



THE TECHNICAL UNIVERSITY OF KENYA

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NAME: PROF EVANS VIDIJA SAGWA

Faculty:	Social Sciences and Technology
School:	Business and Management Studies
Department:	BUSINESS ADMINISTRATION AND ENTREPRENEURSHIP
Current Designation:	Associate Professor, BUSINESS ADMINISTRATION AND ENTREPRENEURSHIP (DBAE)
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Consultation Hours:	8AM-5PM MON - FRI



EDUCATION

LEVEL	QUALIFICATION NAME	INSTITUTION	YEAR
Doctor of Philosophy (PhD)	BUSINESS ADMINISTRATION	UNIVERSITY OF NAIROBI(Kenya)	2014
Masters of Arts (MA)	PERSONNEL MANAGEMENT	UNIVERSITY OF POONA(India)	1993
Postgraduate Diploma	EDUCATION -HUMANITIES	UNIVERSITY OF NAIROBI(Kenya)	2000
Bachelor of Arts (BA)	PUBLIC ADMINISTRATION	PUNJABI(India)	1991
A Level/Equivalent	KENYA ADVANCED CERTIFICATE OF EDUCATION	RAVAL'S SECONDARY SCHOOL(Kenya)	1987
O level/Equivalent	KENYA CERTIFICATE OF EDUCATION	BUSALI UNION HIGH SCHOOL(Kenya)	1985

WORK EXPERIENCE

PERIOD	INSTITUTION	POSITION
2021 - TO DATE	TECHNICAL UNIVERSITY OF KENYA	ASSOCIATE PROFESSOR, BUSINESS ADMINISTRATION (HUMAN RESOURCE MANAGEMENT)
2016 - 2021	TECHNICAL UNIVERSITY OF KENYA	SENIOR LECTURER
2017 - 2017	TECHNICAL UNIVERSITY OF KENYA	CHAIRMAN DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT
2013 - 2016	TECHNICAL UNIVERSITY OF KENYA	LECTURER
2009 - 2013	KENYA POLYTECHNIC UNIVERSITY COLLEGE	LECTURER
2007 - 2009	TEACHER SERVICE COMMISSION	SENIOR LECTURER
2007 - 2009	THE KENYA POLYTECHNIC	HEAD OF DEPARTMENT

CURRENT RESEARCH PROJECTS

Human Resource Management Practices and Performance of Firms Listed on the Nairobi Securities Exchange	Human Resource Management
Human Resource Management Practices and Performance of Primary Schools in Vihiga County Kenya	Human Resource Management

