

BUSINESS ADMINISTRATION

Profiles for Additional External Examiners

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Associate Professor of Organizational Development

BA (Management), Bhopal University-India; MBA, Osmania University-Hyderabad, India; M.Ph. (Research Training Program), The University of Sheffield, UK; Ph.D (Human Resource Management and Organizational Psychology), The University of Sheffield, UK.

Publications

1. Nyambegera, S.M. and Kiangura C. (2012) *Factors Influencing Volunteer Motivation to Perform. Lessons from Kenyan Volunteer Organizations*. Journal of language, Technology, & Entrepreneurship in Africa 3(2), pp:82-103
2. Nyambegera, S.M. (2009), *The Ethnic Factor in International Human Resource Management: a Research Agenda*, in Sparrow, P.R. (ed.) Handbook of International Human Resource Research: Integrating People, Process and Context. Wiley & Sons: West Sussex.
3. Nyambegera, S.M. (2006), *Integrating Faith and Learning in Christian Higher Education: Lessons from teaching experience*, in M. Kuria (ed.), *Integrating Faith and Learning: Interdisciplinary Perspective*, Daystar Publications: Nairobi.
4. Nyambegera, S.M. (2005), *Human Resource Management: a Biblical Perspective*. Uzima Publishing House: Nairobi.
5. Nyambegera, S.M., Kamoche, K., and Mulinge, M. (2004), '*Human Resource Management in Kenya*', in Kamoche K., Debrah Y., Horwitz F., and Muuka G.N. (Eds.), *Managing Human Resources in Africa*, Routledge: London.
6. Nyambegera, S.M., and Almhdie A. (2004), '*Human Resource Management in Libya*', in Kamoche K., Debrah Y., Horwitz F., and Muuka G.N. (Eds.), *Managing Human Resources in Africa*, Routledge: London.
7. Nyambegera, S.M. (2002), '*Ethnicity and Human Resource Management Practice in Sub Saharan Africa: The Relevance of the Discourse of Managing Diversity*', *International Journal of Human Resource Management*, Vol. 13(7).
8. Nyambegera, S.M., *Ethnicity and Human Resource Management Practice in Sub Saharan Africa, Conference Proceedings: An Enterprise Odyssey: Business and Economics*, Held at The University of Zagreb, Croatia. 27th – 29th, June 2002.
9. Nyambegera, S.M., Daniels, K. and Sparrow, P., (2001), '*Why Fit Doesn't Always Matter*:

The Impact of HRM and Cultural Fit on Job Involvement of Kenyan Employees, Applied Psychology: An International Review, Vol. 51(1).

10. Nyambegera, S.M., Sparrow, P. and Daniels, K. (2000), *The Impact of Cultural Value Orientations on Individual HRM Preferences in Developing Countries: lessons from Kenyan Organizations*, International Journal of Human Resource Management Vol. 11(4).

Seminars, Workshops and Conferences

1. The IUCEA-DAAD-HRK 2nd Stakeholders' Forum on Benchmarking of Business Studies programs in for the East African Region held in Dare salaam, Tanzania on 26th to 29th August 2012.

2. The IUCEA-DAAD-HRK 1st Stakeholders' Forum on Benchmarking of Business Studies programs in for the East African Region held in Arusha, Tanzania on 5th to 8th December 2011

3. *East Africa Quality Assurance in Higher Education Officers Course Part III*, Imperial Botanical Hotel, 6th – 12th July, Entebbe Uganda; In collaboration with German Academic Exchange Services (DAAD), Dialogue on Innovative Higher Education Strategies German (DIES), German Rectors' Conference (HRK), The Inter-University Council for East Africa, The National Council for Higher Education Uganda, Tanzanian Commission for Universities Tanzania, Commission for Higher Education Kenya, 2008.

4. *East African Quality Assurance in Higher Education Officers Course, Part II*, White Sands Hotel 27th January – 2 February Dare salaam, Tanzania; In collaboration with German Academic Exchange Services (DAAD), Dialogue on Innovative Higher Education Strategies German (DIES), German Rectors' Conference (HRK), The Inter-University Council for East Africa, The National Council for Higher Education Uganda, Tanzanian Commission for Universities Tanzania, Commission for Higher Education Kenya, 2008.

5. *East African Quality Assurance in Higher Education Officers Course, Part I*, 28th – 12th September, Oldenburg and Berlin Germany; In collaboration with German Academic Exchange Services (DAAD), Dialogue on Innovative Higher Education Strategies German (DIES), German Rectors' Conference (HRK), The Inter-University Council for East Africa, The National Council for Higher Education Uganda, Tanzanian Commission for Universities Tanzania, Commission for Higher Education Kenya, 2007.

6. Business Case Writing and teaching workshop hosted by European Case Clearing House, Canfield University United Kingdom and Daystar University, Kenya on 4th-6th June 2005.

