

Name: PROF. ONDIEK BENEDICT ALALA, MKIM, MKISM,
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

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Membership of Professional Societies: Kenya Institute of Supplies Management Mno. 42582, Youth Employment Scheme Entrepreneurship Association of Kenya (YESEA), Moi University Business School Association Alumni and Member of the Kenya Institute of Management Mno. 28090.

Key Qualifications:

Ondiek B. Alala PhD is an Associate Professor of Behavioral Finance in School of Business and Economics and currently, the Director Aids Control, Gender and Disability Mainstreaming and the immediate former Director of Privately Sponsored students, Learning Centers and Campuses, Chair of Department of Accounting and Finance, Masinde Muliro University of Science and Technology, Kakamega and a trained Financial Management and Supplies Chain Management expert with over ten years hands on experience in the profession with many institutions High school, Tertiary colleges and Universities. He has sound practical experience in Management with consulting skills and technical service provision having worked in Kenya Seed Company, UNDP, Delloite and Touché, Moi University, 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 also a 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:

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

Institution	Maseno University
Date:	August 1998-December 2002
Qualification: Degree	Bachelor of Education Arts (Economics and Accounting)
Institution	University of Oldenberg (Germany) and Rongo University (Kenya)
Date:	9th June 2024 to 22 nd November 2024
Qualification/Certification	Higher Education Management with modules in (Project management, Digital transformation in Higher Education, and Collaboration in Higher education) UniLEAD, Eastern Africa 2024.
Institution	United Nations Development Programme
Date:	July 2006
Qualification: Certification /Diploma	Business skills and Entrepreneurship Development, Enterprise Development Agent in Business advisory Services (BATS)
Institution	Ebenezer College, Kerugoya-Kutus
Date:	November 2001
Qualification: Certificate	Post Certification Business Development Analysis Certified Public Accounts (CPA) Finalist Advanced level Advanced Financial Reporting and Analysis Advanced Financial Management Leadership and Management Advanced Auditing and Assurance Intermediate level Company law Financial management Financial Reporting and Analysis Auditing and assurance Public Finance and Taxation Foundation Level Financial Accounting I Law I Economics Taxation I Cost Accounting Auditing
Date	December 1999
Qualification	KATC Finalist Book keeping and Accounts Commercial knowledge and communication Business statistics Office organization and practice Elements of Law Financial Accounting

	Auditing Cost Accounting and Budgeting Elements of Taxation Introduction to Electronic data processing
Date:	Kisumu HOTEL, 2024
Start and Improve Your Business (SIYB)	Certificate in GYB-SYB-IYB of the International Labor Organization-2024
Date:	November 1996
Institution	Ngere High School
Qualification:	Kenya Certificate of Secondary Education (B-)
Date:	November 1992
Institution	Nyabondo Primary School
Qualification:	438/700
Computer literacy	Computer packages • Ms word • Ms excel • Ms access • Sage accounting +2 • SPSS (Data analysis) • STATA (Data analysis) other packages - Spread Sheet - Windows XP,98 - Power point

Relevant Employment Experience:

Organization	Masinde Muliro University of Science and Technology
Dates	31 st August 2023 to date
Position	Director , Aids Control, Gender and Disability Mainstreaming
Description	Coordinating directorate activities including AIDS control, Gender Mainstreaming and Disability Mainstreaming. Mobilization of resources towards the directorate activities
Organization	Masinde Muliro University of Science and Technology
Dates	May 30 th 2022 to 31 st August 2023
Position	Director , Privately Sponsored students Learning Centers and Campuses
Description	Coordinate the privately sponsored student's 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.
Organization	Masinde Muliro University of Science and Technology
Dates	14 th February 2019 to 30 th May 2022
Position	Chairman , Department of Accounting and Finance
Description	Managing the affairs of the department Allocating of courses Supervising teaching setting and marking of exams

	Counselling lecturers and students
Organization	Masinde Muliro University of Science and Technology
Dates	17 th September 2021
Location	Kakamega
Position	Associate Professor of Finance (Behavioral Finance)
Description	Supervision Development of modules to teach the blended classes 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
Organization	Masinde Muliro University of Science and Technology
Dates	1 st September 2015 to 20 th September 2021
Location	Kakamega
Company	Masinde Muliro University of Science and Technology
Position	Senior Lecturer
Description	Supervision Development of modules for Odel students 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
Dates:	Contract of 3 Years (April 2014-April 2017)
Location:	Lusaka, Zambia
Organization:	University of Lusaka
Position:	Member of consortium of Senior Scholars
Description:	Supervision Teaching and Marking Research and paper presentation Training facilitation
Dates:	July 2011 to 1 st September 2015
Location:	Kericho
Organization:	University of Kabianga
Position:	Lecturer
Description	Teaching specified work load settings, supervising exams and students projects at undergraduate and Masters level
Dates:	October 2011 to October 2015
Location:	Eldoret/Kakamega
Organization:	Moi University/Mount Kenya University/University of Eldoret
Position:	Part-time lecturer
Description:	Teaching specified work load settings, supervising exams and student's projects at undergraduate and Masters level (Bcom,

