



THE TECHNICAL UNIVERSITY OF KENYA

Haile Selassie Avenue, P.O. Box 52428, Nairobi, 00200, Tel +254(020) 343672, 2249974, 2251300, 341639

Fax 2219689, Email: vc@tukenya.ac.ke, Website: www.tukenya.ac.ke

NAME: DR ESTHER KANYUA KIRUJA

Faculty:	Social Sciences and Technology
School:	Business and Management Studies
Department:	BUSINESS ADMINISTRATION AND ENTREPRENEURSHIP
Current Designation:	Senior Lecturer, DEPARTMENT OF BUSINESS AND MANAGEMENT STUDIES (DBMS)
Office Telephone:	020 343672
Official Email:	info@tukenya.ac.ke
Consultation Hours:	8.00am-5.00pm



EDUCATION

LEVEL	QUALIFICATION NAME	INSTITUTION	YEAR
Doctor of Philosophy (PhD)	HUMAN RESOURCE MANAGEMENT	JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY(Kenya)	2014
Masters of Business Administration (MBA)	BUSINESS ADMINISTRATION	KENYATTA UNIVERSITY(Kenya)	2008
Bachelor of Education (B.Ed)	HOME ECONOMICS	KENYATTA UNIVERSITY(Kenya)	1993
A Level/Equivalent	KENYA ADVANCED CERTIFICATE OF EDUCATION	chogoria girl's school(Kenya)	1988
Professional Course	CERTIFIED HUMAN RESOURCE PROFESSIONAL (CHRP)	COLLEGE OF HUMAN RESOURCE MANAGEMENT(Kenya)	2018
O level/Equivalent	KENYA CERTIFICATE OF EDUCATION	chogoria girl's school(Kenya)	1986

WORK EXPERIENCE

PERIOD	INSTITUTION	POSITION
2009 - TODATE	THE TECHNICAL UNIVERSITY OF KENYA	LECTURER
2008 - 2009	KENYA POLYTECHNIC	SENIOR LECTURER
2005 - 2008	KENYA POLYTECHNIC	LECTURER

