

CURRICULUM VITAE



PERSONAL DETAILS

NAME DR. WANYAMA KADIAN WANYONYI
DATE OF BIRTH 15TH JULY, 1975
GENDER MALE
ADDRESS P.O BOX 1699-50200, BUNGOMA
CELLPHONES +254-0721-340-373/0763-340-373
EMAIL kadianwanyama@yahoo.com or kadianwanyama@gmail.com or kwanyonyi@kibabiiuniversity.ac.ke
MARITAL STATUS MARRIED
RELIGION CHRISTIAN
NATIONALITY: KENYA

OBJECTIVE SUMMARY: To work in an organisation that will impact my acquired knowledge, skills and education as a service to betterment of humanity locally, regionally and internationally, more so to add to the existing empirical work as well as adopting new research for the benefit of the university in achieving its vision and mission.

EDUCATIONAL BACKGROUND

	PLACE
Kabarak University 2010-2013: Doctor of Philosophy in Business Administration (<i>Human Resource Management Option</i>). Graduated in 2013	Nakuru
Masinde Muliro University of Science and Technology 2007- 2010: <i>The Master of Science in Human Resource Management.</i> Graduated in 2010	Kakamega
Kenya Institute of Professional Counselling 2006: <i>Certification of Participation</i>	Kimilili
Rescue Steps Charity, P.O Box 225, Kimilili. 2005: <i>Certificate in computer applications</i>	Kimilili
Egerton University, Njoro- Kenya: 1997- 2002: Degree in Education Science	Nakuru
Friends School Kamusinga: 1992-1995: Kenya Certificate of Secondary Education	Kimilili
Kimilili DEB Primary School: 1983-1991: Kenya Certificate of Primary Education	Kimilili

PROFESSIONAL AFFILIATIONS

A Member of Institute of Human Resource Management (IHRM)

Nairobi

PROFESSIONAL EXPERIENCE

July 2018 to date at Kibabii University

Bungoma

Position: Senior Lecturer and Dean School of Business and Economics

July 2013 to June 2018 at Kibabii University

Bungoma

Position: Senior Lecturer and Dean School of Business and Economics

Responsibilities held

♣ Curriculum Development:

- i. Master of Business Administration with Information Technology
- ii. Cooperative & Entrepreneurship Management

♣ Facilitation and Training of Personnel in Business related fields

♣ Chairman of Disability Mainstreaming Policy

♣ Chairman of Recruitment and Selection Policy

♣ Member of the University College Academic Board

♣ Member of the University College Deans' committee

♣ Member of the University College Disciplinary Board

♣ Chairman of the Committee on Academic Performance in Public Primary Schools in Bungoma County

Assistant Lecturer: Lecturing

♣ Master of Business Administration courses

♣ Master of Science in Human Resource Management courses

♣ Bachelor of Commerce courses

♣ Bachelor of Science (Information Technology) courses

♣ Bachelor of Education (Computer studies) courses

Supervision of Graduate Student Research

♣ Master of Business Administration Candidates

♣ Master of Science in Human Resource Management Candidates

Working Experience

- a) 2012-2013: Part-time lecturer at Mount Kenya University
- b) 2012-2013: Part-time lecturer at Masinde Muliro University of Science and Technology
- c) 2011-2013: Jomo Kenyatta University of Agriculture and Technology
- d) 2010-2012: Part-time lecturer at University of Nairobi

SUPERVISION TO GRADUATION IN KIBABII UNIVERSITY

1. Fredrick Kimtai Kibera: - MBA/010/12. **Topic:** Analysis of Corporate Social Responsibility on Performance of Commerce Bank in Busia County, Kenya. **Supervisors:** **Dr. Robert Egessa & Dr. Kennedy Ntabo Otiso. Kibabii University; Status:** Graduated, 2017

