

CURRICULUM VITAE

ABOUT PROF. DR. KAZIBA ABDUL MPAATA

Prof. Dr. Kaziba Abdul Mpaata is a Professor of Business Administration, Research Expert and Consultant in the Faculty of Management Sciences. He is also a Fellow of Uganda National Academy of Sciences. He therefore serves as an academic leader and supervisor of students at both Masters and PhD in different Universities. He specialized in Business Management Psychology for his PhD which he earned with a distinction in 1998 from Indonesia. He has presented and published papers locally and internationally and more than sixty (60) of his articles have appeared in the prestigious international journals including the International Journal of Applied Research in Business and Management, International Journal of Educational Leadership and Management (IJELM), International Journal of Science and Research (IJSR), African Journal of Public Affairs, Makerere Journal of Higher Education (MAJOHE), International Journal of Youth Economy (IJYE), Asian Management Research Journal (AMRJ), International Journal of Current Research (IJCR), International Journal of Development Research (IJDR), Journal of Education and Practice (JEP) and African Higher Education Review Online (AHERO). His publications are in the areas of Finance, Human Resource Management, Marketing, Strategic Management and Educational Management. Parts of his PhD and Master theses were published in the Indonesian UGM International Business Journal.

Prof. Dr. Mpaata is also the author of a number of books including; (1) Management Plans and Leadership in Higher Education: Requisites for Quality and Excellence; (2) Service Integrity in Organizational Leadership and Management: An Issue at the Heart of Workplace Ethics; (3) An Approach to Ensuring Quality Standards in University Business: Conformance Strategies; (4) Leading an Academic Institution: The Theory behind Professor Senteza Kajubi's Credited Performance; and (5) An Introduction to Micro Economics: Concepts, Theories and Principles.

He has spearheaded innovation and creativity in developing the Bachelors Programme in Development Studies and another in Organizational Studies at Makerere University. Other University programmes developed include Bachelors in Procurement and Logistics Management (BPLM) and thereafter Masters in Procurement and Logistics Management (MPLM). As a result, he was invited to participate in the development of a National Curriculum by the PPDA/NCHE.

In addition to teaching, supervising and conducting research, Dr. Mpaata is a Senior Management Consultant who was trained by the United Kingdom based Crown Agents in Country Capacity building and Training of Trainers (TOT). He has subsequently participated in the Senior Managers leadership course organized by the Ministry of Public Service to develop a Training Need Analysis (TNA) for the Uganda Public Service Managers together with the Uganda Management Institute (UMI).

Prof. Dr. Kaziba Mpaata is also currently a member of the task force of the National Council for Higher Education (NCHE), Quality Inspection, and the Public Procurement and Disposal of Assets (PPDA) in-charge of developing basic minimum standards for procurement education and training in Uganda. He has performed competency profiling for a number of organizations both public and private in Uganda.

He has therefore supervised over 500 students in various universities both private and public and worked as external examiner for a number of universities in the East African region. Areas of major interest in which complete supervision of students has been undertaken include compensation

management, Local Financial Administration, Decentralization Policy Performance, Small Scale Business Sector Performance, Bankruptcy Predictor Model Tests in Uganda, Innovative Approaches to Productivity, Work Conditions, Organizational Effectiveness, Job Stress, Leader Behavior, Internal Audit, Accounting, etc.

Prof. Dr. Mpaata also works as one of the chairpersons of the Inter-University Council for East Africa expert team to different Universities in the region on institutional assessment and quality assurance in educational leadership standards and Business Administration.

PUBLICATIONS IN JOURNALS

1. **Thomas Sifuna Mayende, Abaasi Ibrahim Musenze, Kaziba Abdul Mpaata, and Gideon Nkurunziza**, 2026. Unpacking the role of job satisfaction in the psychological capital-work engagement link: evidence from Ugandan public universities. *SN Business & Economics*, 6 (23).
2. **Ibrahim Abaasi Musenze, Thomas Sifuna Mayende, Mercy Mugonola Wanyana, and Kaziba Abdul Mpaata**, 2026. Ethical leadership and work engagement practices: a moderated-mediation model. *International Journal of Productivity and Performance Management*. <https://doi.org/10.1108/IJPPM-03-2025-0211>.
3. **Wanyana Mercy, Kaziba Abdul Mpaata, and Ibrahim Abaasi Musenze**, 2026. Servant leadership and innovative work behavior: Does psychological empowerment matter? *Cogent Business & Management*, 13(1). <https://doi.org/10.1080/23311975.2026.2621470>.
4. **Kaziba Abdul Mpaata, Wanyana Mercy, and Ibrahim Abaasi Musenze**, 2025. Effect of Psychological Empowerment on Innovative Work Behavior Amongst Academics of Public Universities in Uganda. *International Journal of Applied Research in Business and Management*, 6 (2).
5. **Kaziba Abdul Mpaata, Wanyana Mercy, and Ibrahim Abaasi Musenze**, 2025. Determinant Factors that Drive Innovative Work Behavior of Public University Academic Staff in Uganda. *International Journal of Applied Research in Business and Management*, 6 (2).
6. **Kaziba Abdul Mpaata, Ibrahim Abaasi Musenze, and Umar Kakumba**, 2024. Factors Determining Quality of Work Life for Employees in Private Security Business Organizations in Uganda. *Open Journal of Business and Management*, 12, 1315 – 1334.
7. **Kaziba Abdul Mpaata, and Ibrahim Abaasi Musenze**, 2023. Effect of Life Skills on Youth Empowerment to Practice Entrepreneurship in Uganda: Conveyer belts for Poverty Reduction. *International Journal of Youth Economy*, 7 (1), 15 – 35.
8. **Kaziba Abdul Mpaata, Imam Gakowe Hassan, and Ibrahim Abaasi Musenze**, 2022. Effect of Staff Development Policy on Organizational Commitment of University Beneficiaries in Uganda. *Journal of Education and Practice*, 13 (9), 1 – 8.
9. **Kaziba Abdul Mpaata and Umar Kakumba**, 2020. Determinant Factors in the Effective Leadership of Secondary Schools: The Diminishing Trust Culture by Educators. *Journal of Education and Practice*, 11 (33), 56 – 62.
10. **Kaziba Abdul Mpaata, Umar Kakumba, Bumali Lubogoyi**, 2019. “Influence of Local Government Budget Management Practices on Collective Service Delivery in the Rural

