

Prof. KOWO Solomon A (BSc, MSc, Ph.D.)

Permanent Home Address: No 13, Nepa Road, Imo, Abeokuta, Ogun State, Nigeria

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Email: kowosolomon@gmail.com **Date of Birth:** 21st, June, 1978.

Brief Profile: Prof. Solomon Kowo is a high flying scholar with a Ph.D. degree in Business Administration. He conducted research in the field of business Administration and Entrepreneurship. He is currently a Professor of Business Administration and PhD Student Advisor at Global Humanistic University Curacao (GHU), Visiting Professor and Facilitator at University of Ss Cyril and Methodius in Trnava, Institute of Management Slovak Republic, International Expert & Academic Leader for Accreditation Agency Curacao (AAC), Research Fellow at American Research Center in Sofia Bulgaria and member of the Micro Small and Medium Enterprises (MSMEs) Community of Practice at the Nigerian Economic Summit Group (NESG). He possesses requisite skill on Business Advisory, Entrepreneurship and International Business. He has supervised both undergraduate and post graduate students and conducted several researches with over 66 research publications in highly reputable journals with conference attendance in Africa, Europe and America with 519 citations. He is result oriented with team-building skills and a proven leader both in academic and industry practice.

Profile Link:

<https://scholar.google.com/citations?user=LseP00wAAAAJ&hl=en>

<https://www.linkedin.com/in/dr-solomon-kowo-59754616a/>

<https://www.researchgate.net/>

Web of Science ResearcherID [AFQ-2310-2022](https://orcid.org/0000-0002-0504-2248)

ORCID <https://orcid.org/0000-0002-0504-2248>

<https://campus.ghu.edu.cw/advisor>

Google Scholar Cited by

	All	
<u>Citations</u>	519	510
<u>h-index</u>	12	11
<u>i10-index</u>	14	13

Specialization: Human Resources, Organizational Behavior, Innovation Management, Entrepreneurship, Strategic Management, International Business and SMEs.

01. KEY ACHIEVEMENTS:

- i. Developed creative competitive course contents and enhanced revenue through management support and cooperation.
- ii. Developed strategies for student's enrollment growth in the department and school of business.
- iii. Achieved more than 100% studentship extra intakes for Business Management within a session. Enhanced revenue generation capacity in the department through creative specialized programs and Entrepreneurship seminars in a different dimension.
- iv. Developed a competitive DBA program for University to Advance Collegiate Schools of Business (AACSB) membership.
- v. Provided business advisory services and mentorship to more than 500 Entrepreneurs in Nigeria and across the globe.
- vi. Supervised students in Business Administration and Entrepreneurship both at Undergraduate and Postgraduate levels successfully.

02. EDUCATIONAL BACKGROUND

a) Institutions Attended With Date

2016 – 2021 Kwara State University
Malete, Kwara State

2013-2015 National Open University of Nigeria (NOUN)

	Victoria Island, Lagos, Nigeria
2003	The Institute of chartered Economist of Nigeria
1998-2002	Delta State University, Abraka, Nigeria.
1992-1997	Abeokuta Grammar School, Idi-Aba, Abeokuta, Nigeria
1986-1991	Children House School, Quarry, Road, Abeokuta,

b) Qualifications Obtained With Date

2021	Doctor of Philosophy (Ph.D.) Business Administration
2015	Masters of Science in Business Administration (M.Sc)
2003	Associate Chartered Economist (ACE)
2002	B.Sc. Economics Second Class (Upper Division)
1997	Secondary School Leaving Certificate (SSCE)
1991	First School Leaving Certificate (FSLC)

c) MEMBERSHIP OF PROFESSIONAL ORGANIZATION

- i. Fellow Member, Institute of Chartered Economist of Nigeria (1CEN) -2003
(Former Institute of Certified Economist of Nigeria.)

- ii. Member of Nigerian Economic Summit Group (NESG), Business Environment and Regulations Thematic Group of the NESG Community of Practice on Micro Small and Medium Enterprises (MSMEs) - 2021.

