

CURRICULUM VITAE

DR. MICHAEL KIRWA KORIR

CURRENT CONTACT ADDRESS

MOI UNIVERSITY
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PERSONAL DETAILS

NAME: DR. MICHAEL KIRWA KORIR (PhD)

DATE OF BIRTH: 6TH MARCH 1970

MARITAL STATUS: MARRIED TO EDNA KERICH KORIR

NATIONALITY: KENYAN

CURRENT POSITION: SENIOR LECTURER & HEAD OF DEPARTMENT

CAREER GOALS AND ASPIRATIONS

Vision: To be a globally distinguished scholar and Consultant in Business Management and Entrepreneurship Development

Mission: To pursue excellence in teaching, research, publications and Consultancy in Business Management and Entrepreneurship

ACADEMIC BACKGROUND

a) UNIVERSITY EDUCATION:

May 2004 to July 2008: Doctorate Studies

2008: Awarded: Doctor of Philosophy - Kenyatta University, School of Business:
Specialised in Entrepreneurship Development

Thesis title: *Cultural and Social Determinants of Entrepreneurial Behaviour among Small Enterprise Owners in Eldoret Municipality, Kenya*

June 1996 to July 1997: Masters studies

1997: Awarded Master of Science (Entrepreneurship and Competitive Strategy):
University of Reading, United Kingdom

1990 to 1994: Bachelors studies

1994: Awarded Bachelor of Education (Arts) Second Class Honours (Upper Division) Kenyatta University: *Specialised in Business Studies and Economics*

b) HIGH SCHOOL EDUCATION

1988-1989: A-LEVEL

Attained: **Kenya Advanced Certificate of Education (K.A.C.E.)**: Three principles one subsidiary. (Eleven Points): Kabarnet High School

1984-1987: O-LEVEL

Attained: **Kenya Certificate of Education (K.C.E) Division II (two)** (25) points: Nairobi School ('O' LEVEL)

c) PRIMARY SCHOOL EDUCATION

1977-1983

Attained: **Certificate of Primary Education (C.P.E)** with 29 points: Molo Primary School

PROFESSIONAL WORK EXPERIENCE

MARCH 2010 TO DATE- SENIOR LECTURER: Department of Management Science, School of Business and Economics, Moi University.

SEPTEMBER 2002- MARCH 2010 : LECTURER: Department of Marketing and Management Science, School of Business and Economics, Moi University.

APRIL 1998- SEPTEMBER 2002: TUTORIAL FELLOW: Department of Business Management, School of Social Cultural and Development Studies, Moi University

POST GRADUATE COURSES TAUGHT (MOI UNIVERSITY)

PhD in Business Management and PhD in Tourism Management

Advanced Research Methods, Research Planning and Proposal Writing, Strategic Management, Strategic Management Models, Strategic Management Theory

Master of Business Management- MBM

Business Research Methods, Research planning and Proposal Writing, Strategic Management

Executive Masters of Business Administration (EMBA)

Leadership and Organisational Behaviour, Theory and Practice of Management, Entrepreneurship and Business Culture, Entrepreneurship Seminar, Entrepreneurial Strategies, Business Research Methods, Human Resource Management

Master of Hotel and Hospitality Management (MHM): Human Resource Management

UNDERGRADUATE COURSES TAUGHT (BBM)

Principles Management, Introduction to Business, Small Business Management and Entrepreneurship, Management Mathematics, Business Policy and Strategy, Culture and Management, Organisational Theory and Behaviour, Risk Management and Insurance, Research Methods, Contemporary issues in Management, Total Quality Management.

