

CURRICULUM VITAE



DR.ROSEMARIE W.WANYOIKE –PhD, MSC, BSC

Position: Senior Lecturer in Human Resource Management School of Business

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SUMMARY OF PERSONAL PROFILE

Dr. Rosemarie Wanyoike holds an earned PhD in Human resource Management (Kenyatta University), MSC (Human Resource Management) (JKUAT) and BSc (A) (International Business Management from United States International University, Kenya. I am a Full Member of Institute of Human Resource Management. In addition I am currently a member of the Board of governance at Kengen, appointed on 26th January 2023.

I was also appointed as chair in charge of Human Resource and Nomination committee at Kengen. I have attended various trainings e.g. corporate governance and a member of Rotary club of Ruiru. I have over 10 years' experience in teaching, research and training in areas of Human resource management and Development specifically in the areas of industrial relations, change management, performance management, organizational power and politics and research. In addition I serve as an internal examiner of MBA Projects, MSc and PhD theses.

1.0

EDUCATIONAL

BACKGROUND

PhD in Human Resource Management (KU)
2011– 2016 Kenyatta University

MSC Human Resource Management (JKUAT)

2008 – 2010 Jomo Kenyatta University of Agriculture and Technology

Bachelor of International Business Administration (USIU)
2004 – 2007 United states International University (Africa)

1986 -- 1987 Kambui Girls High School
Kenya Advanced Certificate of Education (KACE)

1982 – 1985 Naivasha Girls Secondary School
Kenya Certificate of Secondary Education (KCSE)

2.0 professional Qualification

Reviewed Conference Papers

1. **Thumbi N. P., Bula H. & Wanyoike R.** (2020) Knowledge Acquisition and Information Distribution: Examining the Nexus and Effect on Employees' Performance in Classified Hospitality Firms in Kenya. Presented at Graduate Hub International Virtual Conference 23rd November, 2020
2. **Wanyoike R.W.** (2019) Quality management practices and performance of manufacturing companies in Kenya. Presented at 1st *International business research conference*, (IBRIC), 20th -21st June 2019
3. **C. Cherutto & R.W. Wanyoike** (2020). Workforce diversity and organizational performance: A case study of Kenya tea development agency in Nairobi City. Presented at 2nd *International business research conference (IBRIC)*, 3rd -4th Dec 2020.

ACADEMIC PUBLICATIONS

Articles in Refereed Journals

1. Abdi, F., & Wanyoike, R. (2023). Flexible working schedules and employee retention of commercial banks in Kenya.
2. Kuse, S & Wanyoike, R (2022) Strategic human resource management practices and organizational performance of Information Services Department in Ghana. *Journal International Academic Journal of Human Resource and Business Administration* 1(4) 274-296
3. Muriuki, M.N. & Wanyoike, R.W. (2021) Performance appraisal and employee performance. *International Academic Journal of Human Resource and Business Administration* 10(3). 265-272
4. **Njoroge, P, T., Bula, H. & Wanyoike, R.** (2021). Mediation effect of work engagement on the relationship between organizational learning and employees' performance in Kenyan context. *The Strategic Journal of Business & Change Management*, 8 (2), 29 – 44.
5. **Ombegoh Y.K, & Dr. Wanyoike R.** (2021). Workforce diversity on employee performance in Kenya school of Government, Kenya. *Journal of Business and Management*, Vol 23, Issue No.01
6. **Njoroge, P, T., Bula, H. & Wanyoike, R.** (2021). Work Engagement and Employees' Performance: Assessing the Linkage and Leverage in Classified Hospitality Firms in Kenya. *European journal of business management*, vol 13.no.2 (2021). ISSN (Paper) 2222-1905 ISSN (Online) 2222-2839
7. **Wanuma, J. & Wanyoike, R.** (2018.) Organizational change and programme delivery at United Nations children's fund, Kenya. *International Academic Journal of Human Resource and Business Administration*, Volume 3, Issue 4, pp. 35-53.
8. **Rotich A.K. & Wanyoike R.W.**, (2019) Organizational Transformation and Performance of Kengen Company Limited, Kenya. *International Journal of Latest Research in Humanities and Social Science (IJLRHSS)* Volume 02 – Issue no. 10, 2019 www.ijlrhss.com. pp. 06-12 www.ijlrhss.com.
9. **R. Bor, & R.W. Wanyoike** (2019) Workforce Diversity and employee performance: Ethnic and social cultural diversity in Kenya). *IJARKE Humanities & Social Sciences Journal* DOI:10.32898/ihssj.02/1.3article01 1 (3), 6
10. **Kinyua G.M., Gakenia J.G., Wanyoike R.W. & Kiiru D. M.** (2019). Influence of organization's structure and culture on implementation of strategies in constituency development fund board in Kenya. *International journal of education and research*. Volume 3, issue no. 11pp 8-17.
11. **Naitore D. & Wanyoike R.W.** (2019) Strategic human resource management practices on performance in selected public universities in Kenya. *International Academic Journal of Human Resource* Volume 3, Issue no.5,pp. 1-19
12. **Kamau P. M. & Wanyoike R. W.** Corporate culture and organizational performance: A case of Mayfair Casino, Nairobi city County, Kenya. - Global

