

CURRICULUM VITAE

MICHAEL WASHIKA OKONDA

**PhD (Business Administration- Strategic Management), Master of Business Administration
(Strategic Management), Bachelor of Education (Business Studies & Economics)**

Personal Details:

Name: Michael Washika Okonda
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Cell Phone Number: +254 723 881 613; +254 735 367 107; +254 778 827 296;
E-mail address: washiks2012@gmail.com
Date of Birth: 23rd April, 1975
Age: 49 Years
Sex: Male
ID. Number: 12699767

PRESENT PROFILE

Position	Institution and Department
Lecturer	Murang'a University of Technology , Department of Commerce

CAREER OBJECTIVE

To be an accomplished scholar of Strategic Management by contributing to the advancement of the discipline through construction of new knowledge

Key skills:

- University teaching
- Strategic Management
- Management of Change
- Research
- Computer
- Communication

PROFESSIONAL MEMBERSHIP

Associate member of the **Kenya Institute of Management**, Membership Number **M-47615**

ACADEMIC QUALIFICATIONS

2021- Certificate in **Strengthening Postgraduate Supervision (SPS)**,
Rhodes University, South Africa

2012 - 2017 Doctor of Philosophy (**PhD**) in **Business Administration –Strategic
Management**, Maseno University, Kenya.

Thesis Title: “Effect of Strategic Change and Firm Characteristics on Performance of Firms in the Alcohol Industry, Kenya.”

- 2009 - 2011 **Master of Business Administration (MBA-Strategic Management)**, Maseno University, Kenya. Study Title: “Impact of Motorcycle Taxi on the Emergence of Other Related Business Activities in Siaya District”
- 1995 - 1999 Bachelor of Education (**B. Ed-Business Studies and Economics**) Moi University
- 1990 - 1993 Kenya Certificate of Secondary Education (**KCSE**): Attended Ingotse Boys High School.
- 1982 - 1989 Kenya Certificate of Primary Education (**KCPE**): Attended Emako Primary School. Scored **67/84** points
- 2012 **Certificate in Computer** packages at Emmanuel Computer Academy- Kisumu

WORK EXPERIENCE

- 2024- Lecturer in Strategic Management, **Murang’a University of Technology**, School of Business and Economics, Department of Commerce.
- 2021- Member of **Kenyatta University** Teacher Mentorship Program
- 2021 -2024 **Part time Lecturer, Maseno University**, School of Business and Economics, Department of Business Administration & Management Science
- 2019 -2024 **Part time Lecturer, Kibabii University**, School of Business and Economics, Department of Business Administration & Management Science
- 2021 -2024 **Part time Lecturer, Kaimos Friends University College**, School of Business and Economics, Department of Business Administration & Management Science
- 2019 -2022 Part-time Lecturer, **Tom Mboya University College**, Faculty of Business and Economics
- 2018 - 2018 **Part time Lecturer, Rongo University**– Department of Human Resource Development
- 2015 - 2024 **Part time Lecturer, Masinde Muliro University of Science and Technology**, Department of Business Administration and Management Science
- 2003 -2004 Graduate Teacher 1 teaching Business Studies at St. Mary’s Ukwala High School, Siaya County
- 2007 -2023 Graduate Teacher 1 teaching Business Studies at Agoro Oyombe Secondary School, Siaya County
Head of Department (Technical Subjects). In charge of ten (10) members of staff and five hundred and fifty (550) students
- 2005 – 2006 Teacher of Business Studies at Ingotse Boys High School, Kakamega
- 2000 -2005 Five years teaching at Musoli Girls High School

RELEVANT COURSES ACQUIRED

(MBA)Final Year: *Advanced Strategic Management, Global Strategic Management, Management of Strategic Change, Entrepreneurship and Small Scale Business Management*

(MBA) First Year: *Strategic Management, Managerial Economics, Financial Accounting, Organizational Behavior, Quantitative Methods, Principles and Practices of Management, Research Methods, Marketing Management, Management Accounting, Financial Management and Human Resource Management*

Bachelor of Education:

ECONOMICS COURSES- Public Finance and Fiscal Policy, Economics for Development, International Trade and Finance, Development Planning, Africa Economic Problems, Agricultural Economics, Money & Banking, Intermediate Micro-Economics, Mathematics for Economics,

BUSINESS STUDIES COURSES: Business Finance, Management Accounting, Business Law I & II, Cost Accounting, Auditing, Principles of Marketing and Marketing Research, Intermediate Accounting I & II, Human Resource Management, Intermediate Macro-Economics, Business Statistics and Introduction to Macro-Economics I & II