03. WORK EXPERIENCE

(a) National Youth Service Corps (NYSC)

NYSC Certificate No: A794591

16TH September 2002 – 15th September 2003

Primary Assignment: Orlorunda local government
Secretariat Osogbo Osun State.

(b) Teaching & Research Experience with Dates:

(i) Delta State University Abraka, Delta State.
2007 -2015.

(ii) Ogun State Institute of Technology Igbesa, Ogun State.
Department of Business Administration
2016- 2022

(v) Federal University of Agriculture, Abeokuta, Ogun State.
Adjunct Lecturer - Department of Business Administration
2020- 2022.

(vi) Kwara State University Malete Nigeria
Adjunct Lecturer - Department of Business Administration
and Entrepreneurship. 2021- Till date

(vii) National Open University of Nigeria (NOUN)
Department of Business Administration
Course Facilitator
2022 till date

(viii) Global Humanistic University Curacao
Professor of Business Administration & PhD Student Advisor
2022 till date

(ix) International Visiting Professor / Researcher of Business and Management
University of Ss Cyril and Methodius in Trnava, Institute of Management Slovak
Republic, October 2022 – December 2022.

04. VISITING PROFESSOR/ RESEARCH SCHOLAR /ECONOMIC TEAM

- i. International Visiting Professor/Researcher of Business and Management**, University of Ss Cyril and Methodius in Trnava, Institute of Management Slovak Republic. (October 2022). Residence in question: PaedDr. Ľubica Varečková, PhD. Erasmus+ Coordinator +421 33 5565633 lubica.vareckova@ucm.sk

- ii. International Expert & Academic Leader for Accreditation Agency Curacao (AAC)**. 2023 TILL DATE. La Puerta Business Center, Coral Estate, Rif St. Marie, Curaçao +599 9 6828106 office@aac.cw, www.aac.cw

- iii. Research Associate / Scholar At American Research Center in Sofia (ARC)** 75 Vasil Petleshkov St. Sofia 1510, Bulgaria Tel: (+359 2) 947 9498, FAX: (+359 2) 840 1962 <http://arcsafia.org>

- iv. Professor of Business and PhD Student Advisor at Global Humanistic University Curacao**. 2021 till date. GHU is a member of AACSB; AACSB is the world largest and most comprehensive business school database in the world. My responsibilities and roles are supporting in all matters concerning the study program– advice on student’s demand and answer qualified questions, guide and evaluate the assigned student. Evaluate the research proposal, Review of professional, capability, academic writing, monitoring and mentoring of the Doctoral Thesis and the Research Paper as well as the final written report of the dissertation with the evaluation proposal. <https://www.ghu.edu.cw> [Email-office@ghu.edu.cw](mailto:office@ghu.edu.cw), studydirector@ghu.edu.cw Phone No - +5999 688 2142

05. REVIEWER & EDITORIAL BOARD MEMBER

- i. Editorial Board Member, International Journal of Economics, Finance and Management Sciences (Science PG)**

<http://www.ijefm.org/editorialboard>, journal@sciencepg.org. Rockefeller Plaza, 10th and 11th Floors, New York, NY 10020 U.S.A. Telephone: (001)347-983-5186, Skype ID: sciencepg

- ii. **Editorial Board Member for Journal of Islamic Economic and Business Research, (JIEBR)** Universitas Muhammadiyah Yogyakarta, Indonesia. Department of Sharia Economics, Faculty of Islamic Studies, Universitas Muhammadiyah Yogyakarta. 0274 387646 Psw. 192, Fax. 0274 387656. Email: admin-jiebr@umy.ac.id
- iii. **Reviewer for International Journal for Quality Research - 2019 (Indexed in Scopus)**. Publishers: Center for Quality, University of Montenegro & Center for Quality, University of Kragujevac, Serbia International Association for Quality and Quality of Life Research. Email - ijqr@kg.ac.rs , cqm@kg.ac.rs , zdravkok@ac.me
- iv. **Reviewer of the CIMEXUS JOURNAL**, Institute of Economic and Business Research (ININEE) of the Michoacana University of San Nicolás de Hidalgo Mexico (**Indexed in Web of Science**). UNIVERSIDAD MICHOACANA DE SAN NICOLÁS DE HIDALGO INSTITUTO DE INVESTIGACIONES ECONÓMICAS Y EMPRESARIALES REVISTA CIMEXUS
- v. **Reviewer for Scientific Peer-Reviewed Journal – Socio Economic Challenges (SEC)** was registered by the Ministry of Justice of Ukraine (Certificate No. KB 22380 – 12280P) 2019 till date. Publishers: Sumy State University 2, Rymkogo-Korsakova st. 40007 Sumy, Ukraine - sec_editor.armg@ssu.edu.ua, sec_mngeditor.armg@ssu.edu.ua