	BBM, Supplies Management, MBA, MBM, MSC Entr. and EMBA)
Dates:	September 2007 to July 2011
Location:	Eldoret
Organization:	Moi University
Position:	Ag. Manager, Chepkoilel University College Bookshop
Description:	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.
Dates;	January 2007 to September 2007
Location:	Mbale –Uganda/Kitale-Kenya
Organization:	Uganda Christian University/Moi University
Position:	Part time Lecturer
Description:	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.
Dates:	March 2003 to Sept 2007
Location:	Kitale
Organization:	Kitale Technical Training Institute
Position:	Lecturer
Description:	Lectured Diploma and Certificate courses in Finance, Accounts, supplies management, 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
Dates:	July-September 2006
Location:	Suba District
Organization:	United Nations Development Programme (UNDP)
Position:	Enterprise Development Agent
Description:	Business Profiling and preparation of viable business plans Data collection, Analysis and Presentation Business Advisory Services and Consultancy Services
Dates:	July 2006
Location:	Nairobi, Kenya
Organization:	Delloite and Touché
Position:	Intern Enterprise Development Agent in Business Advisory

	and Training Services.
Description:	Preparation of Business Plans Negotiation and Consultation skills development Observer, team player and monitoring professionalism in the interviewing processes.
Dates:	January 2003 to March 2003
Location:	Kitale
Organization:	Kenya Seed Company Ltd
Position:	Records Clerk
Description:	Preparation of production reports
Dates:	2002
Location	Oyugis
Organization:	Ringa High School
Position:	Teacher
Description:	Teaching Economics and Business Studies

UNIVERSITY APPOINTMENTS AND RESPONSIBILITIES

- Acting DVC PRI 26th September to 29th September 2024
- Acting DVC PRI 2nd September to 10th 2024
- Acting Registrar PRI 15th August to 23rd of September 2024
- Acting DVC PRI Feb 19th to 25th 2024
- Acting DVC PRI Jan 2024
- Acting DVC PRI July 2023
- Acting DVC PRI 12th TO 13th April 2023
- Acting DVC PRI Feb 2023
- Chair of Chairs of Department and Representative to University Management Board 21 July 2021 to 21 July 2022
- Member of the Board for Directorate of Research and Post Graduate Support from 2016 to 2019
- Acting Dean School of Business and Economics 23rd October to 8th November 2019
- Conference member of the oversight committee of 13th MULTI-DISCIPLINARY INTERNATIONAL CONFERENCE 2019 19TH TO 21ST June, 2019
 - support advice and oversee the processes of the conference.
- Conference Committee Member and deputy chair of the scientific team 13TH MULTI-DISCIPLINARY INTERNATIONAL CONFERENCE 2019 19TH TO 21ST JUNE, 2019
 - organize for review of abstracts
 - develop conference book of programmes and abstracts
- Member of Marketing Communication and Resource Mobilization 13TH MULTI-DISCIPLINARY INTERNATIONAL CONFERENCE 2019 19TH TO 21ST JUNE, 2019
 - advertise the conference to potential participants
 - Mobilize resources for the conference

- **Chairman department of Accounting and Finance and member of Senate**
15th Feb 2019 to 30 May 2022
- **Acting Director Directorate of Post Graduate Studies (MMUST) 19th October to 29th November 2018**
- **Acting Director Directorate of Post Graduate Studies (MMUST) 25th June to 2nd August 2018**
- **Acting Director Directorate of Post Graduate Studies (MMUST) 31st January to 2nd February 2018**
- **Acting Director Directorate of Post Graduate Studies (MMUST) 13TH -17TH November 2017**
- **Member of the Board of Post Graduate Studies (BPGS) MMUST**
 - Review and make recommendations on academic regulations and procedures governing all postgraduate 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 rainwater-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 postgraduate 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 programmes
 - 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

- **Member Kisumu County Revenue Board 1st August 2023 to date**
 - To assess account for revenues collected by the county in accordance with the law
 - To advise on matters relating to the administration of, and collection of revenue under the written laws or the specified provisions of the written laws.
- **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
- **Chair Finance and Administration Committee Kisumu County Revenue Board August 2023 to date**
 - Advisory and policy guidelines on issues relating to Finance and Administration
 - Chairing committee meetings
- **Member of the Board and chair of the Finance and Administration committee 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 30th September 2022**

- 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, modern dining hall, two dormitories, three staff houses and a modern School Gate
- Improvement in Academic Standards and level of discipline

Community engagements

- Chairperson Siany secondary school
- Board member Mungatsi Technical and Vocational College.
- Board member Runeld community services
- Member of Siany PAG development committee
- Participated in CSR at Ushindi Children home
- Board member, Kisumu County Revenue Board
- Board Member, Siany Primary School.

Partnerships and collaborations.

- **Diamond Trust Bank and Masinde Muliro University of science and technology** on Job shadowing programme, sponsorship of University activities and programmes, internships and graduate assistantships
- **Northland Professional Institute (NoPI) and Masinde Muliro University of Science and Technology** Academic programmes on Diploma in Business Administration, Nutrition, Security analysis and community development.

External Examiner-Umma University 2018 to June 2024.

- Moderation of Odel exams and advice on modular examination administration
- 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.

