CURRICULUM VITAE

**PERSONAL INFORMATION**

### Name: Dr. NGUI THOMAS KATUA, Ph.D. (JKUAT), MIHRM, MKIM, MBA (KU), B.Ed (KU)

Address: P.O Box 450 - 90100 MACHAKOS

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**Email Address**: [nguitom@yahoo.com](mailto:nguitom@yahoo.com) **OR** [nguitom2013@gmail.com](mailto:nguitom2013@gmail.com)

**Date of birth**: 05/ 12 / 1977 **Age:** 42 Years **Marital status**: Married **Gender:** Male

**Languages:** English and Kiswahili **Nationality:** Kenyan **County of Birth**: Machakos

**Vision:** To be an internationally recognized administrator, scholar and author in the field of management, Entrepreneurship and Corporate Governance.

**Mission**: To engage in academic research and publish widely in the field of management, Entrepreneurship and Corporate Governance.

**CORE COMPETENCIES**

1. Excellent Research and report writing skills
2. Ability to work under pressure to meet strict deadlines.
3. Strategic management leadership skills with a result oriented mindset.
4. Ability to be sensitive and respect diversity and to work in a multi-cultural and multi ethnic environment.
5. An ethical, professional and all inclusive management style with balanced firmness and fairness.
6. Visionary and innovative leadership and ability to formulate solutions to complex problems and to build consensus on the same.
7. Career coach and mentor

**QUALIFICATIONS**

Oct 2009 - Nov 2014: **Jomo Kenyatta University of Agriculture and Technology**  **PH.D (HUMAN RESOURCE MANAGEMENT)**

April 2005 - December 2007: **Kenyatta University**

# Master of Business Administration (MBA, Human Resource Management)

September 1996 – December 2000: **Kenyatta University**

**Bachelor of Education**: **2ND Class Honours (Upper Division)**

January 1991-November 1994: Kathiani High School

Secondary Education: **K.C.S.E Mean Grade B- (Minus)**

January 1983- November 1990: Katoloni primary School

Primary Education: **K.C.P.E Marks 489/ 700**

# September 2007: Seasons College of Professional Studies

Certificate in Computer Applications

**OTHER CERTIFIED TRAINING**

**Management University of Africa**: Universities Standards and Guidelines, Universities Act and Universities Regulations facilitated by CUE officials on 31st October 2019

**Association of Commonwealth Universities (ACU):** Role of HR in Higher Education

**Commission for University Education (CUE**): Peer Reviewers Training

**Public Procurement and Oversight Authority (PPOA)**

Public Procurement and Disposal Laws and process in Kenya

**Kenyatta University (KU)**

Kenyatta University School of Business Case Writing Workshop

Case Teaching and Writing Training

**Kenya Institute of Administration (KIA)**

Corporate Governance training

**Catholic University of Eastern Africa (CUEA)**

Leadership and Management Training

**Kenya Institute of Management (KIM)**

Training on setting and marking of Exams

**Apex Management Consultants**

ISO Auditors training:

**Apex Management Consultants**

ISO implementers training course

**Ministry of industrialization**: Jitihada Business Plan Competition

Training of Trainers course

**EXTERNAL EXAMINER**

University of Kigali, Rwanda

Machakos University, Kenya

Tangaza University College, Kenya

**FELLOWSHIPS**

**September 1999**- **December**: **Ruiru Girls High School**

**Designation:** Trainee teacher, Teaching Practice

**January - December 2000**: **Ministry of Planning and National Development**

**Designation:** Data entry clerk, Central Bureau of Statistics

**December 2007**, **Electoral Commission of Kenya**

**Designation:** Polling Clerk

**December 2002:** **Electoral Commission of Kenya**

**Designation:** Polling Clerk

**EMPLOYMENT HISTORY/WORK EXPERIENCE**

**May 2019 –** To date**: THE MANAGEMENT UNIVERSITY OF AFRICA (MUA)**

**Designation:** Director Research and Innovation Development

**July 2018 -** To date**:** **COMMISSION FOR UNIVERSITY EDUCATION (CUE**)

**Designation:** *HR Expert/ Consultant Peer Reviewer*

**March 2019 – March 2024: MACHAKOS MUNICIPAL BOARD**

**Designation:** Director

**Responsibilities:** Providing strategic direction, policy development and oversight

**May 2018 – May 2020: THE CATHOLIC UNIVERSITY OF EASTERN AFRICA (CUEA)**

**Designation**: Part Time Lecturer

**May 2018 –** To date**: THE MANAGEMENT UNIVERSITY OF AFRICA (MUA)**

**Designation: Senior Lecturer of Human Resource Management**

**Place of Work:** Main Campus (Nairobi)

**Responsibilities**: Teaching, Research and Supervision of Postgraduate Research.

**January 2010 – May 2018: THE CATHOLIC UNIVERSITY OF EASTERN AFRICA (CUEA)**

**Designation**: Full Time Lecturer/ Head of Department

**Place of Work:** Main Campus (Nairobi)

**Responsibilities**: Academic Leadership of the department, administration, Teaching, Research and Supervision of student’s research.

