

# CURRICULUM VITAE

**Name:** PROF. ONDIEK BENEDICT ALALA (MKIM)  
**Date of Birth:** 04/FEBRUARY/1978  
**Place of Birth:** Upper Nyakach, Kisumu County  
**Nationality:** Kenyan  
**Marital status:** Married  
**Address:** P. O. BOX 2902-30200  
KITALE  
**Tel:** EMAIL [ondiekalala@yahoo.com](mailto:ondiekalala@yahoo.com)/ [bondiek@mmust.ac.ke](mailto:bondiek@mmust.ac.ke)  
[Twitter@ ondiek B alala](https://twitter.com/ondiekB_alala)

**Membership of Professional Societies:** Kenya Institute of Supplies Management, Youth Employment Scheme Entrepreneurship Association of Kenya (YESEA), Moi University Business School Association Alumni and Member of the Kenya Institute of Management.

## Key Qualifications:

Ondiek B. Alala PhD is an Associate Professor of Finance in School of Business and Economics and currently, the Director of Privately Sponsored students Learning Centres and Campuses and the immediate former Chair of Department of Accounting and Finance, Masinde Muliro University of Science and Technology, Kakamega Kenya and a trained Financial Management and Supplies Chain Management expert with over ten years hands on experience in the profession with many institutions in Kenya both High school, Tertiary colleges and Universities, combining sound practical experience in Management with consulting skills and technical service provision in institutions like Kenya Seed Company, UNDP, Delloite and Touché, Moi University, Turkana University college, Chepkoilel University College and University of Kabianga.

He currently teaches, advises and supervises the undergraduate, postgraduate students undertaking their Masters and Doctorate programs in Business Administration and Board Member of Directorate of Post Graduate Studies at Masinde Muliro University of Science and Technology.

## Vision:

To utilize my Training, Knowledge and Skills to productively help my organization fulfill its objectives.

## Relevant Education:

<b>Institution:</b>	<b>Moi University</b>
<b>Date:</b>	September 2009-September 2013
<b>Qualification:</b>	Doctor of Philosophy in Business Management-(Finance)
<b>Institution:</b>	<b>Kenya Institute of Management</b>
<b>Date:</b>	September 2007-September 2008
<b>Qualification</b>	Post-graduate Diploma in Purchasing and Supplies Management
<b>Institution:</b>	<b>Moi University</b>
<b>Date:</b>	September 2003-December 2005
<b>Qualification: Degree</b>	MBA (Finance and Banking)

<b>Institution</b>	<b>Maseno University</b>				
<b>Date:</b>	August 1998-December 2002				
<b>Qualification: Degree</b>	Bachelor of Education Arts (Economics and Accounting)				
<b>Institution</b>	<b>United Nations Development Programme</b>				
<b>Date:</b>	July 2006				
<b>Qualification: Certification /Diploma</b>	Business skills and Entrepreneurship Development, Enterprise Development Agent in Business advisory Services (BATS)				
<b>Institution</b>	<b>Ebenezer College, Kerugoya-Kutus</b>				
<b>Date:</b>	November 2001				
<b>Qualification: Certificate</b>	Certified Public Accounts (CPA) Finalist				
<b>Date:</b>	November 1996				
<b>Institution</b>	<b>Ngere High School</b>				
<b>Qualification:</b>	Kenya Certificate of Secondary Education (B-)				
<b>Date:</b>	November 1992				
<b>Institution</b>	<b>Nyabondo Primary School</b>				
<b>Qualification:</b>	438/700				
<b>Computer literacy</b>	<table border="0"> <tr> <td>Computer packages</td> <td>other packages</td> </tr> <tr> <td> <ul style="list-style-type: none"> <li>• Ms word</li> <li>• Ms excel</li> <li>• Ms access</li> <li>• Sage accounting +2</li> <li>• SPSS (Data analysis)</li> <li>• STATA (Data analysis)</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>Spread Sheet</li> <li>Windows XP,98</li> <li>Power point</li> </ul> </td> </tr> </table>	Computer packages	other packages	<ul style="list-style-type: none"> <li>• Ms word</li> <li>• Ms excel</li> <li>• Ms access</li> <li>• Sage accounting +2</li> <li>• SPSS (Data analysis)</li> <li>• STATA (Data analysis)</li> </ul>	<ul style="list-style-type: none"> <li>Spread Sheet</li> <li>Windows XP,98</li> <li>Power point</li> </ul>
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***Relevant Employment Experience:***

<b>Organization</b>	<b>Masinde Muliro University of Science and Technology</b>
<b>Dates</b>	May 30 <sup>th</sup> to date
<b>Position</b>	Director Privately Sponsored students Learning Centers and Campuses
<b>Description</b>	Coordinate the privately sponsored students recruitment and operations at the learning centers and campuses Provide the required leadership in designing strategies that will contribute to high and sustainable economic development.
<b>Organization</b>	<b>Masinde Muliro University of Science and Technology</b>
<b>Dates</b>	14 <sup>th</sup> February 2019 to May 30 <sup>th</sup> 2022
<b>Position</b>	Chairman, Department of Accounting and Finance
<b>Description</b>	Managing the affairs of the department Allocating of courses Supervising teaching setting and marking of exams Counselling lecturers and students
<b>Organization</b>	<b>Masinde Muliro University of Science and Technology</b>
<b>Dates</b>	17 <sup>th</sup> September 2021