2. Nganga Godfrey Simiyu: - MBA/008/12. **Topic:** Effects of Organizational Capabilities and Organizational Performance: A Case of Nzoia Sugar Company Limited, Kenya. **Supervisors:** Dr. Robert Egessa & Dr. Kennedy Ntabo Otiso. Kibabii University; **Status: Graduated, 2017**
3. Leonard Momos Juma (MBA/022/13). **Topic: Effect of Strategic Alignment on Service Quality of Commercial Banks in Kakamega County, Kenya; Status: Graduated, 2017**
4. Wanyama, Ezekiel Wechuli (MBA/018/2013). Topic: Strategic Management Posture on the Performance of Commercial Banks in Nairobi City, Kenya. Supervisors: **Dr. Wanyama K. Wanyonyi & Dr. Kennedy Ntabo Otiso. Kibabii University. Status: Graduated, 2016**
5. Esther M. Maloba: - MBA/002/12
TOPIC: Evaluation of Performance Appraisal Systems in Public Universities in Kenya
Supervisors: Dr. Wanyama Kadian Wanyonyi & Prof. Mutsotso S.N. Kibabii University Graduated. Status: Graduated, 2016
6. Faraji Anduku Yatundu: - MBA/003/12
TOPIC: Analysis of the Effect of Branding on the Performance of Sugar Companies in Western Kenya. **Supervisors: Dr. Wanyama K. Wanyonyi & Dr. Kennedy Ntabo Otiso. Kibabii University; Status: Graduated in 2015**

CURRENT SUPERVISION IN KIBABII UNIVERSITY

1. Ismail Ong'eta Issa: MBA/004/12 (**0725-856-063**)
Topic: Determinants of Growth of Savings and Credit Co-operative Societies' Wealth in Kenya. **Supervisors: Dr. Wanyama K. Wanyonyi & Dr. Argan Wekesa, Kibabii University. Supervision – on going**
2. Shem Wangila Mukambi: - MBA/009/12 (**0720-330-354**). **Topic:** Effect of Agency Banking on Investment Growth in Bungoma County, Kenya. **Supervisors: Dr. Wanyama K. Wanyonyi & Dr. Argan Wekesa, Kibabii University. Supervision – on going**
3. Joy Nakhanu Wamalwa: MBA/013/12 (**0711-517-134**). **Topic:** Assessment of Motivational Factors of SME's on Women Enterprise Growth in Bungoma County. **Supervisors: Dr. Otuya Willies & Dr. Wanyama Kadian Wanyonyi. Kibabii University. Supervision – on going**
4. Elisha Chepchieng Kiplagat (MBA/025/13). Topic: Strategic Positioning and Profitability of Savings and Credit Co-Operative Societies in Western Kenya. Supervisors: **Dr. Wanyama Kadian Wanyonyi & Dr. Robert W. Egessa. Kibabii University. Supervision – on going**
5. Elijah Odera Emojong (MBA/014/14). Effects of Corporate Sustainability on Financial Performance of Manufacturing Firms in Uasin Gishu County, Kenya. Supervisors: **Dr. Wanyama Kadian Wanyonyi & Dr. Munir Muganda Manini. Kibabii University. Supervision – Graduated**