06. TRAINING PROGRAMME(S) AND CONFERENCES ATTENDED WITH DATES

- i. Participant and Paper presenter at "Quality Festival 2019" - 13th international quality Conference- Proceedings, Center for Quality - Faculty of Engineering, University of Kragujevac, Serbia- Europe.

ii. Participant and Paper presenter at XI International Conference On Social And Technological Development – STED 2022. University PIM, Banja Luka, Republic of Srpska, Bosnia & Herzegovina, Europe

iii. Participant and Paper presenter at 41st International Scientific Conference on Economic and Social Development, Book of Proceedings. Megatrend University, Belgrade Serbia / University North, Koprivnica, Croatia / Faculty of Management University of Warsaw, Warsaw, Poland / Faculty of Law, Economics and Social Sciences Sale - Mohammed V University in Rabat, Morocco. 329-342

iv..Participant at 2017 Kwara State University, Malete Nigeria. 6th Entrepreneurship Director’s Conference, Center for Entrepreneurship.

v. Participant at (ICBEFMS-24), 17th International Conference Organized by *Association for Scientific and Academic Research (ASAR)* Canada, January 2024.

07. COMMENDATION(S):

- i. **First 10 Best Scientists in Global Humanistic University Curacao.** Global Humanistic University Rankings - AD Scientific Index 2023. <https://www.adscientificindex.com/university/Global+Humanistic+University/>
- ii. **Top 5 Scientists in Global Humanistic University Curacao.** <https://www.adscientificindex.com/university/Global+Humanistic+University/>

08. PUBLICATIONS

(a) Dissertation/Thesis

- I. **Kowo, S. A.** (2021) Impact of Employees diversity on organizational performance of Multinational food Producing industry in South West Nigeria. **PhD Thesis**, School of Business and Governance, Department of Business and Entrepreneurship, Kwara State University, Nigeria.
- II. **Kowo, S. A.,** (2015) Effects of Participative Leadership Style on Organizational Performance. A study of MIDGAL PLC, Ogun State,

Nigeria. **M.Sc Thesis**, Faculty of Management, Department of Business Administration, National Open University of Nigeria (NOUN).

III. **Kowo, S. A.**, (2001) The Critical Evaluation of Value Added Tax in Industrial Organization. A case Study of Guinness Nigeria Plc. **B.sc Dissertation**, Department of Economics. Delta State University. Nigeria.

(b) ARTICLES PUBLISHED IN INTERNATIONAL PEER REVIEW/ UNIVERSITY JOURNALS

1. **Kowo S. A** and Vareckova L. (2023). Correlate of Foreign direct Investment and economic development, Evidence from Nigeria, *Humanities and Social Sciences Latvia*, **Published by University of Latvia**. 31(1), pg. 36-54.

2. **Kowo S. A** and Vareckova L. (2023). Correlate of Inventory Management and Organizational Performance, *Ekonomicko- Manazerske Spectrum*, **Published by University of Zelina, Slovak Republic - Europe**. 17(1), 1-3.