COURSES TAUGHT AT PHD LEVEL

Course Title	LEVEL
Strategic Management Theory	PHD

COURSES TAUGHT AT MASTERS LEVEL

Course Title	LEVEL
Employee Resourcing	Masters
Performance Management and Rewards	Masters
Organizational Development	Masters
Legal and Ethical Environment of HRM	Masters
Business Policy	Masters
Research Methods in Human Resource Management	Masters
Leadership and Organizational Behavior	Masters
Management of Employment Relations	Masters
Global Business Management	Masters
Strategic Management of Change	Masters
Advanced Strategic Management	Masters
Strategic Management Seminar	Masters
Consultancy in Human Resource Management	Masters
Research Methods	Masters
Industrial Relations	Masters
Contemporary Issues in Human Resource management	Masters
Project Management	Masters

COURSES TAUGHT AT UNDERGRADUATE LEVEL

Course Title	LEVEL
Human Resource Management	Undergraduate
Managing Organizational Change	Undergraduate
Introduction to Business Studies	Undergraduate
Research Methods	Undergraduate
Business Research Methods	Undergraduate
Culture and Management	Undergraduate
Franchising	Undergraduate
Introduction to Business Studies	Undergraduate
Business Communication	Undergraduate
Theory and Practice of Leadership	Undergraduate
Industrial Psychology	Undergraduate
Employee Separation and Retirement Planning	Undergraduate
Issues in Management	Undergraduate
Organization Theory and Practice	Undergraduate
Marketing Strategy and Planning	Undergraduate
Operations Management	Undergraduate
Retail Management	Undergraduate
Strategic Procurement Management	Undergraduate
Ethics in Purchasing Supplies	Undergraduate
Total Quality Management	Undergraduate
Entrepreneurship and Small Business Management	Undergraduate
Entrepreneurship	Undergraduate
Corporate Entrepreneurship	Undergraduate
Strategic Management	Undergraduate
Electronic Commerce	Undergraduate
Public Sector Management	Undergraduate
Introduction to Business Management	Undergraduate

COURSES TAUGHT AT DIPLOMA LEVEL

Course Title	LEVEL
Business Ethics	Diploma
Office Administration and Management	Diploma
Introduction to Public Relations	Diploma

PHD THESIS INTERNAL EXAMINATION

S/No	Name of student	Title of Thesis
1	Sheila Karimi Nyaga Reg. No. BE 500/5016/2019	Investigation of the Relationship Between Monopoly Strategies and Value Proposition Environment on Electricity Utility in Kenya

SUPERVISION OF DOCTOR OF PHILOSOPHY (PhD) STUDENTS

No.	Name of Students	Progress Status/ Year of Graduation	Title of Proposal/Thesis
1	Brenda Serphine Otieno (PhD/BE/00015/021)	Proposal development	Strategic Orientations, Implementation of Social Entrepreneurship in Enhancing Prematurity Childbirth Survival Rates.
2	Yona Samo (PBA/BA/023/2022)	Proposal development	Strategic Flexibility, Market Dynamism And Organizational Performance of Commercial Banks in Kenya
4	Namachanja Wamalwa Albert (PhD/BA/007/22)	Proposal development	Competitive Positioning and Organizational Performance of Listed Banks in Kenya

SUPERVISION OF MASTER OF BUSINESS ADMINISTRATION (MBA) STUDENTS AND MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT (MSc HRM)

No.	Name of Students	Progress Status/ Year of Graduation	Title of Project Report
1	Pascal Ntunzwenayo MHR/SCH/002/21	Graduated 15 th Dec 2023	Human Capital and Organizational Performance of National Referral Hospitals in Burundi.

2	Brian Mukhongo MBA/012/19	Graduated 15 th Dec 2023	Expansion Strategies and Organizational Performance of Selected Broadcasters in Western Kenya
3	Kerangani James Mariba MSC/BE/00113/020	Graduated 15 th Dec 2023	Relationship Between Workplace Changes and Employee Morale in Private Universities in Western Kenya
4	Jacob Apoll MSC/BE/00116/020	Graduated 15 th Dec 2023	Influence Of Performance Appraisal On Employee Motivation At County Government Of Kisumu, Kenya
5	Onura Daniel Odoyo MHR/007/18	Graduated: 25 th March 2022	Emotional Intelligence and Employee Performance of Police Service In Kenya: A Case Study of Bungoma County
6	Ester Nekesa Lufwarura MHR/002/14	Due for Graduation	Effect of Business Succession Planning and Organizational Culture of Selected Supermarkets in Western Kenya
7	Inviolatah Shitabule Wesonga MBA/023/19	Data collection	Strategy Implementation and Performance of Commercial Banks in Kenya
8	Benjamin Joshua Wanyonyi MBA/013/18	Data collection	Effect of Strategic Planning on Performance of Private Hospitals In Bungoma County.
9	Eudiah Jeptoo Kipkemei MBA/023/15	Proposal development	Human Resource Management Strategies and Employee Performance in Kenyan Universities, Nairobi County
10	Kepha Mataya Kebeno MBA/004/21	Proposal development	Efficacy of Sensitization Strategies on Landlords Monthly Rental Income Tax Adherence in Western Region, Kenya
11	Joan Simiyu Naswa MBA/006/18	Proposal development	Strategy Implementation on Organizational Performance of County Referral Hospitals in Western Kenya
12	Everlyn Nekesa Nyongesa REG NO: MHR/003/20	Proposal development	Effect Of Human Resource Practices On Staff Retention Among Fountain Hospitals In Kenya
13	Pauline Anyona MBA/BE/00026/021	Proposal development	Influence of differentiation strategy on performance of hotels in Nairobi County

