF Program On Poverty Reduction In Marakwet West Constituency	Dr.James Kilika
84.	Ndungu Muthoni Caroline D53/CTY/PT/27807/2014	Influence Of Project Management Information Systems On Project Performance. A Survey Of International Humanitarian Non-Governmental Organizations In Nairobi County.	Dr.James Kilika
85.	Patrick Njema Kimani D53/OL/27056/2013	Perception Of Green Marketing Mix And Adoption Of Green Marketing Strategy Among Manufacturing Firms In Nairobi County, Kenya.	Dr.James Kilika
86.	Douglas Gikunju D53/OL/27033/2013	Organizational Engagement Culture And Performance Of Selected Branches Of Equity Bank.	Dr.James Kilika
87.	Dorcas Wangui Njuguna D53/CE/11718/2008	Effect Of Training Based Factors On Training Needs Analysis Of Teachers In Public Secondary Schools In Likuyani Constituency.	Dr.James Kilika
<b>2016</b>			
88.	Ndung'u David Mungai D133/CTY/PT/26638/2013	Effect of Quality Management on Performance of HIV viral load testing laboratories in Kenya.	Dr. James Kilika

	89.	Abdala Abdi Ali D53/OL/GAR/27718/2014	Effect of Donor Relation Practices on Financial Sustainability of Non-Governmental Organizations operating in Garissa County.	Dr. James Kilika
	90.	Halima Ali Omar D53/OL/24334/2014	Effects of Strategic Planning on the Performance of Commercial Banks in Wajir County	Dr. James Kilika
	91.	Dakane Ibrahim Farah D53/OL/GAR/27420/2014	Effect of Mobile Banking on the Financial Performance of Commercial Banks in Kenya	Dr. James Kilika
	92.	Manoti Abigael Nyaberi D53/PT/10605/2008	Effect of Quality Management Teams on the Growth of the Banking industry in Kenya: Case of KCB Bank.	Dr. James Kilika
	93.	Ondara Ben D53/OL/23241/2012	Influence of Organizational Change on Performance of High Schools in Kajiado County, Kenya	Dr. James Kilika
	94.	Chebii Isaac D53/CTY/PT/28319/2013	Effects of Credit Information sharing on Performance of Deposit Taking Savings and Credit Cooperative Societies in Nairobi county, Kenya	Dr. James Kilika
	95.	Mburu James Mbugua D53/CTY/PT/24881/2013	Effect of Strategy Implementation on Performance of State Corporations in Environmental, Natural Resources and Regional Development Authorities Ministry of Kenya	Dr. James Kilika
	96.	Reno Kute Achieng D53/EMB/28080/2014	Fraud Response Strategies and Performance of Commercial Banks in Embu county, Kenya	Dr. James Kilika
	97.	Afwayi Caroline Atamba D53/OL/27267/2013	Service quality and purchase choice in the banking industry in Nairobi County, Kenya.	Dr. James Kilika
	98.	Awuor Ng'ong'a Caroline D53/CTY/PT/24484/2011	Influence of ISO implementation on organizational performance. A survey of selected ISO certified service organizations in Nairobi.	Dr. James Kilika
	99.	Mumassaba Linda Akosa D53/CTY/PT/23275/2011	Effects of knowledge management on the professional performance of Law Firms in Kenya.	Dr. James Kilika
	100.	Mutai Betsy Cheroni D53/KER/PT/27247/2011	Strategic Management Practices and Performance of Medium Enterprises in Eldoret Town,	Dr. James Kilika
	101.	Wakaro Samuel D53/OL/4902/2014	Effects of corporate governance structures on financial performance of manufacturing firms listed in Nairobi security exchange in Kenya	Dr. James Kilika
	102.	Ameso Sarah D53/EA/OL/CTY/242187/2014	Business Succession Strategies and Performance of Women Owned Enterprises in Meru Town, Kenya.	Dr. James Kilika
	103.	Wambui Mercy Mukiria D53/OL/23283/2012	The effects of organizational characteristics on the implementation of strategies in selected parastatals in Kenya.	Dr. James Kilika
	104.	Wambui Grace Nderitu D53/CTY/PT/22148//2012	Effect of Environmental Regulations on Adoption of Carbon Mitigation Practices by Tourism Operators in Kenya.	Dr. James Kilika
<b>2017</b>				
	105.	Alex Kamau Kibe D53/OL/23571/2012	Effect of Stakeholder Capacity Development on Project Performance in Non Governmental Water projects in Kenya: A case of Ikutha Water Sanitation and Hygiene project	Dr. James Kilika
	106.	Chepkwony C. Sheila D53/CTY/PT/25712/2013	Balanced Score Card and Organizational Productivity among middle level colleges in Nairobi County, Kenya.	Dr. James Kilika
	107.	Rose Ndinda Muli D53/CTY/PT/27326/2014	Effects of adopting alternative channels of service delivery on the performance of commercial banks in Kenya	Dr. James Kilika
	108.	Abdi Farah Abdikadir D53/OL/23358/2013	Effects of Competitive Strategies on Customer Loyalty among Retail Businesses in Garissa Town, Kenya.	Dr. James Kilika
	109.	Munene Dickson Mwangi D53/OL/23028/2013	Entrepreneurial Orientation and Performance of Kenya Prison Enterprises: A Case of Kamiti Maximum Prison Enterprise in Kenya.	Dr. James Kilika
	110.	Bonface Ngie Mwangangi D53/CTY/PT/27405/2013	Effects of Macro Economic factors on performance of firms listed under the NSE20Share index	Dr. James Kilika
	111.	Micheal Mungai	Effects of public relations department on service quality of	Dr. James Kilika