**May 2013** – **November 2014**: **Ag. Director Graduate Business School**

Academic Leadership of the school, Administration and management of MBA and DBA programs, Teaching, Theses / research supervision, Exam management, Quality management, Conferences/symposium and Programme reviews.

**June 2016: Head of Department (**Marketing & Management)

Academic Leadership of the department, Administration and management of Undergraduate programs, Teaching, Theses / research supervision, Exam management, Quality management, Conferences/ symposium and Programme reviews, academic leadership of the department of marketing and management.

**January 2011** – **June 2016: Deputy Head of Department (**Marketing & Management)

Working under the Head of Department in offering Academic Leadership, Administration and management of Undergraduate programs, Teaching, Theses / research supervision, Exam management, Quality management, Conferences/ symposium and Programme reviews, academic leadership of the department of marketing and management.

**January 2012 - September 2018: Machakos Water and Sewerage Company Ltd.**

**Designation**: **Director**

**Responsibilities**: Providing strategic direction, policy development and oversight of Company Operations

**Chairman:** Finance and General Purpose Committee

**Member:** Audit Committee

**January 2013** - To date: **MACHAKOS UNIVERSITY**

**Designation**: Part time Lecturer.

**Responsibilities**: Teaching of Postgraduate students (PhD and MBA).

**May 2018** – To date: **TANGAZA UNIVERSITY COLLEGE**

**Designation**: Part time Lecturer.

**Responsibilities**: Supervision of PhD Human Resource Management students

**April 2010** – **2014: SOUTH EASTERN KENYA UNIVERSITY (SEKU)**

**Designation**: Part time Lecturer.

**Responsibilities**: Teaching Postgraduate students in Master of Business Administration (MBA) Human Resource Management.

**January 2008 –** To date: **KENYA INSTITUTE OF MANAGEMENT (KIM)**

**Designation**: Lecturer and HR Consultant

**Responsibilities**: Teaching, Consultancy and Research Supervision

**September 2008 – Dec 2011: JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY**

**Designation**: Part time Lecturer.

**Responsibilities**: Teaching Postgraduate students in Master of Science in Human Resources Management.

**September 2001 – December 2009: TEACHERS SERVICE COMMISSION (TSC)**

**Designation**: Senior Graduate Teacher

**Responsibilities**: Head of Examination Department

**Jan 2000 – December 2000**: **CENTRAL BUREAU OF STATISTICS (CBS)**

**Designation**: Data Entry Clerk.

**Responsibilities**: Analysis of the 1999 Census Data.

**ADMINISTRATIVE RESPONSIBILITIES**

**May 2019 –** To date**: The Management University of Africa (MUA)**

**Designation:** Director Research and Innovation Development

**June 2016 – March 2018: Head of Department** (Department of Marketing and Management)

**January 2011 – June 2016: Deputy Head of Department (**Marketing and Management)

**September 2011- April 2018**: MBA Research Project Coordinator

**July 2015- August 2015: Ag. Head of Department (Marketing and Management)**

**April 2014- November 2014: Ag. Director Graduate Business School**

Coordination and Overall administration of Post Graduate programs in the Faculty of Commerce

**October 2013 –March 2014:** **Ag. Director Graduate Business School**

Coordination and Overall administration of Post Graduate programs in the Faculty of Commerce

**May 2013 – July 2013:** **Ag. Director Graduate Business School**

Coordination and Overall administration of Post Graduate programs in the Faculty of Commerce

**June 2014- July 2014: Ag. Head of Department (Marketing and Management)**

**October 2013 – November 2013**: Ag. Head of Department (Marketing and Management)

**8th October to 19th October 2012**: Ag. Head of Department (Marketing and Management)

**January 2011 – June 2016: Deputy Head of Department (**Marketing and Management)

**June –August** **2011: Ag. MBA Coordinator**

Coordination and Overall administration of the MBA program

**September 2011- April 2018**: **MBA Projects Coordinator**

Coordination and Overall administration of Post Graduate Research in the MBA Program

**1st September 2012 – 30th September 2017**: **Internal Quality Auditor CUEA**

**HR CONSULTANCY EXPERIENCE**

**May 2019 –** To date**: THE MANAGEMENT UNIVERSITY OF AFRICA (MUA)**

**Designation:** Lead Trainer - Human Resource Management

**January 2008 – To date:**  **Kenya Institute of Management (KIM)**

**Designation**: HR Consultant

**Responsibilities**: Consultancy in HRM, General Management

**August 2018: Machakos Water and Sewerage Company Ltd**

**Tasks:** Performance management training

Training needs assessment

Preparation of succession planning and career progression guideline

Salary harmonization

**May 2018:** **The Management University of Africa**

**Task:** Development of Performance Measurement Criteria for University Employees

**February - March 2017: Catholic University of Eastern Africa**

**Task:** Development ofCareer Progression Guidelines Staff

**ACADEMIC PROGRAM DEVELOPMENT EXPERIENCE**

**July 2018 -** To date**:** **Commission for University Education (CUE**)

**Designation:** *Peer Reviewer*

**May – June 2018-** Development of Curriculum for Bachelor of International Relations and Diplomacy for The Management University of Africa (**Status:** Ready for submission to CUE)