SUPERVISED STUDENTS TO COMPLETION IN OTHER UNIVERSITIES

- i) Jackson K. Rotich (HD317-C008-1458/2012). **Topic: Projects' Critical Success Factors: Empirical Study Of Non-Governmental Organizations In Uasin Gishu County, Kenya. Master of Science Degree in Project Management of Jomo Kenyatta University of Agriculture and Technology. Graduated in 2014**
- ii) Branice Ing'ahizu Atsiaya (HD317-C008-1457/2012). **Topic: Adoption of Total Quality Management Practices on Electronic-Government Implementation In County Government Of Kakamega. Degree of Master of Project Management of Jomo Kenyatta University of Agriculture and Technology. Graduated in 2014**
- iii) Fredrick Njehu Kiongera (HD311-C008-2242-2012). **Topic: Logistics Outsourcing on the Performance of Sugar Manufacturing Firms in Western Kenya. Degree of Master of Science in Procurement and Logistics of Jomo Kenyatta University of Agriculture and Technology. Graduated in 2014**
- iv) Marango Morris (HD317-C008-1459/2012). **Topic: Effects Of Project Management Practices On Completion Of Capital Projects In Kakamega County, Kenya. Degree of Master of Science in Project Management of Jomo Kenyatta University of Science and Technology. Graduated 2014**
- v) Janet Nas Owola (ELD/B/MBA/312/05886). **Topic: Assessment Of The Influence Of Community Based Saving Groups On Households' Income In Kakamega Central District Kenya. Degree of Master of Business Administration in Finance and Accounting of Mount Kenya University. Graduated in 2013**
- vi) Philip Kipsang Sigei (MPA/MSA/11/00001). **Topic: Master In Public Administration And Management Research Project Titled: Evaluation Of The Impact Of Community Policing On Crime Rates In Kenya: Case Of Likoni Sub-County. Mount Kenya University. Graduated in 2013**
- vii) Danstan Wanyonyi Kukubo (KAK/B/MBA/212/00002). **Topic: Assessment Of Performance Contracting On Employees' Performance In The Ministry Of Education In Kakamega County, Kenya of Mount Kenya. Graduated in 2013**
- viii) Felistus Nekesa Ekutu (ELD/B/MBA/312/05882). **Topic: Assessment Of Patient Satisfaction On Quality Service Delivery In Public Health Facilities: Case Of Kakamega Provincial General Hospital In Kakamega County, Kenya of Mount Kenya. Graduated in 2013**
- ix) Wafula Francis Barasa (ELD/B/MBA/111/00019). **Topic: Assessment of Service Quality On Customer Loyalty In Commercial Banks In Kakamega Town, Kenya of Mount Kenya. Graduated in 2013**
- x) Wycliffe Wafula Onyimbo (KAK/B/MBA/212/00313). **Topic: Assessment Of Customer Relationship Management Practices On The Performance Of Small And Medium Enterprises In Vihiga Sub-County, Kenya of Mount Kenya. Graduated in 2013**
- xi) Nyayiemi Samuel Kerama (L50/60566/2011): **Topic: Determinants of Solid Waste Management in Kakamega Municipality, Kenya. Master of Arts in Project Planning and Management of the University Of Nairobi. Graduated in 2012**
- xii) Lilian Christine Kwena (L50/65015/2010): **Topic: Determinants of Board of Governors Influence on Students' Academic Performance of Public Secondary Schools in Kakamega Central. District, Kenya. Master of Arts in Project Planning and Management of the University of Nairobi. Graduated in 2012**
- xiii) Dimina N Nyarotso Masai (L125/15805/2011): **Topic: Determinants of Job Stress and Job Satisfaction among Employees in the Ministry of Immigration and Registration of**

Persons in Kakamega Central District. Diploma In Human Resource Management of The University of Nairobi

- xiv) Vincent Cherwenyi Simiyu (L/123/15189/2011): **Topic: Determinants of Customers' Loan Repayment in Micro-Finance Institutions in Kakamega Municipality, Kenya. Diploma in Human Resource Management of the University of Nairobi.**
- xv) Currently supervising two masters students at Mt. Kenya University, Kakamega Campus with **Dr. Philemon Bureti: Alumasa Nelly Aleyo (ELD/E/MED/1211/05024) and Janet Nas Owola (ELD/B/MBA/312/05886).**

PEER REVIEWER

- (i) Peer reviewer with Journal of Economics and International Business Management (JEIBM).
- (ii) Peer reviewer with Issues in Business Management and Economics (IBME)
- (iii) International Journal of Library and Information Science
- (iv) Advanced Journal Of Business Management And Entrepreneurship

