

Name: CS Dr. JANET N. MANYASI, PhD, CHRP(K), CPS(K)



Job Title and Responsibilities

Lecturer, Department of Business Administration and Management Sciences

I am a *Corporate Governance, Strategic Leadership* and *Human Resource* Expert with over 15 years Senior Corporate Leadership and teaching experience. I teach *Human Resource* and *Strategic Management* courses at Undergraduate and Post graduate levels, supervise postgraduate students and undertake research in Management.

(I am currently on Leave of Absence)

Expertise and Research Interests

Strategic Human Resource Management, Corporate Governance and Leadership, Talent Resourcing, Training and Development, Change Management, Employee Relations, Performance and Reward Management and Employee wellness and Counselling at the Workplace.

Academic Qualifications

- 2009 – 2012: Kabarak University **Doctor of Philosophy (PhD) in Business Administration (Human Resource Management)**
Thesis Title: *An Evaluation of the Effects of Career Development Practices on Lecturers' Performance in Public Universities in Kenya*
- 2015-2017: Catholic University of Eastern Africa (CUEA) **Master of Business Administration (Strategic Management)**
Thesis Title: *Effect of Selected Strategic HRM Practices on Corporate Performance: A case of Kakamega County Water and Sanitation Company, Ltd.*
- 2004 - 2006: Moi University **Master of Philosophy in Human Resource Development**
Thesis Title: *Employee Participation in Management of Change in Sugar Production Industries: A case of Nzoia Sugar Company*
- 2003 - 2004: Moi University **Post-Graduate Diploma in Human Resource Management**
- 1999-2003: Moi University **Bachelor of Education (Arts) Upper 2nd Class Honours**
- 1994-1997: The Kenya High School

Professional Qualifications

- 2019 – 2022: KASNEB **Certified Public Secretary - CPS(K)**
- 2021 - 2022: HRMPEB **Certified Human Resource Management Professional - CHRP(K)**

Current Teaching

I teach the following courses to undergraduate and post graduate students:

- Strategic Human Resource Management
- Corporate Governance and Leadership
- Employee Resourcing
- Performance and Reward Management
- Strategic Management
- Human Resource Development
- Occupational Safety and health

Administrative positions held

- 2020- 2022 : **County Executive Committee Member**, Sports, Culture & Social Services, Busia County
- 2018- 2020 : **County Executive Committee Member**, Public Service Management Busia County
- 2022- Date: **Member, Board of Management**, St. Luke's Kimilili Boys High School, Bungoma
- 2016 to 2022: **Vice Chair, Board of Management, Friends School Kamusinga, Bungoma**
- 2013- 2017 : **Vice Chairperson**, County Public Service Board, Bungoma County
- 2010 to 2016: **Vice Chair, Board of Governors, Matili Technical Training Institute**, Bungoma
- 2013- 2014: **Member**, Industrial Attachment Committee, School of Business and Economics, MMUST
- 2009-2012: **Coordinator**, Business Administration Department, **Bungoma Campus**, MMUST

Professional Memberships and Activities

1. 2006- date: *Full Member*, **Institute of Human Resource Management-Kenya**
2. 2022- Date: *Member*, **Institute of Certified Secretaries, Kenya**
3. 2011- date: *Full Member*, **Kenya Institute of Management**

Selected Publications

Refereed Journals Papers since Appointment to Lecturer Position

1. Kolil, S., Ondiek B. A., and Manyasi, J. (2019) The Effect of Resource Allocation on Service Delivery in County Governments in North Rift, Kenya, *International Journal of Multidisciplinary and Current Research*, Vol.7 pp. 720-725 ISSN 2321-3124 <http://ijmcr.com/wp-content/uploads/2019/11/Paper3720-725.pdf>
2. Kolil, S., Ondiek B. A., and Manyasi, J. (2019) The Effect of Leadership on Service Delivery in County Governments in North Rift, Kenya, *The Strategic Journal of Business and Change Management*, Vol. 6(4) pp443-451 ISSN 2312-9492 <https://strategicjournals.com/index.php/journal/article/view/1399/1359>
3. Miheso, P., Manyasi, J., & Wanjere, D. (2019). Effect of recruitment and selection practices on employee retention in SACCOS in Kakamega County. *The Strategic Journal of Business & Change Management*, 6 (3), pp 356 - 360, <https://strategicjournals.com/index.php/journal/article/view/1304/1281>
4. Wasilwa, E.N, Manyasi J and Kwendo E(2018) Influence of Inventory Management on Organizational Performance of Sugar Factories in Western Kenya, *International Journal of Management and Commerce Innovations* ISSN 2348-7585 (Online) Vol. 6, Issue 1, pp. 2073-2078 <https://www.researchpublish.com/issue/IJMCI/Issue-1-April-2018-September-2018/2>

