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| <b>1. Name:</b>                           | <p style="text-align: center;"><b>DR. JOANES KALELI KYONGO</b><br/>Lecturer in Management<br/>School of Business &amp; Economics<br/>Department of Commerce</p>   |
| <b>2. Passport photo:</b>                 |  A passport-style photograph of a man with a shaved head, wearing a white traditional African garment with black decorative patterns on the collar. He is looking directly at the camera against a plain, light-colored background.   |
| <b>3. Job Title and Responsibilities:</b> | <p><b>Senior Lecturer</b><br/><i>Duties and Responsibilities</i></p> <ul style="list-style-type: none"><li>• Teaching and training students in line with schemes, policies, processes and procedures</li><li>• Evaluating students through continuous assessments and examinations</li><li>• Engaging in curriculum and program development</li><li>• Mentoring students in academic and spiritual nurture</li><li>• Implementing best practices in teaching, training and research for improved performance and achievements</li><li>• Implementing change initiatives to achieve desired university plans and culture</li><li>• Ensuring Christian behavior and appropriate behavior both internal and external in line with the institution's vision</li></ul> <p><b>MBA Thesis Coordinator</b><br/><i>Duties and Responsibilities</i></p> <ul style="list-style-type: none"><li>• Reviewing and approving research topics</li><li>• Allocation of supervisors</li><li>• Coordinating faculty for thesis supervision</li><li>• Resolving conflicts between students and lecturers</li><li>• Guiding students on research and publications</li><li>• Coordinating defenses</li><li>• Preparing theses grades</li><li>• Participating in thesis supervision training</li></ul> |

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|  | <ul style="list-style-type: none"> <li>• Participating in research colloquium</li> </ul> <p><b><i>Curriculum Development and Review Committee Member</i></b><br/><i>Duties and Responsibilities</i></p> <ul style="list-style-type: none"> <li>• Ascertain that any proposed curriculum recommended to Senate for approval is correctly designed and is aligned to the University’s curriculum development policy as well as Commission for University Education’s guidelines for developing new programs.</li> <li>• Overseeing the review of curricula to ensure alignment with customer and discipline needs while ensuring compliance with the University’s mission and educational aims and Commission for University Education regulations.</li> <li>• Communicating status report of curriculum changes to the Senate and ensuring placement of new or revised curriculum guidelines in the University catalogue and website.</li> <li>• Working with faculty and heads of departments to revise curriculum proposals that do not meet the University’s and Commission for University Education standards.</li> <li>• Supporting faculty and schools in the transition from old to new/revised curriculum by having a database of new, deleted and revised courses.</li> <li>• Ensuring that learning, teaching, curricula and the University’s infrastructure supporting the teaching and learning process are evaluated, reviewed and benchmarked regularly as part of internal quality measures.</li> <li>• Identify areas of teaching, learning, curriculum and physical resources that need improvement and recommend relevant improvement plans.</li> <li>• Overseeing the annual and 5 year review of programs.</li> </ul> |
| <p><b>4. Biography (About Me):</b></p> | <p>I have served under the Teachers’ Service Commission as an Assistant Teacher, Class Teacher, Head of Department, Deputy Principal, Principal and College Tutor in several post-secondary institutions. I have been a KCSE examiner with Kenya National Examinations Council for 20 years, 10 of which I was a Senior Examiner. I have also examined for Kenya Education Management Institute.</p> <p>I am a Senior Lecturer and MBA Thesis Coordinator in the School of Business and Economics at Daystar University and a member of University Committee for Curriculum Development and Review. I lecture in the</p>   |

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|   | <p>following areas: Strategic Management, Human Resource Management and Entrepreneurship both in undergraduate and post-graduate programmes. I have attended and participated in Education and Governance seminars and workshops and I have also attended national and international conferences.</p> <p>I have been a Consultant with National Environmental Trust Fund (NETFUND) Partnership. I have also been actively involved in community development as a Board of Director and Secretary to the Board of Utooni Development Organization. I am a full member of the Institute of Human Resource Management. I am actively involved in research and has authored several journal articles.</p> |
| <p><b>5. Academic Qualifications:</b></p> | <p><b>University of Nairobi</b><br/> Degree: PhD (Business Administration)<br/> <i>Date : 2016</i><br/> <i>Thesis Title: Management competence, firm-level institutions, human resource management bundles and performance of companies listed on the Nairobi Securities Exchange.</i></p> <p><b>Kenyatta University, Kenya</b><br/> Degree: Master of Business Administration<br/> <i>Date : 2007</i></p> <p><b>Kenyatta University, Kenya</b><br/> Degree: Bachelor of Education<br/> <i>Date : 1990</i></p>  |
| <p><b>6. Research Interests:</b></p>      | <p><b><i>Human Resources Management &amp; Strategic management</i></b></p> <ul style="list-style-type: none"> <li>• Employee issues</li> <li>• HRM practices</li> <li>• Strategy</li> <li>• Organizational aspects</li> </ul>   |