PUBLICATIONS IN PEER REVIEWED REFERRED JOURNALS

- (i) Jeremiah Wanyama Muchembi and Kadian Wanyonyi Wanyama. (2018). An Assessment of Procurement Planning on the Efficiency of Procurement Function in Bungoma County. The International Journal of Business & Management Volume 6 Issue 3: March, 2018. ISSN 2321–8916. www.theijbm.com
- (i) Kadian Wanyonyi Wanyama, Isaac Mabale Indiatsi, Nabiswa Patrick Koyi, Sarah Awinja Osundwa & Josephine N. Ojiambo. (2018). Effect of Family Learning Environment on the Management of Students' Discipline in Public Secondary Schools in Kenya. The International Journal of Business & Management Volume 6 Issue 3: March, 2018. ISSN 2321–8916. www.theijbm.com
- (ii) Leonard Momos Juma and Kadian Wanyonyi Wanyama. (2017). Strategic Alignment and Quality Service of Commercial Banks in Kakamega Central Sub-County, Kenya. International Journal of Research in Management & Social Science Volume 5, Issue 4 (III): October - December, 2017. ISSN 2322 - 0899
- (iii) Dr Kadian Wanyonyi Wanyama, Elisha Chepchieng Kiplagat. (2017). Strategic Positioning and Profitability of Savings and Credit Co-Operative Societies in Western Kenya. IOSR *Journal of Business and Management* (IOSR-JBM). e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 19, Issue 9. Ver. I (September 2017).
- (iv) Dr Kadian Wanyonyi Wanyama, Mr. Fredrick Kimtai Kibera & Dr. Kennedy Ntabo Otiso. (2017). Effect of Corporate Social Responsibility on Performance of Commercial Banks in Busia County, Kenya. *International Journal for Management Science and Technology* (IJMST). Volume 5; Issue 4. ISSN: 2320-8848(O.)/2321-0362(P.).
- (v) Jeremiah Wanyama Muchembi1, Kadian Wanyama Wanyonyi, Yusuf Kibet, and Musiega Douglas. (2017). An Assessment of Factors Affecting Efficiency of Procurement Function in County Government of Bungoma, Kenya. *Journal of Economics, Management and Trade*. Asian Research Journal of Business Management Accepted in December, 2017.
- (vi) Ngugi Mary Wanjiku., Kadian Wanyama Wanyonyi., Felix Sialo & Oscar Sangoro. (2016). Effects Of Performance Contracting On Employees' Performance In Commercial Banks: A Case Of Family Bank Western Region Branches, Kenya. *IJRDO-Journal of Business Management* ISSN: 2455-6661.
- (vii) Mr. Wanyama, Ezekiel Wechuli, Mr. Simon Ndombi Chembukha, Dr. Kennedy Ntabo Otiso & Dr Kadian Wanyonyi Wanyama. (2016). Effect of Strategic Management Posture on the Performance of Commercial

Banks in Nairobi, Kenya. *International Journal for Management Science and Technology (IJMST)*. Vol. 4; Issue 9; Manuscript 1. ISSN: 2320-8848 (Online), ISSN: 2321-0362 (Print).