<b>Location</b>	Kakamega
<b>Position</b>	Associate Professor of Finance (Personal Finance)
<b>Description</b>	Supervision Teaching of post graduate students Research and paper presentations Training facilitation and supervision of post graduate students Developing and Preparing Msc Finance, Phd in Finance and Accounting curriculums
<b>Organization</b>	<b>Masinde Muliro University of Science and Technology</b>
<b>Dates</b>	1 <sup>st</sup> September 2015 to 20 <sup>th</sup> September 2021
<b>Location</b>	Kakamega
<b>Company</b>	<b>Masinde Muliro University of Science and Technology</b>
<b>Position</b>	Senior Lecturer
<b>Description</b>	Supervision Teaching of post graduate students Research and paper presentations Training facilitation and supervision of post graduate students Developing and Preparing Msc Finance, Phd in Finance and Accounting curriculums
<b>Dates:</b>	Contract of 3 Years (April 2014-April 2017)
<b>Location:</b>	Lusaka, Zambia
<b>Organization:</b>	<b>University of Lusaka</b>
<b>Position:</b>	Member of consortium of Senior Scholars
<b>Description:</b>	Supervision Teaching and Marking Research and paper presentation Training facilitation
<b>Dates:</b>	July 2011 to 1 <sup>st</sup> September 2015
<b>Location:</b>	Kericho
<b>Organization:</b>	<b>University of Kabianga</b>
<b>Position:</b>	Lecturer
<b>Description</b>	Teaching specified work load settings ,supervising exams and students projects at undergraduate and Masters level
<b>Dates:</b>	October 2011 to October 2015
<b>Location:</b>	Eldoret/Kakamega
<b>Organization:</b>	<b>Moi University/Mount Kenya University/University of Eldoret</b>
<b>Position:</b>	Part-time lecturer
<b>Description:</b>	Teaching specified work load settings, supervising exams and student's projects at undergraduate and Masters level (Bcom, BBM, MBA, MBM, MSC Entr. and EMBA)
<b>Dates:</b>	September 2007 to July 2011
<b>Location:</b>	Eldoret
<b>Organization:</b>	<b>Moi University</b>
<b>Position:</b>	Ag. Manager, Chepkoilel University College Bookshop

<b>Description:</b>	Management and overseeing of the daily operations of University College Bookshop. Marketing of bookshop service to the University departments, staff and community. Ensuring all records are up to date i.e. sales, accounts, and purchasing and procurement records. Compile and procure locally and internationally stationery, books and manage the finances of department.
<b>Dates;</b>	January 2007 to September 2007
<b>Location:</b>	Mbale –Uganda/Kitale-Kenya
<b>Organization:</b>	<b>Uganda Christian University/Moi University</b>
<b>Position:</b>	Part time Lecturer
<b>Description:</b>	Teaching the specified work load in the subject areas Course outline preparation, Class preparation, teaching, and evaluation of students and submission of marks in accordance with the University curriculum Supervising students in their project work Setting and marking course works and final examination.
<b>Dates:</b>	March 2003 to Sept 2007
<b>Location:</b>	Kitale
<b>Organization:</b>	<b>Kitale Technical Training Institute</b>
<b>Position:</b>	Lecturer
<b>Description:</b>	Lectured Diploma and Certificate courses in Finance, Accounts, Marketing and Economics. Establishing standards to be met by students in their end stage and final Exams Participation in project assessment and evaluation by Kenya National Examination Council
<b>Dates:</b>	July-September 2006
<b>Location:</b>	Suba District
<b>Organization:</b>	<b>United Nations Development Programme (UNDP)</b>
<b>Position:</b>	Enterprise Development Agent
<b>Description:</b>	Business Profiling and preparation of viable business plans Data collection, Analysis and Presentation Business Advisory Services and Consultancy Services
<b>Dates:</b>	July 2006
<b>Location:</b>	Nairobi, Kenya
<b>Organization:</b>	<b>Delloite and Touché</b>
<b>Position:</b>	Intern enterprise Development Agent in Business Advisory and Training Services.
<b>Description:</b>	Preparation of Business Plans Negotiation and Consultation skills development Observer, team player and monitoring professionalism in the interviewing processes.
<b>Dates:</b>	January 2003 to March 2003
<b>Location:</b>	Kitale

<b>Organization:</b>	<b>Kenya Seed Company Ltd</b>
<b>Position:</b>	Records Clerk
<b>Description:</b>	Preparation of production reports
<b>Dates:</b>	2002
<b>Location</b>	Oyugis
<b>Organization:</b>	<b>Ringa High School</b>
<b>Position:</b>	Teacher
<b>Description:</b>	Teaching Economics and Business Studies

### **UNIVERSITY APPOINTMENTS AND RESPONSIBILITIES**

- **Chair of chairs of department and representative to University Management Board 21 July 2021 to date**
- **Member of the Board for Directorate of Research and Post Graduate Support**
- **Acting Dean School of Business and Economics 23<sup>RD</sup> October to 8<sup>th</sup> November 2019**
- **Conference member of the oversight committee of 13<sup>TH</sup> MULTI-DISCIPLINARY INTERNATIONAL CONFERENCE 2019 19<sup>TH</sup> TO 21<sup>ST</sup> JUNE, 2019**
  - support advice and oversee the processes of the conference.
- **Conference Committee Member and deputy chair of the scientific team 13<sup>TH</sup> MULTI-DISCIPLINARY INTERNATIONAL CONFERENCE 2019 19<sup>TH</sup> TO 21<sup>ST</sup> JUNE, 2019**
  - organize for review of abstracts
  - develop conference book of programmes and abstracts
- **Member of Marketing Communication and Resource Mobilization 13<sup>TH</sup> MULTI-DISCIPLINARY INTERNATIONAL CONFERENCE 2019 19<sup>TH</sup> TO 21<sup>ST</sup> JUNE, 2019**
  - advertise the conference to potential participants
  - Mobilize resources for the conference
- **Chairman department of Accounting and Finance and member of Senate 15<sup>th</sup> Feb 2019 to Date**
- **Acting Director Directorate of Post Graduate Studies(MMUST) 19<sup>th</sup> October to 29<sup>th</sup> November 2018**
- **Acting Director Directorate of Post Graduate Studies(MMUST) 25<sup>th</sup> June to 2<sup>nd</sup> August 2018**
- **Acting Director Directorate of Post Graduate Studies(MMUST) 31<sup>st</sup> January to 2<sup>nd</sup> February 2018**
- **Acting Director Directorate of Post Graduate Studies(MMUST) 13<sup>TH</sup> -17<sup>TH</sup> November 2017**
- **Member of the Board of Post Graduate Studies (BPGS) MMUST**
  - Review and make recommendations on academic regulations and procedures governing all post graduate programmes and studies in the school
  - Develop, Implement, Monitor and review policy pertaining to post graduate work
  - Establish and maintain academic standards of all postgraduate programmes
  - Provide guidance and advice to College/School Boards on Implementation of