- Districts of Uganda: The Quest for Goal Congruence”. *African Journal of Public Affairs*, 11(2), 1 – 19.
11. **Kaziba Abdul Mpaata and Zaid Mpaata**, 2019. “The Leadership Role of Secondary School Head Teachers in Delivering Integrative Quality Education in Uganda”. *International Journal of Educational Leadership and Management*, 7(2), 203 – 230, DOI:10.17583/ijelm.2019.3534.
 12. **Kaziba Abdul Mpaata and Zaid Mpaata**, 2018. “Mass Education Aspirations and the Quality Demand in the Delivery of Higher Education in East Africa: Consequences of Migration from Elitism”. *Journal of Education and Practice*, 9 (18), 1 – 10.
 13. **Kaziba Abdul Mpaata and Zaid Mpaata**, 2018. “The Secondary School Head Teacher’s Leadership Role in Educational Policy Implementation in Uganda”. *Journal of Education and Practice*, 9 (17), 1 – 9.
 14. **Kaziba Abdul Mpaata and Bumali Lubogoyi**, 2018. “The curse of Financial Decentralization to the Upcountry Districts in Uganda: The Neglected Service Delivery Correlates”. *International Journal of Development Research*, 8 (06), 20968 – 20974.
 15. **Kaziba Abdul Mpaata, Bumali Lubogoyi, Umar Kakumba**, 2017. “Perceptions of Youths on Government Venture Capital Fund: The Accrued Empowerment Benefits”. *International Journal of Youth Economy*, 1 (2), 157 – 173, doi:10.18576/ijye/010205.
 16. **Kaziba Abdul Mpaata, Bumali Lubogoyi and John Charles Okiria**, 2017. “Availability of Specialists in Hospitals and the Healthcare Delivery System in Uganda: The Quest for Intellectual Capital Management”. *Asian Management Research Journal*, 2 (1), 5 – 21.
 17. **Kaziba Abdul Mpaata, Bumali Lubogoyi and John Charles Okiria**, 2017. “Quality assurance management function of the Uganda national bureau of standards (UNBS) and the perceived consumer safety in Uganda”. *International Journal of Current Research*, 9 (08), 56743 – 56748. ISSN: 0975-833X.
 18. **Kaziba Abdul Mpaata, Bumali Lubogoyi and Umar Kakumba**, 2017. “The relationship between supervisory leadership and health care service delivery in public hospitals in Uganda: A personnel management issue”. *International Journal of Current Research*, 9 (08), 56737 – 56742. ISSN: 0975-833X.
 19. **Abdul Kaziba Mpaata**, 2017. “Youth Personality Development and the Ultimate Character: the Neglected Role of Educators”. *International Journal of Youth Economy*, 1 (1), 105 – 118, DOI. <http://dx.doi.org/10.18576/ijye/010107>.
 20. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria**; Government funding and resources availability in the delivery of primary education in Uganda. *International Journal of Science and Research* (2017) Vol. 6 Issue 4. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART20172151
 21. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria**; The Influence of District Local Government Revenue Collection on Delivery of Basic Community Services in Uganda. *International Journal of Science and Research* (2017) Vol. 6 Issue 4. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART20172152
 22. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria**; Relationship between TASO Community Initiatives and HIV/AIDS Control in Uganda. *International Journal of*

Science and Research (2017) Vol. 6 Issue 4. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART20172153.

23. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria**; The Supervisory Role of Head Teachers and the Delivery of Primary Education in the Rural Districts of Uganda. **International Journal of Science and Research (2017) Vol. 6 Issue 4. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART20172154.**
24. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria**; Financial Controls and the Perceived Performance of the Sugar Factory in a Family Business Enterprise: evidence from the Madhvani Sugar Factory in Uganda. **International Journal of Science and Research (2017) Vol. 6 Issue 4. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART20172155**
25. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria**; Correlates of Outpatient Health Care Services in an Upcountry Referral Hospital in Uganda: Management Revival Strategies. **International Journal of Science and Research (2017) Vol. 6 Issue 4. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART20172159.**
26. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria**; Resources Availability and Quality of Patient Care Services in Public Hospitals in Uganda: “Expert Patients” Perspectives. **International Journal of Science and Research (2017) Vol. 6 Issue 4. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART20172158**
27. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria**; Determinants of Quality of Patients Care in Public Hospitals in Uganda: Requirements for Organizational Effectiveness Clients’ Perspective. **International Journal of Science and Research (2017) Vol. 6 Issue 4. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART20172157.**
28. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria**; Microfinance Business Services and the Rural Community Welfare in Uganda. **International Journal of Science and Research (2017) Vol. 6 Issue 2. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART2017633.**
29. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria**; The Effect of Internal Audit Department Function on the Performance of the Internal Control System of a Public Hospital in Uganda. **International Journal of Science and Research (2017) Vol. 6 Issue 2. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART2017632.**
30. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria**; The Effect of Customer Service on the Client Perceived Performance of Barclays Bank Uganda. **International Journal of Science and Research (2017) Vol. 6 Issue 2. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART2017631.**
31. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria**; The Effect of Administrative Controls on Fraud Detection and Prevention in Barclays Bank Uganda. **International Journal of Science and Research (2017) Vol. 6 Issue 2. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART2017630.**

32. **John Charles Okiria, Richard Mwirumbi, and Kaziba Abdul Mpaata;** Inventory Management Practices and the Effectiveness in the Public Sector. Evidence from Six selected Public Hospitals in Uganda. **International Journal of Science and Research (2016). Vol. 5, Issue 4, ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: NOV162792.**
33. **John Charles Okiria, Richard Mwirumbi and Kaziba Abdul Mpaata;** Information Flow Management and the Effectiveness of the Supply Chain of Essential Medicines in the Public Sector. Evidence from Selected Public Hospitals in Uganda: A Downward Perspective. **International Journal of Science and Research (2016) Vol. 5, Issue 4. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: NOV162794.**
34. **Kaziba Abdul Mpaata;** Perceived Organizational Stress among University Working Students: Implications and Some Coping Strategies, **Nkumba Business Journal, and on line in ahero.uwc.ac.za. (2010) Vol. 9, 153-179, Peer Reviewed. ISSN. 1564-068X.**
35. **Kaziba Abdul Mpaata;** University Competitiveness through Quality Assurance: The challenging battle for intellectuals. **Journal of National Council for Higher Education (2010) Vol. 7, No. 1, 28 – 34, ISSN. 1813-2243.**
36. **Kaziba Abdul Mpaata;** The Crime of Arson in Organizations and its strategic implications for Education Managers in Uganda, **Nkumba Business Journal, 157-178 and on line in ahero.uwc.ac.za. (2009) Vol. 8, 157-179, Peer Reviewed. ISSN. 1564-068X.**
37. **Kaziba Abdul Mpaata;** Aggressive Behaviour in Education Institutions: Theoretical perspective and implications for University and School Educators in Uganda, **Nkumba Business Journal, 179-214 and on line in ahero.uwc.ac.za.(2009), Vol. 8, Peer Reviewed. ISSN. 1564-068X.**
38. **Kaziba Abdul Mpaata;** The University staff job satisfaction challenge and its implications for National council for higher Education: An Empirical Evidence. **Makerere Journal of Higher Education (2009) Vol. 2, 14-43 and on line in ahero.uwc.ac.za, Peer Reviewed. ISSN. 1564-068X.**
39. **Kaziba Abdul Mpaata;** Building a University Customer Base. Is it a neglected issue? **Journal of National Council for Higher Education, 24-32, 2008, Peer Reviewed. ISSN. 1564-068X and online on ahero.uwc.ac.za.**
40. **Kaziba Abdul Mpaata;** The Yawning University Leadership Gap and the Quest for Quality Management in Higher Education: **Nkumba Business Journal (2008) Vol. 7, 7-29. ISSN. 1564-068X.**
41. **Kaziba Abdul Mpaata;** Supervising Research: Some requirements for Quality Setting. **Nkumba Business Journal (2005) Vol. 6, 128-157. ISSN. 1564-068X.**
42. **Kaziba Abdul Mpaata;** Quality Decision in Meetings as Function of Leader Behaviour: Tools for the Modern Manager. **Nkumba Business Journal (2002) Vol. 4, 24-57. ISSN. 1564-068X.**
43. **Kaziba Abdul Mpaata;** Results Oriented Management: Some key Task Indicators for Managing Performance. **Nkumba Business Journal (2002) Vol. 4, 68-96. ISSN. 1564-068X.**

44. **Kaziba Abdul Mpaata**, 2001. “Research and Supervision in Higher Education”: In Effective Teaching in Higher Education Mande Edition. Nkumba University.
45. **Kaziba Abdul Mpaata and Handoko, H**, 1998; “Participation: A Challenge to Organisational Behavior Research”. **Journal of Economics and Business, Indonesia**, **13**, 53-63.
46. **Kaziba Abdul Mpaata and Sartono, A.**, 1997; “Factors Determining Price Earning (P/E) Ratio”. **Gadjah Mada University Business Review**, **15**, 133-150. ISSN. 0853 -7046, No. 12/V/1996.