**May 2018- August 2018:** Development of PhD in Business Administration Curriculum for The Management University of Africa (**Status:** Submitted to CUE)

**July 2018:** **The Management University of Africa**

**Task:** Development and revision of Post Graduate Research guidelines

**CORPORATE / BOARD EXPERIENCE**

**March 2019 – March 2024: Machakos Municipal Board**

**Designation:** Director

**Responsibilities:** Providing strategic direction, policy development and oversight

**January 2012 - September 2018: Machakos Water and Sewerage Company Ltd.**

**Designation:** Director

**Responsibilities:** Providing strategic direction, policy development and oversight of Company Operations

**Chairman,** Finance and General Purpose Committee

**Member:** Audit Committee

**August 2010**: - **To date:**  **RESEARCH ASSOCIATE AND CONSULTANT**

The Kenya Institute of Management (KIM)

**March 2012- December 2012:** **JITIHADA BUSINESS PLAN COMPETITION (Phase 2)**

**Designation:** Business Trainer and Consultant

**September 2009 – 2012:** **JITIHADA BUSINESS PLAN COMPETITION (Phase 1)**

**Designation:** Business Trainer and Consultant

**Jan 2000 – December 2000**: **Central Bureau of Statistics (CBS)**

**Designation**: Data Entry Clerk.

**Responsibilities**: Analysis of the 1999 Census Data.

**CONFERENCES / SEMINARS / WORKSHOPS ATTENDED**

**April 25th and 26th 2019: Association of Commonwealth Universities (ACU):** Role of HR in Higher Education

**November 2018: The Management University of Africa -** PhD Symposium on Thesis and Proposal Writing

**October 2018: The Management University of Africa -** PhD Symposium on Thesis and Proposal Writing

**September 2018: The Management University of Africa -** PhD Symposium on Thesis and Proposal Writing

**20th – 21st September 2018:** **Commission for University Education (CUE**): Peer Reviewers Training

**11TH – 13TH June 2018: Kenya National Commission for UNESCO**

Universities Workshop on the Role of Universities in the Realization of Sustainable Development Goals (SDGs) and Global Citizenship Education

**Venue: Kenya Institute of Curriculum Development**

**7th- 8th June 2018: The Management University of Africa -** 7th International Conference on Leadership

**Theme:** Trade- Not - Aid and Sustainable Development

**13th – 16th March 2018: The** **Catholic University of Eastern Africa**

**Globethics.net Conference-** Integrating Ethics In Higher Education

**February 2018:** **Pioneer Research and Consulting**

Executive Leadership and Management Course for Financial Management and Corporate Governance

**June 28 to 29, 2017** **African Interdisciplinary Studies Association (AISA)**, 7th International Interdisciplinary Conference Nairobi, Kenya.

**General conference theme: “Africa at Development Crossroads”**

**27th – 28th February 2014:** **Kenya Institute of Curriculum Development** (KICD)

Project Monitoring and Evaluation Workshop

**April 2013:** **Commission for University Education (CUE**)

National Stakeholders Workshop on Credit Accumulation and Transfer System (CATS) On Bachelor of Laws and Master of Business Administration (MBA)

**May 2012: Kenyatta University (KU)**

Kenyatta University School of Business Case Writing Workshop

Case Teaching and Writing Training

**6th – 7th March 2012 Kenya Institute of Administration**

Corporate Governance Seminar for Board of Governors

**November 2011: International Association of Universities**

International Association of Universities Conference

**28th - 30th September, 2011. The KIM School of Management 3rd Annual International Conference on Industry and Higher Education (Venue-Nairobi)**

**Theme:** Knowledge Management for Industrial Innovation and Development

The Role of Human Resource Development in Improving the Performance of the SME Sector in Kenya

**June 2012:** **The** **Catholic University of Eastern Africa**

1st Annual Interdisciplinary Conference on Africa’s Golden Jubilee: Assessing 50 Years of Scholarship and Development in Africa, CUEA