academic regulations

-Appoint Board of Examiners and approve their terms of reference and membership.

➤ **Academic Programme Leader (BCOM)**

-Overseeing the process of review, implementation and subsequent running of the programmes

➤ **Committee member of Centre for Kakamega Tropical Forest Studies (MMUST)**

-Develop a Centre policy

-Resource mobilization

-Secure student internships and placements

-Enhance partnerships with GOK and NGOs with aim to contribute to tropical diversity policies

-Reviewing and assessing Centre Research and Development to assist in Fundraising

➤ **Member School of Business and Economics Post Graduate Board (MMUST)**

-Establish and maintain academic standards of all postgraduate programme

-Provide guidance and advice to College/School Boards on Implementation of academic regulations

-Appoint Board of Examiners and approve their terms of reference and membership

➤ **Member Rain Water Harvesting project (MMUST)**

-Develop a proposal on rain harvesting at MMUST

-Sensitize MMUST community on how to avoid wastage of water

-Mobilize resources for rain harvesting in MMUST

-Operationalize the rain water harvesting project

➤ **School of Business and Economics representative and a member of the committee in the development of Short Courses (University of Kabianga)**

-Initiate and coordinate training needs assessment for short courses

-Develop programmes for short courses in liaison with the school

-Identify resource persons to teach the short courses

➤ **School of Business and Economics Trips coordinator (UOK)**

-Organizing academic trips for students and placements for students

➤ **Acting Director Board of Post graduate Studies (University of Kabianga) July 2015**

➤ **School of Business and Economics representative and a member of the Graduate Studies Board (UOK)**

-Review and make recommendations on academic regulations and procedures governing all post graduate programmes and studies

-Develop, Implement, Monitor and Review policy pertaining to post graduate work

-Establish and maintain academic standards of all Postgraduate programmes

-Provide guidance and advice to College/School Boards on Implementation of academic regulations

➤ **Committee member of Resource Mobilization(UOK)**

-Enhance income through expansion of privately Sponsored Students programme

-Enhance income through commercialization of Non-Core Activities of the University

-Generate Income from research and Consultancy services

-Initiate Endowment funds from individual and philanthropic foundations

## **OTHER APPOINTMENTS AND RESPONSIBILITIES**

- Chairman Board of Management and Executive Member of the Board of Management Siany Mixed Boarding and Day Secondary School-Sondu **May 2021 to date**
  - Planning and development of physical facilities
  - Mobilization, sourcing and managing of school funds
  - Development and policy formulation of the institution
  - Managing of scarce resources of the institution and prioritization of organizational activities
  - Chairing of meetings and advising on policy issues
  - Implementation of policies
- Member of the Board Mungatsi Technical and Vocational college **October 2020 to date**
  - Development and policy formulation of the institution
  - Managing of scarce resources of the institution and prioritization of organizational activities
- Member of the Board of Rural New Life Development(RUNELD) **June 2018 to date**

Member and Advisor on resource mobilization operations and policy formulation of the organization.
- Chairman Board of Management and Executive Member of the Board of Management Agai Mixed Secondary School-Sondu **October 2015 to date**
  - Planning and development of physical facilities
  - Mobilization, sourcing and managing of school funds
  - Development and policy formulation of the institution
  - Managing of scarce resources of the institution and prioritization of organizational activities
  - Chairing of meetings

## **ACHIEVEMENTS AS THE CHAIR TO THE BOARD**

- Registration of school as County School from sub county school
- Registration of school as mixed day boarding school
- Increase of population of students from 975 to 1692
- Construction of Seven classrooms, two dormitories, three staff houses and a modern School Gate
- Improvement in Academic Standards and level of discipline

## **External Examiner-Umma University 2018 to date**

- Moderation of examination and Scripts for the school of Business and Technology.
- Preparation of moderated reports and making recommendations for improvement
- Review of curriculum for the school of Business MBA and BBM,BBIT.

## **APPOINTMENT AS JUDGE IN THE 2<sup>ND</sup> KATTI NATIONAL TVET FAIR.**

The Kenya Association of Technical Training Institutions (KATTI) appointment as judge of research paper presentations at the 2<sup>nd</sup> KATTI National TVET Fair held at Kisumu National Polytechnic and the Jomo Kenyatta Sports Ground, Kisumu on 5<sup>th</sup> and 6<sup>th</sup> April

2018

**APPOINTMENT AS CHAIR OF SESSIONS IN THE 1<sup>ST</sup> ANNUAL INTERNATIONAL CONFERENCE, 2018 AT THE SIGALAGALA NATIONAL POLYTECHNIC.**

**APPOINTMENT AS CHAIR OF SESSIONS IN THE 13<sup>th</sup> Multi-Disciplinary International Conference 2019 Transformational Leadership, Innovation and Technology Transfer for Sustainable Development in Developing Countries** Masinde Muliro University