-External Examiner-Kwa Zulu Natal University SA 2023 to date

- International examiner for postgraduate thesis and examination
- Preparation of thesis examination reports for students

-Curriculum reviewer – Doctor of Philosophy in Business Administration GRETSA University 2025 Thika

Reviewer Taylor and Francis 2024 AWARDED CERTIFICATE

APPOINTMENT AS JUDGE IN THE 2ND KATTI NATIONAL TVET FAIR.

The Kenya Association of Technical Training Institutions (KATTI) appointment as judge

of research paper presentations at the 2nd KATTI National TVET Fair held at Kisumu National Polytechnic and the Jomo Kenyatta Sports Ground, Kisumu on 5th and 6th April 2018

APPOINTMENT AS CHAIR OF SESSIONS IN THE 1ST ANNUAL INTERNATIONAL CONFERENCE, 2018 AT THE SIGALAGALA NATIONAL POLYTECHNIC.

APPOINTMENT AS CHAIR OF SESSIONS IN THE 13th 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 to 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**

UNILEAD/DAAD Leadership Training Grant 2024/2025

3000 euros

Research grant URF Triple Threat Effect 2024/2025 **Kshs 1,090,000**

KCB Foundation and Master Card Consultancy 2024/2025

Kshs 9,000,000

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) Paul, O. O., Tibbs, C. Y., & Alala, O. B. (2024). Influence of Financial Access on Performance of SMEs of Fish Trading along Lake Victoria Region Kenya. *Journal of Business and Social Review in Emerging Economies*, 10(2), 335-348. <https://doi.org/10.26710/jbsee.v10i2.3067>
- 2) Colletah, K. O., Alala, O. B., and Tibbs, C. (2024). Effect of Cost Accounting Management Practice on Financial Performance of Public Sugar Manufacturing Firms in Lake Region Economic Block, Kenya. *Journal of Accounting and Finance in Emerging Economies*, 10 (2), 297-306. DOI: <https://doi.org/10.26710/jafee.v10i2.3042>
- 3) Paul, O. O., Tibbs, C. Y., and Alala, O. B. (2024). Effect of Usage of Finance on Performance of Small and Medium Enterprises of Fish Trading along Lake Victoria Region Kenya. *Sustainable Business and Society in Emerging Economies*, 6 (2), 277-292. DOI: <https://doi.org/10.26710/sbsee.v6i2.3043>

- 4) Esing'ole, M. E., **Alala, B. O.**, and Edwin, J. S. (2024). Audit Committee Report and Financial Performance of the Manufacturing Firms Listed on Nairobi Securities Exchange. *Journal of Business and Social Review in Emerging Economies*, 10 (2), 323-334. DOI: <https://doi.org/10.26710/jbsee.v10i2.3064>
- 5) Vuhyah , P. A., **Alala, O. B.**, and Bulla, D. (2024). Influence of Audit Committee Composition on Dividend Policy of DT Sacco Societies in Kenya. *Journal of Accounting and Finance in Emerging Economies*, 10 (2), 233- 244. DOI: <https://doi.org/10.26710/jafee.v10i2.3032> Issue 2 June 2024
- 6) Peter A.V, **Ondiek Benedict Alala** , Denis Bulla (2024) The Influence of Board Characteristics on Dividend Policy: A Study of Deposit-Taking Saccos in Kenya *Finance & Banking Studies IJFBS VOL 13 NO 3 ISSN: 2147-4486* Available online at www.ssbfnnet.com Journal homepage: <https://www.ssbfnnet.com/ojs/index.php/ijfbs>
- 7) Mildred Nanjala Wamalwa, Maximila Wanzala, **Ondiek Benedict Alala** (2024) Health managers' perspectives of community health committees' participation in the annual health sector planning and budgeting process in a devolved unit in Kenya: a cross-sectional study. *Pan African Medical Journal*. 2024; 47(124). 10.11604/pamj.2024.47.124.40351 Available online at: <https://www.panafrican-med-journal.com//content/article/47/124/full> (PDF) Available from: https://www.researchgate.net/publication/379125950_study#fullTextFileContent [accessed Dec 05 2024].
- 8) Wafula, D. S., Yugi, T. C., & **Alala, B. O.** (2023). The Moderating Role of Fund Size on the Relationship between Disposition effect and Portfolio Financial Performance of Mutual Funds in Kenya. *African Journal of Empirical Research*, 4(1), 275–285. <https://doi.org/10.51867/ajernet.4.2.1>
- 9) Iravonga, J. J., Ngala, C., **Alala, B. O.**, & Maingi, M. (2023). Effect of Integrated Financial Management Information Revenue Systems on Financial Management in County Governments, Kenya. *African Journal of Empirical Research*, 4(2), 23–31. <https://doi.org/10.51867/ajernet.4.2.7>
- 10) Iravonga, J. J., **Alala, B. O.**, Maingi, M., & Ngala, C. (2023). Effect of Integrated Financial Management Information Reporting System on Financial Management in County Governments, Kenya. *African Journal of Empirical Research*, 4(2), 14–22. <https://doi.org/10.51867/ajernet.4.2.6>
- 11) Amira, E. A., **Alala, B. O.**, & Musiega, M. (2023). Influence of Liquidity Risk Management on Financial Performance of Commercial Banks in Kenya. *African Journal of Empirical Research*, 4(2), 7–13. <https://doi.org/10.51867/ajernet.4.2.3>
- 12) Wafula, D. S., Tibbs Charles, Y., & **Benedict Ondiek, A.** (2023). The Moderating Role of Fund Size on the Relationship between Overconfidence and Portfolio Financial Performance of Mutual Funds in Kenya. *African Journal of Empirical Research*, 4(1), 286–297. <https://doi.org/10.51867/ajernet.4.2.2>
- 13) Mackline Wamukota, **Ondiek, B. Alala**, Maniagi Musiega. (2022) Effect of accounting information and communication control on financial performance of Sacco's in Kenya. Published on 6th December 2022 in international journal of research in business and social science. DOI: <https://doi.org/10.20525/ijrbs.v11i10.2089>