		D53/OL/23201/2012	public universities of Nairobi country in Kenya.	
	<b>112.</b>	Busienei Violet D53/CTY/PT/28253/2014	Income Generating Strategies and Sustainability of NGOs in Nairobi County, Kenya	Dr.James Kilika
	<b>113.</b>	Ngigi Hannah D53/CTY/PT/24863/2013	Effect of Organizational Culture on Employee Performance in National Treasury in Kenya	Dr.James Kilika

### 1.3 (iii) MBA RESEARCH PROJECT SUPERVISION: CONTINUING PROJECTS

Currently supervising the following MBA students

S/NO	NAME	TOPIC	SUPERVISOR
1	Catherine Muthoni D53/OL/24136/2014	Relationship between balance scorecard and performance of online shops in Kenya	Dr. James Kilika
2	Faith Wangechi Wanjohi D53/CTY/PT/31487/2015	The impact of training and development and productivity in public sector organizations. A case of Kenya ports authority	Dr. James Kilika
3	Kakai Susan Wangari D53/OL/23357/2013	Core competencies and organizational performance of the agricultural sector in Kenya	Dr.James Kilika
4	Mary Wanja Kaburi D53/OL/CTY/39075/2016	The moderating role of employee demographic on the relationship between employee development and organization commitment a case study of Kiambu County.	Dr.James Kilika
5	Maauti Obiko Eric D53/KER/PT/38806/2016	Strategy implementation in Kenya banks. A case study of KCB Bank Kenya Limited.	Dr.James Kilika
6	Carolyn Kanyua Wallace D53/CTY/PT/33882/2015	The impact of strategic innovations on competitiveness of Saccos in South Imenti sub-county, Meru County, Kenya.	Dr.James Kilika
7	Samiya Said Hussein D53/CTY/PT/39421/2016	Assessing the management of strategic change at food and agriculture organization of the UN office in Somaliland.	Dr.James Kilika
8	Ann Ndiiri D53/CTY/PT/24724/2013	An analysis of the effect of business process outsourcing on project success and firm performance: a case of selected real estate firms in Nairobi county.	Dr.James Kilika
9	Jane Warima D53/OL/NYI/32716/2016	Strategic approach to employee retention in Barclays Bank mount Kenya region.	Dr.James Kilika
10	Japhet Kipkirui Mutai D53/CTY/PT/29039/2013	Importance of financial statement to an organization strategic action a case study of premier credit limited Kenya	Dr.James Kilika

## INTERNAL EXAMINATION OF PhD THESES

Served as an internal Examiner for PhD Theses of the following Candidates:

CANDIDATE	TITLE	INTERNAL EXAMINER
Waithaka Paul D86/CTY/27690/2013	Effect of Competitive Intelligence Practices on the Performance of firms listed in the Nairobi stock exchange	Dr James Kilika
Mwencha Peter D86/CTY/PT/21719/2010	Effects of Customer Perceptions on the usage of online Retailing Services in Nairobi county Kenya	Dr James Kilika
Njuguna Reuben D86/CTY/PT/21724/2010	Influence of brand equity on consumer choice amongst supermarkets customers in Nairobi county, Kenya.	Dr James Kilika
Mensah Dei Rebbeca D86/CTY/PT/21241/2010	Effects of human resource management practices on retention of employees in the banking industry, Accra, Ghana	Dr James Kilika
Gakobo, Joyce Muthoni D86/5054/2004	Effects of transformational leadership and prior knowledge on growth of small of women owned micro small enterprises in Kasarani Division, Nairobi county Kenya.	Dr James Kilika
Siaw Frimpong D86/F/21242/2010	Effect Of Demand Side Factors On Access To External Finance By Micro, Small And Medium Manufacturing Enterprises In Kumasi Metropolis, Ghana	Dr. James Kilika
Murigi Elishiba D86/CTY/PT/22827/2012	Social Marketing Mix And Behavioral Change To Alcohol And Tobacco Usage Among The Youths In Slums Of Nairobi County Kenya.	Dr. James Kilika

### 1.4 PROFESSIONAL /CONSULTING

#### 1.4 (i) CONSULTANCY PROJECTS UNDERTAKEN

**2018: Crescent Takaful SACCO(CTS)**

Organizational Turnaround Project: Carrying out Human Resource, Product, Operations and Governance structure Audits to identify causes of declining Performance, degree of product compliance, Capacity gaps and recommendation of appropriate strategic interventions to enhance capacity for improving Performance. Project currently ongoing.

**2015** Nandi County Government: Agro Business Baseline Survey to establish Value Chain participants, their contribution and effectiveness of the value chain. Undertaken Jointly in Collaboration with Zimimu Consultants.

2008-2009: NGO Council/ KIM: Institutional Capacity Building Project: Undertook identification of Training Needs Analysis, Developed the required Training Program

2007: National Coordinating Agency on Population and Development: Kenya national survey of Persons with Disability Project, Undertook Design of the Methodology and Data Collection Instrument

2006: Youth Agenda: Facilitator in the Youth Empowerment Facilitation Project. Development of facilitation material and facilitated seminars on Strategic Planning and Career Development

2000-2003: Training Consultant, Africa Management Consortium. Participated in designing training programs in East Africa. Implemented the project on strengthening the judiciary in Uganda

#### **1.4 (i) COLLABORATIONS INITIATED**

##### **JUNE 2017: MOU BETWEEN WADHWANI FOUNDATION AND KENYATTA UNIVERSITY**

- Operationalized and developed implementation program for the MOU between Wadhvani Foundation and Kenyatta University
- The MOU seeks to strengthen training for Entrepreneurship Development among university students
- The operationalization plan entails:
  - Adoption of the Wadhvani Model for entrepreneurship training
  - Integration of the components of the Wadhvani Model into the existing Curriculum for Entrepreneurship training
  - Development of the Blended Curriculum for UCU 104:Introduction to Entrepreneurship
  - Launching the Blended Curriculum for awareness and adoption across the Schools in Kenya University
  - Establishment of a specialization for Entrepreneurship in the B.Com program
  - Collaboration with Wadhvani foundation to build the capacity for delivering the blended curriculum through staff training
  - Participation in online webinars for exchange ideas on Entrepreneurship

##### **MAY 2017:**

**Included as a Research Partner in the GECKO Research Project.**

**The Project entails research on Green Business Development and Circular Innovation for Kenyan Companies.**

**(GECKO) Project:**

- Is a Two Year Research project to be undertaken in Ruaraka Industrial Park
- It Targets to study Green Business Development, Green Technical Development and Policy Analysis
- The Lead Researcher is Prof. Maj Munch Andersen based in Danish Technical University, Denmark
- The partnering Organizations include Danida, Technical University of Denmark, KIRDI,NEMA,KNPC
- My Role in the project is to serve as a Business Management Researcher on Greening of Business and Industries in Kenya

##### **JULY 2016:**

**MOU Between United Nations University and Kenyatta University Focusing on Education for Sustainable Development in Africa( ESDA)**

- The MOU seeks to achieve Joint Research by Young Researchers from African and Asian Universities on promoting knowledge exchange and sharing in support of African Sustainable Development. The expected outputs of the MOU are publications and workshops.
- The MOU was operationalized at the Departmental level through:
  - Liaising with the Program Coordinator, Next Generation of Researchers and Entrepreneurs in the Institute for Advanced Study of Sustainability, UNU on meeting touching on:
    - a) Participation in Africa Youth Entrepreneurship workshops
    - b) Participation in Youth Entrepreneurship workshop and TICAD VI Forum
    - c) Participation in planning for the Kenyan chapter and implementing agreed plans at departmental level
    - d) Formation of a Departmental Research Team to participate in ESDA Research for the Next Generation of Researchers(NGR)
    - e) Developing papers and participation in workshops and presenting the papers to supplement existing curriculum for Sustainable Urban Development on Entrepreneurship