**August 2011: School Of Business, University Of Nairobi**

African International Business and Management AIBUMA (2011) Conference

**Theme:** Building Synergies for Better Performance

Conference Presenter and Participating Author

**October 2010:**  **2nd KIM International Conference on Management**

**Theme:** bridging the gap in a global economy

Peer Reviewer, Conference Presenter and Participating Author

#### *Topic: Dissemination Of Research Findings: Bridging the Gap Between The Stakeholders.*

**June 2009:** 1st **KIM International Conference on Management**

Peer Reviewer, Conference Presenter and Participating Author

#### *Topic: Higher Education in Kenya: Trends and Concerns.*

**Nov 2007**: **Strathmore University: 1st Annual Microfinance Conference.**

**Theme**: *Enhancing the Efficacy of the Microfinance Sector in the 21st Century.*

**Sept 2007**:  **Strathmore University: 8th Annual ICT Conference.**

**Theme**: *Managing and Measuring ICT in Business and Education.*

**August 2008:**  SMASSE workshop, Ministry of Education

**CERTIFIED TRAINING, CONFERENCES AND WORKSHOPS ATTENDED**

**April 25th and 26th 2019: Association of Commonwealth Universities (ACU):** Role of HR in Higher Education

**20th – 21st September 2018:** **Commission for University Education (CUE**)

Peer Reviewers Training

**February 2018:** Pioneer Research and Consulting

Executive Leadership and Management Course for Financial Management and Corporate Governance

**Public Procurement and Oversight Authority (PPOA)**

Public Procurement and Disposal Laws and process in Kenya

**February 2014:** Kenya institute of curriculum development

Project monitoring and evaluation;

**April 2013:** **Commission for University Education (CUE**)

National Stakeholders Workshop On Credit Accumulation And Transfer System (CATS) On Bachelor Of Laws And Master Of Business Administration (MBA)

**May 2012: Kenyatta University (KU)**

Kenyatta University School of Business Case Writing Workshop

Case Teaching and Writing Training

**March 2012: Kenya Institute of Administration (KIA)**

Corporate Governance training

**March 2012: Catholic University of Eastern Africa (CUEA)**

Leadership and Management Training

**November 2011: International Association of Universities**

International Association of Universities Conference

**August 2011: Kenya Institute of Management (KIM)**

Training on setting and marking of Exams

**Apex Management Consultants**

ISO Auditors training:

**ISO Auditors training**: Apex Management Consultants

**September 2010: Apex Management Consultants**

Implementers Training For ISO 9001- 2008 Standard for Middle Level Management Course

**January 2011:** Internal Quality Auditing Course- Apex Management Consultants

**October 2009:** Ministry of industrialization: Jitihada Business Plan Competition

Training of Trainers course

**INTERNATIONAL RESEARCH AND PUBLICATIONS**

**July 2018:** Development, Review and Update of University Research Guidelines, The Management University of Africa.

**January 2018:** Editor, Journal of Education & Entrepreneurship.

**October 2009:** Peer Reviewer**, KIM Journal on Management**. (*The KIM Management Digest*)

**BOOK CHAPTERS**

Ngui, T. K. (2019). Reward and Recognition Systems in Customer Service Organizations. In Hinson, R.E., Adeola, O. & Amartey, A.F.O (Eds.), *Customer Service Management: A Strategic Perspective. pp.**North Carolina:* Information Age Publishing (IAP)*,* USA.

**Status:** Currently at peer review stage awaiting reviewer feedback for action

**Book Publication Date**: December, 2019

**PEER REVIEWED JOURNAL ARTICLES**

Manani, E. & Ngui, T. K. (2019). Effects Of Employee Competencies On Employee Job Performance In Humanitarian Organizations; A Case Study Of The World Food Programme, Kenya. *Global Scientific Journals,*  GSJ: Volume 7, Issue 10, October 2019, Online: ISSN 2320-9186

Ngui, T. K. & Musango P. C. (2019). Determinants of Expansion Strategies in Public Training Institutions: A Case Study of Kenya Medical Training College. *International Journal of Advances in Scientific Research and Engineering* , 5 (11) 68-80.

Leseiyo, M. & Ngui, T. (2019). Influence of Employee Motivation on Performance of Public Universities in Kenya: A Case Study of Moi University, Nairobi Campus. *International Journal of Research and Innovation in Social Science*, 3(10) 650-658.

Njeri, L., Ngui, T., & Mathenge, P. (2019). Succession Planning and Organizational Performance of Faith Based Organizations: A Case of Catholic Archdiocese of Nairobi. *Journal of Human Resource & Leadership*, *3*(3), 1-19. Retrieved from [https://stratfordjournals.org/journals/index.php/journal-of-human- resource/article/view/324](https://stratfordjournals.org/journals/index.php/journal-of-human-%09resource/article/view/324)

Ali, M. R. H., & Ngui, T. (2019). The Effect Of Employee Training On Organizational Performance In The Building And Construction Sector In Kenya: A Case Study Of Tile And Carpet Centre. *Global Scientific Journal* GSJ: Volume 7, Issue 10, pp 318-332. October 2019, Online: ISSN 2320-9186

Mohamed, R. A., & Ngui, T. (2019). Business Process Outsourcing, Leadership Styles, Strategic Planning And Organizational Productivity Of The Telecommunication Industry In Kenya. *Global Scientific Journals,*  Volume 7, Issue 9 1179-1197 Online: ISSN 2320- 9186