PUBLISHED BOOKS:

1. Management Plans and Leadership in Higher Education: Requisites for Quality and Excellence (2023). **Kampala: Fountain Punishers.**
2. Leading an Academic Institution; The Theory behind Professor Senteza Kajubi’s Credited Performance; **Lahore University Press, (2012) ISBN 9789699721007.**
3. An Approach to Ensuring Quality Standards in University Business; Conformance Strategies and Challenges; **Marianum Press Publishing Company (2013) ISBN 9789970445066.**
4. Service Integrity in Organizational Leadership and Management; An Issue at the heart of work place ethics. **Marianum Press Publishing Company (2015) ISBN 9789970445332**

PERSONAL DATA:

Name : Prof. Kaziba Abdul Mpaata, PhD
Nationality : Ugandan
Place/Date of Birth : Iganga, 28th September, 1967
Current Marital Status : Married and with three (3) children
Physical Address : P.O. Box 6021, Kampala (Uganda)
 Tel: 0756455523/0772455523/0704455523

EDUCATIONAL QUALIFICATIONS:

	Qualification	Field	Institution	Date
1.	PhD Degree	Business Psychology	Gadjah Mada University	Sept, 1998
2.	Masters of Science	Management Science	Gadjah Mada University	April, 1995
3.	Certificate	Computer Techniques	Institute of Computer Management, Indonesia	April, 1995
4.	Postgraduate Diploma	Human Resources Management	Sainte Monique School of Public Relations	Feb, 1994
5.	Matriculation Certificate	Business Management and Administration	Gadjah Mada University	Nov, 1994
6.	Postgraduate Diploma	Public Relations	Sainte Monique School of Public Relations	March, 1994
7.	B.A. Degree	With Education (Economics)	Islamic University in Uganda	Nov, 1991
8.	Certificate in Training of Trainers (TOT)	Professional and Consultancy Skills for Trainers	Crown Agents Consultancy at Uganda Management Institute (UMI)	August, 2000
9.	Certificate	Senior Managers Leadership Course	CAPAM at Uganda Management Institute (UMI)	August, 2001
10.	Certificate in (ITSHE)	Improved Teaching Skills in Higher Education	UNESCO Workshop at Nkumba University	Oct, 2001
11.	ACBF/EAST AFRITAC/URA Certificate	Workshop on Customs Administration	At Ranch on the Lake Country Club, Kampala Uganda.	Sept, 2005
12.	Certificate	Research Grant proposal development techniques and Innovation for Capacity Building	Innovations at Makerere Committee for academic staff at Ridor Hotel Seeta, Uganda	Nov, 2006

PhD Qualification

1. DISSERTATION TOPIC

An Investigation of the Relationship between Subordinate Perception of Managerial Competence and Organizational Stress in the Major Hospitals of Yogyakarta

2. SPECIALISATION

Business Management Psychology.

3. SEMESTER 1 PREFERRED SEMINAR SUBJECTS

- Analytical Approach in Quantitative and Qualitative Research in Psychology
- Advanced Statistics
- Transpersonal Psychology
- Advanced Logic
- International Marketing
- Entrepreneurship
- Management Consultancy
- Marketing Research
- Industrial Marketing
- Marketing Channels
- Service Marketing
- Advertising Management
- Retail Marketing
- Strategic Decision Making in Marketing

SEMESTER 2 PREFERRED SEMINAR SUBJECTS

- Organizational Psychology
- Personnel Psychology
- Ergonomics
- Advanced Consumer Psychology
- Psychology and Technology
- Human Resources Management
- Positional Analysis and placement

SEMESTER 3 PREFERRED SEMINAR SUBJECTS

- Theory and Creativity Development
- Concept in Guidance and Counseling
- Human Information Processing
- Artificial Intelligence
- Advanced Group Psychology
- Marketing for Non Profit Sector
- Promotions Management
- Marketing Communication
- Business to Business Marketing

SEMESTER 4 PREFERRED SEMINAR SUBJECTS

- Psychometric Theories
- Test Formulation Systems in Psychology
- Factor Analysis
- Multi-Dimensional Scale Development
- Bayesian Statistics
- The Application of item response theory to practical problems
- Data Processing and Psychology

MASTERS QUALIFICATION:

Thesis Title: *Factors Determining Price Earnings (P/E) Ratio: An Analysis of firms listed on the New York Stock Exchange*

SPECIALISATION:

Business Management (**Financial Management option**)

Some Subjects offered:-

- Principles of Corporate finance
- Intermediate Financial Management
- Econometrics
- Organizational Theory and Behavior
- Advanced Human Resources Management
- Advanced Strategic Management
- Advanced Financial Management
- International Financial Management
- Modern Portfolio Theory and Investment Analysis
- Business Research Methods
- Advanced Business Statistics
- Development Economics, etc.

Post Graduate Diploma in Public Relations

Some Subjects offered:-

- Introduction to Public Relations
- Communication Skills
- Stake Holders Relations
- Public Speaking
- Writing Techniques, etc.

Post Graduate Diploma in Human Resources Management

Some Subjects offered:

- Human Resources Planning
- Job Performance and Evaluation
- Recruitment Selection and Placement
- Compensation and Employee benefit Management
- Training and Management Development
- Appraisal
- Psychology of Industrial Relations

B.A. Economics (with Education) Degree

Some Subjects offered:-

- Educational Administration
- Educational Psychology
- Economic Theory
- Economic Policy and Planning
- Money, Banking and Public Finance
- Industry and Labour relations

WORKING EXPERIENCE:

Year	Post	Institution
2021 to date	Professor, Faculty of Management Sciences	Busitema University
2010 to 2021	Vice Rector, Finance and Administration	Islamic University in Uganda
2006 to 2010	Part-time Lecturer, Financial Management and policy, Human Resource Planning etc.	Faculty of Economics and Management (FEMA), Makerere University
2006 to 2010.	Part Time Lecturer, Administrative theory and Financial management.	The East African School of Higher Education Studies and Development, Makerere University
2004 to 2010	Senior Lecturer and Head of Department and Acting Dean, School of Business Administration.	Nkumba University
2000 to 2009	Part Time Lecturer Master's Programme of Ethics and Public Administration, Business Management and Human Resource Management.	Faculty of Arts, Makerere University
1996 to 1998	Lecturer, Business Finance	Islamic University in Indonesia
1994 to 1995	Assistant Lecturer, Financial Management	Gadjah Mada University
1992 to 1993	Headteacher	Kemishego S.S.S.
1991 to 1992	Economics Teacher & Career's Master, HOD Economics.	Gombe S.S.S.