7. Business Case Writing and teaching workshop sponsored by International Finance Corporation at United States University, Nairobi in April 2005 at Simba Lodge Naivasha.

8. Nyambegera, S.M., *Context and Demographics' Influence on Perceptions on Human Resource Policy Practice in African Arab Countries: Lessons from Libyan Oil Firms*. The annual conference of the Association of Western Business and Management, Las Vegas USA, October 15th – 17th 2006

9. Nyambegera, S.M., *Cultural Value Orientation's Influence on Time as Communication: the Case of Kenyan Managers*. Manchester Business School and the Institute of Development Management, Manchester, United Kingdom, 17th March 2004

10. Nyambegera, S.M., *HIV/AIDS: Challenges Facing Human Resource Managers in Kenyan Organizations*. *Conference Proceedings - Association of Third-World Studies Africa*, hosted by Daystar University, Nairobi, 20th – 23rd March 2003.

11. Nyambegera, S.M., *Ethnicity and Human Resource Management Practice in Sub Saharan Africa: An Enterprise Odyssey: Business and Economics*, Held at The University of Zagreb, Croatia. 27th – 29th, June 2002.

12. Nyambegera, S. M., *Culture's Impact on Human Resource Management Policy Practices. The case of Kenya*, The British Academy of Management (BAM), Manchester Metropolitan University, UK, 18th – 20th September 2000

Sikalieh, Damary A. O.

Associate Professor of Management, Business Research Methods and Entrepreneurship

B.Ed, M.Ed, Kenyatta University, Ph.D, University of Illinois, Urbana-Champaign, USA.
Specialty areas: Entrepreneurship education/development, Business, Social and Academic Research, Human Resource Development, Management, Project Design, Implementation and Evaluation, Curriculum Development and Training Design, Implementation and Evaluation, organization Behavior and Organization Development and Consulting

Journal Articles:

1. Mokaya, S. O, Namusonge, M. & Sikalieh, D. A. (2012). *The Concept of Entrepreneurship: in Pursuit of a Universally Acceptable Definition*. *International Journal of Arts and Commerce*, Vol. 1 No. 6, November 2012

2. Mkoji, D & Sikalieh, D. A. (2012). *The Influence of Personality on Organizational Performance*. *International Journal of Humanities and Social Science*, Vol. 2 No. 17; September 2012

3. Teresia Kavoo Linge, Willie VanRensburg & Damary Sikalieh (2010). *The role of visibility and career advancement of women in Kenya* *The Journal of Language, Technology & Entrepreneurship in Africa*, Vol. 2. No.1. 2010, ISSN 1998-1279

4. Teresia Kavoo Linge, Willie VanRensburg & Damary Sikalieh (2009) *Organizational Political Skills and Career Advancement* *The Journal of Language, Technology & Entrepreneurship in Africa*, Vol. 2. No.1. 2010, ISSN 1998-1279

5. Sikalieh, D.A & Kobia, M (2010) *Towards a Search for the meaning of Entrepreneurship*. Journal of European Industrial Training).
6. Sikalieh D. A & Karanja, R. (2010) *The Impact of Non-Financial Business Development Services on the Sales Turnover of Micro and small enterprises: a Case of Technoserve Kenya*. (A Paper presented at the 12th International Conference on African Entrepreneurship and small Business Development (ICAESB) University of Dar es Salaam Business School, Tanzania to be published in the Dar es Salaam School of Business Journal (May 2010).
7. Sikalieh D. A. & Kaburu, J (2008) *Governance Practices in Financial Services Associations in Kenya, a paper presented at the Growing Inclusive Markets Forum at Dalhousie University, Nova Scotia Canada, published in an E-journal for Growing Inclusive Markets (June 2008).*
8. Sikalieh, D. A (2008) *The Role of Faculty and Students in Fostering Entrepreneurship: A Case of Selected Universities In Kenya*. A paper presented at the 15th Nordic Conference on Small Business Research: Challenges for Entrepreneurship and Small Business Development in the Context of European Enlargement, TALLINN, ESTONIA, MAY 21 – 23, 2008.
9. Sikalieh, D. A. & Mokaya, S. (2006) *Training as a Factor in Enterprise Performance: A Case Study of the Beneficiaries of enterprise development training in Rift Valley Province, Kenya*. A Paper Presented at the International Conference on Stimulating growth in Small Businesses, Makerere University (MUBs), and published in the Makerere University Business School Journal (November, 2006)
10. Sikalieh, D. A (2006) *The role of donors in Strategy Formulation and Implementation: A case of Selected Non-Governmental Organizations in Kenya*. A Paper Presented at the International Conference on Stimulating growth in Small Businesses, Makerere University (MUBs), published in the Makerere University Business School Journal (November, 2006)