Nthenya, H., C., Mulili, B. & Ngui, T. (2019). Improving Purchasing Decision Making Process through Brand Awareness: The Case of Saloon Car Buyers in Nairobi, Kenya, *Journal of Marketing and Communication, 2(1), 48-63.*

Wario, B., Ngui, T. & Mathenge, P. (2019). Quality of Work Life and Employee Performance among Private Security Guards: Case of Senaca East Africa, Nairobi., *International Journal of Research in Management, Economics and Commerce,* ISSN 2250-057X, Impact Factor: 6.384, Volume 09, Issue 9, September 2019, Page 55-62

Ngui, T. K. (2019). Factors Affecting Women Career Mobility: A Case of Machakos Water and Sewerage (K) Limited. *International Journal of Social & Management Sciences*. Vol. 2. Issue 1, Pp. 51-62, 2019. ISSN: 2659-1863.https://doi.org/10.26762/ijsms.201800014

Muthiga, G. N., Ntale, J. & Ngui, T. (2019). Effect of Organization Culture on Employee Performance: Case of Kenya Women Microfinance Bank., *International Journal of Research in Management, Economics and Commerce,* ISSN 2250-057X, Impact Factor: 6.384, Volume 09, Issue 9, September 2019, Page 63-69

Ngui, T. K. (2019). Inclusive Education in Higher Education Institutions in Kenya. *Journal of Education and Practice.* Vol.10, No.3, 45-53. ISSN 2222-1735 (Paper) ISSN 2222-288X (Online) DOI: 10.7176/JEP

Woldemichael, E. H., Githui, T. & Ngui, T. (2019). Influence of Selected Macro-Economic Factors on Foreign Direct Investment in Kenya., *International Journal of Research in Management, Economics and Commerce,* ISSN 2250-057X, Impact Factor: 6.384, Volume 09, Issue 9, September 2019, Page 36-44

Muchira, M. J., Ngui, T. & Mathenge, P. (2018). Influence of Employees Training on Faith Based Organizations Performance: A Case of Catholic Diocese of Embu, *Journal of Human Resource and Leadership,* 2(6), 13-34.

Ngui, T. K., Kiflermariam, A. & Hakizumukama, N. (2018). Effect of Extrinsic Factors on Employee Performance: A Case of Non-Teaching Staff Of Catholic University of Eastern Africa in Nairobi. *International Journal of Research in Management, Economics and Commerce,* ISSN 2250-057X, Impact Factor: 6.384, Volume 08 Issue 10, October 2018, Page 36-44.

Kadikiny, E. A., Ngui, T. K., Mulili, B. M. & Achuora, J. (2018). Effect of Total Quality Management Practices on Student Satisfaction In Public Universities In Kenya. *Global Scientific Journal.* GSJ: Volume 6, Issue 8, pp 554 - 572 August 2018, Online: ISSN 2320-9186 www.globalscientificjournal.com.

Kiambati, G. J., Ngui, T. & Mathenge, P. (2018). Employees Empowerment and Organizational Performance: A Case of Nyeri Catholic, *Journal of Human Resource and Leadership,* 2(5), 41-62.

Kabungo, W. M. J., Ntale, J. & Ngui, T. K. (2018). Factors Affecting Job Creation In Nairobi County: Case Study Of Kamukunji Market. *International Journal of Economics, Business and Management Research* Vol. 2, No. 03; Pp 77- 91 2018 ISSN: 2456-7760

Odari, P., Kiboi, A. & Ngui, T.K. (2018). Career Planning and Employee Performance: A Case of Nairobi County Assembly. *International Journal of Research in Management, Economics and Commerce*, ISSN 2250-057X, Impact Factor: 6.384, Volume 08 Issue 10, October 2018, Page 26-35

Njagi, L., Ntale, J. & Ngui, T. (2018). Influence of Personal and Social Characteristics on Innovation Culture of Medium Enterprises in Nairobi Central Business District, Kenya , *Journal of Entrepreneurship & Project Management,* Vol 2(2) pp. 34-46.

Hagenimana, T., Ngui T. & Mulili, B. (2018). Influence of Employee Relations on Organizational Performance: The Case of Nyamasheke District, Rwanda. *Journal of Human Resource & Leadership. Vol 2(3) pp. 61-86.*

Onsarigo, A., & Ngui, T.K. (2018). Demographic Diversity in the Workplace and Its Effect on Employee Performance: A Case of IBM Kenya.*International Journal of Research in Engineering, IT and Social Sciences,* ISSN 2250-0588, Impact Factor: 6.565, Volume 08 Issue 08, August 2018, Page 81-96

Nginyo, J. M.; Ngui, T. K. & Ntale, J. F. (2018). Corporate Governance Practices and Competitive Advantage of Kenolkobil Company Limited, Kenya. *International Journal of Business & Law Research 6(3):11-23, July-Sept., 2018.* ISSN: 2360-8986

