

CURRICULUM VITAE

DR.ROSEMARIE W.WANYOIKE

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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 Dr. R. Wanyoike is a current Chairman Board of Management at Naivasha Girls Secondary school and a member of Rotary club of Ruiru. I have over 9 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 also serve as an internal examiner of MBA Projects, MSc and PhD theses.

EDUCATIONAL BACKGROUND

Date Institution/Award

2013– 2016 Kenyatta University,

PhD in Human Resource Management (KU)

2008 – 2010 Jomo Kenyatta University of Agriculture and Technology

MSC Human Resource Management (JKUAT)

2004 – 2007 United states International University (Africa)

Bachelor of International Business Administration (USIU)

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

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

WORK EXPERIENCE

Currently

Lecturer Business administration department (2012-2021)

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.
- The department had 5PhD holders and 3 PhD candidate academic staff and 2 subordinate staffs and all under direct administration of the chairman. By the time the Department was de-established it was fully functional with all the 9 lecturers having attained their PHD status and one promoted to Senior Lecturer.
- As a chairman, I was in charge of the department's budget and various financial plans and management which assisted the university in financial planning for the year.
- As a chair of the department, I was responsible for the following:
 - **Duties and achievements include:**
 - o Member of University Senate
 - o Developed strategic plan for the department.
 - o In charge of the day to day running of the department
 - o In-charge of the coordination of the university examinations at the departmental level
 - o Organize for postgraduate research project defenses
 - o Ensure semester schedules, timetables and other calendars of events are adhered to.

Appointed to the international business and industrial research conference (IBRIC) editorial board -2018)

- Team leader for legal issues and human rights
- To receive and collate the abstracts of conference papers
- To review the abstracts and full papers within the set timelines
- To provide timely review reports to the chief editor for final transmissions to the authors
- To prepare the final papers for publications in the IBRIC 2019 book

Appointment to the 2nd IBRIC conference 2020 Hospitality subcommittee

The terms of reference are:

- Create a registration database for participants
- Tracking participants registration
- Facilitate accommodation for the conference participants
- Gathering in-person attendee feedback as the conference unfolds

Appointed In the departmental committee to review Bachelors of HRM (February, 2019)

The terms of reference are:

- Collect and collate current data on trends in the discipline under your review
- Develop a reviewed curriculum by liaising with relevant stakeholders for their input
- Standardize course descriptions to conform with CUE and University senate requirements
- Submit weekly progress and minutes of meetings to the chair
- Submit the final report to the Chair in two months' time

Appointed to the school standing committee on Collaborations (March 2019)

Team's responsibilities are;

- To compile list of organizations relevant to the to the schools area of interest using the partner mapping tool.
- To undertake potential partner researching and select those with high convergence of interest.
- To initiate direct contact with selected partners in order to create the environment leading to the signing of an MOU
- **Lecturer (2012-2021) and Academic Advisor (2020-todate)**
 - o Doctor of Philosophy (HRM)
 - o MSc. Human Resource Management.
 - o MSc. Change Management
 - o Undergraduate (HRM, Organizational behavior, Change management)
 - Teaching Postgraduates and Undergraduate
 - Examination of Postgraduates and Undergraduate
 - Supervision of Postgraduate Thesis and Masters projects and Undergraduate Research

Project

- General Academic and Administrative Duties

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.
- **Community Service (2017- 2022)**
- Member of Rotary club of Ruiru
- Board of Management (BOM) -Naivasha girl's secondary school.

Staff Mentor (2017 -2021)

Responsibilities

- Contacting and meeting mentees attached to you
- Informing and encouraging students to register for mentoring programmes
- Attending all the programmes activities including seminars, retreats etc.
- Submitting progress reports at the end of every semester

CONSULTANCY EXPERIENCE

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

PhD resource person for the Human resource and strategic Management; taught Organizational behavior and Functions of management for 6 students.

Mt. Kenya university

Developed a Module of the Distance Learning in the following areas

- Human Resource Management
- Strategic Human Resource Management

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

Member Institute of Human Resource Management-(Kenya) The professional body of HR practitioner (2018)

COMMUNITY SERVICE

- Board OF Management Member of Naivasha Girls Secondary school
- Member of Rotary Club of Ruiru

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. 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.
2. 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
3. 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.

4. Organizational Transformation and Performance of Kengen Company Limited, Kenya. Rotich A.K. & **Wanyoike R.W.**, *International Journal of Latest Research in Humanities and Social Science (IJLRHSS)* Volume 02 - Issue 10, 2019 www.ijlrhss.com. pp. 06-12 www.ijlrhss.com.
5. 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
6. 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.
7. 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
8. Kamau P. M. & **Wanyoike R. W.** Corporate culture and organizational performance: A case of Mayfair Casino, Nairobi city County, Kenya. - *Global Journal of Commerce and Management perspectives*. Vol 8 No. 1 doi:10.24105/gjcmp.2019.8.2 pp1-10

POSTGRADUATE SUPERVISION

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 ON-GOING SUPERVISION

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

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

MASTERS THESIS ONGOING

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 ”*

REFEREES

1. **DR WAMBIRI WAMUTHEE**
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