- 14) Namakhabwa Charles Indech, **Benedict Alala**, Consolata Ngala. (2022) Effect of disclosure of public sector financial information on quality of financial reporting in public secondary schools in Kakamega County, Kenya. Published on 7th December 2022 in international journal of research in business and social science Research. DOI: <https://doi.org/10.20525/ijrbs.v11i9.2091>
- 15) 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 DOI: 10.9790/5933-1204063341 www.iosrjournals.org 33 | Page
- 16) 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>
- 17) 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
- 18) 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
- 19) 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
- 20) 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
- 21) 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
- 22) 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)**

- 23) 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
- 24) GLENDAL, Sindani Tsimbiri; **ALALA, Ondiek B.**; DISHON, Wanjere. (2019) Social 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.
- 25) 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**
- 26) 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 page | 122 research publish journals
- 27) 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,
- 28) 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 ISSN 2222-1697 (Paper) ISSN 2222-2847(Online) DOI: 10.7176/RJFAVol.10, No.16, 2019 171
- 29) 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)**
- 30) 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
- 31) 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

- 32) 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
- 33) 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 ISSN 2222-1697 (Paper) ISSN 2222-2847 (Online) Vol.9, No.4, 2018
- 34) 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)**
- 35) 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*
- 36) 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)**
- 37) 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)**
- 38) 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 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] Page 7329
- 39) 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**

- 40) 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**
- 41) 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**
- 42) 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**
- 43) Maina Patrick Wanjoya, Ondiek B. Alala (Phd), Oseno Ben (2017) **Moderating Effect of Firm Size on Debt Equity Ratio and the Performance of Private Sugar Manufacturing Companies in Kenya** *Journal of Economics, Commerce and Management* ISSN 2348 0386 <http://ijecm.co.uk> Vol. V, Issue 9, September 2017 **United Kingdom**
- 44) Ondiek, Benedict Alala (PhD) and Onono, Paul (2016) **Internal Audit system on Financial Performance in Public health sector in Kenya: A case of Matungu Hospital** *Journal of Economics, Commerce and Management* ISSN 2348 0386 <http://ijecm.co.uk>. Vol IV Issue 15 Dec 2016 **United Kingdom**
- 45) Ondiek, Benedict Alala (PhD) and Onono, Paul (2016) **Effect of Qualitative Asset Transformation Techniques on Performance of Women Owned Enterprises in Uasin Gishu County, Kenya** *Journal of Economics, Commerce and Management* ISSN 2348 0386 <http://ijecm.co.uk>. Vol IV Issue 15 Dec 2016 **United Kingdom**
- 46) Agoi Kenneth Mung'aho, Dr. Ondiek B. Alala and Mr. Albert Odhiambo (2016) **Nonperforming Loans and Financial Performance of Kenya Women Finance Trust in Kenya** *International Journal of Multidisciplinary and Current Research* ISSN: 2321-3124 Available at: <http://ijmcr.com> Accepted 05 Sept. 2016, Available online 13 Sept. 2016, Vol.4 (Sept/Oct 2016 issue)
- 47) Ooko George Oduor, Dr. Janet Manyasi and Dr. Alala B. Ondiek (2016) **Talent Retention Strategy and Employees' Productivity in Private Sugar Companies in Kakamega County, Kenya** *International Journal of Multidisciplinary and Current Research* ISSN: 2321-3124 Available at: <http://ijmcr.com> Vol.4 (July/Aug 2016 Issue)
- 48) Obulmere, Alex, Kingori Paul and Alala, B. Ondiek (2014) **Applicability of Servqual/Rater Model in Assessment of service Quality among local authorities in Kenya** *International Journal of Economics, Commerce and Management* ISSN 2348 0386 <http://ijecm.co.uk>. Vol II Issue 12 Dec 2014 **United Kingdom**