Nzioki, P., Ntale, J., & Ngui, T. K. (2018). Strategic Plan Implementation and Service Delivery in State Corporations in Kenya: A Case Of Kenya Medical Research Institute. *International Journal of Economics, Business and Management Research* Vol. 2, No. 02; 2018 ISSN: 2456-7760 Page 533 – 546

Mwai, K., Ntale, J. & Ngui, T. (2018). Effect of entrepreneurial orientation on the performance of family owned businesses: A case study of supermarkets in Nairobi County. International Academic Journal of Innovation, Leadership and Entrepreneurship, 2(2), 73-92

Mailu, R. N., Ntale, J. F. & Ngui, T. K. (2018). Strategy implementation and organizational performance in the pharmaceutical industry in Kenya. *International Academic Journal of Human Resource and Business Administration, 3*(2), 33-47

Magiri, K. M., Ngui, T. K & Mathenge, P. (2018). Factors Affecting Strategy Implementation: A Case Of The Kenya Police Headquarters. *International Journal of Liberal Arts and Social Science Vol. 6 No. 5 (* 63- 76).

Amsi, F. & Ngui, T. K. (2018). Drivers of Employee Engagement: A Review of Empirical Literature: *International Journal of Human Resource and Procurement (IJHRP*), VOLUME 4 (IV), 21 - 50. ISSN 2105 6008

Mbai, E., Ngui, T. K. & Ndiao, O. (2018). Competitive strategies implementation and quality service delivery in Standard Chartered Bank (K) Ltd. *International Academic Journal of Human Resource and Business Administration, 3*(1), 246-265.

Muturi, G.N., Kiflemariam, A. & Ngui, T.K. (2017). Effects Of Selection Methods On Employee Job Fit At The Kenya School Of Law*. International Journal of Social Sciences and Education,* Vol . 7(4) pp. 1-14. ISSN: 2223 - 4934

Sanane, C.F.; Wasike, S. & Ngui, T. K. (2017). The Impact of Corporate Social Responsibility Practices On Growth of Commercial Banks in D.R.Congo (A Study of Commercial Banks in Goma Town). *International Journal of Research in Management, Economics and Commerce.* Volume 07 Issue 10, October 2017, Page 116 – 125.

Mwangi, T., Ngui, T., Kirori, G., N. (2017) Influence of Training On Employee Performance in The Education Sector in Kenya: Case of The Teachers’ Service Commission.*International Journal of Human Resources and Procurement*. Vol. 6 (10) pp 171 – 189.

Kinala, S.M.; Wasike, S. & Ngui, T. K. (2017) Performance Management Systems and Organizational Performance in Tanga Tanzania. *International Journal of Research in Management, Economics and Commerce.* Volume 07 Issue 10, October 2017, Page 59 - 65

Ondicho, G., Ngui, T., Kiboi, A, W. (2017) Effect Of Employee Motivation On Employee Performance In The Kenyan Public Sector: A Case Of Teachers Service Commission. International Journal of Human Resources and Procurement. Vol. 6 (10) pp 190 – 207.

Kamazima, B.; Mathenge, P. & Ngui, T. K. (2017). Influence of Corporate Governance Structure on Financial Performance: A Case of Listed Commercial Banks in Kenya. *Journal of Education & Entrepreneurship*. Vol. 4, N0.10, 60 – 82.

Mutheu, E.; Kiflemariam, A. & Ngui, T. K. (2017). Effects of Work Life Balance Practices on Employees’ Job Satisfaction: A Case of Kenya Wildlife Service. *International Journal of Research in Management, Economics and Commerce,* ISSN 2250- 057X, Impact Factor: 6.384, 7(8): 120-130, August 2017.

Njambi, C.; Ayako, A.B. & Ngui, T. K. (2017). **Effects of Perceived Internal Equity of Rewards on Job Satisfaction: a Case of Host Country Workers of International Non-governmental Organizations in Nairobi.** *Journal of Education & Entrepreneurship.* Vol. 4. N0. 10.PP. 83-107.

Mohamed, R., Ngui, T. K., and Mulili, B. (2017). Factors Determining Employee Retention in the Banking Sector: A Case Study of Agricultural Bank of Sudan. *Journal of Education and Entrepreneurship,* 4(10), 1-23. **https://doi.org/10.26762/jee.2017.40000001**

Chepng’eno, M. & Ngui, T. K. (2017). Relationship Between Emotional Intelligence and Leadership Styles: A Case Study Of Leaders In Selected Banking Institutions In Kenya. *International Journal of Research in Humanities and Social Studies*. 4(2)1-12

Kimani, J.N.; Ngui, T. K. & Arasa, R. (2017). Effect of Compensation Strategies on Employee Performance: A Case Study of Mombasa Cement Limited. *International Journal of Innovative Social Sciences & Humanities Research 5(3):25-42, July-Sept., 2017.* ISSN: 2354-2926.