Field and Project Supervision: Supervised and examined over **One Hundred (100)** undergraduate senior projects

THESES SUPERVISISON

PhD THESIS-COMPLETED 2012

PhD in Community Health-(Great Lakes University of Kisumu)

Hazel Mumbo (2012): *Effects of Entrepreneurial Behaviour on Community Health Outcomes in Kisumu, Kenya*

PhD in Business Management (Moi University)

Kimosop Joyce Komen (2012): **Effects of Strategic Capabilities on Firm Performance among Women Owned Enterprises in Nairobi Kenya**

Sang Jane (2012) **Organisational factors Influencing Implementation of Performance management Systems in Public Institutions in Kenya**

Kemboi Ambrose (2012): **Meta-Cognition and Innovativeness as Influencers of Firm Perfomance among Small Enterprise Owners in Eldoret, Kenya**

Submitted 2012

PhD in Tourism Management (Moi University)

Bosire Susan (2012): *Visitor Satisfaction as Determinant of Sports Tourism Growth in North Rift Kenya*

PhD in Business Management (Moi University)

Mwirigi Moses (2012): *Moderating Effect of Convenience on the Relationship between Consumer Motives and Post- Purchase satisfaction among Beverage Consumers in Kenya*

PhD-COMPLETED 2011

PhD in Business Management (Moi University)

Chepkwony Joel (2011): **Effects of Customer Complaints Resolution Strategies on Customer Satisfaction in Kenyan Banks**

Yusuf Kibet (2011): **Product Innovation Strategies and Market Performance among Banks in Kenya**

Tenai Joel (2011) **Opacity and Firm Performance among U.S Banks**

Ongoing

Phd in Entrepreneurship- JKUAT

Cherotwo Fred (2012) **Business Start-up Motives as determinants of Firm Performance among Small Enterprises in Nairobi**

MASTERS THESIS

Masters in Business Management (MBM)- Moi University

Submitted 2012

Nyuru Pauline (2012) *Effect of Quality Management Practices on Service Quality in Kenyan Universities: A Case of Moi University*

Chirchir Kipkoech (2012): *Effects of Negotiation Strategies on the Selection of Suppliers among Millers in Eldoret*

Tanui Simon (2012): *The Effect of Corporate Governance Practices on Employee Job Satisfaction at RVB ltd.*

Rutto Fredrick (2012) *Effect of Strategic Management Process on Performance of CDF in North Rift, kenya*

Ngetuny Betsy (2012) *Efficacy of Credit Reference Bureaus on Credit Service Delivery in Commercial Banks in kenya*

Lesiew K Claire: *The Effects of HRM Strategies on Employee Performance in KPLC*

Berut Zipora (2012)

Graduated 2011

Masters in Hospitality Management (MHM)

Wafula Milka (2011): *The Effects of Motivation Strategies on Employee Performance in Medium sized Hotels in Kisumu City*

Schultz Rita (2011): *The Impact of Internal Marketing on Quality of Service Delivery in the Hospitality Industry in Kenya*

Graduated 2010

Masters in Business Management (MBM)- Moi University

Kundu A Simiyu (2010): *The Effects of Competitive Strategies on Shareholder Value among Selected Firms listed in NSE.*

Burugu R Wairimu (2010): *Factors Affecting Training Outcomes of Employees at selected Hotels in Nairobi*

Nkobe Kinyoru Dennis (2010) **Effects of Dividend Policy on Share Price Volatility of NSE Listed Companies**

Musamali Martin (2010)

Masters in Business Administration (Executive) Projects

Silungi N Ebby (2008): *The Effects of Marketing Strategies on Customer Satisfaction in the Kenyan Sugar Industry: A case of Mumias Sugar Industry*

Induswe Esther (2008): *The Effects of Employee Training on Attitude towards Organisational Change: A Case of Kenya Seed Company*

Kiyeng A. Cheruiyot (2008): *The Impact of Training on the Growth of Small Scale Enterprises: A Case of Kitale Municipality*

Ngetich J Kipsang (2008): *The Effects of Strategy Implementation on Business Performance at Rift valley Bottlers, Eldoret.*

Inyangala Ronald (2008): *Factors Affecting Effectiveness of Employee Training. A case of SMASSE training project within Lugari District.*

Oyolla M. Adhiambo (2006): *Factors Affecting Job Progression of Employees at the Commission of Higher Education, Nairobi*

Gachugia S. Mwangi (2006): *Factors Affecting Financial Performance of Private Water Firms in Kenya. A case of Nairobi City Water and Sewerage Company Limited.*