SELECTED PUBLICATIONS

TITLE	LINK TO PUBLICATION	YEAR
Sagwa E. V., K'Obonyo and Ogutu M, (2015) Human resource management practices and performance of firms listed on the Nairobi Securities Exchange, <i>DBA Africa Management Review No. 2224 2023, March 2015 Vol. 5 No. 1 pp 124-136.</i>	View online	
Sagwa E. V., K'Obonyo and Ogutu M, (2015) Joint and individual effects of human resource management practices, organizational learning, employee outcomes and competitive strategy on performance of firms listed on the Nairobi Securities Exchange, 1st <i>DBA International Conference 20th March, 2015, Africa Management Review No. 2224 2023, March 2015 Vol. 5 No. 2 pp 156-169.</i>	View online	
Sagwa E. V., K'Obonyo and Ogutu M, (2015) Moderating effect of competitive strategy on the relationship between employee outcomes and performance of firms listed on the Nairobi Securities Exchange, <i>International Journal of Sciences: Basic and Applied Research (IJSBAR) (2015) Volume 22 No. 1 pp 211-224</i>	View online	
Wasike J. N, Sagwa, E. V, and Sakwa, M (2021). Influence of supply chain process integration capabilities on information technology infrastructure of public universities in Kenya, <i>Africa Journal of Technical and Vocational Education and Training, Rift Valley Technical Training Institute, Eldoret, Kenya. ISSN 2413-984X (Print) ISSN 2518-2722 (Online) Vol. No. 6, January, 2021</i>	View online	
Mediation Effect of Employee Outcomes in the Relationship between Human Resource Management Practices and Performance of Firms Listed on the Nairobi Securities Exchange by Evans Vidija Sagwa, Peter K'Obonyo, and Martin Ogutu	View online	
Wasike J. N, Sagwa, E. V, and Sakwa, M (2020). Joint effect of supply chain process integration capabilities, information technology infrastructure and government policy on supply chain performance of public universities in Kenya, <i>Public Policy and Administration Research Journal, ISSN 2222-1719 (Paper) ISSN 2222-2863 (Online). November, 2020</i>	View online	
Abdirahman, A. S and Sagwa, E. V (2020). Influence of resource mobilization on sustainability of health coverage in vulnerable livelihoods in Wajir County, Kenya. <i>Journal of Popular Education in Africa, ISSN 2523-2800 (Online) 4(7), 18-33.</i>	View online	
Musa G. A and Sagwa, E. V (2020). Joint effect of the first course in accounting, students' performance and career guidance on choice of accounting specialization, <i>The3 International Journal of Business and Management, ISSN 2321-8916 (Online) Vol. 8 Issue 3, 189-193 March, 2020</i>	View online	
Aupe, N. D and Sagwa, E.V (2019). Influence of stakeholders in project monitoring and evaluation on sustainability of water projects in Kwanza Sub-County Kenya, <i>Africa Journal of Technical and Vocational Education and Training, Rift Valley Technical Training Institute, Eldoret, Kenya. ISSN 2413-984X (Print) ISSN 2518-2722 (Online) Vol. No. 5, 2019</i>	View online	
Musa G. A, Sagwa, E. V, Odoyo, S and Okari, H (2018) Moderating effect of career guidance on the relationship between introductory accounting course on students' choice of accounting as a major in Kenyan universities, <i>European Journal of Business and Management ISSN 2222-1905 (Paper) ISSN 2222-2839 (Online) Vol. 10, No. 11, 2018.</i>	View online	
Wasike J. N, Sagwa, E. V and Sakwa, M (2018). An empirical study of the influence of information technology infrastructure on supply chain performance of public universities in Kenya, <i>Journal of Emerging Trends in Economics and Management Sciences (JETEMS) 9(5): 249 - 257 @ Scholarlink Research Institute Journals 2018 (ISSN: 2141- 7024).</i>	View online	
Musa G. A, Amadi. A. N, Sagwa, E. V and Odoyo, S (2018). Influence of introductory accounting course teaching methodology on students' choice of accounting major in Kenyan universities, <i>Research Journal of Finance and Accounting ISSN 2222-1697 (Paper) ISSN 2222-2847 (Online) Vol. 9, No. 7, 2018.</i>	View online	
Wasike J. N, Sagwa E. V and Sakwa M (2018). Mediating influence of information technology infrastructure in the relationship between supply chain process integration capabilities and supply chain performance of public universities in Kenya, <i>European Journal of Business and Management ISSN 2222-1905 (Paper) ISSN 2222-2839 (Online) Vol. 10, No. 29, 2018.</i>	View online	
Sagwa, E.V., K'Obonyo P and Ogutu M, Human resource management practices and performance of firms listed on the Nairobi Securities Exchange, <i>Journal of Human Resource and Leadership, Volume 1 No. 1 26/11/2016</i>	View online	
Sagwa, E. V and Kembu, A. S (2021) Influence of Firm Size on Performance of Deposit Taking Savings and Credit Cooperative Societies in Nairobi County, Kenya IRA - <i>International Journal of Management and Social Sciences (ISSN 2455-2267) 17(2), 29-36 2021</i>	View online	
Sagwa, E. V (2016). Role of Industry in Employee Training and Education for Performance Improvement in Kenya-Prospects and Priorities, <i>RVTI Print and Electronic Journal, AfriTVET Journal 1st Edition January, 2016. ISSN 2413-984X, pp149-155.</i>	View online	
Sagwa, E. V and Shitiabai, A. K, (2015). Effects of Competitive Strategy on the Performance of Deposit Taking Saccos in Nairobi County, Kenya, Accepted for publication in November 2015 in <i>The European Journal of Business and Management ISSN (Paper) 2222-1905 ISSN (Online) 2222-2839.</i>	View online	
Kembu, A. S, Manwa, J. C and Sagwa, E V, (2022) Influence of Work Flexibility on Organizational Performance of Mobile Telecommunication Companies in Kenya, 2nd SOBARC School of Business Annual Research Conference, Book of Abstracts, KCA University, Pg 46, 2022	View online	2023
Mwaura, S. N, Kiruja, E, and Sagwa, E. V, (2022) Influence of Strategic Human Resource Management Practices and Performance of Public Universities in Kenya, <i>Journal of Human Resource and Leadership, ISSN 2519-9099 (Online) Vol. 7, Issue 2, No. 1 pp 1-19, 2022</i>	View online	2022
Mwaura, S. N, Kiruja, E. K and Sagwa, E. V (2022) Intervening effect of employee outcomes on the link between strategic human resource management practices and performance of public universities in Kenya, <i>International Journal of Social Science and Humanities Research ISSN 2348-3156 (Print) ISSN 2348-3164 (Online) Vol. 10 Issue 4, pp:(271-291) Month: October-December 2022</i>	View online	2022
Sagwa, E V, (2022) Leadership and Talent Management, Book Chapter, 978-9914-728-02-6, Vol. 2 No. 1 (2022)	View online	2022
Obulemire, K. E, and Sagwa, E. V. (2023). Effect of Project Resources on Sustainability of Early Childhood Development Projects: Case of Baby-Friendly Community Initiative in Dagoretti North Constituency Nairobi County Kenya. <i>Journal of African Interdisciplinary Studies, 7(11), 420-439.</i>	View online	2023