**RESEARCH GRANT 2010** **Kshs 280,000**

Moi University grant carry out Dphil Thesis research

Resource Mobilization

Conference Resource Mobilization (MMUST) 2019 **Kshs 1,542,600**

Research grant NRF Mwangi Muchori MBA 2017 MMUST **Kshs 320,000**

Research grant URF SOBE 2019/20 award **Kshs 1,000,000**

Research grant URF COVID-19 related studies 2020/21 **Kshs 1,000,000**

Research grant URF Financial inclusion 2021/2022 **Kshs 450,000**

**RESEARCH PAPERS PRESENTED AND PUBLISHED**

**Doctor of Philosophy Thesis Presented and Submitted on 17/04/2012**

Effect of Financial Intermediation on performance of Small and Medium Women Owned Enterprises in Eldoret Municipality

- 1) Fredrick Oruko Otieno, **Benedict Alala** Denis Bulla, Jared G. O. O. Rading, Umulkher Ali, Deborah Muchilwa .(2021). **Effect of Social Distancing Measures on the Financial Risk Management of Public Universities in Kenya** IOSR Journal of Economics and Finance (IOSR-JEF)e-ISSN: 2321-5933, p-ISSN: 2321-5925. Volume 12, Issue 4 Ser. VI (Jul. –Aug. 2021), PP 33-41 [www.iosrjournals.org](http://www.iosrjournals.org) DOI: 10.9790/5933-1204063341 [www.iosrjournals.org](http://www.iosrjournals.org) 33 | Page
- 2) Fredrick Oruko Otieno, **Benedict O. Alala**, Jared G. O. O. Rading’ .(2021). **Effect of Sanitization Measures on the Financial Risk Management of Public Universities in Kenya** European Journal of Accounting, Auditing and Finance Research Vol.9, No. 6, pp.35-49, 2021 Print ISSN: 2053-4086(Print), Online ISSN:2053-4094(Online)<https://www.eajournals.org/> <https://doi.org/10.37745/ejafr.2013>
- 3) Bonface, M.O.,Manini , M. M. and Alala , B. O. (2021). **Coercive Isomorphism and Financial Reporting Qualities of Listed Banks in Kenya: Moderating Role of Top Management.** *Seisense Business Review*, Vol 1 No 2(2021) PP: 1-14
- 4) Gerio,P. J., **Ondiek, B.A.**, & Yugi, C. T.(2020). **Influence of Financing On Financial Performance of Agricultural Firms Listed in Nairobi Securities Exchange.** *Reviewed Journal of Financial management*, 2 (1), 1 -9

- 5) Nondoh, R. A., Tsuma, E., **Alala, B. O.**, Onyango, R. (2020). **Effect of Human Resource Planning Practices on Organizational Performance in Public Universities in Western Kenya.** *The Strategic Journal of Business & Change Management*, 7(2), 20 – 39. ISSN 2312-9492
- 6) Nyachwaya, Z.O., Songoro Nyanga'u, S. A. and **Alala, B.** (2020). **The Relationship Between Foreign Exchange Trading and Financial Performance of Commercial Banks Listed On the Nairobi Security Exchange in Kenya.** *International Journal of Social Science and Technology*, Vol. 5 No. 2 (April 2020) ISSN: 2415-6566
- 7) Serem, D. Fwamba, R. And **Benedict, A.** (2020). **Audit Fees and Financial Performance of Deposit Taking Saccos in North RIFT, Kenya.** *International Journal of Innovation and Economic Development*, Vol. 6, Issue 5, Pages 15-27, (December 2020) ISSN 1849-7551
- 8) Douglas Ragira Oywoki\*, Dr. Munir Muganda and **Dr. Alala Ondiek (2020) Market Interest Rate and Profitability of Listed Commercial Banks in Kenya** Kibabii University, School of Business and Economics, P.O Box 1699-50200 Bungoma, Kenya Received 12 Feb 2020, Accepted 15 April 2020, Available online 16 April 2020, **Vol.8 (March/April 2020 issue)**
- 9) Mafunga, M. N., Fwamba, R., & **Ondiek, A.** (2019). **Managerial ownership and earnings management of listed insurance companies in Kenya.** *The Strategic Journal of Business & Change Management*, 6 (4), 120 – 130
- 10) GLENDAH, Sindani Tsimbiri; **ALALA, Ondiek B.**; DISHON, Wanjere. (2019) SOCIAL MEDIA MARKETING AND BRAND LOYALTY AT SAFARICOM COMPANY, KENYA. **European Journal of Business and Strategic Management**, [S.l.], v. 4, n. 5, p. 49 - 64, nov. 2019. ISSN 2518-265X. Available at: <<https://www.iprjb.org/journals/index.php/EJBSM/article/view/1007>>. Date accessed: 16 Nov. 2020.
- 11) Kolil Simon, **Ondiek B. Alala** and Manyasi Janet (2019) **The Effect of Resource Allocation on Service Delivery in County Governments in North Rift, Kenya** *International Journal of Multidisciplinary and Current Research* ISSN: 2321-3124 **Research Article** Available at: <http://ijmcr.com> 720|Int. J. of Multidisciplinary and Current research, Vol.7 (Nov/Dec 2019) Received 02 Sept 2019, Accepted 01 Nov 2019, Available online 04 Nov 2019, **Vol.7 (Nov/Dec 2019 issue)**
- 12) Kolil Simon, **Ondiek B. Alala**, Manyasi Janet (2019) **The Moderating Effect of Entrepreneurial Orientation on the Relationship between Strategy Implementation and Service Delivery in County Governments in North Rift, Kenya** *International Journal of Management and Commerce Innovations* ISSN 2348-7585 (online) Vol. 7, issue 2, pp: (122-130), Month: October 2019 - March 2020, available at: [www.researchpublish.com](http://www.researchpublish.com) page | 122 research publish journals