EDUCATION PROFILE:

Year	Institution	Award
2017	Commonwealth University	Doctor of Business Administration (Honoris Causa)
2017	London Graduate School	Master Class Certificate in E-Learning & Digital Marketing
2014	United Nations Educational, Scientific and Cultural Organization (UNESCO)	Certificate in E-Learning series on Information and Communication Technology in Education
2004	Uganda Revenue Authority with British Experts	Certificates in Tax Education
2001	Senior Leadership Development Uganda Management Institute	The Common Wealth Association for Public Administration and Management (CAPAM)
2000	Uganda Management Institute/Crown Agents	Certificates in Training of Trainers (TOT)
1998	Gadjah Mada University, Indonesia	Doctoral Degree

1995	Institute of Computer Management	Computer Certificate
1995	Gadjah Mada University, Indonesia	Masters Degree
1991	Islamic University in Uganda	Undergraduate
1988	Kibuli Senior Secondary School	Advanced Level
1985	Bukoyo Senior Secondary School	Ordinary Level
1981	Bukoyo Primary School	Primary School

RESPONSIBILITIES:

- **Fellow**, Uganda National Academy of Sciences – To date
- **Member of Senate**, Busitema University – 2000-2010
- **Member**, Finance and Administration Committee, Uganda National Academy of Sciences, To date
- **Member**, Committee of Experts on Equity and Inclusion for National Development, UNAS, 2021 – 2022
- **Member**, International Universities Search and Rescue Council (**IUSRC**) – To date.
- **Member**, Association of the International Universities Research Council – To date.
- **Member**, IUCEA, Visitation Committee to Universities in East Africa on quality assurance - To Date.
- **Member**, NCHE, Visitation Committee to Universities and other Tertiary Institutions accreditation and quality assurance in Uganda – To date
- **Member**, PPDA, task force on minimum training standards and accreditation of procurement courses in Uganda – To date.
- **Head and Acting Dean**, School of Business Administration, Nkumba University – 2004-2009.
- **External Examiner**, Uganda Management Institute (UMI) – 2000-2006
- **Member of Senate**, Nkumba University – 2000-2010
- **Senate representative** to the University Council, Nkumba University – 2000-2010
- **Research Coordinator for Business Administration**, Nkumba University – 2000-2010
- **Member**, Finance Committee Nkumba University – 2000-2010
- **Member**, Planning Committee Nkumba University – 2000-2010
- **Secretary**, Finance Committee, Islamic University in Uganda – To date
- **Member**, Estates, Planning and Development Committee, Islamic University in Uganda – To date
- **Secretary** Appointments Board and Disciplinary Committee Islamic University in Uganda – To date
- **Chairman**, Health Centre Committee – To date
- **Member**, Uganda National Trade Export Sector Review – To date
- **Vice Chairman**, Iganga Parents School – To date
- **Member**, Board of Governors, Entebbe Junior School – To date
- **Member**, Board of Directors, Luyanzi Academic Foundation Ltd. – To date
- **Member**, Board of Directors, Luyanzi Progressive Secondary School, Bweyogerere – To date

CONFERENCES ATTENDED:

1. **August, 2004 -** Attended the International World Bank conference on bidding and supplier selection at Sheraton Hotel, Kampala.
2. **April, 2005** Attended the Uganda AGOA development conference at Grant Imperial Hotel-Kampala.
3. **September, 2006** Attended the Uganda Business Forum Conference at Sheraton Hotel Kampala.
4. **February, 2007** Attended the Uganda AIDs/HIV Conference at the Uganda National Theatre Kampala.
5. **April, 2008** Attended the Uganda Trade Conference for Grant Support grass root development in Uganda at Hotel Africana.
6. **October 2010** Attended **WAMY** Conference at Jakarta – Indonesia
7. **January 2011** Attended the 14th General Assembly Meeting of COSMTECH in Islamabad – Pakistan
8. **April, 2011** Attended the Inter-University Council For East Africa (IUCEA) Vice Chancellors' Forum in Bujumbura, Burundi.
9. **December, 2011** Attended the 7th Conference of Culture Ministers in Algiers – Algeria.
10. **November, 2011** Chaired the Joint Initiative of Inter-University Council for East Africa DAAD and **HRK** for the development of a regional Quality Assurance System for Higher Education in East Africa at Tanzania.
11. **November, 2011** Chaired the 1st Regional Workshop/Roundtable Forum: *The Development of Benchmark Standards in Business Studies* at Arusha – Tanzania.
12. **January, 2012** Chaired the 2nd Regional Workshop/Roundtable Forum: *The Development of Benchmark Standards in Business Studies* at Entebbe – Uganda.
13. **April, 2012** Presented at the International Universities Search and Rescue Council in Northern Cyprus, Turkey.
14. **June, 2012** Presented at the Vice Chancellors Forum on Higher Education in the Islamic World, Islamabad – Pakistan.
15. **February, 2013** Participated in the Institutional Quality Audit of Public Universities in Kenya.
16. **March, 2015** Chaired session at the 3rd Vice Chancellors Forum on Higher Education in the Islamic World, Islamabad – Pakistan.
17. **July, 2015** Attended the International Institute of Islamic Thought (IIIT) conference in Kampala.

18. **June, 2016** Attended the Organization of Islamic cooperation standing committee on scientific and Technological cooperation (COMSTECH) conference in, Islamabad – Pakistan.
19. **November, 2016** Attended the Eighth Islamic Conference of Ministers of Education and Scientific Research in Bamako – Mali.
20. **November, 2016** Attended the Academia-Public-Private Partnership Forum and Exhibition at Julius Nyerere International Convention Center (JNICC), in Dar es Salaam, Tanzania.
21. **July, 2018** Attended the Fifth World Conference on Islamic Thought and Civilization (WCIT), Perak, Malaysia.
22. **July, 2019** Presented at the 1st Annual International Conference on Education, Science, and Social Sciences (AICESSS 2019), Kampala, Uganda.
23. **August, 2019** Attended the Indonesia – Africa Infrastructure Dialogue, Bali – Indonesia.
24. **December, 2022** Presented at the Elgon Region Investment Conference, Mbale City, Uganda.

SEMINARS/WORKSHOPS:

- Mpaata K.A.** Presented a paper on: Research and Supervision in Higher Education. Paper presented to the Improvement of Learning in Higher Education, Seminar held at Nkumba University, May 2000.
- Mpaata K.A.** Presented a paper on: Result Oriented Management for School Management and Administration at Kibuli Teaching Training College Dec. 2000.
- Mpaata K.A.** Discussed a paper on: Strategies for Industrialization in Uganda – the way forward. Organized by the ministry on the World Industrial Day at Sheraton, May 2001.
- Mpaata K.A.** Presented a paper on: Economic Liberalization, Structural Adjustment and Poverty Eradication in Uganda at UMYA Dec 2001.
- Mpaata K.A.** Presented a paper on: Quality Control in the Research Process and Supervision at Nkumba University, Jan 2002.
- Mpaata K.A.** Presented a paper on: Immorality, Society and Islam: Lessons from the Current Media Exposure, at the Makerere University Business School, April 2003.
- Mpaata K.A.** Presented a paper on: A Simple Guide to Writing a Research Proposal, at a Research Workshop for MSc. Students at Nkumba University, May, 2004.
- Mpaata K.A.** Presented a paper on: Establishing Validity, and Reliability of Research Instrument, at MSc/MBA Research Workshop Nkumba University, May, 2005.

- Mpaata K.A.** Presented a paper on: Continuous Improvement of Company Performance as a Function of the Executive Directors' Empowerment of Lower Level Employees: *Strategies for the Future* presented at Hotel Africana, August, 2005.
- Mpaata K.A.** Presented a paper on: Empowerment in the Health Sector: , Benefits and Limitations, at the Director's Institute for Human Resource Development Workshop, at Hotel Africana September, 2005.
- Mpaata K.A.** Presented a paper on: The role of a Company Board Chairman: Basics for Corporate Governance, organized by the Director's Institute for Human Resource Development, at Hotel Africana, November, 2005).
- Mpaata K.A.** Presented a paper on: The Management of Teacher Career in secondary Schools: *Required Specific Competencies for Head teachers* at, Kibibi Secondary School, May 2004.
- Mpaata K.A.** Presented a paper on: Strategic Management for Hospitals in Uganda: *How Public Hospital Strategies Differ from Private Strategies*, at the Directors Institute for Human Resource Development, at Hotel African, May 2006.
- Mpaata K.A.** Participated and discussed paper on the National Trade Sector review conference – Imperial Resort 20th – 21st June, 2005.
- Mpaata K.A.** Participated and discussed paper on the development of professional courses on Public Procurement and Disposal of Assets at Grand Imperial, 28th June, 2006.
- Mpaata K.A.** Presented a paper on: Building a University Customer Base. Is it a neglected issue?, at the Secondary head teacher's conference at Bukoyo, August 2007.
- Mpaata K.A.** Presented a paper on: Quality Development Incentives: the need to Link University staff satisfaction, skill and attitude to quality performance at the academic staff workshop at Nkumba, May, 2007.
- Mpaata K.A.** Presented a paper on: University Competitiveness through Quality Assurance. The Challenging battle for Intellectuals at the Uganda forum of Muslim intellectuals at Makerere University, August 2008.
- Mpaata K.A.** Presented a paper on the role of Networking in the Performance of Muslim Schools: Presented at the Uganda Muslim Teachers Association National Convention at Bukoyo, August, 2008.
- Mpaata K.A.** Presented a paper on peer reviewing and the role of Peers in the Academic Process at Nkumba University conference in Jan, 2010.
- Mpaata K.A.** Presented a paper on Islam and Development at the 23rd Ramadhan Convention in August 2010.
- Mpaata K.A.** Presented a paper on Mobilization, Allocation and Utilization of Resources in Higher Education and its Relationship with Guild Leadership at IUTU Kampala Campus in August 2011.