- (viii) Dr. Kadian Wanyonyi Wanyama¹, Sharon Wefuma Sifuma, Nabiswa Patrick Koyi, Isaac Mabale Indiatsi, Josephine N. Ojiambo. (2017). How Group Potency Affects Employee Job Satisfaction In Sugar Manufacturing Firms In Kenya. *Journal of Economics, Management and Trade*.
- (ix) Esther Munyifwa Maloba¹, Faraji Anduku Yatundu, Dr. Kadian Wanyama Wanyonyi¹, Prof. Stanley Ngome Mutsotso. (2016). Analysis of Performance Appraisal Systems on Employee Job Productivity in Public Universities. *International Journal of Business and Management*. Invention ISSN (Online): 2319 – 8028, ISSN (Print): 2319 – 801X. www.ijbmi.org || Volume 5 Issue 9 || September. 2016 || PP—01-06.
- (x) Muganda Munir Manini, Umulkher Ali Abdillahi, Dr. Kadian Wanyama & John Simiyu. (2016). Effect of Business Financing on the Performance of Small and Medium Enterprises in Lurambi Sub-County, Kenya. *European Journal of Business and Management*. ISSN 2222-1905 (Paper) ISSN 2222-2839 (Online), Vol.8, No.2.
- (xi) Nabiswa Patrick Koyi, Jacob W. Wakhungu, Donald N. Siamba and Kadian Wanyonyi Wanyama. (2016). Key Value Chain Actors in the Dairy Sector in Bungoma County, Kenya. *Journal of International Academic Research for Multidisciplinary*. ISSN: 2320-5083, Volume 4, Issue 7, August 2016.
- (xii) Kadian W. Wanyonyi, Marango Morris, Musiega Douglas, Branice Ing'ahizu Atsiaya and James Wambua Nganda. (2014). Extent to Which Project Planning Affects Successful Completion of Capital Projects In Kakamega County. *Scholars Journal of Economics, Business and Management*. Available Online: <http://saspjournals.com/sjebm>.
- (xiii) Kadian W. Wanyonyi, Dankit Nassiuma and Charles Zakayo. (2014). Impact of Motivation as HR Bundle on Academic Performance of Public Schools in Bungoma County. *African Journal of Business Management*. www.academicjournals.org
- (xiv) James Wambua Nganda, Kadian W. Wanyonyi* and Elizabeth M. Kitili. (2014). Determinants of growth of small and medium enterprises in Kakamega central sub-county, Kenya. *Journal of Business Administration and Management Sciences Research*. Vol. 3(3), pp. 022-031. Available online at <http://www.apexjournal.org>. ISSN 2315-8727© 2014 Apex Journal International
- (xv) Jackson K. Rotich, Dr. Kadian Wanyonyi Wanyama, Dr. Musiega Douglas and Laura Mamuli (2014). Projects' Critical Success Factors: Empirical Study of Non-Governmental Organizations in Uasin Gishu County, Kenya. *International Journal of Innovative Research & Development*. Vol. 3 Issue 5. ISSN 2278 – 0211 (Online).
- (xvi) Branice Ing'ahizu Atsiaya, Dr. Kadian Wanyonyi Wanyama and Dr. Musiega Douglas (2014). Effects of Total Quality Management Implementation on Electronic-Government in County Government of Kakamega. *The International Journal of Business & Management*. Vol. 2 Issue 5. (ISSN 2321 – 8916) www.theijbm.com.
- (xvii) Fredrick N. Kiongera, Dr. Kadian Wanyonyi, Dr. Douglas Musiega, Stephen Wekesa Masinde. (2014). Does Outsourcing Have Any Effect On The Performance Of Sugar Manufacturing Firms In Kenya? *International Journal of Management Research and Review*. IJMRR/ March 2014/ Volume 4/Issue 3/Article No-1/313-326 ISSN: 2249-7196.
- (xviii) Nyayiemi Samuel Kerama and Kadian W. Wanyonyi. (2012). Determinants of Solid Waste Management in Kakamega Municipality, Kenya. Master of Arts in Project Planning and Management of the University Of Nairobi.
- (x) Ezekiel M. Makori*, Kadian W. Wanyonyi, J. Kuria Thuo and O.M.J Nandi: Influence of occupational health and safety programmers on performance of manufacturing firms in Western Province, Kenya. *African Journal of*

History and Culture (AJHC) Vol. 4 (4), pp. 46-58 February 2012, Masinde Muliro University of Science and Technology. <http://www.academicjournals.org/ajhc> © 2011 Academic Journals.

(xi) by Kadian W. Wanyama* and S. N. Mutsotso: Relationship between capacity building and employee productivity on performance of commercial banks in Kenya. *African Journal of History and Culture* Vol. 2(5), pp.73-78, September, 2010. Available online at <http://www.academicjournals.org/ajhc> © 2010 Academic Journals.

(xii) Kadian Wanyonyi, J. Kuria Thuo and O.M.J Nandi: The Effects of On-the-Job Training on Performance of Commercial Banks in Kakamega County, Kenya. *The Journal of Education and Social Sciences (JESS)* Vol. 1(2), Masinde Muliro University of Science and Technology. <http://www.mmust.ac.ke>. Email: mmust@mmust.ac.ke

BOOKS AUTHORED & CO-AUTHORED

1. Impact of Human Resource Management on Academic Performance: Schools in Bungoma County. (2015). ISBN: 978-3-659-62191-8. Author: *Dr. Kadian Wanyonyi Wanyama*; Co-authors: *Prof. Dankit Nassiuma & Dr. Charles Zakayo*
2. Determinants of Implementation of Financial Management Systems in Kenyan Public Universities. (2015). Author: *Arnety Nangila Makokha*. Co-Authors: *Wanyama Kadian Wanyonyi and Michael Okumu Ujunju*.