Mulandi Geoffrey (2006): *Factors Influencing the level of Sales in Motor Industry: A Case study of General Motors, East Africa Limited*

THESIS EXAMINATION

Examined over **Five PhD thesis** and **more than fifteen (15)** Master's theses from Moi University and over **twenty MBA research Projects** from Kenyatta University

EXTERNAL EXAMINER

2012- to date: Kenyatta University, School of Business, Department of Business Administration

2011 to date: University of Nairobi, Department of Educational Studies, School of Continuing and Distance Education

PUBLICATIONS IN REFEREED JOURNALS

Mumbo, H., **Korir M. K.**, Kaseje D., and Ochieng' B (2012). *Improvement of Health Outcomes through the contribution of Entrepreneurial Theories in Kenyan Communities. Journal of Natural Sciences Research, Vol.2, No.5, pp 68-75*

Mumbo, H., **Korir M. K.**, Kazeje D.O and Aila, O (2012). *Influence of Risk taking propensity among Kenyan Community Health Workers. Interdisciplinary Journal of Research in Business Vol. 1, Issue. 12, (pp.01- 08)*

Kundu A. S, **Korir M.** K and Kerre, P (2011): *Effects of Competitive Strategies on Shareholder Value among selected Firms Listed on Nairobi Stock Exchange, Kenya. International Journal of Current Research, Vol. 3, Issue, 10, pp.145-153.*

Korir M. K (2009). *Cultural Value Dimensions as Correlates of Entrepreneurial Orientations in Kenya. African Journal of Business and Economics. Vol.3.*

Oroko H and **Korir M** (2009). *Transferable Experiences as Influencers of Micro-Enterprise Growth. African Journal of Business and Economics. Vol.3*

Korir M.K and Kibas P (2007). *Understanding Entrepreneurship and Entrepreneurial Behaviour: Towards a Three –Stage Process Model. African Journal of Business and Economics. Vol.2, Issue 1, pp1-23.*

Korir M.K and Thoruwa T. K (2007). *The Moderating Effects of Socio-Demographics on Business Start-up Motives in Kenya*. *African Journal of Business and Economics*. Vol. 2, Issue 1, pp 86-111.

Cheruiyot T.K., Maru L.C., Komen, J and **Korir M.K** (2006). *Managerial Profiles of Women Entrepreneurs in the Kerio Valley Basin of Kenya*. *African Journal of Business and Economics*. Vol. 1, Issue 1, pp45-61

PAPERS PRESENTED AND PUBLISHED IN INTERNATIONAL CONFERENCE PROCEEDINGS

Oroko H and **Korir M** (2008). *Factors Influencing Growth of Micro-enterprises: Examining Transferable Experiences*. 31st Institute for Small Business and Entrepreneurship Conference Proceedings. 5th-7th November 2008, Hastings Europa Hotel, Belfast, N Ireland

Korir M.K and Thoruwa T. K (2007). *The Moderating Effects of Socio-Demographics on Business Start-up Motives in Kenya*. *First International Conference on Micro Small and Medium Enterprises, Centre for Entrepreneurship and Enterprise Development (CEED), Kenyatta University*. 14th -17th November, 2007

Korir M.K and Kibas P (2007). *Understanding Entrepreneurship and Entrepreneurial Behaviour: Towards a Three –Stage Process Model*. *First International Conference on Micro Small and Medium Enterprises, Centre for Entrepreneurship and Enterprise Development (CEED), Kenyatta University*. 14th -17th November, 2007

Korir M. K (2006). *Cultural Determinants of Small Business Entrepreneurial Behaviour in Eldoret, Kenya*. 3rd International Entrepreneurship Conference Proceedings, USIU- Nairobi.

Lwayo M. K and **Korir M. K** (2003). *Methodological Options For Assessing the Impact of Micro-finance Programs in Kenya*. 7th International Conference on African Entrepreneurship and Small Business Development (ICAESEB). 11TH to 12TH September 2003, WhiteSands Hotel, Dar es Salaam.

