

CURRICULUM VITAE

DR. MARGARET MUTHONI KARIUKI (PHD)

PERSONAL DATA

Date of Birth: 2nd December, 1974
Nationality: Kenyan
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OBJECTIVE

I am confident and committed person with excellent communication and listening skills in pursuit of being a distinguished professor in a world class university and a reputable researcher and consultant in human resource management in pursuit of my desire to improve social-economic welfare of the society.

a) EDUCATIONAL BACKGROUND

2009-2016: University of Nairobi, Doctoral studies in Philosophy of Business Administration (PhD) Specializing in Human Resource Management.

Thesis Title: Human Resource Information System, Human Resource Management Practices, Differentiation Strategy on Competitive Advantage of Companies listed on Nairobi Securities Exchange, University of Nairobi, unpublished.

2002 – 2006: University of Nairobi, Masters of Business Administration (MBA) Specialized in Human Resource Management and Strategic Management.

1994 - 1998: Catholic University of Eastern Africa, Bachelor of Education Business Studies and Economics.

1990 – 1993: Moi Equator Girls Secondary School, Kenya Certificate of Secondary Education

1982 - 1989: Mururu Primary School – Kenya Certificate of Primary Education

b) UNIVERSITY LEVEL OF TEACHING EXPERIENCE

- October 2018 to date;** Lecturer, Department of Business Administration, School of Business, University of Nairobi. Teaching Human resource management, Organizational behavior, strategic human resource management, organizational development and change, employee compensation, public relations, occupational health and safety and performance management.
- March 2011 to Oct, 2018;** Tutorial fellow, Department of Business Administration, School of Business, University of Nairobi. Teaching Human resource management, Organizational behavior, strategic human resource management, organizational development and change, employee compensation, public relations, occupational health and safety and performance management.
- May 2009 to March 2011:** University of Nairobi – Part time Lecturer, Department of Business Administration. Human resource management and organizational behavior.
- Sept 2006 to March 2012:** Catholic University of Eastern Africa – Part time Lecturer, Department of Management and Marketing. Teaching Organizational development, Organizational behavior and strategic human resource management.
- Jan 2008 to March 2011:** Kenyatta University - Part time Lecturer, Department of Business Administration; Teaching Human resource management courses, management practice and strategic management.
- Aug 2009 to march 2011:** African Nazarene University – Part time Lecturer Department of Business Management. Teaching Human resource Management.

May 2010: St. Paul University – Part time Lecturer, Department of Business management. Teaching Human resource management and organizational behavior

2004 – 2007: University of Sunderland (Intel College) Part time Lecturer, Teaching strategic human resource management.

c) POST-SECONDARY TEACHING EXPERIENCE

2002 to March 2011: Kenya Institute of Management —Nairobi (Emperor Plaza). Part time lecturing in Certificate and Diploma Courses teaching management practice, Organizational behavior and human resource management and strategic human resource management.

2004 - 2007: Institute of Personnel Management Kenya-part time lecturing in higher diploma in human resource management. I have taught on the following units. Employee relations HRM, Practice of Management, Fundamentals of Human Resource Management

2005 - To March 2011: Centre of Finance and Project Management (Associates of Cambridge University) lecturing on project human resource management.

d) REGISTERED PROFESSIONAL BODY

1. A member of the Institute of Human Resource Management – Membership Number 01105
2. A member of the Kenya Institute of Management – Membership Number 28754

e) PROFESSIONAL CONSULTANCY

1. Participating in Ack Machakos Dioceses Strategic Planning Formulation Workshop for 2019-2024 on 13th and 14th Dec 2018.
2. Facilitating Training on Team Building, Human Resource Planning, Job Analysis, Recruitment and Selection, Training and Development, Performance Management at University of Nairobi, Upper Kabete Campus, SEED ENTERPRISE