GENERAL STATEMENT ON RESEARCH AREAS

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CURRENT RESEARCH PROJECTS

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SELECTED PUBLICATIONS

TITLE	LINK TO PUBLICATION	YEAR
Joe Kenyakisa and Esther Kirunja, 2015: Influence of E-Procurement on Public Procurement Reforms on Procurement Performance of Government Ministries in Kenya www.managementjournal.info	View online	
	View online	
Kiruja EK*, Elegwa Mukuru, 2013: Effect of Motivation on Employee Performance In Public Middle Level Technical Training Institutions In Kenya International Journal of Advances in Management and Economics Available online at www.managementjournal.info	View online	
Kiruja E.K and Karanja, Linking work Environment with Employee performance in public middle level TIVET institutions in Kenya. International Journal of advances in Management and Economics. Vol. 12/5.ISSN: 2278-3369	View online	
Joe Kenyakisa and Esther Kirunja: 2015. Effects of institution Capacity in Public Procurement Reforms on Procurement Performance of Government Ministries in Kenya International Journal of Advances in Management and Economics	View online	
ROLE OF MONITORING AND EVALUATION ON PERFORMANCE OF PUBLIC ORGANIZATION PROJECTS IN KENYA: A CASE OF KENYA MEAT COMMISSION	View online	
Influence of Motivation on Employee Job Satisfaction within the Telecommunication Industry in Kenya (a case of Airtel Head Office Nairobi County)	View online	
Factors influencing employee turnover in private chartered christian universities in Nairobi city county.	View online	
Determinants of sustainability for fish farming project initiative under the economic stimulus programme in Kenya. a case of thje central constituency of Kirinyaga county.	View online	
Factors influencing performance of private electricity mini grid projects in Kenya: A case of Kirinyaga County.	View online	
Role of Public - Private partnerships in the performance of small energy projects in Kenya: a case of small hydropower projects in bungoma county	View online	
Influence of Automated Human Resource Planning Sstem on thePerformance of oil and Gas Companies in Kenya: A case of Nairobi	View online	
Stephine,O and Kiruja E.K, (2019) Human Resource Accounting. Book Published by CUEA press.The Catholic university of Eastern Africa, Nairobi, Kenya. ISBN 978-9966-113-04-7	View online	
Kiruja E.K, (2021) Influence of human resource information system on the performance of oil and gas companies in Kenya. International Journal of Management Studies and Social Science Research. ISSN: 2582 – 0265,www.ijmsssr.org	View online	
Kiruja E.K, (2021) Effect of Training and Development on Employee Performance in Public Middle Level TIVET Institutions in Kenya. International Journal of Innovative Research and Advanced Studies (IJIRAS), ISSN: 2394-4404, www.ijiras.com	View online	
Kiruja.E.K, (2021) Linking Leadership Style With Employee Performance In Public Middle Level TIVET Institutions In Kenya. International Journal of Innovative Research and Advanced Studies (IJIRAS), ISSN: 2394-4404, www.ijiras.com	View online	
ConsolataMutimba&Kiruja E.K: (2018), Influence of motivation on employee productivity in the banking sector in Kenya: A case of cooperative bank headquarters.The strategic journal of Business & Change Management. ISSN:2312-7492,www.strategicjournals.com	View online	
Wananda Fredrick& Kiruja E.K (2017), Influence of non-financial reward on employees performance in the retail sector in Kenya.A Case of Tuskys Supermarket. MSC Human Resource Management. 4(3):192207, International Journal of SocialSciencesManagementandEntrepreneurship,www.sagepublishers.org	View online	
Kiruja E.K&CarolyneKasiliMwendwa:(2017), Influence of Automated Human Resource Planning System on the Performance of Oil and Gas Companies in Kenya: A case of Nairobi county. .International Journal of Advanced Reseach in management and Social Sciences.ISSN:2278-6236,www.garph.co.uk	View online	
Harrison MasigaMurabula& Kiruja E.K: (2017),FactorsInfluencingperformance of Private Electricity Mini grid projects in Kenya.A Case of KirinyagaCounty.International Journal of Advanced Reseach in management and Social Sciences.ISSN:2278-6236., www.garph.co.uk	View online	
Antony OnyangoAhuya&Kiruja E.K:(2017), Role of Public-Private Partnerships in the Performance of Small Energy Projects in Kenya: A Case of small Hydropower Projects in BungomaCounty.International Journal of Advanced Reseach in management and Social Sciences.ISSN:2278-6236. www.garph.co.uk	View online	
MaureenK.Kebaso&Kiruja E.K (2016),Influence of Motivation on Employee Job Satisfaction within the Telecommunication Industry in Kenya.A Case of Airtel Head Office in Nairobi County. International Journal of Innovative Development & Policy Studies4 (3):33-52, July-Sept,2016.	View online	
Caroline N.MurageMacharia& Kiruja E.K: (July-Sept,2016),Factors Influencing Employee Turnover In Private Chartered Christian University in Nairobi City County.International Journal of Innovative Development & Policy Studies4(3):15-32,July-Sept,2016.	View online	
Njogu Bernard Munyi& Kiruja E.K: (2016),Determinantrs of Sustainability for fish Farming Project Initiative under the Economic Stimulus Programme in Kenya.A case of the Central Costituency of KirinyagaCounty.Journal of Resources Development and Management.Vol.24,2016.	View online	
Violet MutindaMbiti& Kiruja E.K: (July-September 2015),Role Of Monitoring and Evaluation On Performance Of Public Organization Projects In Kenya: A Case Of Kenya Meat Commission.International Journal of Innovative Development & Policy Studies 3(3):12-27, 2015. (Vol. 3 Issue 3).	View online	
Kenyakisa & Esther Kiruja.(2015), Effects of institution capacity in public procurement reforms on procurement performance of Government ministries in Kenya.International journal ofmanagement and economics invention.Vol.1/2.ISSN:81-95.	View online	
Esther Kanyua:(2015),Factors that affect performance appraisal of civil servants for the Ministry of Education staff in Nairobi Province. Journal of Research and Analysis. Vol 1 issue, pgs 1-2,ISSN:2394-6709.www.rajournals.in.	View online	
Joe Kenyakisa & Esther Kiruja.(2015), Influence of E-procurement on public procurement reforms on procurement performance of Government ministries in Kenya. International journal of management and economics invention.Vol.1/2.ISSN:65-80.	View online	
Kiruja E.K and Mukulu E., (2013), Effect of motivation on employee performance in public middle level technical training institutions in Kenya. International journal of advances in management and economics.Vol.12/4.ISSN:2278-3369.	View online	

POSTGRADUATE STUDENTS SUPERVISION

NAME	PROJECT TITLE	PERIOD
Joe Kenyakisa	Effect of procurement reforms in government ministries performance in kenya	2015

PROFESSIONAL AFFILIATIONS AND SOCIETIES

TITLE	INSTITUTION
ASSOCIATE MEMBER	The Kenya Institute of Management