- 49) Rutto R and Alala O (2014) **Impact of Exchange Rate Volatility on Kenya's Tea Exports** *International Journal of Economics, Commerce and Management* ISSN 2348 0386 <http://ijecm.co.uk>. Vol II Issue 12 Dec 2014 **United Kingdom**
- 50) James Atemba Khalayi, **Dr. Alala Ondiek**, Dr. Douglas Musiega (2014) **A Comparative Study of Effects of Interest Rates on Deposits Mobilization among Sacco Members in Kakamega County** *International Journal of Business and Management Invention* ISSN (Online): 2319 – 8028, ISSN (Print): 2319 – 801X www.ijbmi.org Volume 3 Issue 5 May. 2014 || PP.28-41 www.ijbmi.org 28 | Page
- 51) Edwin Sawa Wabwile, Mwalati Solomon Chitiavi, **Dr. Ondiek B. Alala** Dr. Musiega Douglas (2014) **Financial Leverage and Performance Variance among Banks. Evidence of Tier 1 Commercial Banks Listed On Nairobi Security Exchange Kenya.** *International Journal of Business and Management Invention* ISSN (Online): 2319 8028, ISSN (Print): 2319 – 801X www.ijbmi.org || Volume 3 || Issue 4 April 2014 || PP.1-13 www.ijbmi.org 1 | Page
- 52) Owano, Lucy **Ondiek, Alala** and Musiega, Douglas (2014) **Relationship between Customer Service Innovation and Customer Satisfaction in the Banking Industry: A Case Study of Kenya Commercial Bank.** *IOSR Journal of Business and Management (IOSR-JBM)* e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 16, Issue 6 (June 2014), PP 22-31 www.iosrjournals.org
- 53) Nyabuti Winnie and **Ondiek Benedict Alala** (2014) **The relationship between working capital management and performance of companies quoted at Nairobi Securities exchange, Kenya** *International Journal of Economics, Finance and Management Sciences* Science Publishing Group Vol 2, No. 3 2014 pp 212-219 ISSN 2326-9553(Print) ISSN 2326-9561(Online) May 30,20
- 54) Ndambuki, G.W and **Alala, O** (2014) **Relationship between intellectual capital and performance of Micro Finance institutions in Kenya.** *International Journal of Social sciences and Entrepreneurship* ISSN 2307-6503 <http://www.ijjse.org> Vol 1 Issue 11,338-350.
- 55) **Ondiek, Benedict Alala** Deya Fredrick and Busaka John (2013) **Cash Management Techniques Adopted By Small and Medium Level Enterprises in Eldoret Town, Kenya** *The International Institute for Science, Technology and Education (IISTE) in Research Journal of Finance and Accounting* November, 2013 Vol 4 Issue 18 ISSN(Paper) 2222-1697 ISSN(Online) 2222-2847 www.iiste.org
- 56) **Ondiek B. Alala** and Fredrick Ochieng Deya (2013) **Challenges Facing Administrators In The Implementation Of Public Procurement And Disposal Act In Civil Services In Kenya: A Case Of Uasin-Gishu County, Kenya** *International Journal of Innovative Research and Development.* www.ijird.com August, 2013 Vol 5 Issue 9 ISSN: 2283 – 0214 (Online) pp 441-451
- 57) Makori G. A, **Ondiek B. A**, Owola J, Musiega D, Gogo, T. W , Kipchumba, S (2013) **“Examining the Effect of Tax Authority Regulation and Administration on Voluntary Compliance in Kenya: A Case of Small Scale Businesses in Kakamega Municipality, Kenya”** *International Journal for*

- Management Science And Technology (IJMST) July 2013 Volume 1; Issue 2 Paper- 3 ISSN: 2321-0362 (Print) ISSN: 2320-8848 (Online)*
- 58) **Ondiek B. A, Deya, F** (2013) **Effectiveness and Efficiency of Public Procurement and Disposal Act in Shaping Competitive Purchasing and Disposal in the Civil Service in Kenya** *International Journal of Innovative Research and Development*. www.ijird.com June, 2013 Vol 2 Issue 6 ISSN: 2278 – 0211 (Online) pp 628-640
 - 59) **Maniagi G. M, Denco M J Ondiek B. A, Okaka D, Musiega, D.** (2013) **Corporate Governance, Dividend Policy, and Performance. Special Reference to Banks Listed On Nairobi Security Exchange Kenya** *International Journal of Innovative Research and Development*. www.ijird.com May, 2013 Vol 2 Issue 5 ISSN: 2278 – 0211 (Online)
 - 60) **Mwalati S. C, Maniagi G. M, Ondiek B. A, Musiega D, Maokomba O. C** (2013) **Capital Structure and Corporate Governance practices. Evidence from Listed Non-Financial Firms on Nairobi Securities Exchange Kenya.** *IOSR Journal of Business and Management (IOSR-JBM)* e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 10, Issue 2 (May. - Jun. 2013), PP 08-16 www.iosrjournals.org www.iosrjournals.org 8 | Page
 - 61) **Gerald M M, Mwalati S. C, Ondiek, B. A, Musiega D, Rutto, R** (2013) **Capital Structure and Performance: Evidence from Listed Non-Financial Firms on Nairobi Securities Exchange (NSE) Kenya** *The International Journal for Management Science and Technology (IJMST) in Finance Journal* ISSN: 2320-8848(O.)/2321-0362(P.) Volume 1; Issue 2 Paper- 1 April, 2013
 - 62) **Ondiek B. Alala** (2010) **Corporate governance and Control in Organizations.** *A journal of the Kenya Institute of Management*, ISSN 2047-4730 Publication 2010 **Management Annual Conference at the KICC July 27th-29th 2010.**
 - 63) **Ondiek B. A, Cheriuyot P and Akuku C** (2011) **Network of Institutional control and Restraints on the Kenyan Financial Systems** *A journal of the Management University of Africa* ISSN 2047-4730 Publication 2011. **The 3rd Kenya Institute of Management Annual Conference at the KICC August 27th-29th 2011.**
 - 64) **Ondiek B. Alala** (2009) **The role of culture in strategy implementation in corporate organizations.** *A journal of the Kenya Institute of Management* ISSN 2047-4730 pgs 446 Publication 2009 **The 1st Kenya Institute of Management Annual Conference at the KICC June 3th-5th 2009.**
 - 65) **Ondiek B. Alala** (2009) **Management of technological change in organizations.** *A journal of the Kenya Institute of Management* ISSN 2047-4730 pgs 449 Publication 2009 **The 2nd Kenya Institute of Management Annual Conference at the KICC July 27th-29th 2010.**
 - 66) **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-24th June 2009 Masinde Muliro University of Science and Technology.**