- MANAGEMENT INSTITUTE (SEMIs). Growing the seed industry in Africa on March 2017, March 2016 March 2015.
3. Formulating job description and job specification, job advert, and Recruitment and selection of the HR manager post at Kenya Medical Practitioners and Dentist Board on March, 2017.
 4. Training Facilitator to National Intelligence Officers on Performance appraisal, motivation and productivity and setting goal and objectives march 2009 at Multi-media University of Kenya (KCCT) on March, 2009.
 5. Training facilitator to Numerical Machine limited officers on Performance Appraisal, Motivation and Productivity, People and Customer Care at Park Place Hotel in May, 2009.
 6. Women in Leadership and Microfinance Training facilitator on book keeping, communication and team and leadership between 2000 -2005.

f) TRAINING IN HIGHER EDUCATION

1. Training of pedagogy, andragogy and mentorship training, University of Nairobi, college of Humanities and Social Sciences held on 31st October to 2nd November 2018.
2. Training on Research grant management information system (RGMIS), University of Nairobi, college of Humanities and Social Sciences held on February 7, 2018.
3. Training on research grant writing held on 8th July 2018, University of Nairobi, school of business.
4. Training on University of Nairobi examination management at ED 213 building, University of Nairobi, college of Humanities and Social Sciences held in 2017
5. Training on Phd Research supervision held on 12th and 14th 2018, University of Nairobi, college of Humanities and Social Sciences.
6. Training on research grant writing held at CCU University of Nairobi, UNES in 2012.
7. Training on university of Nairobi student e- learning portal management information system held at Chiromo campus 2015
8. Training on university of Nairobi student management information system held at Chiromo campus 2017
9. Kenya Institute of Management School of management Examiners Workshop held at the College of Insurance from 8th to 9th September 2009 as a participant

g). TEACHING AND EVALUATION

1. DHR 501: Human Resource Management 92.5%
2. DHR 303: Human Resource Training 90.3%
3. DHR 202: Management of the Human Resources 80.8%
4. DHR 503: Human Resource Development 100%
5. DBA 303: Organizational behavior 93.44%

h) RESEARCH AND PUBLICATION

**I. LATEST PUBLICATION FROM LAST PROMOTION FROM A REFEREE
JOURNAL**

1. Munywoki G; Kariuki M.M (2020), The influence of perceived employee welfare programmes on employee job satisfaction at Kenya Railways Corporation. International journal of economics, commerce and management. Vol, No.8, issues 6 part 1
2. Kariuki M.M (2020), The mediating effect of human resource Managements practices on the relationship between human resource information system and competitive advantage of firms listed on the Nairobi Securities exchange. International journal of economics, commerce and management. Vol,no.8 issues 6 part 1
3. Kariuki M.M.(2021),The Joint Effect of HRIS, HRM Practices and Differentiation Strategy on Competitive Advantage is Greater than the Effect of HRIS on Competitive Advantage" The IJBM Business & Management Journal June Issue 2021.
4. Okiro C. And Kariuki M.M (2021), Effects OF Human Resource Development Practices On Employee Job Performance In State Corporations In Nairobi" The IJBM Business & Management Journal June Issue 2021
5. Mwangi D and Kariuki M.M (2021), The perceived effect of Workplace Environment on Employee Job Performance at Prudential Life Assurance in Kenya. The IJBM Business & Management Journal Volume 9 issue 7 July 2021'.

Manual publication

1. Kariuki M.M (2020) , Physical resources Management, (Unictid) College of Social sciences, leadership, Management and governance short courses on Health care services
2. Kariuki M.M (2020) , Introduction to Management leadership and Governance (Unictid) College of Social sciences, leadership, Management and governance short courses on Health care services
3. Kariuki M.M and Kinoti M (2020) , Stakeholder management (Unictid) College of Social sciences, leadership, Management and governance short courses on Health care services

