

# CURRICULUM VITAE

## DR. JANESTHER GATHIGIA KARUGU

P. O. Box 57508 – 00200, Nairobi, Kenya

### EDUCATION

**Ph.D.**, Entrepreneurship, Jomo Kenyatta University of Agriculture and Technology, 2014

Dissertation: “Innovative Tax Coping Mechanism by Small and Medium Enterprises in Nairobi County, Kenya”

Dissertation Supervisors: Dr. Robert Gichira (JKUAT, Kenya), (First Supervisor), Dr. Iravo M. Amuhaya (JKUAT, Kenya), (second Supervisor)

**M.Sc.**, Entrepreneurship, Jomo Kenyatta University of Agriculture and Technology, 2008.

Dissertation: “The effects of Taxation on the Growth of SMEs in manufacturing Industries in Nairobi County, Kenya”

Dissertation Supervisor: Prof, Namusonge (JKUAT, Kenya)

**Bachelor of Commerce**, University of Nairobi, 1985.

Upper Second-Class Honors

Kangaru High School, 1980, Grade: *A – Economics, A – Geography C- Literature in English*

Alliance Girls High School – Kikuyu, 1978, Grade: *Division I*

### PUBLICATIONS

Murunga, S.K. & Karugu, J. (2019). Organizational Culture and Strategy Execution at Commission for University Education, Kenya. *International Journal of Current Aspects*, Volume 3, Issue V, PP 76-90

Njeri, K.R. & Karugu, J. (2020). Influence of External Business Environment on Success of Health Projects in Nyandarua County, Kenya. *International Journal of Business, Management, Entrepreneurship and Innovation*, Volume 2, Issue 1, PP 1-16

Kanjah, K.S. & Karugu, J. (2020). Strategy Approaches and Delivery of Affordable Housing in Nairobi City County, Kenya. *International Journal of Business, Management, Entrepreneurship and Innovation*, Volume 2, Issue 1, PP 17-35

Karugu, J. (2019). Community Participation and Performance Of Donor Funded Youth Projects in Korogocho, Nairobi County, Kenya. *International of Current Aspects*, Volume 3, Issue III, PP 227-240

Karugu, J. (2018). Determinants of Sustainability of Micro and Small Enterprises Owned by Youth in Nairobi City County, Kenya. *International Journal of Current Aspects in Social Sciences*, Volume 2, Issue 2018, PP 45-65

Karugu, J. (2019). Competitive Intelligence Strategies and Performance of Commercial Banks in Garissa County, Kenya. *International Journal of Human Resources and Business Administration* [IAJHRBA] ISSN 2518-2374

Karugu, J. (2019). Knowledge Management and Performance at the Kenya Revenue Authority in Nairobi City County, Kenya. *International Journal of Contemporary Aspects in Strategic Management [IJCASM]*, Volume 2. Issue 2, PP 1-14

Karugu, J. (2019). Determinants of Growth of Women Enterprises in Kiambu County, Kenya. *The International Journal of Business and Management* [ISSN 2321-8916]

Karugu, J. (2009). *The effects of Taxation of growth on small and medium enterprises in Nairobi, Kenya*. Lambert, Germany: Lambert Publishing Press

## **TEACHING EXPERIENCE**

**Lecturer Kenyatta University, 2008 – 2021**

### **Entrepreneurship**

#### **Undergraduates:-**

- Corporate Entrepreneurship
- Introduction to Entrepreneurship- Management
- Entrepreneurship and Small Business Management
- Small Business Consulting
- Leadership Process in Business and Entrepreneurship

#### **Master of Science**

- Entrepreneurial Behavior,
- Policy issues in entrepreneurship,
- Business consulting in entrepreneurship
- Marketing of Small Enterprises
- Improvement and Change Management in Small Enterprises
- Human Resource Management in Small Enterprises
- Strategic Management and Planning in Small Enterprises
- Project Management in Small Businesses Enterprises
- Monitoring and Evaluation in Small Business Enterprises
- Insurance in Small Businesses Enterprises
- Credit and Micro Finance for small businesses
- Counseling and Stress Management in Small Businesses
- Business Planning
- Adult Learning in Small Business Enterprises

#### **Master's in Business Administration**

- Total Quality Management
- Managerial Functions
- Employees Reward and compensation