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 10th**

- International TVET and interdisciplinary conference 22nd to 23rd 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 Government Policy on the Relationship between Integrated Financial Management Information System and Efficient Cash Management in Uasin Gishu County Government, **13th 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 **13th 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 1st 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 **Management Annual Conference at the KICC July 27th-29th 2010.**
 - 7) **Ondiek B. A**, Cheriuyot P and Akuku C (2011) Network of Institutional control and Restraints on the Kenyan Financial Systems A journal of the Management University of Africa ISSN 2047-4730 Publication 2011. **The 3rd Kenya Institute of Management Annual Conference at the KICC August 27th-29th 2011.**
 - 8) **Ondiek B. Alala** (2009) The role of culture in strategy implementation in corporate organizations. A journal of the Kenya Institute of Management ISSN 2047-4730 pgs 446 Publication 2009 **The 1st Kenya Institute of Management Annual Conference at the KICC June 3th-5th 2009.**
 - 9) **Ondiek B. Alala** (2009) Management of technological change in organizations. A journal of the Kenya Institute of Management ISSN 2047-4730 pgs 449 Publication 2009 **The 2nd Kenya Institute of Management Annual Conference at the KICC July 27th-29th 2010.**
 - 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-24th 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 4th ANNUAL CONFERENCE**
 - 12) Tarus D, **Alala, O** Egessa, R (2009) Corporate governance and Control in

organizations. A critical analysis **A paper presented during the 5th Annual International Conference 4th-8th August Moi University.**

Research survey and consultancies

- A Survey on Statutory Obligations for the year 2013/2014 financial Year for University of Kabianga dated 11th 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 Conferences, Trainings and Workshops attended

- 1) **Keynote speaker Grets Multi-disciplinary international research conference 2025 between 18th -21st August 2025, Thika Theme:** Building Inclusive and Resilient Communities through Technology for Sustainable Development.
- 2) Inaugural International Research Conference on 2nd - 4th July, 2025. “The Role of Technical, Vocational Education and Training (TVET) in Research, Innovations, and Skill Acquisition to Accelerate the Achievement of Sustainable Development” Key note Speaker (RIAT)
- 3) Training workshop on Corruption and Fraud in Procurement 23-27 June 2025 Pinecone Hotel, Kisumu by Transparency International TRAINER
- 4) Capacity building workshop Economists Society of Kenya theme: Building core competencies in Economic planning and Management Sawela Lodges 9th -15th March 2025 Naivasha Kenya. Key Note Speaker PPP
- 5) Workshop on pragmatic approach to implementation of the MMUST 2024-2028 Strategic Plan: Role of Senate held at Sirikwa hotel Eldoret 20th-21st March 2025
- 6) Capacity Building Workshop for Effective Supervision and Mentorship of Female Post Graduates in Science, Technology, Engineering and Mathematics (STEM) held on 27th February, 2025 at Bishop Stam Centre Kakamega
- 7) Initial training on Generate your Business Idea, Start Your Business and Improve your business workshop 10th -15th January 2025, Kisumu Hotel SIYB and International Labour Organization
- 8) UNILEAD Eastern Africa 2024 training course on strengthening University Leadership and Management November, 2024 University of Oldenburg, Germany and Rongo University Kenya
- 9) Kenya Institute of Supplies Management preparation of tender documents for goods works and services workshop, 4th – 8th November 2024 at Lake Naivasha resort, Naivasha.
- 10) Institute of Certified Public Accountants of Kenya 41st Annual Seminar Edition from 20th to 24 May 2024 Sarova Whitesands and Pride Inn Paradise Mombasa Kenya.
- 11) Writing winning proposals with a Donor Market place between 27th to 30th September 2022 at the Alps Hotel, Nakuru Kenya.

- 12) Funding beyond government Aid and for sustainable Universities, TVETS and Industry players in East, Central and West Africa Kenya 11th to 14th July 2022 Utalii Hotel, Kenya East Africa.
- 13) Strategic Resource Mobilization training on 24th- 27th May 2022 at Lake Naivasha Simba Lodge
- 14) Performance Contracting Awareness on 9th November 2016 MMUST Graduation Square
- 15) Training of trainers held at the Kenya Institute of Management, Eldoret between 18th -20th March, 2013 organized by the Kenya Institute of Management
- 16) Corporate governance training Held at Cicada Hotel, Eldoret on 18th February 2011 organized by the Kenya Institute of Management
- 17) Kenya Industrial Property Rights and Copy Rights workshop organized by Kabianga University College on 16-17 August 2012
- 18) Quality Management, Processes and Procedures based on ISO9001:2008 on 27TH November 2009
- 19) Sensitization workshop on Chapter IV of the constitution of Kenya, 2010 22nd April 2014 by University of Kabianga
- 20) Post graduate workshop seminar on research held at Sinnendet Towers Kericho town on 4 June 2015

Appointment on ad hoc and Senate Committees of the University.