3. **Kowo, S. A.**, Vareckova, L. (2023). Effect of Collective Bargaining Strategies on Conflict Management in Nigerian Organizations. *Izvestiya Journal of Economics, Management and Informatics*. **Published by University of Economics Varna**, 67 (4), p. 253 – 266. DOI: 10.36997/IJUEV2023.67.4.253

4. **Kowo S.A**, Odumesi O.A, Odunsi K.O (2023). Efficacy of sales promotion on consumer patronage, choices of homogenous product (A study of Samsung and LG Products) *Journal of Economics and Management*, **Published by Samara University Russia**. Vol 14. No 4. Pg 7-14

5. Ajani, A. O, Salau, A.A , **Kowo, S.A** , Ajeigbe, M.B (2023) Change Management Practices in Fast Food Firms, *Economics and Management Journal*, **Published by Faculty of Economics. South-West University "Neofit Rilski"**

Bulgaria-Europe. ISSN: 2683-1325 volume: xx, issue: 1, pp. 16-31 doi: 10.37708/em.swu.v20i1.2 <http://em.swu.bg/>

6. **Kowo S.A** , Odumesi O.A, Salau A.A & Ashakah F.O (2023) Correlates of Compensation Policies and Employee Retainment. *Moscow Witte University Bulletin. Series 1: Economics and Management.* **Published by Moscow Witte University, Russia,** issue 3 (46) pp.127

7. **Kowo S.A,** Akinbola O.A , Odumesi O.A & Popoola M.A (2023) Effect of Industrial Policies on Business Attraction, *Journal of Perspective and Management (JPM)* **Published by Federal University of Pernambuco Curuaru (PE) Brazil.** JPM, 7, e258220. <https://doi.org.10.51359/2594-8040.2023.258220>

8. Lawal K A, Mufutau A P, AJAYI, J O, Ajala B B , **Kowo S A** (2023) The Impact of Physical and Human Capital Spending on Labour Productivity | in Nigeria Maritime Sector. *Journal of Nautical Eye & Strategic Studies.* **Published by Minhaj University Lahole Pakistan.** Vol 3, No 2, 75-86

9. Abolade A.P, Salau A.A & **Kowo S.A** (2022) A Qualitative Study of Entrepreneurial Characteristics and Performance of Selected Rice Farming Cluster in Kwara State, Nigeria. *Acta Oeconomica Cassoviensia,* **Published by Faculty of Business Economics University of Brastislavia.** issue Vol 15, No 2, pp.5-23

10. **Kowo, S.A,** Oba Adenuga O A (2022) Moderating Influence Of E-Learning On Employee Training And Development, *Socio Economic Challenges (SEC) Journal.* **Published by Sumy State University Ukraine-Europe,** Vol-6, Issue 2.

11. **Kowo, S.A** & Akinbola O.A (2021) Efficacy of marketing in innovation processes. *CIMEXUS Journal,* **Published by Michoacana University of San Nicolás de Hidalgo (UMSNH).Mexico,** Vol. XVI, No.1 (Index in Web of Science)

12. **Kowo, S.A**, Oba Adenuga O A, Akinbola O.A & Salau A A (2021) Efficacy of Entrepreneurship Education, Intrapreneurship and Student Career Reflection. *Acta Universitatis Bohemiae Meridionalis*, **Published by University of South Bohemia, Czech Republic-Europe** Vol 24, No 1

13. Akinbola, O. A, Olabiyi, J. O, **Kowo S.A**, Salami A. O (2021) Global Strategy And Competitiveness Of Multinational Corporations. *Economics and Management Journal*, **Published by University of Defence Czech Republic Europe**, pp.8 – 21

14. **Kowo, S.A**, Akinbola O.A & Oyedele O. O,(2021)Mediating role of Entrepreneurial Orientation, Organizational Learning and SMEs Performance, *Sochi Journal of Economy*, **Published by “Sochi State University Russia”**, issue 3.

15. **Kowo, S.A**, Oba Adenuga O A, Akinbola O.A & Salau A A (2021) The Influence of Entrepreneurship Education on Entrepreneurial Intention. *Journal of Entrepreneurship and Innovation (JEI)*, **Published by Faculty of Business and Management, University of Ruse Bulgaria-Europe**. issue 12, pp. 3-14.

