



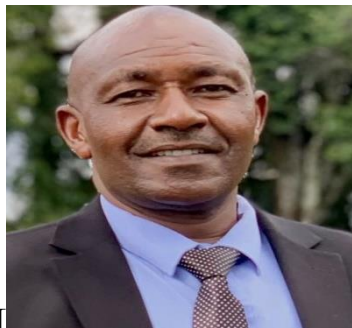
Inspiring Innovation and Leadership

## KARATINA UNIVERSITY

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### STAFF PROFILE TEMPLATE

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Attach Profile picture [

1. **Name:** [Dr Stephen Macharia Muriu]
2. **Designation:** [Senior Lecturer in Human Resource Management]
3. **Employment details**

School: [School of Business]

Department: [Human Resource Development]

#### 4. Contact Information

**Email Address** (Corporate Email: [smuriu@karu.ac.ke](mailto:smuriu@karu.ac.ke) Personal: [stephenmacharia14@yahoo.com](mailto:stephenmacharia14@yahoo.com)):

**Research Links:** <https://orcid.org/0000-0003-3673-5351> and [google scholar links](#)

#### 4. Biography

*Dr Stephen Macharia is a Senior Lecturer in the School of Business at Karatina University where he has been a faculty member since 2015. He has been the Academic Leader for the Human Resource Management*

programme and Head of Business and Economics Department from 2017 to 2023. Stephen completed his Ph.D. at Jomo Kenyatta University of Agriculture and Technology in 2014, Master in Business Administration (HRM) at Kenyatta University in 2007 and his undergraduate studies at Kenyatta University in 1990. He is a Certified Public Accountant CPA and, a Certified Human Resource Professional of Kenya CHRP(K) and a Trained and Certified Mediator. His research interests lie in the area of unleashing of human potential through training and skills and career development. He has actively been involved with his professional bodies such as Kenya Accountants and Secretaries Examination Board (KASNEB) and Human Resource Professionals Examinations Board (HRMPEB) assignments such as a setter and marker of the professional Examinations. He has collaborated with other researchers in several other disciplines related exploitation of human resource potential.

Dr Stephen has served as a member of three Secondary Schools' Board of Management in Kenya from 2018 to date where he Chair Academic Committees in the three schools. He has also served in many Senate Committees. In the community, he has been championing pursuit of professional education and skills acquisition to the young where many young people have gone back to training institution to gain skills and now contribute positively in the economy.

5. **Area/ Field of specialization:** [Human Resource Management]

6. **Research interests:** [careers, exploitation of human potential through Technical and Vocation Education and Training TVET ]

7. List some of your key published works.

Frasiah W. Mburu, Alice W. Kamau, Stephen M. Macharia (2021); Assessment of Relationship Between Management Policies and Transfer of Skills: A Case of Public Secondary School Heads in Nyeri County, Kenya, IJRBS VOL 10 NO 6 ISSN: 2147-4478

Benedict Mambiri, Muhoho J. & Macharia S. (2020): *Effect of Organization Resources on Strategic Plan Implementation in State Corporation in Kenya: Case of Postal Corporation of Kenya*; St. Paul University The International Journal Of Business & Management ISSN 2321–8916. www.theijbm.com

Mwangi Grace Wangari, Gichuhi D. M., **Macharia S. M** (2020), *Influence of Relationship Management on Organizational Performance among Insurance Companies in Kenya*, Research in Business & Social Science IJRBS VOL 9 NO 1 ISSN: 2147-4478

**Muriu S. Macharia** (2019), *Reengineering Mass Career Acquisition through Technical Vocational Education Training Counseling in Kenya*, Research in Business & Social Science IJRBS VOL 8 NO 6 ISSN: 2147-4478  
*and Financial Distress: Evidence from Non-Financial Firms Listed in Kenya*, IOSR Journal of Economics and Finance (IOSR-JEF) e-ISSN: 2321-5933, p-ISSN: 2321-5925. Volume 10, Issue 4 Ser. III (Jul. – Aug 2019), PP 75-86

Mwangi Grace Wangari †, Gichuhi D. M.2, **Macharia S. M.** (2019) *Influence of Emotional Intelligence on Organizational Performance Among Insurance Companies in Kenya* International Journal of Business and Economic Sciences Applied Research IJBESAR, JEL Classifications L60, M12, M16

Naomi Ndia Sila, Hellen Mugambi, **Muriu S. Macharia**, Adam Shisia; (2018), *Determinants*

*of Implementation of Performance Contracting: Makueni County Government, Kenya*  
International Journal of Economics, Commerce and Management United Kingdom Vol. VI, Issue  
7, July 2018 Page 801 <http://ijecm.co.uk/> ISSN 2348 0386