OTHER PUBLICATIONS

Korir. M. K (2001); *‘Entrepreneurship: The key to Economic Resilience in Kenya’*, *Varsity Economist: A Journal of Economics Students Association of Moi University* Vol. 1, No 1 pp8-9

RESEARCH PAPERS IN PROGRESS

Chepkwony, J., **Korir, M. K** and Lagat, C (2012) *Distributive Justice Complaints Resolution Strategies Effects On Customer Satisfaction in Kenya's Banking Industry. A Case Study of Banks Based in Eldoret Municipality.*

Korir M. K (2012). *Social Capital as a Determinant of Entrepreneurial Mindset among Small Business Owners*

Korir M.K (2012) *Socio- Micro Characteristic and Patterns in Business Start-up Motives among Entrepreneurs in Kenya*

PARTICIPATION IN WORKSHOPS AND SEMINARS

2nd JULY 2008: Moi University 3rd Campus-Wide Research Workshop (Main campus):
Theme: *Ethics in Research and Extension*

Korir M. K (2008): *Cultural and Social Determinant of Entrepreneurial behaviour.*
PhD seminar paper Kenyatta University.

16TH -18TH JUNE 2008: **Moi University Quality Assurance Workshop** at Kisumu Hotel, Maseno University

23rd – 26th MAY2007: **School of Business and Economics Curriculum Review Workshop** at Kisumu Hotel, Maseno University

EXPERIENCE IN CURRICULUM DEVELOPMENT AND REVIEW AT UNIVERSITY LEVEL

2012: Kabianga University College: Participated in the Stakeholders Workshop on Development of MBA curriculum

2011: Commission For Higher Education: Evaluation of Proposed BBM Curriculum For proposed UMMA University

2011: Commission For Higher Education: Evaluation of Proposed BBM Curriculum For proposed African Inter-State University

2011: Commission For Higher Education: Participated in CATs project and Minimum Standards for Business studies (B.Com) Curriculum in Kenya

2010: Kabarak University: Participated in Stakeholder Workshop on development of MBA curriculum

2008: Moi University- Participated in the Development and Implementation of new PhD in Business Management Curriculum

2007: Moi University: Participated in reviewing BBM and EMBA curricula

2001/2002: Moi University; Participated in development and Implementation of BBM and EMBA curricula

APPOINTMENTS AND AWARDS

2012: Vice Chancellor's (Moi University) Appointment as **Chairman-** Sports Scholarship Committee

2012: Three Year Appointment as **External Examiner** for Kenyatta University, Department Of Business Administration, School of Business

2012: Re-appointment as **External Examiner** for University of Nairobi, Department of Educational Studies, School of Continuing and Distance Education

2011: Vice-Chancellor's re- appointment (Moi University) - **Head of Department;** Marketing and Management Science, School of Business and Economics

2011: Appointment as **External Examiner** for University of Nairobi, Department of Educational Studies, School of Continuing and Distance Education

2009: Elected/ Appointed as Moi University **Senate Representative to Council**

2009: Minister for Education Appointment as **Member** of Wareng District Education Board

2009: Vice-Chancellor's appointment (Moi University) for CATS project (Business Studies), Commission for Higher Education

2009: Vice Chancellors Appointment- **Member** of Moi University Consultancy Services Committee

2008: Vice-Chancellors appointment (Moi University) - **Head of Department;** Marketing and Management Science, School of Business and Economics

2008: Vice-Chancellors appointment (Moi University): **Member** of Horticultural Business Development Committee

2008: Vice-Chancellors' appointment (Moi University) - **Returning officer** -Students Electoral Commission, Eldoret West Campus

2008: Minister for Education appointment as **Member** of Moi University Secondary School- Board of Governors

2007: Dean, School of Business appointment (Moi University): BBM PSSP programme coordinator- Eldoret West Campus.

2004-2007: Minister for Education appointment- Member Board of Governors – Moi University Secondary School

2003: German Exchange Programme (DAAD) Scholarship Award to Undertake Doctoral studies at Kenyatta University

2002-2003: Vice-Chancellors' appointment (Moi University) - Pioneering Acting Head of Department, Management Science, in the newly created School of Business and Management

1999-2002: Examination and Time Table Coordinator- Department of Business Management, School of Socio- Cultural and Development Studies, Moi University.