- 13) Kolil, S., **Ondiek B. A.**, & Manyasi, J.(2019) **The Effect of Leadership on Service Delivery in County Governments in North Rift, Kenya** *Vol. 6, issue. 4, pp 443 - 451 October 15, 2019. [www.strategicjournals.com](http://www.strategicjournals.com),*
- 14) William Shisamba, Dr. Muganda Munir and **Dr. Alala Ondiek** (2019)**Plan to Budget and Cash Management in Uasin Gishu County Government, Kenya** *Research Journal of Finance and Accounting [www.iiste.org](http://www.iiste.org) ISSN 2222-1697 (Paper) ISSN 2222-2847(Online) DOI: 10.7176/RJFAVol.10, No.16, 2019 171*
- 15) Wasike Michael Wafula, Charles Yugi Tibbs and **Alala Benedict Ondiek** (2019) **Average Collection Period and Financial Performance of Nzoia Water Services Company** *International Journal of Multidisciplinary and Current Research ISSN: 2321-3124 Research Article Available at: <http://ijmcr.com> Received 01 March 2019, Accepted 02 May 2019, Available online 04 May 2019, Vol.7 (May/June 2019 issue)*
- 16) Bunyasi Eric Mabele **Alala Benedict Ondiek** Charles Yugi Tibbs (2018) **Effect of Accounts Receivable Management on PSV insurance companies Performance in Kenya** *International Journal of Economics, Commerce and Management* United Kingdom Vol. VI, Issue 11, November 2018 Licensed under Creative Common Page 569 <http://ijecm.co.uk/> ISSN 2348 0386
- 17) David Simiyu Waswa, Charles Yugi Tibbs, **Alala Benedict Ondiek** (2018) **Effect of Youth Enterprise Development Fund on Performance of Youth Enterprise Bungoma County, Kenya** *International Journal of Economics, Commerce and Management* United Kingdom Vol. VI, Issue 11, November 2018 Licensed under Creative Common Page 409 <http://ijecm.co.uk/> ISSN 2348 0386
- 18) Diminah Chemakai **Ondiek B. Alala** Tibbs Charles (2018) **The contribution of Board Accountability on the Performance of Sacco's in Kakamega County, kenya** *International Journal of Economics, Commerce and Management* United Kingdom Vol. VI, Issue 5, May 2018 Licensed under Creative Common Page 416 <http://ijecm.co.uk/> ISSN 2348 0386
- 19) Jackson Wetosi, Dr. Charles Yugi Tibbs, **Dr. Benedict. O. Alala** (2018) **Effect of Public Financial Management Practices on County Governments Financial Distress in Kenya** *Research Journal of Finance and Accounting [www.iiste.org](http://www.iiste.org) ISSN 2222-1697 (Paper) ISSN 2222-2847 (Online) Vol.9, No.4, 2018*
- 20) Misiati M. Vincent, **Dr. Ondiek B. Alala** and Mr. Fredrick Kiongera (2017) **Effect of Employee Reward System on Job Satisfaction among Non-Core Staff in Catholic Sponsored Secondary Schools in Bungoma Diocese, Kenya** *International Journal of Multidisciplinary and Current Research ISSN: 2321-3124 Research Article Available at: <http://ijmcr.com> 1394|Int. J. of Multidisciplinary and Current research, Vol.5 (Nov/Dec 2017) Received 15 Sept 2017, Accepted 20 Nov 2017, Available online 30 Nov 2017, Vol.5 (Nov/Dec 2017 issue)*
- 21) Mbaya Benjamin, **Ondiek B. Alala**, Oseno Ben (2017) **Business Process Automation and Operational Performance of Functional areas of Seed companies in Western Region, Kenya** *International Journal of Economics, Commerce and Management* United Kingdom Vol. V, Issue 12, December 2017 Licensed under Creative Common Page 695 <http://ijecm.co.uk/> ISSN 2348 0386  
*Peer reviewed publications*