5. Vudembu P.I., Manyasi, J. and Otuya W. (2016) Non- Directive Counselling Strategy and Staff Performance in Selected Public Universities in Kenya, *International Journal of Multidisciplinary and Current Research*, Vol.4 pp. 739-745, ISSN 2321-3124 <http://ijmcr.com/wp-content/uploads/2016/08/Paper26739-745.pdf>
6. Wasike, M.S. and Manyasi, J.N. (2016): Community Focused Corporate Social Responsibility Activities and Their Perceived Effect on Employee Motivation: A Case of Sugar Manufacturing Firms in Western Kenya *The International Journal of Business & Management* (ISSN 2321- 8916), <http://www.internationaljournalcorner.com/index.php/theijbm/article/viewFile/126208/87146>
7. Manyasi, J.N. and Wasike, M.S (2016) : An Empirical Analysis of the Motivational Value of Corporate Social Responsibility Actions in Sugar Production Firms in Western Kenya, *International Journal of Scientific & Technology Research* , ISSN 2321-3124, Volume 5, Issue 08, pp. 20-24 <https://www.ijstr.org/paper-references.php?ref=IJSTR-0816-14983>
8. Ooko, G, Manyasi, J. and Alala B. (2016): Talent Retention Strategy and Employee Productivity in Private Sugar Companies in Kakamega County, Kenya, *International Journal of Multidisciplinary and Current Research*, Vol.4 pp. 654-659 ISSN 2321-3124 <http://ijmcr.com/wp-content/uploads/2016/07/Paper11654-659>
9. Egessa M. and Manyasi J. (2016) Influence of ICT Related Training on Customer Service Delivery in County Governments in Kenya: A Case of Machakos County *International Journal of Scientific & Technology Research*, Volume 5, Issue 02, pp.179-182,ISSN2277-8616 <https://www.ijstr.org/paper-references.php?ref=IJSTR-0316-13516>
10. Nyameino, S.O., Manyasi, J. and Musiega, D.(2014) Human Resource factors influencing productivity in Public Universities in Kenya: A case of MMUST, *International Journal of Social Science and Entrepreneurship*,vol.1 Issue 11, pp 594-605, ISSN2307-6305 http://ijsse.org/articles/ijsse_v1_i11_594_605.pdf
11. Manyasi J.N.and Kilali M.O. (2014) Influence of Outsourcing on Firm Competitiveness: A Case of the Sugar Industry in Kenya, *International Journal of Management Research and Review*, April, Volume 4, Issue 4, ISSN: 2249-7196, pp 438-448 http://ijmrr.com/admin/upload_data/abstract_abs__1.pdf
12. Manyasi J.N. and Masinde S. (2014) Effect of Employee Focused Corporate Social Responsibility Initiatives on Performance of Sugar Manufacturing Firms In Kenya *Journal of Business Management & Social Sciences Research*, ISSN, No:2319-5614, Volume 3, No.1, January 2014pp. 33-42
13. Kangogo, E., Musiega D. and Manyasi, J.(2013) Effect of Customer Satisfaction on Performance of the Hotel Industry in the Western Tourism Circuit of Kenya Effect of Customer Satisfaction on Performance of the Hotel Industry in the Western Tourism Circuit of Kenya, *European Journal of Business and Management*, Vol.5, No.14, 2013 pp.87-99 ISSN 2222-1905 (Paper) ISSN 2222-2839 (Online) <https://www.iiste.org/Journals/index.php/EJBM/article/view/6172>
14. Manyasi J.N (2013) Influence of University Incentives for Career Development on Lecturers' Performance in Public Universities in Kenya, *International Journal of Research in Commerce & Management*, Volume No. 4 (2013), No. 09 (September), pp. 97-101 https://ijrcm.org.in/article_info.php?article_id=3703
15. Manyasi J., Kibas P.B. and Chepkilot, R. (2012) Effects of Organizational Support for Career Development on Employee Performance: a Case of Kenyan