Internal Staff shortlisting committee Chair May 2025

Internal Staff shortlisting committee Chair July 2024

Internal Staff shortlisting committee Chair Jan 2024

Tender evaluation and Implementation committee Chair on verification valuation and tagging of assets July 2023

Examination irregularities committee chair August 2023 chair

Ad hoc committee tender evaluation committee Chair Feb, 2023

Ad hoc committee on tender evaluation committee September 2022

Ad hoc tender evaluation committee March, 2022

Ad hoc committee to review management allowance May 2021

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) Frankline Makonjio PBA/H/10/15 Knowledge Management Practices and Performance of commercial Banks in Nairobi County (proposal development)
- 6) Alice Shibia Rupiah PBA/H/03/15 Diversity Management Practices on Employee Performance in the County Governments in Kenya (proposal development)

Kisii University

- 7) 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 2019 (Strategic Management)
- 2) Simon Kipkirong Kolil PBA/H/12/15 Strategy Implementation, entrepreneurial orientation and Service Delivery in County Governments in North Rift, Kenya MMUST 2020 (Strategic Management)
- 3) Priscillah Nzula Iteyo Strategic Staff Development Practices, Organizational Culture and organizational Financial Performance in Public Universities in Western Kenya MMUST 20219 (Human Resource Management)
- 4) Mackline Wamukota PBA/H/01-54135/2019 Internal Accounting Control system, Regulatory Framework and Financial Performance of Deposit Taking Saccos in Kenya, MMUST 2022 (Accounting)
- 5) Nyachwaya Ziporrah Obonyo DCB/10338/15 Investment Diversification Strategies, Capital Adequacy and Financial Performance of Commercial Banks listed in Nairobi Securities Exchange, Kisii University 2022 (Finance)
- 6) Amira Edwin Ambetsa PBA/H/01-53376/2018 Asset Liability Management and Financial Performance of Commercial Banks in Kenya, MMUST 2023 (Finance)
- 7) Jamgun Jensen Iravonga PBA/H/01-53345/2018 Integrated Financial Management Information Systems, Organizational resources and Financial Management in County Governments, Kenya, MMUST 2023 (Finance)
- 8) Mildred Nanjala Wamalwa HPH/H/01-57339/2016 Relative Significance of selected Predictors of Aligned Annual Health Sector Planning and Budgeting among Health Managers in Bungoma County, Kenya, MMUST 2023 (Public Health)
- 9) VUHYAH Peter Anjeyo Thesis Title: Corporate Governance Practices, Liquidity and Dividend Policy of Deposit Taking SACCOs in Kenya MMUST 2024 (Finance)
- 10) ONONO Paul Okoth Thesis Title: Financial Inclusion, Business Size and Performance of Small and Medium Enterprises of Fish Trading Along Lake Victoria Region Kenya. MMUST 2024 (Finance)

MASTERS GRADUATED

- 11) OUNCHO, Bernard Omae MMUST 2024
- 12) KOSGEI, Naomi Jelagat MMUST 2024
- 13) ODIYO, Zachary Onyango MMUST 2024
- 14) OKENYORU, Colletah Kerubo MMUST 2024
- 15) MOYIAH, Ernest Esing'ole MMUST 2024
- 16) VICTOR ODHIAMBO MALIMU Effect of financial Reporting quality on Financial Performance of Manufacturing Firms Listed in the Nairobi Securities Exchange, Kenya MBA/G/01-53239/2018 MMUST 2023
- 17) Namakhabwa Charles Indech Public Sector Accounting Standard Practices and Quality of Financial Reporting in Public Secondary schools in Kakamega County, Kenya. MBA/G/01-53311/2018 MMUST 2023
- 18) Cornelius K Serem Effect of Internal Controls on Expenditure Management of Nandi County Government MBA/G/10-57474/2016 MMUST 2022
- 19) Apwoka Nixon Okwako Liquidity Management, Government Regulation and Financial Performance of Deposit Taking savings and credit societies in Kenya MBA/G/34/11 MMUST 2022
- 20) Michael Wafula Wasike Accounts Receivable Management and the Financial Performance of Nzoia Water Service Company Limited, Kenya MBA/G/13/14 MMUST
- 21) Catherine Mutahi Monetary Policy and Performance of Selected Commercial Banks in Kenya" MBA/G/2015 MMUST
- 22) Wafula, Shisamba Integrated Financial Management Information System and Efficient Cash Management in Uasin Gishu County Government, Kenya (MBA Kibabii)
- 23) Merklene Wamukota, Internal Control Environment, Organizational Size and Financial Performance of Savings and Credit societies in Western Kenya. (MBA Kibabii)
- 24) Agoi Kenneth Mung'aho, Non-performing Loans and Financial Performance of Kenya Women Finance Trust in Kenya (MBA Mmust)
- 25) Maina Patrick Wanjoya MBA/G/17/12 Capital Structure and the Performance of Private Sugar Manufacturing Companies in Kenya (MBA Mmust)
- 26) 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)
- 27) Sophie Naliaka Kibanani MBA/007/13 Firm Specific Characteristics and Environmental Accounting Disclosure Among Listed Manufacturing and Allied Firms in Kenya (MBA Kibabii University)
- 28) 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)
- 29) KIPYEGO, L MBA/A/0019/14 Effects of Internal control on Performance of Tier one banks in Kericho town (MBA University of Kabianga)
- 30) MUTAI, K MBA/A/15/13 Factors influencing sustainability of Investment projects initiated by NGOs in Kericho County (MBA University of Kabianga)