ADDITIONAL EXPERIENCES AND SOCIAL RESPONSIBILITIES

2007 to date: Vice-Chairman- African Inland Church- Kaptum Local Church, Ngeria

1999-2002: Co-Patron and Member of Board of Advisers AIESEC KENYA (MOI UNIVERSITY CHAPTER) - An International Association of Students interested in Economics and Entrepreneurship.

2002: Patron: Business Management Students Association (Moi University)

2001-2002; Member, Board of Advisers, Moi University Christian Union

1998-2001: Chairman for the Youth group: African Inland Church (Kaptum Local Church, Ngeria)

January 1993 – April 1993: Teacher Trainee: Taught Business Education, Commerce and Economics: - Nairobi School.

January, 1990 – August 1990: Volunteer Untrained Teacher (UT): Taught Mathematics, Geography, Commerce and Accounting: Ngeria Secondary School.

1988: House Captain and Deputy Hockey Captain- Kabarnet High School

1982: Std. 5-7. Maths Group Leader: Molo Primary School

EXPERIENCE IN MANAGEMENT CONSULTANCY

2012; MUSCO staff training Seminar Royalton Hotel, Eldoret: Facilitated training on '*Organisational Culture and Change*'

2009: Management Consultancy work with Lessoss Technical Institute on **Human Resource Development**

2008: Moi University Staff Training Workshops (Main and Town Campus): Trainer on **ISO 9001-2000:-Quality Management System**

2nd June 2007: MUSCO staff training Seminar Millimani Resort, Kisumu: Facilitated training on **'Total Quality Management in Service Industry'**

29th March 2007: Senior Administrative Staff Seminar- Moi University: Facilitated training on **"Customer care"**

2005-2006: Free Primary Education Support Project, Ministry of Education, Science and Technology. Participated as a lead researcher (Keyio District) in a **Baseline Survey on Client Satisfaction:** Courtesy of Promin Consultants, Nairobi

12-13TH June 2003: 3rd Annual Entrepreneurship Roundtable Conference: Grand Regency Hotel, Nairobi: Theme: Business Education in Africa; In search of a Model: Participant and Exhibitor. The Case of Moi University

15TH September 2001: Kenya Bankers SACCO Society Seminar, Sirikwa Hotel (Eldoret). Facilitated training on **Business Start-ups and Preparation for Retirement**

7th -9th August 2001- MUSCO Members Education Week, Moi University (Main and Chepkoilel Campus). Facilitated on: **Micro-Financing and Effective loan Management**

15TH November 2000- MUSCO staff Seminar, Asis Hotel (Eldoret): Facilitated training on: **Managing Cultural Change**

29th April 1999: Ministry of Education Science and Technology(Uasin-Gishu) Seminar For Secondary Schools Students (Forms 1-4) – Over 50 secondary schools were represented. Ngeria Secondary School: Theme: **Back to School Stratagems:** An Appetiser towards a challenging year 2000 and beyond. Facilitated on-

a) **Strategic study habits: An analysis on the methods of study.**

b) **A balanced academic, social and serious spiritual students.**

11th November 1998. Business Management and Entrepreneurship Students Association (Moi University) Seminar Theme: Entrepreneurship: A pragmatic outlook. Presented a paper entitled 'The Role of Entrepreneurship in alleviating poverty in Kenya'

Professional Body involvement

2009: Certified Internal Quality Management Systems Auditor- Kenya Bureau of Standards (KEBS)

2009: Member of Graduate Board: Oklahoma State University, U.S.A

2008: Registered Management Consultant- Elcon Consultancy Limited (Eldoret)

2008: Certified Quality Management Systems Trainer – Kenya Bureau of Standards (KEBS)

Computer Knowledge and Software experience

Microsoft office, Microfit, SPSS, Minitab, Statistica

REFEREES:

Prof.Bob Wishitemi: DVC Research and Extension, Moi University

Prof Nathan Ogechi: DVC Student Affairs, Moi University

Prof. Mary Kipsat: Dean School of Business & Economics, Moi University