POSTGRADUATE STUDENTS SUPERVISION

NAME	PROJECT TITLE	PERIOD
Lucy Namaswa, Khakasa	Influence of Table Banking on Members of Village Savings and Loan Schemes in Nairobi and Siaya (Masters)	2015
Agufana, Alfayo Alfonze	Influence of Youth Empowerment Programmes on National Development: Vihiga County (Masters)	2015
Gerald Gachuhi	An Evaluation of Factors Affecting Penetration of Adult Education in Kenya: A Case Study of Kasarani (Masters)	2015
Grace Akinyi Musa	An Empirical Assessment of the Relationship between Introductory Accounting Course and Choice of Accounting Major: Effects of students' performance and career guidance. Technical University of Kenya (PhD)	2019
Judith Wasike Nelima Milimo	Supply Chain Process Integration, Information Technology Infrastructure and Government Policy on Supply Chain Performance of Public Universities in Kenya Technical University of Kenya (PhD)	2019
Tabitha Thira Ndun'gu	Factors Influencing Sustainability of Donor Funded Health Projects in Kenya: A case of Tuberculosis Accelerated Response and Care Project in Meru County Kenya (Masters)	2018
Sheikh Hawo Mayo	Factors Influencing Performance of Agricultural Projects: A case of Bura Irrigation and Settlement, Tana River County, Kenya. (Masters)	2018
Abdullahi Sheik Abdirahman	Factors Influencing the Sustainability of Universal Health Coverage in Vulnerable Livelihoods in Kenya: A case of Wajir County, Kenya (Masters)	2018
Poghisio Joan Chelimo	Factors Influencing the Completion of Water Projects: A case of West Pokot County Kenya (Masters)	2018
Mohamud Idris Mohammed	Factors Influencing Stakeholders' Involvement in Constituency Development Fund projects: A case Study of Ijara Constituency in Garissa County Kenya (Masters)	2017
Nakar Diana Aupe	Influence of Community Participation on Sustainability of Water Projects in Kwanza Sub-County, Trans Nzoia County Kenya (Masters)	2017
Mohamed Maalim Ibrahim	Influence of Project Management Practices on Implementation of Government Funded Projects: A Case Study of Construction Projects in Mombasa County Kenya (Masters)	2017
Obulemire Kepha Emmanuel	Institutional Determinants of Sustainable Early Childhood Development Projects: A Case of Baby Friendly Community Initiative Project in Dagoretti Nairobi County Kenya (Masters)	2021
Daniel Misita Ndigwa	Procurement Management Practices and Operational Performance of Manufacturing Firms in Kenya (PhD)	2022
Veronica Adhiambo Ndege	Training practices, institutional characteristics, government policy and performance of bachelor of business graduates from technical universities in Kenya (PhD)	2022
Stephen Njuguna Mwaura Ruga	Strategic human resource management practices, human resource management unit, employee outcomes and performance of public universities in Kenya (PhD)	2022
Rahab Itumbi Mathula	Human resource management roles, organizational diversity and social accountability on corporate social responsibility in public universities in Kenya (PhD)	2022

COURSES TAUGHT

NAME	DESCRIPTION	PERIOD
Doctor of Philosophy in Business Administration	ABBX9115 Concept Paper Development	January 2022 - March 2022
Doctor of Philosophy in Business Administration	ABBX9311 Research Proposal	April 2022 - June 2022
Bachelor of Business Studies	ABBJ4111 Research Project Proposal	April 2022 - June 2022
Diploma Business Studies	ABBE3100 Project Proposal Writing	April 2022 - June 2022
Doctor of Philosophy in Business Administration	ABBX9411 Data Collection, Generation and Analysis	July 2022 - September 2022
Doctor of Philosophy in Business Administration	ABBX9511 Thesis I (Thesis Drafting)	July 2022 - September 2022
Doctor of Philosophy in Business Administration	ABBX9511 Thesis I (Thesis Drafting)	July 2022 - September 2022
Bachelor of Business Studies	ABBJ321B4 Labour and Industrial Relations	October 2022 - December 2022
Bachelor of Business Studies	ABBE4211 Research Project	July 2022 - September 2022
Diploma Business Studies	ABBE3200 Research Project	July 2022 - September 2022
Doctor of Philosophy in Business Administration	ABBX9311 Research Proposal	October 2022 - December 2022
Master of Business Administration	ABBM7104 Human Resource Management	September 2022 - December 2022
Bachelor of Business Studies	ABBJ321H4 Industrial Relations	October 2022 - December 2022
Bachelor of Commerce	ABBQ4200 Industry Based Learning II	October 2022 - December 2022
Diploma Business Studies	ABBE311H1 Labour and Industrial Relations	October 2022 - December 2022

PROFESSIONAL AFFILIATIONS AND SOCIETIES

TITLE	INSTITUTION
Licensed Human Resource Profes	Institute of Human Resource Management
Licensed Human Resource Profes	Institute of Human Resource Management
FULL MEMBER	INSITUTE OF HUMAN RESOURCE MANAGEMENT KENYA