Arasa, R., Mwaura, R. & Ngui, T. K. (2016). The Relationship between Supply Chain Strategies and achievement of Competitive Advantage in seed manufacturing companies in Nairobi County, Kenya.*International Journal of Science and Research 5(1). 358-364*ISSN (Online): 2319-7064 Index Copernicus Value (2013): 6.14 | Impact Factor (2014): 5.611.

Muthoka, Y. M.; Ngui, T. K., & Ntale, F. J. (2016). Financial Factors Affecting the Growth of Women Owned Businesses- A Case Study of Machakos County, Kenya*.* *Journal of Educational Policy and Entrepreneurial Research (JEPER)*. Vol. 3, N0.5. 2016. Pg46-62

Ngui, T. K. (2016).Relationship between Employee Relations Strategies and Performance of Commercial Banks in Kenya. *International Journal of Research in IT, Management & Engineering* Impact Factor: 5.309, ISSN 2249-1619, Volume 6 Issue 01, pp 17-52 January 2016

Ngui, T. K. (2015).Effect of Training and Development Strategies On The Performance Of Commercial Banks In Kenya. *Journal Of Educational Policy and Entrepreneurial Research, 2(6)*

Ngui, T. K. (2014).The Role of SMES in Employment Creation and Economic Growth in Selected Countries**.** *International Journal of Education and Research. Vol. 2 (12). 461-472.*

Kungu, G. Desta, I. & Ngui, T. K. (2014). An Assessment of Competitive Strategies adopted by Commercial Banks: A case of Equity Bank*. International Journal of Education and Research, 2(12), 333-346.*

Ngui, T. K., Mukulu, E. & Gachoka, G. (2014). (2014). Effect of employee resourcing strategies on the performance of commercial banks in Kenya. *International Journal of Education and Research Vol. 2 No. 1 Pp. 1-20. January 2014*

Ngui, T. K., Mukulu, E. & Gachoka, G. (2014). Effect of employee reward and compensation strategies on the performance of commercial banks in Kenya. *International Journal of Education and Research Vol. 2 No. 1 January 2014*

#### Ngui, T. K. (2011). The Role of Human Resource Development in Improving the Performance of the SME Sector in Kenya. *KIM International Journal on Management (The KIM Management Digest)*.

#### Ngui, T. K. (2010). Higher Education in Kenya: Trends and Concerns. *KIM International Journal on Management (The KIM Management Digest)*.

#### Ngui, T. K. (2010). Dissemination of research findings: Bridging the gap between the stakeholders. *KIM International Journal on Management (The KIM Management Digest)*.

1. Ngui, T. K. (2010).An Investigation of the Factors Hindering the Growth Of MSMEs In Machakos Town*: AIBUMA Journal*

#### Ngui, T. K. (2010). The Role of Human Resource Development in Improving the Performance of the SME Sector In Kenya. *KIM International Journal on Management (The KIM Management Digest)*.

Ngui, T. K. (2010).Wamken Transporters: Management and HR Case Study. *Kenyatta University*

**CURRENT RESEARCH (ONGOING)**

Ngui, T. K. (2019). Role Of Universities In Achievement Of Sustainable Development Goals- A Review Of Literature (***Manuscript almost finalized***)

**OTHER RESEARCH EXPERIENCE**

**August 2006 – June 2007:** *Factors Affecting the Productivity of Manufacturing Firms in Nairobi.*  MBA Research Project, Kenyatta University

**January 2012 – June 2014***: Effect of human resource management strategies on the performance of commercial banks in Kenya- Phd Dissertation, JKUAT*

**RECOGNITION**

**1st July 2018 - 30th June 2021:** Peer Reviewer

**Commission for University Education (CUE**)

**January 2018- to date: Journal of Education & Entrepreneurship**

*Member Editorial / Advisory Board****.***

**November 2017- To date: Machakos University**

*External examiner*

**January 2018: Journal of Education & Entrepreneurship.**

Editor, Journal Publications

**October 2009:** KIM Journal on Management (*The KIM Management Digest*)

Peer Reviewer

**22 April 2017- 24 June 2017- Kenya Institute Of Management**

**Consultant –** Supervisory Skills Development Facilitation

**January 2012- September 2018: NON EXECUTIVE DIRECTOR**

**Machakos Water and Sewerage Company Ltd**.

Providing strategic direction, policy development and supervision of Company Operations

**January 2012: September 2018: Chairman, finance and General Purpose Committee**

Machakos Water and Sewerage Company Ltd.

Member: Audit Committee, Machakos Water and Sewerage Company Ltd.

