

## Alupe University Staff Profile

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| <b>1. Name:</b>                    | <ul style="list-style-type: none"><li>• Dr.CHRP Wilbrodah Mutsoli Muchibi</li><li>• Human Resource Specialist</li><li>• Lecturer / Director Performance Contracting &amp; ISO Certification</li><li>• SBEHRD / MHHR</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>2. Passport photo:</b>          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>4. Biography:</b>               | <p>Dr. CHRP Wilbrodah Mutsoli Muchibi is a human resource and institutional performance management professional with extensive experience in higher education administration. She serves as the Director of Performance Contracting and ISO Certification at Alupe University, where she coordinates performance management processes and leads the implementation of the ISO 9001:2015 Quality Management System. She also lectures in Human Resource and Management courses, contributing to academic development and mentorship of students. Her expertise includes human resource management, performance management systems, employee relations, staff development, and quality management. She is a member of the Institute of Human Resource Management (IHRM) and Christian and Scientific Association of Kenya (CSAK). She has contributed to the development of Public Universities Human Resource Instruments (HRIs) and institutional policies.</p> |
| <b>5. Academic Qualifications:</b> | <p>PhD in Human Resource Management – 2024-JKUAT<br/>Thesis Title: <b>“Relational Rewards and Employee Engagement in the Public Health Sector In Kenya”</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

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|                                      | <p>Master of Science in Human Resource Management (MSC HRM) – 2015 – JKUAT</p> <p>Project Research Title: “<b>Influence of Human Resource Practices on Employee Motivation; A case study of Mumias Sugar Company Limited</b>”.</p> <p>Bachelor of Business Management (HRM) Second Class Honours (Upper Division) 2012-MMUST</p> <p>Certified Human Resource Professional CHRP (K) -2018 KIM</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <p><b>6. Research Interests:</b></p> | <p><b>Overview</b></p> <p>As a human resource management professional and researcher, my key research interests include employee engagement, leadership, organizational behaviour, talent management, workplace ethics, and strategic human resource management. My work examines how ethical leadership, fair HR practices, and positive organizational cultures influence employee commitment, engagement, job satisfaction, performance, and overall organizational effectiveness.</p> <p><b>Achievements</b></p> <p>My achievements include conducting research in human resource management, particularly in Human Resource Practices, employee engagement and employee commitment. I have contributed to curriculum development and professional mentorship initiatives that bridge HR theory and practice. Through scholarly publications, conference presentations, and research dissemination, I have helped advance knowledge on workplace challenges and evidence-based HR interventions.</p>                                                                                                                                                               |
| <p><b>7. Publications:</b></p>       | <ul style="list-style-type: none"> <li>○ <b>Book Chapter</b> <ol style="list-style-type: none"> <li>1. Human Capital Development</li> </ol> </li> <li>○ <b>Conferences</b> <ol style="list-style-type: none"> <li>1. Job Design as a Predictor of Employee Engagement in Managing Disruptions in the Public Health Sector in Kenya.</li> </ol> </li> <li>○ <b>Refereed Journals</b> <ol style="list-style-type: none"> <li>1. Employee Perceptions and Intention to Leave Among Academic Staff in Public Universities in Kenya.</li> <li>2. Influence of Career Development on Employee Engagement in the Public Health Sector.</li> <li>3. Work Life Integration and Employee Engagement in the Public Health Sector in Kenya: The Moderating Influence of Organizational Culture</li> <li>4. Assessment of Reward Management Practices on Organizational Commitment. A case of Mumias Sugar Company Limited</li> <li>5. Influence of Strategic Management Practices of Performance of Agribusiness Firms in Kakamega County, Kenya.</li> <li>6. Assessment of Branchless Banking Profitability outcomes on Performance of Commercial Banks in</li> </ol> </li> </ul> |

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|                                      | <p>Kenya. A case of Barclays Bank Branches.</p> <p>7. Financial Management Practices and Firm Performance among Micro and Small Enterprises in Busia Town, Kenya</p> <p>8. Influence of Training and Development Practices on Organizational Commitment</p> <p>9. Factors Influencing Competitive Advantage among Supermarkets in Kenya. A case of Nakumatt Holdings Limited</p> |
| <b>8. Classes you teach:</b>         | <p><b>1<sup>st</sup> semester</b></p> <p><i>BHM/BTM – year 1 semester 1</i></p> <p><i>BHM – year 4 semester 1</i></p> <p><i>BBM – year 2 semester 1</i></p> <p><b>2<sup>nd</sup> semester</b></p> <p><i>BHM – year 4 semester 2</i></p> <p><i>BBM – year 4 semester 2</i></p> <p><i>BIT – year 1 semester 2</i></p>                                                              |
| <b>9. Other relevant links:</b>      | <p><b>Relevant Links</b></p> <ul style="list-style-type: none"> <li>• Google scholar</li> <li>• ORCID</li> </ul>                                                                                                                                                                                                                                                                 |
| <b>10. Official Contact Details:</b> | <p><b>Official Contact Details</b></p> <ul style="list-style-type: none"> <li>• Email: <a href="mailto:wmuchibi@au.ac.ke">wmuchibi@au.ac.ke</a></li> <li>• Social Media details: <ul style="list-style-type: none"> <li><b>i.</b> Twitter:</li> <li><b>ii.</b> Facebook:</li> <li><b>iii.</b> LinkedIn:</li> </ul> </li> </ul>                                                   |