CONFERENCES AND WORKSHOPS

- i) Masinde Muliro University of Science and Technology Certificate of Participation at the 4th Annual International Conference on the theme, “*Action Research in Higher Education and Development in Africa*”
- ii) Kibabii University, Transformative Leadership for Societal Empowerment in the 21st Century”, 2016. First Interdisciplinary International Conference.
- iii) Kibabii University, “Innovative Research and knowledge for Global Competitiveness and Sustainable Development”. 2nd Interdisciplinary International Scientific Conference, 2017.

2012: Teaching at Musingu High School

2003 to 2011: Teaching at Friends school Kamusinga

Position: Science teacher- chemistry and biology

Other responsibilities:

- Head of biology subject
- House master
- Class teacher
- Worship programmes in Christian union
- Guidance and counselling
- Rugby head coach and referee

Supervisor: Simon Nabukwesi – The Principal

2002- 2003: Eregi Girls Secondary School

Position: Science teacher- chemistry and biology

Other responsibilities:

- Class teacher
- Science congress
- Science club

Supervisor: Elimina Llanziva – The Principal

ACHIEVEMENT INFORMATION

1. Egerton University (1997-2002)

- Christian Union worshipper leader team
- Western Union Chairman
- Bible Study Group Leader
- Treasurer of 1997 Excursion Group
- Guiding and Counselling
- Christian Union Choir

Hobbies:

- Reading
- Guidance and counselling
- Composition and singing of Christian songs
- Watching football

REFEREES

1. Prof. Isaac Ipara Odeo

Vice Chancellor, Kibabii University,
P.O. Box 1699-50200, Bungoma

3. Prof. Shem Aywa

Deputy Vice Chancellor, Administration,
Finance and Development of Kibabii
University
P.O. Box 1699-50200, Bungoma

2. Prof. Solomon I. Shibairo

Deputy Vice Chancellor, Academic and
Student Affairs of Kibabii University,
P.O. Box 1699-50200, Bungoma
Email: sshibairo@kibu.ac.ke

4. Prof. Dr.-Ing. Benedict M. Mutua

Deputy Vice Chancellor, Planning,
Partnerships, Research and Innovation of
Kibabii University,
P.O. Box 1699-50200, Bungoma

SUMMARY OF PUBLICATION POINTS FOR THE PERIOD DECEMBER 2014 TO 2017

CUE REQUIRED PUBLICATION POINTS = 32 OF WHICH 24 SHOULD BE FROM REFEREED SCHOLARLY JOURNALS					
REFEREED SCHOLARLY JOURNALS					
Year	Journal Published (Maximum Points = 8)	No. of Authors	Position	Publication Points	Sub-total Publication Points
2018	Jeremiah Wanyama Muchembi and Kadian Wanyonyi Wanyama. (2018). An Assessment of Procurement Planning on the Efficiency of Procurement Function in Bungoma County. The International Journal of Business & Management Volume 6 Issue 3: March, 2018. ISSN 2321–8916.	2	2	4.0	4.0
2018	Kadian Wanyonyi Wanyama, Isaac Mabale Indiatsi, Nabiswa Patrick Koyi, Sarah Awinja Osundwa & Josephine N. Ojiambo. (2018). Effect of Family Learning Environment on the Management of Students’ Discipline in Public Secondary Schools in Kenya. The International Journal of Business & Management Volume 6 Issue 3: March, 2018. ISSN 2321–8916.	5	1	2.67	2.67
2017	Muchembi, J. W., Wanyama, K. W. , Kibet, Y., & Musiega, D. (2017). An Assessment of Factors Affecting Efficiency of Procurement Function in County Government of Bungoma, Kenya. Journal of Economics, Management and Trade. Asian Research Journal of Business Management. <i>International Journal of Innovative Science and Research Technology</i> Volume 2, Issue 12; December, 2017 ISSN No:-2456 –2165	4	2	2.4	2.4
2017	Momos, L. J., & Wanyama, K. W. (2017). Strategic Alignment and Quality Service of Commercial Banks in Kakamega Central Sub-County, Kenya. <i>International Journal of Research in Management & Social Science</i> Volume 5, Issue 4 (III): December, 2017. ISSN 2322 - 0899	2	2	4.0	4.0
2017	Wanyama, K. W. , & Kiplagat, E. C. (2017). Strategic Positioning and Profitability of Savings and Credit Co-Operative Societies in Western Kenya. <i>IOSR Journal of</i>	2	1	5.67	5.67