EARLIER PUBLICATION FROM A REFEREE JOURNAL THAT LED TO PROMOTION

1. **Kariuki, M.M, Kasomi F.M, (2011);** The perception of Kenyans citizens on improvement of public service delivery since the implementation of performance contracts in Kenya. **DBA-AMR 12-01 Vol no 1, December 2011 page 143.**
2. **Kariuki, M.M, Muchemi, A. (2011)** on the Management of change: A critical review of the literature. **DBA-AMR – 08-03**
3. **Kariuki, M.M (2015):** Human resource information system and competitive advantage of companies listed on Nairobi Securities Exchange. **European journal of business and management ISSN 2222-1905 (paper) ISSN 2222-2839 Vol.7 No21, 2015 page 198-206**
4. **Twalib H M, Kariuki M M. (2016);** Influence of motivation on employee performance at Telkom Kenya limited: **International Journal of Human Resource & Procurement (UHRP), Volume 2(X1), 421-431.ISSN 210 56008.**
5. **Kariuki M.M, K' Obonyo P., Ogutu M. (2018).** Human resource information system and competitive advantage of companies listed on Nairobi Securities Exchange. **International journal of economics, commerce and management, Vol 6, issues 1.**

6. **Kariuki M.M, K' Obonyo P., Ogutu M. (2018).** The mediating role of differentiation strategy on the relationship between Human resource management practices and competitive advantage of companies listed on Nairobi Securities Exchange. **International journal of economics, commerce and management, Vol 6, issues 1.**
7. **Letting, N. K, Kariuki, M. M, (2010),** Paper title BA25 on innovation through business planning among micro-small and medium enterprises in Kenya. The paper was presented at School of Business, UoN, in the African International Business and Management Conferences (**AIBUMA in 25th to 27th August 2010**)

i) POST GRADUATE STUDENTS SUPERVISION TO COMPLETION

1. Osimbo M.C (2017), Effect of perceived family conflicts on employee performance at the rural, border Patrol unit, Kanyonyo, Kitui County.
2. Maina W.M (2017), Perceived utilization of fair trades standards for hired labour (2014) at Oserian Flowers in Naivasha, Nakuru County.
3. Muhere M.W. (2017), Effect of employee perception of grievance handling procedure on employee job satisfaction at the ministry of East Africa Community (EAC), labour and social protection in Kenya.
4. Ruto J. M, (2017). Effect of perceived work life balance practices on employee job satisfaction at Kenya Forest Service
5. Irungu N, J. (2017), Change management practices adopted by Equity Bank.
6. Mwangi K.M. (2017), Influence of compensation on employee retention at insurance company of Kenya limited.
7. Chiwere (2017), Public Remuneration system adopted by Zambian high commission in Kenya
8. Wainana W.M. (2017), Corporate governance practices adopted by Kenya Commercial Bank Limited.
9. Wanja .G (2017) The influence of human resource management practices on employee performance at Kenya medical college
10. Omwenga M. (2012) perceived effectiveness of customer care representatives training at Safaricom

11. Kulundu E. (2012), Relationship between training and employee commitment at Kenya Port Authority
12. Nyambura S. (2012), Perceived factors affecting performance of customer service staff in Authority Water Resources Management Authority
13. Githui W.J. (2012) Perception of retirement by teachers in public secondary schools in Nairobi County
14. Gayah A.M (2012), The influence of total quality management on human resource planning practices at Kenya Revenue Authority.
15. Chombas E.M(2019), Strategic Management Practices and performance at private hospitals in Kenya
16. O'ngango S.E (2019), The influence of employee competence on employee performance in commercial banks in Kenya.
17. Mbiyu G. G (2019), Strategic Responses and organizational Performance among commercial banks in Kenya.
18. Araigua G.M (2019), Strategic responses and organizational performance among commercial banks in Kenya.
19. Kathabi Terry (2018), Influence of employees competences on employee job performance at Energy and petroleum Regulatory Authority.
20. Karanja B.N (2019), Perceived influence of Human Resource information system on the effectiveness of employee resourcing Functions at CIC insurance Group limited
21. Odero K.O (2020), strategic leadership and performance of university alumni associations in Kenya.
22. Sarinke P.S (2020), strategies Adopted by Amboseli National Park on Management of Human Wildlife Conflict in Kenya.
23. Mohamed N. (2021) Effect of Talent Management Practices On Employee Turnover Intentions At Nairobi City Water And Sewerage Company
24. Ademba A. (2021) Influence Of Organization Culture On Employee Performance At Kenya Roads Board
25. Owino A.O (2021) Perceived Influence Of Glass Ceiling On Women Career Advancement In The Executive Of County Government Of Siaya, Kenya
26. Mulwa K. (2021) Impression Management Strategies And Performance Of Online Businesses In Nairobi, Kenya