- Mpaata K.A.** Presented a paper on Expanding the Role, Influence and Contribution of a Teacher beyond the Classroom/School Environment to a wider society – Challenges, Opportunities, Way Forward and Benefits to the Teacher, School and Society at the UMTA Conference at Hamdan Girls Secondary in August 2011.
- Mpaata K.A.** Presented a paper on Mobilization and Utilization of the Muslim Economic Resources at the 24th Ramadhan Convention organized at Islamic University in Uganda in August 2011.
- Mpaata K.A.** Presented a paper on Mobilization and Utilization of the Muslim Economic Resources at the Uganda Teachers’ Association (UMTA) – Busoga Region Conference Oct, 2011.
- Mpaata K.A.** Presented a paper at the 2nd BBA Benchmarking Workshop, December 2011, Entebbe - Uganda
- Mpaata K.A.** Presented a paper on Resource and Quality Gaps among Universities in the Islamic World: The Quest for a Strengthened Cooperation and Assistance at the Vice Chancellors Forum on Higher Education in the Islamic World, Islamabad, Pakistan - June 2012
- Mpaata K.A.** Presented a Paper on Resource Mobilization and Management in Students’ Guild Leadership Conference – IUIU, Females’ Campus- August, 2012.
- Mpaata K.A.** Facilitated in the Quality Assurance Workshop on Fostering Quality Assurance in Universities: Concepts and Practices – IUIU, Females’ Campus – March, 2014.
- Mpaata K.A.** Presented a paper on Succeeding in a Family Business at the 21st Annual Seminar for the Institute of Certified Public Accountants of Uganda at Imperial Royal Hotel in Entebbe, Uganda – September 2016.
- Mpaata K.A.** Presented a Keynote Address at the Islamic Banking and Finance Workshop held at IUIU Main Campus, Mbale on 7th April 2018.
- Mpaata K.A.** Presented a paper on Research Methods at the Junior Command and Staff College (JCSC) Cohort 29/18, Jinja, 2018.
- Mpaata K.A.** Presented a Motivational Speech to the New District Leadership of Bugweri on the Interface between the challenges of the Cs of Communication, Consultation and Cooperation and the Cs of Conflict, Crisis and Corruption, 2018.
- Mpaata K.A.** Presented a paper on the Vice of Sexual Violence in Institutions of Higher Learning in Uganda to the Parliamentary Committee that visited IUIU on 31st October, 2018.

Contribution to Long Distance Learning

I wrote Economics lecture notes in a module form to help in distance learning at Nkumba University. On “*An Introduction to Micro Economics: Concepts, Theories and Principles. A Module for long distance Education, edited by Ssentongo, Nkumba University (2009)*”

CONSULTANCIES UNDERTAKEN:

- 2007** Empirical Research on Gender, Power, and Performance in Uganda, Ministry of Gender, Labour and Social Development, Funded by the European Union.
- 2007** Member in the Verification and Quality Mapping for the award of license to Lugazi University - NCHE project.
- 2007** Team Leader in Verification and Quality Mapping for the award of license to Multitech Kampala - NCHE project.
- 2007** Team Leader in the Verification and Quality Mapping for the African College of Commerce, Kabale - NCHE Project,
- 2007** Youth Services and Peer Counseling in Eastern Uganda, a PEARL project in the Ministry of Gender, Labour and Social Development.
- 2008** The application and influence of the Health-Based Educational Intervention on the increased adolescent fertility control in Uganda, USAID –funded program
- 2008** Team Leader in the Verification and Quality Mapping for Uganda Polytechnics, Kasese - NCHE Project.
- 2008** Team Leader in the Verification and Quality Mapping of Uganda College of Commerce, Pakwach - NCHE, Project.
- 2008** Team Leader in the Verification and Quality Mapping for Islamic University in Uganda - PPDA/UNDP Project.
- 2008** Competency Profiling and Positional Analysis of the work force in the Electricity Regulatory Authority (ERA).
- 2008** Member in the Verification and Quality Mapping for the Uganda Institute of Bankers
- 2008** Team Leader in Drafting and Development of the minimum requirements for courses of study in Business Management - NCHE project.
- 2008** Team Leader in the Verification and Quality Mapping of Makerere University Business School - PPDA/UNDP Project.
- 2008** Team Leader in Verification and Quality Mapping for the award of license to YMCA Comprehensive Institute - NCHE project.

- 2008** Chairman in the East Africa Quality assurance Peer Review Initiative for Universities of Maseno in Kenya – IUCEA/DAAD Project.
- 2008** Chairman in the East Africa Quality assurance Peer Review Initiative for University of Mzumbe, Tanzania – IUCEA/DAAD Project.
- 2008** Chairman in the East Africa Quality assurance Peer Review Initiative for Universities Iringa Collage, Tanzania – IUCEA/DAAD Project.
- 2008** Chairman in the East Africa Quality assurance Peer Review in Universities of St. Augustine, Tanzania – IUCEA/DAAD Project.
- 2010** Chairman in the East Africa Quality assurance Peer Review in the University of St. Paul, LIMURU Kenya – IUCEA/DAAD Project.
- 2010** Chairman in the East Africa Quality assurance Peer Review in the University of St. John-DODOMA Tanzania– IUCEA/DAAD Project.
- 2011** Chairman of the Peer Teams during the IUCEA-DAAD Pilot External Programme Evaluation – Arusha, Tanzania.
- 2012** Member of the External Technical Evaluation Committee for Inspection and Evaluation of the Open University Tanzania, (OUT).
- 2018** Chairman in the East Africa Quality Assurance Peer Review of Moshi Co-operative University – Moshi – Tanzania – IUCEA/DAAD Project.
- 2021** Member of the Committee of Experts on Equity and Inclusion for National Development in the Uganda National Academy of Sciences, 2021 – 2022.