	<i>Business and Management (IOSR-JBM)</i> . e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 19, Issue 9. Ver. I (September 2017).				
2017	Wanyama, K. W. , Kibera, F. K., & Otiso, K. N. (2017). Effect of Corporate Social Responsibility on Performance of Commercial Banks in Busia County, Kenya. <i>International Journal for Management Science and Technology (IJMST)</i> . Volume 5; Issue 4. ISSN: 2320-8848(O.)/2321-0362(P.)	3	1		2.33
2016	Wanyama, E. W., Chembukha, S. N., Otiso, K. N. & Wanyama, K.W. (2016). Effect of Strategic Management Posture on the Performance of Commercial Banks in Nairobi, Kenya. <i>International Journal for Management Science and Technology (IJMST)</i> . Vol. 4; Issue 9; Manuscript 1. ISSN: 2320-8848 (Online), ISSN: 2321-0362 (Print).	4	4	0.8	0.8
2016	Maloba, E.M., Yatundu, F. A., Wanyama, K. W., Mutsotso, S. N. (2016). Analysis of Performance Appraisal Systems on Employee Job Productivity in Public Universities. <i>International Journal of Business and Management Invention</i> ISSN (Online): 2319 – 8028, ISSN (Print): 2319 – 801X. www.ijbmi.org Volume 5 Issue 9 September. 2016 PP— 01-06.	4	3	1.60	1.60
2016	Muganda, M. M., Umulkher, A. A., Wanyama, K.W. , & Simiyu, J. (2016). Effect of Business Financing on the Performance of Small and Medium Enterprises in Lurambi Sub-County, Kenya. <i>European Journal of Business and Management</i> . ISSN 2222-1905 (Paper) ISSN 2222-2839 (Online), Vol.8, No.2.	4	3	1.60	1.60
2016	Koyi, N. P., Wakhungu, J. W., Siamba, D. N., and Wanyama, K.W. (2016). Key Value Chain Actors in the Dairy Sector in Bungoma County, Kenya. <i>Journal of International Academic Research for Multidisciplinary</i> . ISSN: 2320-5083, Volume 4, Issue 7, August 2016.	4	4	0.80	0.8
2016	Ngugi, M. W., Wanyama, K.W. , Sialo, F., & Sangoro, O. (2016). Effects Of Performance Contracting On Employees' Performance In Commercial Banks: A Case Of Family Bank Western Region Branches, Kenya. <i>IJRDO-Journal of Business Management</i> ISSN: 2455-6661.	4	2	2.4	2.4

2014	Wanyama, K. W. , Marango, M., Musiega, D., Ing'ahizu , B. A., and Wambua, J. N. (2014). Extent to Which Project Planning Affects Successful Completion of Capital Projects In Kakamega County. <i>Scholars Journal of Economics, Business and Management</i> .	5	1	2.67	2.67
	SUB-TOTAL				30.94
	PUBLICATION POINTS REQUIRED BY CUE FROM REFEREED SCHOLARLY JOURNALS				24.00
	BOOKS AUTHORED & CO-AUTHORED (MAXIMUM POINTS = 24)				
		No. of Authors	Position	Publication Points	Sub-total Publication Points
2015	Impact of Human Resource Management on Academic Performance: Schools in Bungoma County. (2015). ISBN: 978-3-659-62191-8. Author: Wanyama, K. W., Nassiuma, Dankit., & Zakayo, C.	3	1	12.0	12.0
2015	Determinants of Implementation of Financial Management Systems in Kenyan Public Universities. (2015). Author: Makokha, A. N., Wanyama, K. W., and Okumu, M. U.	3	3	4.0	4.0
	SUB-TOTAL				16.0