- Marketing management, Strategic Management
- Human Resources Management, Gender Diversity and Management
- Advanced Taxation
- Tax Audit and Investigation

### **Undergraduate**

- Management courses,( Principles of management, Supervision Management, Strategic Management, Management of International Business)
- Marketing-Principles of Marketing ,Marketing Management ,Personnel Selling, Retail Marketing
- Human Resources' Management- Coaching and Mentoring.
- Principles of Taxation
- Fundamentals of Taxation
- Tax law and Practice

### **Postgraduate Supervision**

- Supervised thesis for over 100 MSE & MBA students

Capable of supervising a minimum of 20 students annually

### **POST DOC**

**Assistant Professor, Mazoon College Muscat ,1<sup>st</sup> April 2019-- 30<sup>th</sup> August 2020 – In The Sultanate Of Oman**

- Entrepreneurship
- Management
- Marketing
- Human Resource
- General Business Management And Administration
- Research Study carried out : **THE COPY CATS BUSINESS MODEL AND FEAR OF BUSINESS FAILURE IN ENTREPRENEURSHIP : THE MODALITING EFFECTS OF TECHNOLOGICAL INNOVATIONS IN OMAN**

### **INTERNATIONAL CONFERENCE PRESENTATIONS**

- Global entrepreneurship business summit (2018), Nairobi - Kenya
- NUBS Malaysia International Conference (NUBS icon ) 2020
- Kuala Lumpur Teaching Centre –University of Nottingham Malaysia

### **LOCAL & REGIONAL WORKSHOP AND SEMINARS**

July 2003: Kenya Women Finance Trust KICC Nairobi Micro Credit and Finance

Sept. 2005:Co-operative Bank Business Management – Kariobangi

Sept. 2007:Entrepreneurship Training and Small Business Development- Kenya Dairy Board – Nairobi

May. 2013: Education Pedagogy\_ Kenyatta University

Sept 2013: Case Studies Training\_ Kenyatta University.

October 2015: Taxation on SMEs Training - International Capacity Building KU

August 2016: Taxation Training on Women Entrepreneurs -UN

## **PROFESSIONAL SERVICE AND CONSULTANCY**

### **Trained the following SMEs in TAXATION matters**

- J F Macloy ltd -trained 25 employees in Accounting, Marketing .logistics and Stores Departments.
- Marshall Fowler Engineers Ltd  
Trained 25 employees of Finance and Administration Departments (on above Taxation Issues)
- Nairobi Plastics ltd  
Trained 15 employees of Accounting and Sales Departments
- B D Mechanical Engineers ltd  
Trained 12 employees of Sales and marketing Departments
- Githunguri Dairies  
Trained 30 employees of Accounting, Sales, and Logistics. Stores and Purchasing Departments.
- Muranga Farmers' Cooperative union  
Trained 18 employees of accounting and Sales departments.
- Kamacharia Cooperative Society  
Trained 10 employees of Finance and Administration Departments.
- King Plastics ltd  
Trained 22 employees of Sales and Marketing Departments
- Sarmar Cutt Industries ltd  
Trained 35 employees of Accounting, Sales, Stores and Purchasing Departments.
- Wadia construction Company Kenya ltd- Trained 35 employees of Accounting, Finance and Administration
- David Engineering Ltd  
Trained 9 employees of Marketing and sales departments.  
All above I trained them on taxation issues among others.
- ADCA International Ltd
- Lumacey Tax And Management Consultants
- Jafra Dairies
- Titanic
- Target Enterprises
- Gibrose International

## **COMMUNITY SERVICE**

- Microfinance Management
- Staff Development
- Education Pedagogy – Case study teaching ( Kenyatta University)
- Environmental Preservation and Management ( Kenyatta University)

## **PROFESSIONAL AFFILIATIONS**

- Chairperson, Board of Governors Dandora Secondary School
- Board Member Ihwagi Secondary School
- Kenya Women Finance Trust
- Mlango Kubwa Women Group Secretary
- Faulu Kenya

- Jisaidie Women Group Secretary

**LANGUAGES**

English: Fluent, Advanced Reading and Writing

Kiswahili: Native Language

**COMPUTER SKILLS**

Microsoft Office-Microsoft Word, Microsoft Excel, Microsoft Access, Microsoft Power Point