University level Books

1. Egessa, R. and Manyasi, J. (2007): *Fundamentals of Industrial Relations*, Eldoret: Taaluma Publishers. ISBN: 9966-7050-5-8

Post Graduate Supervision Since Appointment as Lecturer

I have successfully supervised the following Postgraduate students to completion since appointment as a Lecturer:

1. Priscilla Iteyo (2021) Thesis Title: *Strategic Staff Development Practices, Organization Culture and Organizational Performance among Public Universities in Western Kenya*, PhD in Business Administration (Human Resource Management)
2. Simon Kolil (2020) Thesis Title: *Determinants of strategy implementation, entrepreneurial orientation and service delivery in County Governments in North Rift, Kenya*, PhD in Business Administration (Strategic Management)
3. Pamela Miheso (2019) Thesis Title: *Human Resource Management Practices and Employee Retention in SACCOs in Kakamega County, Kenya*, Msc. in Human Resource Management, MMUST
4. Eric N. Wasilwa(2018) Thesis Title: *Procurement Practices and Performance of Sugar Factories in Western Kenya*, Master of Business Administration(Purchasing and Supply Chain Management Option) MMUST
5. David B. Namasaka(2016): Thesis Title: *Human Resource Management Standards and Employee Work Performance in Selected Public Universities in Kenya*, Msc. in Human Resource Management, Kibabii University
6. Pamela Inzai (2016) Thesis title: *Workplace Counselling Strategies and Staff Performance in Selected Public Universities in Kenya*, Msc. in Human Resource Management, MMUST
7. George Ooko (2016) *Talent Management Strategies and Employee Productivity in Private Sugar Companies in Kakamega County, Kenya*, Msc. in Human Resource Management, MMUST
8. Nyameino Stella (2014): Thesis title "*Human Resource factors influencing productivity in Public Universities in Kenya: A case of Masinde Muliro University of Science and Technology*" Msc. in Human Resource Management, JKUAT.
9. Kangogo E (2013) - Thesis title "*Effect of Customer Satisfaction on Performance of the Hotel Industry in the Western Tourist Circuit of Kenya*" MBA in Strategic Management, JKUAT.

Conference Presentations

1. Manyasi J., Kibas P.B. and Chepkilot, R. (2012) *Influence of incentives for Career Development on Lecturers' Performance in Kenyan Public Universities*, A Paper presented during the 4th Annual International Conference, Masinde Muliro University of Science and Technology, 28th – 30th June, 2012.
2. Manyasi J., Kibas P.B. and Chepkilot, R. (2011) *Effects of Organizational Support for Career Development on Employee Performance: a Case of Kenyan Public Universities*, A paper

presented during the 1st Annual Kabarak University International Conference, 12-14th October.

3. Manyasi, J., Egessa, R.K. and Warentho, T. (2010) *Aligning training to Practice: A case of Masinde Muliro University of Science and Technology*, A paper presented during the 2nd KIM International conference on Industry and Higher Education Nairobi, Kenya, 27th - 29th October
4. Egessa, R., Manyasi J., and Chedotum A. (2008): *Organizational Development: A case for Performance Management*, A Paper presented during the 4th Moi University Annual International Conference, 29th July -2nd August
5. Manyasi, J., Bigambo, O., and Egessa, R. (2008) *Employee Involvement in Strategic Change Management: A Case of Nzoia Sugar Company*, A Paper presented during the 4th Moi University Annual International Conference, 29th July -2nd August.
6. Manyasi J. (2005): *Organizations and Social Responsibility*, Moi University Research Association Graduate Seminar Paper

Consultancy Activities

Some recent consultancies I have undertaken include:

- Staff induction for the Bungoma County Public Service Board (2014)
- Strategic Planning for District Education Boards and Secondary Schools in Western Kenya-Kakamega and Vihiga Counties (2012-13)

Contact Details

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