- 22) Nyaundi Joel, **Ondiek B. Alala**, and Tibbs Charles (2017) **Moderating Effect of Firm Size on Financial Reporting and Share Price of Manufacturing Firms Listed at Nairobi Securities Exchange** *International Journal of Multidisciplinary and Current Research* ISSN: 2321-3124 Research Article Available at: <http://ijmcr.com> 1271, Received 01 Sept 2017, Accepted 02 Nov 2017, Available online 03 Nov 2017, **Vol.5 (Nov/Dec 2017 issue)**
- 23) Lorine Birir, Iravo. M and **Ondiek B. Alala** (2017) **Influence of Core Competencies on Health Organization's Competitive Advantage: A Case of Kericho District Hospital** *International Journal of Multidisciplinary and Current Research* ISSN: 2321-3124 Research Article Available at: <http://ijmcr.com> 1258, Received 01 Sept 2017, Accepted 02 Nov 2017, Available online 03 Nov 2017, **Vol.5 (Nov/Dec 2017 issue)**
- 24) Innocent Masase Mochabo, Dr. Kennedy B. Mwengei Ombaba, **Dr. Benedict Alala Ondiek** (2017) **Effect of Bank Diversification on the Financial Distress of Commercial Banks Listed at the Nairobi Securities Exchange, Kenya** *International Journal of Scientific Research and Management (IJSRM)* ||Volume||5||Issue||11||Pages||7329-7343||2017||Website: [www.ijssrm.in](http://www.ijssrm.in) ISSN (e): 2321-3418 Index Copernicus value (2015): 57.47 DOI: 10.18535/ijssrm/v5i11.01 *IJSRM Volume 05 Issue 11 November 2017* [[www.ijssrm.in](http://www.ijssrm.in)] Page 7329
- 25) Samuel M. Muchori, Dr. Charles Y. Tibbs, **Dr. Alala B. Ondiek** (2017) **Annual Earnings Announcements and Stock Returns: A Test of Semi-Strong Form of Efficiency of the Banking Sector of the Nairobi Securities Exchange** *International Journal of Management and Commerce Innovations* ISSN 2348-7585 (Online) Vol. 5, Issue 2, pp: (397-407), Month: October 2017 - March 2018, Available at: [www.researchpublish.com](http://www.researchpublish.com) Page | 397 Research Publish Journals
- 26) Makari Aggrey **Ondiek B. Alala** Tibbs Charles (2017) **The Effect of Systematic Risk Reduction on Shareholder Growth in Bungoma County, Kenya** *Journal of Economics, Commerce and Management* ISSN 2348 0386 <http://ijecm.co.uk> Vol. V, Issue 10, October 2017 **United Kingdom**
- 27) Obura Desmond, **Ondiek B. Alala** and Wawire Peter (2017) **Outsourcing Cane Haulage and Operational Performance in Sugar Factories in Kenya** *Journal of Economics, Commerce and Management* ISSN 2348 0386 <http://ijecm.co.uk> Vol. V, Issue 10, October 2017 **United Kingdom**
- 28) Atola Dorcus, **Ondiek B. Alala**, Ngala Consolata (2017) **Moderating Effect of Sacco Factors on Relationship between Products and Financial Growth of Sacco Members in Bungoma County** *Journal of Economics, Commerce and Management* ISSN 2348 0386 <http://ijecm.co.uk> Vol. V, Issue 10, October 2017 **United Kingdom**
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#### *Conferences proceedings and Presentations*

- 1) Mackline Wamukota **and Prof Benedict Alala** .(2022) Accounting Information Systeme and Perfomance of DTS in Kenya. **Rift Valley Training Institute 10<sup>th</sup> International TVET and interdisciplinary conference 22<sup>nd</sup> to 23<sup>rd</sup> June 2022 Eldoret, Kenya.**
- 2) Iteyo P.N., **Alala B.O.**(2020) The Influence of Mentorship Practices on Employees'Performance in Public Universities in Kenya; A Case of Kibabii University, Kenya **The 3rd International Conference on Future of Education 2020 "Innovating with Quality for the Future" 29th – 30th October 2020 Virtual**
- 3) Wafula William, **Ondiek B. Alala** , and Munir Muganda (2019) Moderating Effect of Governmen(t Policy on the Relationship between Integrated Financial Management Information System and Efficient Cash Management in Uasin Gishu County Government, *13<sup>th</sup> Multi-Disciplinary International Conference 2019 Transformational Leadership, Innovation and Technology Transfer for Sustainable Development in Developing Countries* Masinde Muliro University of Science and Technology **Kakamega**
- 4) Wafula William, and **Ondiek B. Alala**(2019) Procure to Pay and Efficient Cash Management in Uasin Gishu County, Kenya *13<sup>th</sup> Multi-Disciplinary International Conference 2019 Transformational Leadership, Innovation and Technology Transfer for Sustainable Development in Developing Countries* Masinde Muliro University of Science and Technology **Kakamega**
- 5) Apalia Antony and **Alala B. Ondiek** (2018) Effect of Resource Management Competence and the performance County Governments in the North Rift Region, Kenya **The 1<sup>st</sup> Annual International Conference 2018 The Sigalagala National Polytechnic**
- 6) **Ondiek B. Alala** (2010) Corporate governance and Control in Organizations. *A journal of the Kenya Institute of Management, ISSN 2047-4730 Publication 2010*

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  - 10) Egessa, R. **Alala, O.** Makhanu, F (2009) Strategic fire risk reduction at the work place .-ISBN 99 66-779-07-08 Pgs 1-7 Publication 2009 **Urban Fire Reduction Proceedings Workshop on Urban Fires-24<sup>th</sup> June 2009 Masinde Muliro University of Science and Technology**
  - 11) **Ondiek Alala,** Chumo F. and Prof H Maritim (2008) The efficacy of constituency development fund- A case of Eldoret North Constituency **Moi University 4<sup>th</sup> ANNUAL CONFERENCE**
  - 12) Tarus D, **Alala, O** Egesssa, R (2009) Corporate governance and Control in organizations. A critical analysis **A paper presented during the 5<sup>th</sup> Annual International Conference 4<sup>th</sup>-8<sup>th</sup> August**

#### **Research survey and consultancies**

- A Survey on Statutory Obligations for the year 2013/2014 financial Year for University of Kabianga dated 11<sup>th</sup> July 2014
- Mapping of Regional Initiatives and opportunities towards accelerated action on Gender equality and Empowerment of women and girls (GEWE) *within* the framework of Sustainable Development Goals (SDGs) United Nations Entity for Gender Equality and Empowerment of Women 2019
- Kakamenga County Schools Bursars training on Career Development in Busia County at Afrique Hotel Busia 2018

#### **International trainings and Workshops attended**

- 1) Funding beyond government Aid and for sustainable Universities, TVETS and Industry players in East, Central and West Africa Kenya 11<sup>th</sup> to 14<sup>th</sup> July 2022 Utalii Hotel, Kenya East Africa.
- 2) Strategic Resource Mobilization training on 24<sup>th</sup>- 27<sup>th</sup> May 2022 at Lake Naivasha Simba Lodge
- 3) Performance Contracting Awareness on 9<sup>th</sup> November 2016 MMUST Graduation Square
- 4) Training of trainers held at the Kenya Institute of Management, Eldoret between 18<sup>th</sup> -20<sup>th</sup> March, 2013 organized by the Kenya Institute of Management
- 5) Corporate governance training Held at Cicada Hotel, Eldoret on 18<sup>th</sup> February 2011 organized by the Kenya Institute of Management