Sample Conference Papers and Proceedings

1. Sikalieh, D.A. (2012) *The Role of Business Education in Africa*, a paper presented at the EFMD Annual conference 2012 as a Panel Speaker.
2. Sikalieh, D. A. & Mwangi, E. W. (2010) *An entrepreneurial Perspective of Growth and Survival constraints faced by Small and Medium Enterprises in Kenya*. A Paper Presented at the 14th Makerere University Business School International conference, (November, 2010)
3. Njoroge, N. N. & Sikalieh, D. A (2009) *Factors Influencing the Allocation and Utilization of Constituency Development Fund*, A case of Selected Constituencies in Kenya. A paper Presented at the 7th International Conference of Small Business Development, University of Dar – Es – Salaam, Tanzania,

(September, 2009).

4. Sikalieh D. & Githaiga, J. (2008) *Factors Influencing Voluntary Employee Turnover in Organizations: A Case of Kenya Women Finance Trust*. A paper presented at the 4th International Center for Excellence Entrepreneurship Development Conference JULY 14 – 16 2008.

5. Sikalieh D. A. & Kaburu, J (2006). *An Impact Assessment of Micro Finance Interventions on the Growth of Micro Enterprises in Nairobi, Kenya*. a paper presented at the International Council of Small Businesses conference, published in the ICSB conference Proceedings Nova Scotia Canada, (June 2008).

6. Sikalieh, D. (2005) *The role of Feedback in Transfer of Training: A Paper presented at the 8th International Conference on African Entrepreneurship and Small Business Development*, University of Dar Es Salaam, Tanzania, (September, 2005)

7. Sikalieh, D. A (2005) *The role of the Higher Education Loans Board in Higher Education: A Paper presented at Conference of Higher Education*, Nairobi, Kenya (October, 2005)

8. Sikalieh D. A. (2004) *Factors influencing the Transfer of Learning: A Paper presented at the 2nd International Conference on Entrepreneurship Education*, United States International University, Nairobi, Kenya (May, 2004).

Books and Manuals:

1. Sikalieh, D. A (2011) *Teaching the Business Plan: Training Manual and Workbook for the Agribusiness Project* by the Bill and Melinda Gates Foundation Grant.

2. Sikalieh, D. A (2007) *Training design factors on transfer of learning in micro and small garment making enterprises in Kenya*. A paper presented at the International Conference on Africa: The journey towards Good Governance, Learning Societies/Organizations and Ethical Leadership, published as a book chapter in a book entitled Governance and Ethical Leadership in African Institutions (February, 2007)

3. Book chapter on *the role of coordinators in University Governance*

4. Sikalieh, D. A & Muthee, K. (2005) *Entrepreneurship Teaching Manual for Higher Diploma Education for Distance Education for Technical Training Institutions*, Ministry of Science and Technology

Sample Teaching Cases Written:

1. Sikalieh, D.A. (2012) Spring Impex Limited: *A case for teaching the Business Plan: for the Bill and Melinda Gates Foundation Grant for Agribusiness* (January 2012).

2. Sikalieh, D. A (2011) *Makini Schools for the Goldman Sachs Charitable fund and United States*

International University for teaching 10,000 women entrepreneurs

3. Mayaka, C. M. & Sikalieh, D. A. (2010) Durban Motors Group Ltd: *Crisis of Leadership and Corporate Governance for the Goldman Sachs Charitable fund and United States International University for teaching 10,000 women entrepreneurs*

4. Sikalieh, D. A. & Mayaka, C. M. (2010) Kevian Kenya Ltd: *Product Differentiation for the Goldman Sachs Charitable fund and United States International University for teaching 10,000 women entrepreneurs*

PROF. OGUTU MARTIN (**B.Ed., MBA, Ph.D**)

Associate Professor of Strategic Management

Publications

Obaga IM, Omido DK, Garashi HM, Odera O, Ogutu PM. "Analysis of retail marketing strategies on Organizational competitiveness." *International Journal of Management & Information Technology*. 2013;3(2).

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Mise JK, Nair C, Odera O, Ogutu M. "Comparative study on brand loyalty in global softdrink consumer markets of Kenya and India." *International Journal of Management Sciences and Business Research*, 2013. 2013;2(3).

Abstractcomparative study on brand loyalty in global softdrink consumer markets of kenya and india.pdfWebsite

Awiti AO, Okoth OS, Aila FO, Okelo S, Odera O, Ogutu M. "Effect of airport expansion on business opportunities in Kisumu." *International Journal of Business and Behavioral Sciences*. 2013;3(2).

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Okoth OS, Okelo S, Aila F, Awiti AO, Onyango M, Ogutu M, Odera O. "Effect of the Youth Enterprise Development Fund on Youth Enterprises in Kenya." *International Journal of Advances in Management and Economics*. 2013. AbstractWebsite

Mise JK, Nair C, Odera O, Ogutu M. "Exploring the determinants of brand loyalty in global FMCG markets of soft drinks consumers in Kenya and India." *International Journal of Research in Management*. 2013;3(2).