**August 2010** - **To date :** **RESEARCH ASSOCIATE AND CONSULTANT**

The Kenya Institute of Management (KIM)

**March 2012- December 2012:** **JITIHADA BUSINESS PLAN COMPETITION (Phase 2)**

**Designation:** Business Trainer and Consultant

**September 2009 – 2012:** **JITIHADA BUSINESS PLAN COMPETITION (Phase 1)**

**Designation:** Business Trainer and Consultant

**January 2008 – To date:**  **Kenya Institute of Management (KIM)**

**Designation**: HR Consultant

**Responsibilities**: Consultancy in HRM, General Management

**ACADEMIC LEADERSHIP**

**1st July 2018 - 30th June 2021:** ***Peer Reviewer***

**Commission for University Education (CUE**)

**May 2018- : Academic Leader-** Bachelor of Management and Leadership,

The Management University of Africa

**March 2018 – 30th April 2018:** Member, CUEA School of Business Program Review Team

**March 2018- 30th April 2018:** Member of CUEA School of Business New Program Development Team

**August 2014- 30th April 2018:** Team Leader, Human Resource Management Specialization Academic Staff, CUEA

**OTHER APPOINTMENTS**

***Director,*** Machakos Municipal Board

***Peer Reviewer*,** Commission for University Education (CUE)

***Director,*** Machakos Water and Sewerage Company Ltd

***Certified ISO Internal Auditor,***The Catholic University of Eastern Africa

**MEMBERSHIP TO PROFESSIONAL ASSOCIATIONS**

**FULL MEMBER:** Institute of Human Resources Management (Kenya) **M/NO 00988**

**FULL MEMBER:** Kenya Institute of Management (KIM) **M/NO 42470**

**Certified HR Professional,** Institute of Human Resources Management (Kenya)

***Certified ISO auditor,*** *Apex Management Consultants*

**CAREER ASPIRATIONS**

Corporate Leadership, Teaching, Research, Consultancy and Administration.

**PH.D SUPERVISION**

**Name Of Student:** 1029959 **Flora Amsi**

**Title**: Drivers of Employee Engagement: A Review Of Empirical Literature. *Doctorate of Business Administration (DBA) Independent Study Paper.*  The Catholic University of Eastern Africa, Kenya

**Benjamin Botuse** (Ongoing)

**Title of Theses:** Organizational Structure and its Effects on Performance of National Medicines Regulatory Systems in West Africa

**Supervisors:** Dr. Kofi Asei-Frimpong and Dr. Thomas Ngui

**Annette M. Mutuku** (Ongoing)

**Title of Theses:** Diversity, Inclusion, Organizational Culture and Leadership Practices in Performance of American Multinationals Operating in Kenya. The Management University of Africa

**Supervisors:** Dr. Thomas Ngui and Dr. Emmanuel Awuor

**Cameline M. Muhindi** (Ongoing)

**Title of Theses:** Transformational Leadership, Organizational Culture and Communication in the Performance of Public School Teachers in North Eastern Region.

**Supervisors:** Dr. Thomas Ngui and Dr. Emmanuel Awuor

**Gichane Margaret Wanjiru** (Ongoing)

**Title of Theses:** Leadership Practices, Organizational Culture, External Environment and Performance of Parastatals in the Health Sector in Kenya.

**Supervisors:** Dr. Emmanuel Awuor and Dr. Thomas Ngui

**Marcellina Obudo** (Ongoing)

Factors Influencing Volunteerism among Retired Persons in Nairobi, Kenya. Tangaza University College, Nairobi

**Supervisors:** Prof. Robert White and Dr. Thomas Ngui

**Deogratias Rubera** (Ongoing)

**Title of Theses:** Governance Principles, Leadership Practices, Staff Motivation and Performance of Chartered Universities in Kenya.

**Supervisors:** Dr. Michael Ngala and Dr. Thomas Ngui

**Julius K. Cheptei** (Ongoing)

**Title of Theses:** Leadership Style, Performance Contracting Scorecard And Service Delivery In County Government Of Isiolo.

**Supervisors:** Dr. Thomas Ngui and Dr. Emmanuel Awuor

**George Ondiek Nyasudi** (Ongoing)

**Topic:** Assessing the effect of leadership style, strategic planning and staff training on the performance of SME trade finance products offered by Commercial Banks in Kenya.

**Supervisors:** Dr. Thomas Ngui and Dr. Nura Mohamed

**MBA SUPERVISION**

I have successfully supervised over **ONE Hundred (100) Post graduate students Theses** since 2010. Included below is a list of some of the students that I have successfully supervised.

##### REFERENCES

**Prof. Robert Arasa,** Machakos University **0727 101 731**

**Dr. Shadrack Mbithi Mutua,**  Lecturer, School of Human Resources Development.

Jomo Kenyatta University of Agriculture and Technology, **0725702704**

**M/s Rose Mutua**

Manager, Kenya Institute of Management- EMBU Branch , **0722816775**

**Dr. Thomas Githui,**

Lecturer, The Catholic University of Eastern Africa. **0722447470**

**Mr. Joshua Musyimi.**  Daystar University **0722684548**