- 31) 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)
- 32) AMANYA, Wilberforce Makoha HD333-C008-2920/12 Determinants of Revenue collection maximization among county governments, A case of Kakamega County (MBA-Finance JKUAT)
- 33) 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)
- 34) SAWE, Joseph HD333-C008-2294/11 Factors Influencing Capital structure of insurance companies listed at the Nairobi Securities Exchange (MBA-Finance JKUAT)
- 35) KHALAYI, Solomon Chitavi HD333-C008-1443/12 Impact of corporate governance on working capital management, a case of the listed firms in the NSE
- 36) 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)
- 37) OGEISIA, Sophia Kerubo HD333-C008-2336/12 The relationship between borrowing and loan repayment in commercial banks in Kakamega town (MBA-Finance JKUAT)
- 38) 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)
- 39) 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)
- 40) WABWIRE, Sawa Edwin HD333-C008-2240/12 Effect of financial leverage on the performance of listed commercial banks in Kenya (MBA-Finance JKUAT)
- 41) NDAMBUKI, Wambua Gideon HD333-COO8-3318/12 Relationship between intellectual capital and performance of Micro Finance institutions in Kenya (MBA-Finance JKUAT)
- 42) 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)
- 43) MALENYA, Abraham HD333-C008-3041/2011 Analysis of Financial Access by micro and small enterprises in Kakamega Municipality (MBA-Finance JKUAT)
- 44) Musiega MANIAGI HD333-C008-2015/2011 Determinants of Dividend Payout Policy Among Non-Financial Firms in Nairobi Securities Exchange, Kenya (MBA-Finance JKUAT)
- 45) 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)
- 46) 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)

- 47) 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)
- 48) 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) Credit Asset Management and Financial Performance of registered Microfinance institutions in Kenya. MBA/G/07/12
- 2) PATRICK ICHENIHI LIKOBELI” OUTSOURCING OF ACCOUNTING SERVICES AND FINANCIAL REPORTING QUALITY OF SMALL AND MICRO ENTERPRISES IN KENYA: A STUDY OF MSEs IN NAIROBI”
- 3) ALEX MAHIVA SIMBIRI INFLUENCE OF RISK BASED AUDITING ON FINANCIAL PERFORMANCE OF SACCOS IN WESTERN REGION, KENYA”.
- 4) ALUVALA BERYL LIHAVI INTERNAL AUDIT INDEPENDENCE AND INTERNAL AUDIT EFFECTIVENESS IN PUBLIC AND VOCATIONAL EDUCATION AND TRAINING INSTITUTIONS IN WESTERN REGION, KENYA
- 5) NAJENDO MATINI JESSICA EFFECTS OF LIQUIDITY MANAGEMENT PRACTICES ON VALUE OF MANUFACTURING FIRMS LISTED AT NAIROBI SECURITY EXCHANGE, Kenya”.
- 6) School Accounts Management system and Financial Accountability of Public Secondary schools in Kwisero Sub County, Kenya. Musungu Daniel Gideon MBA/G01-53235/2018
- 7) 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
- 8) Effect of Internal Control on Effective Management of Devolved Revenue Fund in County Government of Kakamega, Kenya MBA/G/20/09 (MMUST)
- 9) Financial Leverage and Performance of Non-Financial Companies in Nairobi Securities Exchange, Kenya **George** Shibanada MBA/G/07/11 (MMUST)
- 10) Budgetary control and Financial Performance in Public Institutions of Higher learning in Western Kenya Andrew Shitanda MBA/G/08/12 (MMUST)
- 11) Constituency Development Fund and Project Implementation in Butere, Kenya James Opiyo MBA/G/08/13 (MMUST)
- 12) Structure, Conduct and Performance of Retail Market for Metallic Products in Kakamega County, Kenya Tsuma Mathews Chelanga ECO/G/03/10 (MMUST)
- 13) Influence of Managements Emotional Intelligence on Performance of Life Assurance Companies in Nairobi, Kenya Philip Mahkatsa MBA/G/01/12 (MMUST)
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1. **Geoffrey Ngetich Iletaach** on “Financial distress factors, Firm Size and Financial Performance of deposit taking sacco's in Kenya **University of Kabianga**
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1. An investigation of financial management behavior of administrators, budget slacks and state owned enterprises performance in Nigeria Sunday Kayode Omolayo 219088530 University of Kwazulu Natal, South Africa.
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