- 6) Kenya Industrial Property Rights and Copy Rights workshop organized by Kabianga University College on 16-17 August 2012
- 7) Quality Management, Processes and Procedures based on ISO9001:2008 on 27<sup>TH</sup> November 2009
- 8) Sensitization workshop on Chapter IV of the constitution of Kenya,2010 22<sup>nd</sup> April 2014 by University of Kabianga
- 9) Post graduate workshop seminar on research held at Sinnendet Towers Kericho town on 4 June 2015

## **SUPERVISIONS**

### **Phd Supervisions (on going University of Lusaka ON GOING)**

- 1) Sibongile Manzini Investigating knowledge Management and Continuous Learning as a precursor for developing Divaprenuers in Zimbabwe (University of Lusaka)
- 2) Mangeni Antony, A framework for structuring Effective Linkages Between Formal Financial sector institutions and the Informal financial sector community based financial institutions in Zambia (University of Lusaka)

### **Mount Kenya University**

- 3) Marindich Jonah PHD/2014/696586 Warehousing receipting and Price Fluctuation, A case of National Cereals and Produce Board, North Rift Region Kenya Mount Kenya University

### **MMUST**

- 4) Laban Atemba PBA/H/01-57218/2016 Tax Planning, Corporate Governance, Bank Factors and Firm Value of Financial Institutions Listed in Nairobi Security Exchange Market(Data Collection )
- 5) Paul Onono Financial Inclusion, Business size and Performance of Small and Medium Enterprises of Fish Trading along Lake Victoria Region, Kenya MMUST (Data collection)
- 6) Frankline Makonjio PBA/H/10/15 Knowledge Management Practices and Performance of commercial Banks in Nairobi County (proposal development)
- 7) Alice Shibia Rupiah PBA/H/03/15 Diversity Management Practices on Employee Performance in the County Governments in Kenya (proposal development)

### **Kisii University**

- 8) Nyachwaya Ziporrah Obonyo DCB/10338/15 Investment diversification strategies, capital adequacy and financial performance of commercial banks listed in Nairobi securities exchange Kisii University (external thesis examination)
- 9) Terer Kipkmoi Daniel DCB/10203/15 The Role of Firm Size in the Relationship between Corporate Restructuring and Financial Performance of Agricultural Manufacturing Firms Listed at the NSE, Kenya. Kisii University (proposal development)

### **PHD (graduated)**

- 1) Ekakoron Anthony Apalia PBA/H/01/15 Strategic Leadership, Government policies and the Performance of County Governments in the North Rift Region of Kenya MMUST
- 2) Simon Kipkirong Kolil PBA/H/12/15 Strategy Implementation, entrepreneurial orientation and Service Delivery in County Governments in North Rift, Kenya MMUST
- 3) Priscillah Nzula Iteyo Strategic Staff Development Practices, Organizational Culture and organizational Financial Performance in Public Universities in Western Kenya MMUST

### **MASTERS GRADUATED**

- 4) Michael Wafula Wasike Accounts Receivable Management and the Financial Performance of Nzoia Water Service Company Limited, Kenya MBA/G/13/14 MMUST
- 5) Catherine Mutahi Monetary Policy and Performance of Selected Commercial Banks in Kenya” MBA/G/2015 MMUST
- 6) Wafula, Shisamba Integrated Financial Management Information System and Efficient Cash Management in Uasin Gishu County Government, Kenya(MBA Kibabii)
- 7) Merklene Wamukota, Internal Control Environment, Organizational Size and Financial Performance of Savings and Credit societies in Western Kenya. (MBA Kibabii)
- 8) Agoi Kenneth Mung`aho, Non-performing Loans and Financial Performance of Kenya Women Finance Trust in Kenya(MBA Mmust)
- 9) Maina Patrick Wanjoya MBA/G/17/12 Capital Structure and the Performance of Private Sugar Manufacturing Companies in Kenya (MBA Mmust)
- 10) Innocent Masase Mochabo SBM/PGMBM/013/15 Effect of Bank Diversification on the Financial Distress of Commercial Banks Listed at the Nairobi Securities Exchange, Kenya (MBM University of Eldoret)
- 11) Sophie Naliaka Kibanani MBA/007/13 Firm Specific Characteristics and Environmental Accounting Disclosure Among Listed Manufacturing and Allied Firms in Kenya (MBA Kibabii University)
- 12) George Oduor Ooko MHR/003/13 Talent Management Strategies and Employees’ productivity in Private Sugar Companies in Kakamega County, Kenya(Msc Human Resource Management MMUST)
- 13) KIPYEGO, L MBA/A/0019/14 Effects of Internal control on Performance of Tier one banks in Kericho town (MBA University of Kabianga)
- 14) MUTAI, K MBA/A/15/13 Factors influencing sustainability of Investment projects initiated by NGOs in Kericho County (MBA University of Kabianga)
- 15) BOR J. C MBA/A/018/13 Effect of Micro credit Finance by KWFT on performance of Small and Medium Enterprises in Kericho town (MBA University of Kabianga)
- 16) AMANYA, Wilberforce Makoha HD333-C008-2920/12 Determinants of Revenue collection maximization among county governments, A case of Kakamega County (MBA-Finance JKUAT)