#### 1.4 (ii) MEMBERSHIP TO JOURNAL EDITORIAL BOARDS

- January 2019-todate: Greta University. Serving as a Member of the Editorial Board for the Journal *"East African Journal of Contemporary Research"*
- November 2017-todate: University of Economics in Bratislava, Slovak Republic. **Member of the Editorial Board for the Journal *"Acta Oeconomica Cassoviensia."***
- May 2017-todate.: St. Paul's University, Kenya. Serving as a **Member of the Editorial Board for the journal *"Africa Multidisciplinary Journal of Research (AMJR)."***
- November 2014- November 2017: Horizon Research Publishing, USA. Served as a **Member of the Editorial Board to the Journal *"Universal Journal of Management."***

#### 1.4 (v) MEMBERSHIP TO PROFESSIONAL BODIES

- Member, Kenya Institute of Management(KIM)

#### 1.4 (vi) INVITATIONS TO PEER REVIEW JOURNAL PAPERS

- **July 2018: ESER**  
Invited to peer review journal article submitted to Eurasian Society of Educational Research(ESER): European Journal of Education Research.
- **April 2018: Taylor & Francis Publishers.**  
Invited to peer review journal article submitted for the **Journal Communicatio**: South African Journal for Communication Theory and Research
- **November 2014-2017: Horizon Research Publishers, USA.**  
Invited to review journal articles submitted for the Universal Journal of Management

### 1.5 ADMINISTRATION AND RESPONSIBILITIES

#### 1.5.1 RECOGNIZED UNIVERSITY ADMINISTRATIVE POSITIONS

##### 1.5.1 (i) SERVED AS CHAIRMAN OF DEPARTMENT

- March 2016-March 2018: Chairman, Department of Business Administration, Kenyatta University.
- December 2015 to March 2016: Acting Chairman, Department of Business Administration, Kenyatta University.
- July 2015- August 2015: Acting Chairman, Department of Business Administration, Kenyatta University
- June -August 2013: Acting Chairman, Department of Business Administration, Kenyatta University
- May 20<sup>th</sup>-22<sup>nd</sup> 2013: Acting Chairman, Department of Business Administration, Kenyatta University

##### 1.5.1 (iv) SERVED AS COORDINATOR, DOCTORAL AND MBA PROGRAMMES

- August 2015: Reappointed Coordinator, Doctoral and MBA Programmes, School of Business, Kenyatta University. Served part of the second term upto December 2015.
- August 2013: Appointed Coordinator, Doctoral and MBA Programmes, School of Business, Kenyatta University.

#### **1.5.1 (v) SERVED AS DEPARTMENTAL EXAMINATIONS COORDINATOR**

- June 2010: Appointed Examinations Coordinator, Department of Business Administration, Kenyatta University. Served in that capacity till August 2013.

#### **1.5.1 (vii) SERVED AS CHAIRMAN TO SCHOOL OF BUSINESS COMMITTEES**

- 2018-Todate:Chairman, Budgetary Sub Committee for the School of Business International Conference Planning Committee.
- December 2016 to 2018: Chairman, School of Business International Conference Planning and Journal Development Committee.
- July 2016: Appointed Chairman, Review of Banking and Insurance Courses Committee, School of Business
- May 2014- December 2015: Chairman, School of Business Postgraduate Board.
- October- November 2014: Chairman, Committee Reviewing School of Business PhD and Emba Programs Curricular.
- November -December 2014: Chairman, Committee Harmonizing the Proposed Curriculum for Doctor of Business Administration Degree program.

#### **1.5.1 (viii) SERVED AS A MEMBER TO UNIVERSITY COMMITTEES**

- May 2017 Appointed by the Vice Chancellor into the Committee to discuss the MOU between Kenyatta University and Wadhvani Foundation and its Implementation.
- May- August 2016: Appointed by the Vice Chancellor as a Member of the KUSA Oversight Committee for the 2015/2016 Academic Year.
- April 2016: Appointed by the Vice Chancellor to the Sub-Committee drafting the Human Resource Development chapter in the Kenyatta University 2015-2025 Strategic Plan.
- April 2016: Appointed by the DVC (Academic) into the Committee to adapt curriculum for a blended MBA Health care program.
- September-October 2014: Co-opted as a Member to the Committee On Rebranding of the School of Business.
- September 2013: Appointed by the Vice Chancellor as a Member to the Postgraduate Project Evaluation and Recommendation Committee .