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| <p><b>7. Publications:</b></p> | <p><b>Journal Articles</b></p> <ul style="list-style-type: none"> <li>a) Atieno, L.A., &amp; Kyongo, J.K. (2017). Effect of strategic change on organizational performance. <i>International Journal of Economics, Commerce and Management</i>, 5(7), 596-606.</li> <li>b) Kyongo, J.K., K'Obonyo, P., Pokhariyal, G., &amp; Kidombo, H. (2016). Management competence and performance of firms listed on the Nairobi Securities Exchange, Kenya. <i>Canadian Open Management Journal</i>, 2(2), 1-9.</li> <li>c) Kyongo, J.K., K'Obonyo, P., Pokhariyal, G., &amp; Kidombo, H. (2016). Firm-level institutions and performance of companies listed on the Nairobi Securities Exchange, Kenya. <i>International Journal of Economics, Commerce and Management</i>, 4(10), 881-893.</li> <li>d) Kyongo, J.K., K'Obonyo, P., Pokhariyal, G., &amp; Kidombo, H. (2016). Human resource management bundles and performance of firms listed on the Nairobi Securities Exchange, Kenya. <i>The International Journal of Business &amp; Management</i>, 4(10), 13-19.</li> <li>e) Kyongo, J.K. (2016). Effect of managerial competence, firm-level institutions and human resource management bundles on the performances of publicly quoted companies in Kenya. <i>The International Journal of Business &amp; Management</i>, 4(12), 202-209.</li> <li>f) Kyongo, J.K. (2016). Effect of interpersonal competence on organizational performance. <i>The International Journal of Humanities and Social Studies</i>, 4(12), 215-219.</li> <li>g) Kyongo, J.K. (2016). Effect of technical competence on firm performance. <i>International Journal of Recent Advances in Multidisciplinary Research</i>, 3(12), 2116-2119.</li> <li>h) Mathu, H., &amp; Kyongo, J.K. (2017). Effect of Strategic innovation on competitive advantage. <i>The International Journal of Humanities and Social Studies</i>, 5(6), 84-88.</li> <li>i) Mulinge, P., &amp; Kyongo, J.K. (2017). Strategic innovation and performance of commercial banks. <i>International Journal of Economics, Commerce and Management</i>, 5(7), 596-606.</li> <li>j) Nyenze, T., &amp; Kyongo, J.K. (2017). Effects of leadership traits on firm performance. <i>The International Journal of Business &amp; Management</i>, 5(7), 223-227.</li> <li>k) Omare, J.O., &amp; Kyongo, J.K. (2017). Effect of entrepreneurial skills on competitive advantage among small and medium size enterprises. <i>International Journal of Economics, Commerce and Management</i>, 5(7), 173-180.</li> <li>l) Onyango, D., &amp; Kyongo, J.K. (2017). Effect of growth strategies on the</li> </ul> |
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|   | <p>performance of small and medium size enterprises in the Tourism Industry. <i>The international Journal of Humanities and Social Studies</i>, 5(8), 155-159.</p> <p>m) Otila, P.K., &amp; Kyongo, J.K. (2017). Transformational leadership and performance of audit firms. <i>International Journal of Economics, Commerce and Management</i>, 5(7), 390-398.</p> <p>n) Swala, M.N., &amp; Kyongo, J.K. (2014). Factors affecting employee motivation in Catholic Church owned institutions in Nairobi City County. <i>Researchjournali's Journal of Human Resources</i>, 3(4).</p> <p>o) Wanjau, M.N., &amp; Kyongo, J.K. (2013). Contribution of motivational management to employee performance. <i>International Journal of Humanities and Social Sciences</i>, 3(14), 219-239.</p> <p>p) Muiru, A.M., Kyongo, J.K., Onchomba, M. (2018). Corporate governance and performance of Savings and credit cooperative societies in selected private universities in Nairobi County, Kenya. <i>International Journal of Economics, Commerce and Management</i>, 6(2), 485-494.</p> <p>q) Ndugo, T., Kyongo, J.K., Njoroge, M. K.N. (2018). Competitive strategies and performance of private primary schools. <i>International Journal of Economics, Commerce and Management</i>, 6(2), 188-196.</p> |
| <p><b>8. Classes you teach:</b></p>         | <p><b>MBA</b></p> <ul style="list-style-type: none"> <li>• Human Resource Management Strategy</li> <li>• Strategic Management &amp; Innovation</li> <li>• Business Ethics &amp; CSR</li> </ul> <p><b>Undergraduate</b></p> <ul style="list-style-type: none"> <li>• Human Resource Management</li> <li>• Corporate Governance</li> <li>• Risk Management</li> <li>• Career Development</li> <li>• Entrepreneurship &amp; Leadership</li> <li>• Organization &amp; Management</li> <li>• Organizational Behavior</li> </ul>   |
| <p><b>9. Other relevant links:</b></p>      | <ul style="list-style-type: none"> <li>• ResearchGate</li> <li>• Google scholar</li> </ul>   |
| <p><b>10. Official Contact Details:</b></p> | <p><b>E-mail:</b> jkyongo@daystar.ac.ke<br/> Mobile Nos: +254 716195421   +254 786785339<br/> Social Media details: LinkedIn, Twitter &amp; Facebook</p>   |