PUBLISHED BOOKS

- 1.** Leading an Academic Institution; The Theory behind Professor Senteza Kajubi’s Credited Performance; **Lahore University Press, (2012) ISBN: 9789699721007.**
- 2.** An Approach to Ensuring Quality Standards in University Business; Conformance and, Strategies and Challenges; **Marianum Press Publishing Company (2013) ISBN: 9789970445066.**
- 3.** Service Integrity in Organizational Leadership and Management; An Issue at the heart of work place ethics **Marianum Press Publishing Company (2015) ISBN: 9789970445332.**
- 4.** Management Plans and Leadership in Higher Education: Requisites for Quality and Excellence (2023). **Kampala: Fountain Punishers.**

ARTICLES IN JOURNALS

1. **Thomas Sifuna Mayende, Abaasi Ibrahim Musenze, Kaziba Abdul Mpaata, and Gideon Nkurunziza**, 2026. Unpacking the role of job satisfaction in the psychological capital-work engagement link: evidence from Ugandan public universities. *SN Business & Economics*, 6 (23).
2. **Wanyana Mercy, Kaziba Abdul Mpaata, and Ibrahim Abaasi Musenze**, 2026. Servant leadership and innovative work behavior: Does psychological empowerment matter? *Cogent Business & Management*, 13(1). <https://doi.org/10.1080/23311975.2026.2621470>.
3. **Wanyana Mercy, Kaziba Abdul Mpaata, and Ibrahim Abaasi Musenze**, 2025. Effect of Psychological Empowerment on Innovative Work Behavior Amongst Academics of Public Universities in Uganda. *International Journal of Applied Research in Business and Management*, 6 (2).
4. **Wanyana Mercy, Kaziba Abdul Mpaata, and Ibrahim Abaasi Musenze**, 2025. Determinant Factors that Drive Innovative Work Behavior of Public University Academic Staff in Uganda. *International Journal of Applied Research in Business and Management*, 6 (2).
5. **Kaziba Abdul Mpaata, Ibrahim Abaasi Musenze, and Umar Kakumba**, 2024. Factors Determining Quality of Work Life for Employees in Private Security Business Organizations in Uganda. *Open Journal of Business and Management*, 12, 1315 – 1334.
6. **Kaziba Abdul Mpaata, and Ibrahim Abaasi Musenze**, 2023. Effect of Life Skills on Youth Empowerment to Practice Entrepreneurship in Uganda: Conveyor belts for Poverty Reduction. *International Journal of Youth Economy*, 7 (1), 15 – 35.
7. **Kaziba Abdul Mpaata, Imam Gakowe Hassan, and Ibrahim Abaasi Musenze**, 2022. Effect of Staff Development Policy on Organizational Commitment of University Beneficiaries in Uganda. *Journal of Education and Practice*, 13 (9), 1 – 8.
8. **Kaziba Abdul Mpaata and Umar Kakumba**, 2020. Determinant Factors in the Effective Leadership of Secondary Schools: The Diminishing Trust Culture by Educators. *Journal of Education and Practice*, 11 (33), 56 – 62.
9. **Kaziba Abdul Mpaata, Umar Kakumba, Bumali Lubogoyi**, 2019. “Influence of Local Government Budget Management Practices on Collective Service Delivery in the Rural Districts of Uganda: The Quest for Goal Congruence”. *African Journal of Public Affairs*, 11(2), 1 – 19.
10. **Kaziba Abdul Mpaata and Zaid Mpaata**, 2019. “The Leadership Role of Secondary School Head Teachers in Delivering Integrative Quality Education in Uganda”. *International Journal of Educational Leadership and Management*, 7(2), 203 – 230, DOI:10.17583/ijelm.2019.3534.
11. **Kaziba Abdul Mpaata and Zaid Mpaata**, 2018. “Mass Education Aspirations and the Quality Demand in the Delivery of Higher Education in East Africa: Consequences of Migration from Elitism”. *Journal of Education and Practice*, 9 (18), 1 – 10.

12. **Kaziba Abdul Mpaata and Zaid Mpaata**, 2018. "The Secondary School Head Teacher's Leadership Role in Educational Policy Implementation in Uganda". **Journal of Education and Practice**, 9 (17), 1 – 9.
13. **Kaziba Abdul Mpaata and Bumali Lubogoyi**, 2018. "The curse of Financial Decentralization to the Upcountry Districts in Uganda: The Neglected Service Delivery Correlates". **International Journal of Development Research**, 8 (06), 20968 – 20974.
14. **Kaziba Abdul Mpaata, Bumali Lubogoyi, Umar Kakumba**, 2017. "Perceptions of Youths on Government Venture Capital Fund: The Accrued Empowerment Benefits". **International Journal of Youth Economy**, 1 (2), 157 – 173, doi:10.18576/ijye/010205.
15. **Kaziba Abdul Mpaata, Bumali Lubogoyi and John Charles Okiria**, 2017. "Availability of Specialists in Hospitals and the Healthcare Delivery System in Uganda: The Quest for Intellectual Capital Management". **Asian Management Research Journal**, 2 (1), 5 – 21.
16. **Kaziba Abdul Mpaata, Bumali Lubogoyi and John Charles Okiria**, 2017. "Quality assurance management function of the Uganda national bureau of standards (UNBS) and the perceived consumer safety in Uganda". **International Journal of Current Research**, 9 (08), 56743 – 56748. ISSN: 0975-833X.
17. **Kaziba Abdul Mpaata, Bumali Lubogoyi and Umar Kakumba**, 2017. "The relationship between supervisory leadership and health care service delivery in public hospitals in Uganda: A personnel management issue". **International Journal of Current Research**, 9 (08), 56737 – 56742. ISSN: 0975-833X.
18. **Kaziba Abdul Mpaata**, 2017. "Youth Personality Development and the Ultimate Character: the Neglected Role of Educators". **International Journal of Youth Economy**, 1 (1), 105 – 118, DOI. <http://dx.doi.org/10.18576/ijye/010107>.
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20. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria**; The Influence of District Local Government Revenue Collection on Delivery of Basic Community Services in Uganda. **International Journal of Science and Research (2017) Vol. 6 Issue 4**. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART20172152
21. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria**; Relationship between TASO Community Initiatives and HIV/AIDS Control in Uganda. **International Journal of Science and Research (2017) Vol. 6 Issue 4**. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART20172153.
22. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria**; The Supervisory Role of Head Teachers and the Delivery of Primary Education in the Rural Districts of Uganda. **International Journal of Science and Research (2017) Vol. 6 Issue 4**. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART20172154.
23. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria**; Financial Controls and the Perceived Performance of the Sugar Factory in a Family Business Enterprise: evidence

from the Madhvani Sugar Factory in Uganda. **International Journal of Science and Research (2017) Vol. 6 Issue 4. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART20172155**

24. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria; Correlates of Outpatient Health Care Services in an Upcountry Referral Hospital in Uganda: Management Revival Strategies. International Journal of Science and Research (2017) Vol. 6 Issue 4. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART20172159.**
25. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria; Resources Availability and Quality of Patient Care Services in Public Hospitals in Uganda: “Expert Patients” Perspectives. International Journal of Science and Research (2017) Vol. 6 Issue 4. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART20172158**
26. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria; Determinants of Quality of Patients Care in Public Hospitals in Uganda: Requirements for Organizational Effectiveness Clients’ Perspective. International Journal of Science and Research (2017) Vol. 6 Issue 4. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART20172157.**
27. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria; Microfinance Business Services and the Rural Community Welfare in Uganda. International Journal of Science and Research (2017) Vol. 6 Issue 2. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART2017633.**
28. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria; The Effect of Internal Audit Department Function on the Performance of the Internal Control System of a Public Hospital in Uganda. International Journal of Science and Research (2017) Vol. 6 Issue 2. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART2017632.**
29. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria; The Effect of Customer Service on the Client Perceived Performance of Barclays Bank Uganda. International Journal of Science and Research (2017) Vol. 6 Issue 2. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART2017631.**
30. **Kaziba Abdul Mpaata, Bumali Lubogoyi, John Charles Okiria; The Effect of Administrative Controls on Fraud Detection and Prevention in Barclays Bank Uganda. International Journal of Science and Research (2017) Vol. 6 Issue 2. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: ART2017630.**
31. **John Charles Okiria, Richard Mwirumbi, and Kaziba Abdul Mpaata; Inventory Management Practices and the Effectiveness in the Public Sector. Evidence from Six selected Public Hospitals in Uganda. International Journal of Science and Research (2016). Vol. 5, Issue 4, ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: NOV162792.**
32. **John Charles Okiria, Richard Mwirumbi and Kaziba Abdul Mpaata; Information Flow Management and the Effectiveness of the Supply Chain of Essential Medicines in the Public Sector. Evidence from Selected Public Hospitals in Uganda: A Downward Perspective. International Journal of Science and Research (2016) Vol. 5, Issue 4. ISSN. 2319-7064 and online on www.ijsr.net: Paper ID: NOV162794.**