MASTERS GRADUATED

1. **Cherutto C. & Wanyoike R.W.(2020)** *Workforce Diversity and organizational performance: A case of Kenya Tea Development Agency in Nairobi, City County*
2. **Ngotho. E.W.(2019)** *“Human resource management practices and student performance of public secondary schools in Kenya: Case of Thika west subcounty, Kiambu county Kenya”*
3. **Kendi N.J.C. & Wanyoike R.W.(2019)** *“Talent management and performance of employees among teacher’s professionals in public secondary learning institutions in Kiambu County, Kenya”*
4. **Wanuma J. & Wanyoike R.W.(2019)**
Organizational change and programme delivery at United Nations Children’s Fund, Kenya
5. **Naitore N. & Wanyoike R.W.(2019)** *“Strategic human resource management practices on performance in selected public universities in Kenya”*
6. **Waithaka M.W. & Wanyoike R.W.(2018)** *“Employee training and employee performance in Kiharu sub-county, Muranga county Kenya”*

DOCTORAL THESIS GRADUATED

1. **NJOROGE , T. P. (2016)** (PHD Human resource management) defended thesis
“Organizational learning and employees’ performance in classified hospitality firms in Kenya”

DOCTORAL THESIS ON-GOING SUPERVISION

2. Gakuru, R. N. (PHD in Human resource management. *“Knowledge management practice and Teacher performance in Public secondary schools in Murang’a County”*
3. **OTIENO AWINO H. E. (2018)** (PHD Human resource management) *“Perceived organizational factors and employees’ turnover among the commercial banks in Kenya”.*

MSC THESIS GRADUATED

1. SIMON SANG((MSC Human resource management)

“Knowledge management practices on organizational performance in price water house coopers, Kenya”

2. CAROLINE WANGARI MBUTHIA (MSC Human resource management)

Collective bargaining agreement aspects and performance of teaching academic staff in selected public universities in Nairobi city county, Kenya

MBA PROJECTS GRADUATED

1. JOAN JERUTO CHEPCHUMBA LELEI *“Employee welfare programmes and employee performance in Kenya medical research institute, Kenya”*

2. FAITH WANJUE UTUKU *“Employee engagement and employee performance in microfinance institutions in Kenya a case of bimas Kenya limited”*

3. ANTHONY MWANGI *“Organizational learning strategies and employee performance in water and sewerage companies in Nairobi city county, Kenya”*

4. OMBEGOH KERUBO YVONNE *“workforce diversity and employee performance in Kenya School of government, Baringo County, Kenya.”*

5. ESTHER WANJIKU KAGO *“Employee engagement and employee performance in public secondary schools in nyeri central sub county, nyeri county, Kenya”*

6. MAVINE KAYUMBI *“Career development and employee performance in savings and credit cooperatives organizations in Nairobi city county Kenya”*

WORK

Currently

Board member Kenya Generating company ltd, (kenGen) -2023-2025

Board Trustee of DB Kengen pension fund 2024-2027

EXPERIENCE

Lecturer Business administration department (2012-to-date)

Chairman (July 2016 –July 2020)
Human Resource Management Department (Main Campus)

- As a pioneer Chairman of Human Resource Management Department, I established a new department and put in place operational structures successfully, admitted first batch of students for Bachelors of Human Resource Management programmes running from undergraduate to PhD level.

OTHER APPOINTMENTS

- Appointed Board of Director KenGen 2023-2025
- Appointed into departmental committee to develop curriculum for bachelor of entrepreneurship, innovation and management
- Appointed to the international business and industrial research conference (IBRIC) editorial board -2018)
- Appointment to the 2nd IBRIC conference 2020 Hospitality subcommittee
- Appointed In the departmental committee to review Bachelors of HRM (February, 2019)
- Appointed to the school standing committee on Collaborations (March 2019)
- Academic Advisor (2020-todate)
- Training in other Institutions (2019)
- Kenya military academy-Lanet- Training need analysis

Appointed to the university training committee -2017

- To liaise with various schools/Departments and other administrative units in Identification and assessment of staff training needs and developing training plans.
- Assessing recommended training requests from schools/departments and aligning the relevance to the overall needs of the university
- Coordinate staff Training and Development policy review and making appropriate recommendations to the university management for approval.

CONFERENCES ATTENDED

- Attended African Climate Summit – 4- 6th September 2024
- Attended Training On Corporate Governance 19-23rd February 2024
- Attended on invitation to RE- Renewable Energy Conference, Las Vegas, NV. USA. 11-14th September 2023.
- Appointed to fundraising and resource mobilization sub-committee on 5th IBRIC conference 2023-18th January 2023
- Appointed as student academic advisor 2023 /24 -19th September 2023

Trainings attended

- Training on Board master programme 7-9th February 2024 (Strathmore university business school)
- Training On Corporate Governance 19-23rd February 2024 –(Institute of corporate governance)
- Mwogozo induction programme for Boards of state corporations 24-26th 2023-(Kenya school of government)

Others

- Invited to make closing remarks on international women’s day –Kengen pink energy forum
- Staff Mentor (2017 -2021)

CONSULTANCY EXPERIENCE

- Koforidua technical university, Eastern Region, Ghana (June, 2018)

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

- Member Institute of Human Resource Management-(Kenya) The professional body of HR practitioner

COMMUNITY SERVICE

- Board of Management Member of Naivasha Girls Secondary school
- Member of Rotary Club of Ruiru 2nd September 2020
- **Staff Mentor (2017 -2021)**

REFEREES

1. ENGINEER PETER NJENGA

MD/CEO Kengen Company Ltd

P.O. BOX 47936, 00100

NAIROBI

2. DR.. MARTHA MIGUI.

Deputy Director ministry of Tourism and wildlife

P.O. Box 722-0232

RUIRU, KENYA.

3. M/s ANNE N.MUKOMA

Deputy Director, Ministry of public service & Gender

P.O. Box 74434 – 00200 Nairobi