Abstractexploring the determinants of brand loyalty in global fmcg markets of soft drinks consumers in kenya and india.pdfWebsite

Mise JK, Nair C, Odera O, Ogutu M. "Factors Influencing Brand Loyalty of Soft Drink Consumers in Kenya and India." *Int.J.Buss.Mgt.Eco.Res.*,. 2013;4(2):706-713. AbstractWebsite

Aila FO, Nyangara CA, Ojera PB, Owaga EE, Odera O, Ogutu M. "The Future Of Organizations: Musings Of A Manager." *ASIAN JOURNAL OF MANAGEMENT SCIENCES AND EDUCATION*. 2013;2(2).

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Ogutu M. "Impact of Gender on Perception of Managerial Leadership.". 2013.Website

2012

Ogutu, Martin; Nyatichi V. "Competitive Strategies Adopted by Multinational Banks in Kenya". 2012.Website

Njanja, W L; Pellisier R'. "The Effects of the External Environment on Internal Management Strategies within Micro, Small and Medium Enterprises; Kenyan Case". 2012.Website

Musyoka, Mary; Ogutu M; AZB. "Employee stress and performance of companies listed in the Nairobi Securities Exchange.". 2012.Website

Ogutu M, Oloko M. "Influence of Power Distance on Employee Empowerment and MNC Performance: A Study of Multinational Corporations in Kenya.". 2012.Website

Ogutu M; Samuel CM. "Strategies Adopted By Multinational Corporations to Cope With Competition in Kenya.". 2012.Website

2011

Ojera, PB; Ogutu SEM; OLAM;. "Belief Control Practices and Organizational Performances: A Survey of Sugar Industry in Kenya.". 2011. AbstractWebsite

Ogutu M, K'Obonyo P, Ongore VO. "Implications of firm ownership identity and managerial discretion on financial performance: empiricale evidence from Nairobi Stock Exchange.". 2011.Website

2010

Ogutu M; Muchemi, Anne Wambui; Awino ZB. "Diversity in the top management teams and effects on corporate performance". 2010.Website

M.OGUTU. "An investigation into the effect of management factors on performance of micro, small and medium enterprises in Kenya.". In: *International Journal of Business and Management, Vol.5 No 11*. Rao, W. O., Ogonji, J. A.. and Aywa, S.; 2010. Abstract
2009

M. OGUTU. "*Psychic Distances as an explanatory variable for Kenyan Export Development. International Journal of Finance and Accounting Behaviour, 2009.*". In: *International Journal of Finance and Accounting Behaviour, 2009.* Rao, W. O., Ogonji, J. A.. and Aywa, S.; 2009. Abstract

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M. OGUTU. "*A Critique of Markov Analysis in Forecasting Market shares (Co.*". In: *A Dar-es-Salaam University Journal.* Rao, W. O., Ogonji, J. A.. and Aywa, S.; 1997. Abstract

M. OGUTU. "*A Critique of Markov Analysis in Forecasting Market shares (Co-author, Business Management Review).*". In: *Vol. 4 No. 2, A Dar es salaam University Journal.* Rao, W. O., Ogonji, J. A.. and Aywa, S.; 1997. Abstract

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M. OGUTU. "*Impact of Gender on Perception of Managerial Leadership.*". In: *The Nairobi Journal of Management.*, Rao, W. O., Ogonji, J. A.. and Aywa, S.; 1996. Abstract

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Ogutu M.; Onglatco M-L.; Kakuyama T.; Matsui T. "*Women's Perceptions of Social-Sexual Behavior: A Cross-Cultural Replication.*". 1995. AbstractWebsite

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MARTIN DROGUTU. "*Gender and Prejudicial Perception of the leadership of a Manager: A Cognitive Categorization Perspective (Ph.D. Dissertation,).*". In: *Journal of Vocational Behaviour.* Rao, W. O., Ogonji, J. A.. and Aywa, S.; 1994. Abstract

1983

MARTIN DROGUTU. "*Advertising Agencies in Kenya: Their Nature and Operations (MBA Research Project,).*". In: *Journal of Vocational Behaviour.* Rao, W. O., Ogonji, J. A.. and Aywa, S.; 1983. Abstract

1982

Ogutu M. "Candidates". In: *Journal of Vocational Behaviour*. Rao, W. O., Ogonji, J. A.. and Aywa, S.; 1982. Abstract

M.OGUTU. "Self-image and Retail Store Patronage". In: *Journal of Vocational Behaviour*. Rao, W. O., Ogonji, J. A.. and Aywa, S.; 1982. Abstract