33. **Kaziba Abdul Mpaata**; Perceived Organizational Stress among University Working Students: Implications and Some Coping Strategies, **Nkumba Business Journal, and on line in ahero.uwc.ac.za. (2010) Vol. 9, 153-179, Peer Reviewed. ISSN. 1564-068X.**
34. **Kaziba Abdul Mpaata**; University Competitiveness through Quality Assurance: The challenging battle for intellectuals. **Journal of National Council for Higher Education (2010) Vol. 7, No. 1, 28 – 34, ISSN. 1813-2243.**
35. **Kaziba Abdul Mpaata**; The Crime of Arson in Organizations and its strategic implications for Education Managers in Uganda, **Nkumba Business Journal, 157-178 and on line in ahero.uwc.ac.za. (2009) Vol. 8, 157-179, Peer Reviewed. ISSN. 1564-068X.**
36. **Kaziba Abdul Mpaata**; Aggressive Behaviour in Education Institutions: Theoretical perspective and implications for University and School Educators in Uganda, **Nkumba Business Journal, 179-214 and on line in ahero.uwc.ac.za.(2009), Vol. 8, Peer Reviewed. ISSN. 1564-068X.**
37. **Kaziba Abdul Mpaata**; The University staff job satisfaction challenge and its implications for National council for higher Education: An Empirical Evidence. **Makerere Journal of Higher Education (2009) Vol. 2, 14-43 and on line in ahero.uwc.ac.za, Peer Reviewed. ISSN. 1564-068X.**
38. **Kaziba Abdul Mpaata**; Building a University Customer Base. Is it a neglected issue? **Journal of National Council for Higher Education, 24-32, 2008, Peer Reviewed. ISSN. 1564-068X and online on ahero.uwc.ac.za.**
39. **Kaziba Abdul Mpaata**; The Yawning University Leadership Gap and the Quest for Quality Management in Higher Education: **Nkumba Business Journal (2008) Vol. 7, 7-29. ISSN. 1564-068X.**
40. **Kaziba Abdul Mpaata**; Supervising Research: Some requirements for Quality Setting. **Nkumba Business Journal (2005) Vol. 6, 128-157. ISSN. 1564-068X.**
41. **Kaziba Abdul Mpaata**; Quality Decision in Meetings as Function of Leader Behaviour: Tools for the Modern Manager. **Nkumba Business Journal (2002) Vol. 4, 24-57. ISSN. 1564-068X.**
42. **Kaziba Abdul Mpaata**; Results Oriented Management: Some key Task Indicators for Managing Performance. **Nkumba Business Journal (2002) Vol. 4, 68-96. ISSN. 1564-068X.**
43. **Kaziba Abdul Mpaata**, 2001. "Research and Supervision in Higher Education": In Effective Teaching in Higher Education Mande Edition. Nkumba University.
44. **Kaziba Abdul Mpaata and Handoko, H**, 1998; "Participation: A Challenge to Organisational Behavior Research". **Journal of Economics and Business, Indonesia, 13, 53-63.**
45. **Kaziba Abdul Mpaata and Sartono, A.**, 1997; "Factors Determining Price Earning (P/E) Ratio". **Gadjah Mada University Business Review, 15, 133-150. ISSN. 0853 -7046, No. 12/V/1996.**

SOME OF THE PhD RESEARCH SUPERVISED TO COMPLETION AND WITH EXTERNAL EXAMINERS APPROVAL

Completed by 2025

- | | |
|------------------------------|---|
| 1. Mercy Wanyana
Mugonolo | Innovative Work Behavior Among Academic Staff in Public Universities in Uganda. |
|------------------------------|---|

Completed by 2019

- | | |
|-------------------------------|---|
| 2. Hillary Emmanuel
Musoke | Procurement systems and effectiveness of health care service delivery in Uganda: A case study of selected rural health Centres IIIs in Wakiso District. |
|-------------------------------|---|

Completed by 2015

- | | |
|------------------------|---|
| 3. John Charles Okiria | Medical stores management and the effectiveness of the supply chain of essential medicines in the public health sector in Uganda. |
|------------------------|---|

Completed by 2007

- | | |
|--------------------|---|
| 4. Sekandi Herbert | Origin, Implementation and Effects of Structural Adjustments in the Uganda Education System, 1992 – 2005. |
|--------------------|---|

SOME OF THE MBA/MSc. RESEARCH SUPERVISED TO COMPLETION AND WITH EXTERNAL EXAMINERS APPROVAL

Completed by 2024

- | | |
|--------------------------|--|
| 1. Oule George Omoding | Capital Structure, Credit Management and Financial Performance in Small and Medium Enterprises in Pallisa Business District |
| 2. Ssemakula Muhusin | Internal Control Systems and Financial Performance of Non-Government Organizations in Uganda: A Case Study of Educate! Uganda |
| 3. Mulira Muniru | Project Manager's Leadership Competencies, Stakeholder Collaboration and Success of Health NGO Projects in Mbale District |
| 4. Alupo Thereza | Authentic Leadership, Stakeholder Engagement and Sustainability of Donor Funded Water Projects: A Case of Lamwo District in Uganda |
| 5. Oger Daniel | Budgeting Process, Internal Control and Financial Performance of Secondary Schools in Kumi District. |
| 6. Okello Francis Xavier | Promotional Mix, Brand Image and Customer Satisfaction in Opportunity Bank Uganda Limited, Soroti Branch. |
| 7. Ikibo Robert Cleans | Political Decentralization, Resource Availability and Public Service Delivery In Uganda: A Case Of Tororo District Local Government. |

Completed by 2023

- | | |
|---------------------|--|
| 8. Muzige Paul | Internal Control Systems, Employee Commitment and Success of Government Projects in Mayuge District Local Government |
| 9. Wanyama Geoffrey | Employee Supervision, Financial Control Systems and Quality Public Service Delivery in Local Governments in Busoga Sub-Region |
| 10. Gusino Patrick | Leadership Behaviour, Administrative Ethics and Education Service Delivery In Local Governments: A Case Study Of Namayingo District Local Government |

Completed by 2021

- | | |
|------------------------|---|
| 11. Tumwebaze Caroline | Effect of Internal Controls on Financial Management in Public Universities in Uganda: A Case of Busitema University |
|------------------------|---|

Completed by 2019

12. Liban Abdullahi Abdi Application of Job Characteristics Model and Employee Satisfaction at Hormuud Telecommunication Company, Somalia – Kismayo.
13. Kasula Hanati Staff Disciplinary Handling Practices and Teacher Performance in Selected Private Secondary Schools in Mbale Municipality, Uganda.