PUBLICATIONS

1. Wangila, B. M., Atandi, F. G., & **Okonda, W. M.** (2023). Strategic Partnerships and Organizational Performance of Broadcasters in Kenya. *International Journal of Social Science Research and Review*, 6(9) pp: 92-105. Available at: <http://dx.doi.org/10.47814/ijssrr.v6i9.1594>
2. Ntunzwenayo, P., Kirwa, T., & **Okonda, W. M.** (2023). Employees' Education and Organizational Performance of National Referral Hospitals in Burundi. *Scientific Research Journal of Review of Public Administration and Management*, 3(1) 15-25, Available at: <https://www.iarconsortium.org/journal/srjrpam/details/>

3. Mariba, J. K., & **Okonda, W. M.** (2023). Relationship between Workplace Technological Changes and Employee Morale in Private Universities in Western Kenya. *International Journal of Innovative Science and Research Technology*, 8(9), pp:1503-1510
4. Apoll, J., & **Okonda, W. M.** (2023). Influence of Appraisal System Criteria on Employees' Motivation at County Government of Kisumu. Kenya. *International Journal of Innovative Science and Research Technology*, 8(10), pp: 531-540
5. **Okonda, W. M.** (2022). Mission Statements: Their Contribution to Performance of Commercial Banks in Kenya. *The International Journal of Business & Management*, 10(7), pp: 32-39
6. Onura, D. O., Mamuli, L. & **Okonda, W. M.** (2022). Influence of Stress Management Skills on Employee Performance of Police Service in Kenya *Journal of International Business, Innovation and Strategic Management*, 1(6)
7. **Okonda, W. M.** (2019). An Analysis of the Effect of Scope of Strategies and Brand Portfolio on the Relationship Between Strategic Change and Performance of Firms in the Alcohol Industry, Kenya. *The International Journal of Humanities & Social Studies*, 7(8), pp: 159-178.
8. **Okonda, W. M.** (2017). Strategic change: The influence of scope of strategies and specific product dimensions on organizational performance. *International Journal of Novel Research in Marketing Management and Economics*, 4(3), pp: 86-108, Available at: www.noveltyjournals.com
9. **Okonda, W. M.** (2017). The role of competitive advantage and managerial capabilities during strategic change on performance of firms in the alcohol industry in Kenya. *International Journal of Novel Research in Marketing Management and Economics*, 4(3), pp: 109-136, Available at: www.noveltyjournals.com
10. **Okonda, W. M.**, Ojera, P.B., & Ochieng, O.I. (2016). The moderating effect of firm characteristics on the relationship between strategic change and performance of firms in the alcohol industry in Kenya. *International Journal of Management and Corporate Affairs*, 2(3).
11. **Okonda, W. M.**, Ojera, P.B., & Ochieng, O.I. (2016). The effect of competitive advantage on the relationship between strategic change and performance of firms in the alcohol industry in Kenya. *International Journal of Management and Corporate Affairs*, 2(3).
12. **Okonda, W. M.**, Aliata, L. V., Aila, O. F., Ombok, B., & Nyongesa, D. (2015). Impact of motorcycle taxi on the emergence of other related business activities in Siaya district *International Journal Of Management Science*, 1 (2) Paper

Fifty-Two (52) Publication Points

REFEREES

1. Prof. Isaac Ochieng
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2. Prof. Willis Otuya,
Department of Business Administration & Management Science,

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3. Prof. Patrick B. Ojera
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Bomet University,
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Name: DR. MICHAEL WASHIKA OKONDA, (Ph.D)

SIGNATURE _____*michael washika*_____

DATE _____10/09/2024_____