Chebete J Chebii, Muraguri Charity, **Muriu S. Macharia** (2019), *Human Resource Competence  
and Performance of CDF Projects: A Case Study of Langata Constituency, Nairobi County*,  
International Academic Journal of Human Resource and Business Administration | Volume 3,  
Issue 6, pp. 118-132

Kapsandoy, J.,\*1 Mugambi, H.,2 & **Macharia, S.** (2018), *Influence of Motivation and Training  
on Labour Turnover in State Corporations in Kenya*, The Strategic Journal of Business & Change  
Management. ISSN 2312-9492 2414-8970

### Peer-reviewed Publications

Kinyua PK, Kiai R, Macharia S. 2022. Moderating Effect Of Bank Size On Nexus Between  
External Equity Capital And Financial Performance Of Lower-Tier Commercial Banks In Kenya.  
Management and Economics Research Journal, 8(3): MAERJ12. DOI:  
10.18639/MERJ.2022.MAERJ12

Karuki P. K, Richard Kiai, Stephen Muriu, (2022); Moderating effect of bank size on nexus  
between internal equity capital and financial performance of lower tier commercial banks in  
Kenya , IJRBS VOL 11 NO 6 (2022) ISSN: 2147-4478

Frasiah W. Mburu, Alice W. Kamau, Stephen M. Macharia (2021); Assessment of  
Relationship Between Management Policies and Transfer of Skills: A Case of Public Secondary  
School Heads in Nyeri County, Kenya, IJRBS VOL 10 NO 6 ISSN: 2147-4478

Benedict Mambiri, Muhoho J. & Macharia S. (2020): *Effect of Organization Resources on  
Strategic Plan Implementation in State Corporation in Kenya: Case of Postal Corporation of  
Kenya*; St. Paul University The International Journal Of Business & Management ISSN 2321–  
8916. [www.theijbm.com](http://www.theijbm.com)

Mwangi Grace Wangari, Gichuhi D. M., **Macharia S. M** (2020), *Influence of Relationship  
Management on Organizational Performance among Insurance Companies in Kenya*, Research  
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Kariuki Florence W, Muchina S.W, **Muriu S. Macharia** (2019), *Interaction between  
Financial Risk Management and Value of the Firm among Private Equity Firms in Frontier  
Markets: A Theoretical Perspective*, Journal of Accounting, Finance and Auditing Studies 5/3  
(2019): 30-41

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and Financial Distress*, Research Journal of Finance and Accounting, ISSN 2222-1697 ISSN 2222-  
2847 (Online) DOI: 10.7176/RJFA Vol.10, No.18, 2019

- Gichaiya Mark W, Muchina S.W, **Muriu S. Macharia** (2019), *Corporate Risk, Firm Size and Financial Distress: Evidence from Non-Financial Firms Listed in Kenya*, *IOSR Journal of Economics and Finance (IOSR-JEF)* e-ISSN: 2321-5933, p-ISSN: 2321-5925. Volume 10, Issue 4 Ser. III (Jul. – Aug 2019), PP 75-86
- Mwangi Grace Wangari †, Gichuhi D. M.2, **Macharia S. M.** (2019) *Influence of Emotional Intelligence on Organizational Performance Among Insurance Companies in Kenya* International Journal of Business and Economic Sciences Applied Research IJBESAR, *JEL Classifications* L60, M12, M16
- Naomi Ndia Sila, Hellen Mugambi, **Muriu S. Macharia**, Adam Shisia; (2018), *Determinants of Implementation of Performance Contracting: Makueni County Government, Kenya* International Journal of Economics, Commerce and Management United Kingdom Vol. VI, Issue 7, July 2018 Page 801 <http://ijecm.co.uk/> ISSN 2348 0386
- Chebet J Chebii, Muraguri Charity, **Muriu S. Macharia** (2019), *Human Resource Competence and Performance of CDF Projects: A Case Study of Langata Constituency, Nairobi County*, International Academic Journal of Human Resource and Business Administration | Volume 3, Issue 6, pp. 118-132
- Kapsandoy, J.,\*1 Mugambi, H.,2 & **Macharia, S.** (2018), *Influence of Motivation and Training on Labour Turnover in State Corporations in Kenya*, The Strategic Journal of Business & Change Management. **ISSN 2312-9492 2414-8970**
- Annie Wambui Gitau, Judy Kibe & **Stephen Macharia** (2018), *Strategies Adopted by Franchised Restaurants for Achieving Competitive Advantage in Nairobi Central Business District in Kenya*, African Journal of Tourism Hospitality and Leisure Studies Vol 4(1) PP 1-9, ISSN: 2413-4120
- Annie Wambui Gitau, Judy Kibe & **Stephen Macharia** (2018); *Micro-environmental factors affecting consumption of hospitality products and services in franchised restaurants in Nairobi central business Kenya* African Journal of Tourism Hospitality and Leisure Studies Vol 4(1) PP 1-10, ISSN: 2413-4120 Copyright: 2018