Completed by 2018

14. Ibuuza Hamzah Computerized Accounting Information System and Financial Performance in Islamic University in Uganda.
15. Kemba Nulu Supervision Practices and the Performance of Non-Academic Staff in Islamic University in Uganda

Completed by 2017

- | Name | Topic |
|--------------------------------|---|
| 16. Waninga Robert | Effect of Internal Audit on Financial Performance of NAADS in Buyobo Sub County, Sironko District – Uganda. |
| 17. Bwana Augustus Aaron | Accounting Information System and Financial Performance in Busiu Saving and Credit Cooperative Society, Mbale – Uganda. |
| 18. Kafuuma Ali | Microfinance Services and Clients' Welfare: A case of Pride Microfinance in Kayunga Town Council. |
| 19. Abdikarin Mohamoud Mohamed | Effect of Capital Structure on Financial Performance of Galdogob Water Supply Company, Galdogob - Somalia. |
| 20. Hassan Basheer Aliyu | The Effect of Service Strategies on Financial Performance at UMEME Mbale Branch - Uganda. |

Completed by 2016

- | Name | Topic |
|--------------------------|--|
| 21. Kaija Patrick | The impact of non-governmental organizations in the problem of street children. A case study of three selected NGOs. |
| 22. Mahmud Aliyu | The influence of Information and Communication Technology on Students Learning Achievement in Islamic University in Uganda. |
| 23. Hassan Basheer Aliyu | Relationship between students' access to e-learning resources and their academic achievements in the Islamic University in Uganda. |
| 24. Bashar Muhammad Yabo | Students' Perception of Examination mode in Computer Studies. |
| 25. Shaireh Parl Nelson | The Effect of Supervision on Employee Performance in Butebo County – Pallisa District. |
| 26. Tumusiime Andrew | Financial management and service delivery in the Ministry of Agriculture, Animal Industry and Fisheries. |
| 27. Mukasa Kajubi | The role of the Small Scale industry in Uganda. A case study of the machine tools cottage industry. |
| 28. Katono Yusuf | Effect of Societal Marketing by Coca-Cola in Customer Loyalty in Mbale Municipality. |

29. Adyao Pamela Grace Ouga An Analysis of the Effect of Lending Policies on Loan Repayment Performance of Clients of Med-Net Micro-Finance Institution: A case study of Lira District.
30. Lemeriga Abdu Rizi Effect of Participative Decision Making on the performance of Academic Staff in the Islamic University in Uganda.
31. Abdulkadir Abdullahi Farah Analysis of the Contribution of Job Redesign of Employee performance in Social Development and Research Association (SDRA) Galkayo Somalia.
32. Abubakar Attahiru Effect of using Information and Communication Technology (ICT) on Learning Mathematics in Mbale Progressive School Boarding Campus.
33. Aminu Abubakar Relationship between Instructional Technology use and Students' Learning in Shehu Shagari College of Education, Sokoto State – Nigeria.
34. Orodriyo Cathrine The Contribution of Total Quality Management to the Performance of Public Secondary Schools in Uganda.
35. Nabukenya Zamu Ahman Bid Evaluation and Contractual Performance in the Public Sector: A Case study of Ministry of Works and Transport.
36. Julius Otieno The Effect of Computerized Accounting Systems on Audit Risk Management in Public Enterprises: A Case Study Of Kisumu County, Kenya.
37. Kung'a Andrew Onyango Determinants of Financial Leverage in The Manufacturing Firms in Western Kenya.
38. Nansereko Rachael Procurement Ethics and Performance in Local Governments: A Case Study of Entebbe Municipality Council.
39. Namugenyi Allen Public Procurement Management and Service Delivery in the Public Sector: A case study of Uganda National Roads Authority.
40. Kato Paul Procurement practices and service delivery in Urban Local Authorities: A case study of Jinja Municipal Council.
41. Najjuko Esther Ruth Inventory Management and Service Delivery in Government Parastatals; A Case Study of Uganda Electricity Transmission Company Ltd.
42. Kate Oburu Contract Management and Value for Money Service Delivery In local Government: A case study of Tororo District Local Government.
43. Mukwala Lawrence Medical Supplies Distribution and Service Delivery in Public Enterprises In Uganda: A Case study of Medical Stores.
44. Mulinda Tonny Public Procurement and Disposal of Assets Act Implementation and Management of Public Funds: A case study of Kampala City Council Authority.
45. Moses Mugisha Procurement Practices and Urban Service Delivery in Municipalities in Uganda.
46. Kongai Francis Analysis of the effect of Internal Audit on the Financial Control of MED-Net Microfinance Institution – Mbale Branch.

47. Nsanji Emmanuel Effect of Training on Employee Performance in Plan – Uganda.
48. Abdullahi Ali Hashi The Relationship between Internal Audit and Risk Management in NationLink Telecommunication Company in Mogadishu – Somalia.

Completed by 2011

49. Nanyanzi Beatrice Procurement Management and Service delivery in the Public Sector. A case study of National Medical Stores.”
50. Masembe Ishak Procurement, Disposal of Assets and Delivery in the Public Sector in Uganda. A case study of the Inspectorate of Government.
51. Mushabe Annet Brenda Performance Appraisal and Effective Employee Conduct in Health Research Institutions: A case of Medical Research Council.
52. Kivumbi Joan Credit Management and Loan Recovery in the Banking Sector: A case study of Post Bank.
53. Okweyo Evelyn Ngobi Public Procurement and Performance of Statutory bodies in Uganda: The case of Civil Aviation Authority.

Completed by 2010

54. Bekunda Davis The Role of World Food Programme In Humanitarian Aid Procurement And Delivery: A Case Study Of Karamoja Region.
55. Amos Nakeba The Role of Credit Management In The Performance of Indigenous Commercial Banks: A Case Study Of Centenary Bank Entebbe Road Branch.
56. Kabasindi Violet Financial Management and performance of Public Development Programmes: A case study of National Water and Sewerage Corporation Hoima Area.
57. Abanti Cyrus Makori Towards a secure access control of Electronic Data and Information Resources through effective Biometric Based Authentication System.
58. Kasozi George The role of Customer Service in the performance of Commercial Banks in Uganda”. A case study of Barclays Bank Jinja Branch.
59. Angella Nampambi Public Finance Accountability and Traffic Management on City Roads”, A case study of Kampala Central Division.
60. Robert Kakumba Financial Accountability and performance in Government Aided Secondary Schools: A case study of Nsangi Sub-County, Wakiso District.
61. Kato Mary The role of Financial Policies and Procedures in the management of Funds in the Church of Uganda: A case study of Mukono Diocese.
62. Stella Kyobe Nabatanzi The role of Financial Control in the Performance of Private Sector Organizations: A case study based on Mildmay Center.
63. Lochuge John Bosco “The Role Of Budgeting In The Financial Performance Of Local Governments”, A Case Study Of Nakapiripiriti District Local Government.

64. Birungi Spencer The quality of medical service delivery in Private Health Care Units”, A case study of Kololo Hospital in Kampala Central Division.
65. Betty Adakuru Aioka “Budget Performance And Peace Keeping Mission”, A Case Study Of Ministry Of Defence (UPDF). (2010)
66. Mudiria John The impact of workforce diversity on organizational commitment: A case study of United Nations Office for the Coordination Of Humanitarian Affairs (Un Ocha) In Southern Sudan.
67. Alex Rubalema The role of TASO Community Initiatives in mitigating effects of HIV/AIDS Pandemic: A case study of Nkumba Community.
68. Audrine Bainabaabo Kakuru Human Resource Management and Employee Performance of the Microfinance Industry: A case study of Faulu Uganda Ltd.
69. Asiimwe Barbara Mutungire The role of Inventory Management in the Performance of Medical Stores: A case study of National Medical Stores, Entebbe.
70. Akandwanaho David The role of Management Committee in prevention of Fraud in Commercial Banks: A case study of Barclays Bank in Uganda.
71. Lule John Kutyamukama Occupational Safety and Health in the Construction Industry: A case study of Kampala City Council.
72. John Kiwanuka Environmental Protection and Solid Waste Disposal by Urban Local Authorities in Uganda: A case study of Kampala Central Division.
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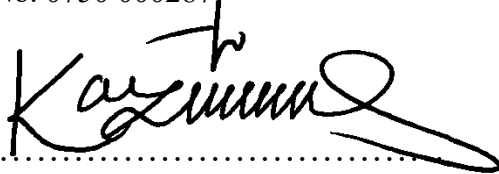
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Signature:

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