#### **1.5.1 (ix) SERVED AS A MEMBER TO SCHOOL/DEPARTMENTAL COMMITTEES**

- February-July 2015: Member, and representative of the School of Business to the Committee on Revision of the Arusha Campus School of Business Program.
- 2013-todate: Member , School of Business Postgraduate Board
- 2013-todate:Member, Department of Business Administration Postgraduate Board

## 1.5.2 OTHER RESPONSIBILITIES IN UNIVERSITY:

### INITIATING NEW ACADEMIC PROGRAMS

- 2017: B.Com Entrepreneurship Specialization
- 2018: MBA Oil and Gas Specialization

### ESTABLISHMENT OF DEPARTMENTAL RESEARCH TEAM

- 2016: Established the Department of Business Next Generation of Researchers(NGR)

## 1.6 COMMUNITY ENGAGEMENT AND OTHER CONTRIBUTIONS

### 1.6.1 (i) ATTRACTING RESEARCH AND DEVELOPMENT FUNDING

#### RESEARCH GRANTS APPLIED FOR SUCCESSFULLY

- 2017-Jointly applied for Funding for a Research to Danida Fellowship Center. The Grant is meant to fund the GECKO Project. Total amount of grant applied for is DKK4,999,476. The application was successful and the project is expected to commence in September, 2018.

#### GRANTS APPLIED FOR BUT NOT SUCCESSFUL

- 2016- Jointly Applied for a Research Grant to the Kenya National Research Fund (NRF). The area of Research focused on was “the *role of Entrepreneurship in promoting Women’s Economic Empowerment, Gender Equality and Economic Development.*” The Application was not successful.

### 1.6.1 (ii) COMMUNITY SERVICE AND OUTREACH

July 2014 -to date: Serving as **Patron** to *Mumo na Woni Self Help Group*, a Community Based Organization(CBO) based in Machakos County. The group is involved in promoting education, mobilizing funds to support Persons with Disability and Women in Entrepreneurship.

### 1.6.1 (iv) AWARDS/RECOGNITIONS

- March 2018:Received Vice Chancellor letter of appreciation for serving as chairman department of business administration for two years and initiating notable progress.
- February 2017:Received DVC (Academic) Letter of Commendation for attempts in eliminating cases of missing marks, high standards of setting examinations and high quality of masters projects based on the External Examiners report for 2015/2016.
- March 2016: Received letter of appreciation from the Vice Chancellor, Kenyatta University for supporting the university leadership and vision.
- December 2015: Received Vice-Chancellor’s Letter of appreciation for presiding over the coordination of PhD and MBA programmes in the School of Business between August 2013 and December 2015

### 1.6.1 (v) INVITATIONS TO WORKSHOPS AS SPEAKER

- September 2018: Invited by the Kenya Alliance of Resident Associations(KARA) to present a paper on Green Circular Model for Waste Management.
- June 2018: Invited by the Embassy of Denmark to present a paper on The Circular Economy and its Business Opportunities. Presented a paper on: *"How can Kenyan Business Research contribute to Gecko?"*

- June 2017: Invited and participated as a Panel Discussant member by the School of Business, University of Nairobi during the 3rd DBA Africa Management Conference to discuss the topic: ***"Towards Self Sustainability in Financing University Education in Kenya."***
- March 2017: Invited and participated in a Symposium as a Panelist by the University of Nairobi during the 2017 Nairobi Entrepreneurship Week to discuss the topic: ***"Creating and Sustaining Entrepreneurial University Culture."***
- December 2014: Invited and served as Key Note Speaker by the Physiotherapy Society of Kenya on ***"Building a vision for a health based professional association"*** During Their Annual General Meeting Held In December 2014.
- December 2013 : Invited and served as Key Note Speaker by the Physiotherapy Society Of Kenya On ***"Effective Project Management"*** During Their Annual General Meeting Held In December 2013.

### 1.7 REFEREES

**Prof. Peter O. K'Obonyo**

Deputy Principal  
College of Humanities and Social Sciences  
University Of Nairobi  
0722531092

**Dr. Rosemary James**

Associate Dean  
School Of Business  
Kenyatta University  
Mobile: 0731802931

**Dr. Mary Namusonge**

Chair, Dept of Business Administration  
Kenyatta University  
Mobile:0721611090