27. Malova A. (2021), Effect Of Work Life Balance On Employee Performance at The Kenya Institute Of Curriculum Development
28. Mutie L.K (2021) The Influence of Perception In the Relationship Between Job Enrichment and employee Commitment at Kenya Law Reform Commission

KENNEDY MULWA

j) EDITOR IN A REFEREE JOURNAL

May 2017: Editor DBA – AMR Journal, University of Nairobi, Department of business Administration

k) CONFERENCES ATTENDED

➤ Kenya Institute of Management Conference

1. Theme: Transforming Higher Education: Opportunities and Challenges held at the Kenyatta International Conference Centre from 3rd to 5th June 2009.

➤ **AIBUMA Conferences**

1. Theme 2011: Building Synergies for Better Performance
2. Theme 2012: Embracing the changing face and pace of Business and management
3. Theme 2013: Business and Management outlook: Optimism or pessimism
4. Theme 2014: Business Ethics and Corporate Social Responsibility: The way Forward for Emerging Economies
5. Theme 2015: Entrepreneurship, Resource Management and Sustainable Development in Africa
6. Theme 2016: Leveraging on Technology in Expanding the Frontiers of Knowledge
7. Theme 2017: Business in the 21st Century: Managing in Uncertainty

DBA – AMR Conferences

1. Theme 2015: Research and innovation for Social- economic development Africa
2. Theme 2016: University industrial partnership for the realization of business Growth Potential in emerging markets

3. Theme 2017: Drivers of business growth in emerging markets
- **6th Germany African universities partnership conference** held on 19th July, 2017 at the university of Nairobi

1. Theme: Universities, entrepreneurship and enterprise development in Africa

I) ADMINISTRATION AND RESPONSIBILITIES

1. **2014-2015 and 2018 to date:** Member, AIBUMA organizing committee, School of Business, University of Nairobi.
2. **2014-2015 and 2018 to date:** Member ORSEA organizing committee School of Business, University of Nairobi
3. **2018 to date:** Member, DMR-AMR organizing committee, School of Business, University of Nairobi.
4. **2016 to date:** Member, PhD examination board
5. **2011 – date:** Member, School Board
6. **2011 to 2018:** Examination Officer and Academic advisor, University of Nairobi, department of Business administration
7. **2018 to 2019-** Coordinator, International Linkages and student exchange programmes, School of Business, University of Nairobi.
8. **2019 to date-** Examination Officer and Academic advisor, University of Nairobi, department of Business administration
9. **March 2015- to date:** Disability mainstreaming Committee University of Nairobi College of Humanities and Social sciences.

m). COMMUNITY ENGAGEMENTS AND OTHER CONTRIBUTIONS

1. 2019 to date-Board of Management and Human resource subcommittee- Chinga Boys high school, Nyeri county
2. 2019 to date Board of Management- ACK Mukengesya high school- Machakos county

3. September 2017-dec 2017- Management University of Africa external examiner for Human resource management and management courses
4. Member of the Diocesan synod Governance of the Anglican church of Kenya, Machakos County
5. Standing Committee in Human resource and terms- Anglican Church of Kenya, Machakos County
6. Standing committee in General Education Anglican Church of Kenya, Machakos County
7. Member of IPCCU- local council member of St. Andrews Anglican church in Joska.
8. Fund raising committee Member, St. Andrews Anglican Church, Joska
9. Strategic planner, St. Andrews Anglican church, Joska
10. Member, Ruiru sports club

INTEREST AND HOBBIES

Interest: Traveling, listening to news, interacting, reading and sharing ideas

REFEREES

Prof. Peter K'Obonyo

Professor

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University of Nairobi

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