- 17) MOKEIRA, Winnie Nyabuti HD333-C009-2641/12 The relationship between working capital management policy and Financial Performance of companies quoted at the NSE(MBA-Finance JKUAT)
- 18) SAWE, Joseph HD333-C008-2294/11 Factors Influencing Capital structure of insurance companies listed at the Nairobi Securities Exchange(MBA-Finance JKUAT)
- 19) KHALAYI, Solomon Chitavi HD333-C008-1443/12 Impact of corporate governance on working capital management, a case of the listed firms in the NSE
- 20) ATEMBA, James Khalayi HD333-C008-1443/12 A comparative study of the Effect of Interest Rate on deposit Mobilization among Sacco members in kakamega county(MBA JKUAT)
- 21) OGEISIA, Sophia Kerubo HD333-C008-2336/12 The relationship between borrowing and loan repayment in commercial banks in Kakamega town(MBA-Finance JKUAT)
- 22) GIKUNDI, Maina Nicholas HD333-C008-2235/12 An assessment of the operational Risks in the lending process of commercial banks performance in Kakamega (MBA-Finance JKUAT)
- 23) OWINO, Lucy HD333-C008-1316/12 An assessment of the relationship between service innovation and customer satisfaction in the banking Industry A case study of KCB(MBA-Finance JKUAT)
- 24) WABWIRE, Sawa Edwin HD333-C008-2240/12 Effect of financial leverage on the performance of listed commercial banks in Kenya(MBA-Finance JKUAT)
- 25) NDAMBUKI, Wambua Gideon HD333-COO8-3318/12 Relationship between intellectual capital and performance of Micro Finance institutions in Kenya(MBA-Finance JKUAT)
- 26) FWAMBA, Wilson Juma HD333-C008-0542/12 Relationship between Ethics and Quality of procurements in the public sector (A case of Inter-Ministerial procurement department)(MSC Procurement-JKUAT)
- 27) MALENYA, Abraham HD333-C008-3041/2011 Analysis of Financial Access by micro and small enterprises in Kakamega Municipality(MBA-Finance JKUAT)
- 28) Musiega MANIAGI HD333-C008-2015/2011 Determinants Of Dividend Payout Policy Among Non-Financial Firms On Nairobi Securities Exchange, Kenya(MBA-Finance JKUAT)
- 29) MAKOHA, Dinah, KTL/B/MBA/512/473 An Evaluation of the effectiveness of the financial systems on public finance management among County Governments, A case of Trans Nzoia County(MKU)
- 30) WANYEKI, Lucy ELD/B/MBA/411/01307 An assessment of credit access by micro and small enterprises from financial institutions. A case of Kitale Municipality, Trans Nzoia County, Kenya.(MKU)
- 31) ONDERI, Evans KTL/B/B/MBA/912/00761 Role of Team Performance in service delivery among delivery among Customer care Department of Safaricom limited Kitale Branch(MKU)
- 32) WALUKAYA Davis M KTL/B/MBA/512/00460 An analysis of effects of customer service practices in the banking sector: A case of Commercial Banks in Kitale town(MKU)

### **Internal Examination of Thesis (Masters )**

- 1) Lending technologies of Commercial banks and Accessibility of Finance by small and Medium enterprises in Kakamega County, Kenya FREDRICK OMONDI KOMBIJA MBA/G/42/09
- 2) Effect of Internal Control on Effective Management of Devolved Revenue Fund in County Government of Kakamega, Kenya MBA/G/20/09 (MMUST)
- 3) Financial Leverage and Performance of Non Financial Companies in Nairobi Securities Exchange, Kenya George Shibanada MBA/G/07/11 (MMUST)
- 4) Budgetary control and Financial Performance in Public Institutions of Higher learning in Western Kenya Andrew Shitanda MBA/G/08/12 (MMUST)
- 5) Constituency Development Fund and Project Implementation in Butere, Kenya James Opiyo MBA/G/08/13 (MMUST)
- 6) Structure, Conduct and Performance of Retail Market for Metallic Products in Kakamega County, Kenya Tsuma Mathews Chelanga ECO/G/03/10 (MMUST)
- 7) Influence of Managements Emotional Intelligence on Performance of Life Assurance Companies in Nairobi, Kenya Philip Mahkatsa MBA/G/01/12 (MMUST)
- 8) Workplace Counseling Strategies and staff Performance in Selected Public Universities in Kenya Vudembo Pamela Inzai BHR/G/03/13 (MMUST)

### **External Examination of Thesis (Masters )**

1. **“Determinants of Strategic Plan Implementation in Savings and Credit Cooperative Societies: A comparative study between Amica and Mentor Saccos”**, by Mr. Jonathan Mbogo Mumo (BE401/5130/2017). Muranga University of Technology 2020
2. **“Cross-Network Mobile Money transfers adoption and Performance of Small and Medium Enterprises in Murang’a Municipality”**, by Mr. Stanley Momanyi (BE401/5140/2017). Muranga University of Technology 2020

### **Internal thesis examination (PhD)**

1. Employee Retention Practices and Organizations Performance in County governments of Western Kenya Ooko George Oduor PBA/BSA/017/15 (MMUST)

### **External thesis examination (PhD)**

- 1) Relationship between Public Financial Management Reforms strategy and performance of selected county governments in Kenya Willy Kipngetch Rugutt PHD/BSA/017/15 UOK

### **REFEREES:**

**Prof. Robert W. Egessa**  
**The Dean, School of Business and Economics**  
Masinde Muliro University of Science and Technology  
Mobile no. 0722672264

**Prof. Ojera Patrick**  
**School of Business and Economics**  
Bomet University College  
Mobile no.

**Rev Prof. Kimani G. Chege**  
Moi University  
ELDORET  
Mobile no.

**Prof. Charles Mutai**  
**DVC planning Research and Innovation**  
Masinde Muliro University of Science and Technology  
Mobile no.