16. **Kowo, S.A.**, Popoola M.A (2021) The Efficacy of Entrepreneurial Orientation on SMEs' Performance: *Journal of Islamic Economic and Business Research*, **Published by Universitas Muhammadiyah Yogyakarta, Indonesia**. Vol 1, No 1 pg 40 -58

17. **Kowo, S.A**, Oba Adenuga O A, Popoola M.A (2021) “The Role of Business Incubation in Promoting Entrepreneurship and SMEs Development” *Management and Entrepreneurship: Trends of Development*, **Published by Zaporizhzhia National University Ukraine**, Issue 2 (16)

18. **Kowo, S.A.**, Akinbola O.A & Akinrinola O (2021) Management Succession and Entrepreneurship Business Sustenance. *RUDN Journal of Public Administration*, **Published by Peoples' Friendship University of Russia (RUDN University)** 8(3):256–276. DOI: 10.22363/ 2312-8313-2021-8-3-256-276

19. Akinbola O.A., ALAKA N.S., **Kowo, S. A.**, Adeyemo A.A (2020). Family Business Operations and Sequel of Internationalisation in Nigeria. *Journal of Economics and Business*, **Published by Riga Technical University Latvia Europe** ISSN 2256-0394 34, 126–138

20. **Kowo, S. A.**, Akinbola O.A., Akinrinola O & Adegbite, G (2020). Product Branding and Consumer Loyalty in Telecommunication Industry. *Journal of Economics and Culture*. **Published by University of Economics and Culture Latvia-Europe**. 17(1), pp. 95-103.

21. **Kowo, S.A.**, Kadiri B.I., Zekeri, A. (2020). Correlate of Workforce Diversity and Organisational Performance of Multinational Food Producing Industry in Nigeria. *Business Ethics and Leadership*, **Published by Sumy State University Ukraine-Europe** 4(1), 126-137.

22. **Kowo, S. A.**, Kadiri, I. B., Zekeri, A. (2020), "Impact of Employees Diversity on Organizational Performance of Selected Multinational Food Producing Industry in South-West Nigeria", *Journal of Innovative Technologies and Scientific Solutions for Industries*, **Published by Kharkiv National University of Radio Electronics and State Enterprise "Southern National Design & Research Institute of Aerospace Industries Ukraine"**. No. 1 (11), P. 44–58.

23. **Kowo S A**, Oba Adenuga O A, Sabitu, O.L (2019) The role of SMEs development on poverty alleviation in Nigeria. *Insights into Regional Development, European Research Council (ERC)*. 2019, 1 (3), pp.214-226.
24. **Kowo, S. A.**, Oba Adenuga, **O. A.**, & Sabitu, O. O. (2019). Efficacy of e-recruitment practices on employee retention in multinational corporations. *Journal of Economics and Culture, Published by University of Economics and Culture Latvia-Europe*. 16(1), pp. 161-171.
25. Oyedele O. O, **Kowo, S.A**, Oyero M, A (2019) Impact of Technopreneurship on Business Performance. *Journal of Economics and Management Research. Published by Faculty of Business Management and Economics, University of Latvia (Europe)*, Vol. 8,
26. **Kowo, S.A**, Akinbola O. A & Popoola M. A, (2019) Moderating Influence of Training and Development on Entrepreneurial Performance, *Management Strategies, Published by Revistă editată de Universitatea , Constantin Brâncoveanu” Pitești, Romania (Europe)* Anul XII, nr. II (44) / 2019
27. **Kowo S A** (2019) Fostering Innovation and Entrepreneurship in Small and Medium Enterprises (SMEs). *Acta Universitatis Danubius. Œconomica, Published by Faculty of Economic Sciences, Danubius University, Galati, Romania-Europe* Vol 15, No 5.
28. **Kowo, S.A**, Akinbola O.A & Akinrinola O (2019) The Efficacy of Governmental Business Incubation Programs on Entrepreneurial Capabilities. *Journal of Entrepreneurship and Innovation (JEI)*, issue 10, 2018. *Published by Faculty of Business and Management, University of Ruse Bulgaria-Europe* issue 10.

29. **Kowo, S.A.**, Akinbola, O.A. (2019). Strategic leadership and sustainability performance of small and medium enterprises. *Ekonomicko-manazerske spektrum*, **Published by University of Zilina Slovakia Europe** 13(1), 38-50.
30. **Kowo, S.A.**, Akinbola O.A & Akinrinola O (2019) Exploring the Link between Competitive Strategies and Organizational Performance in Beverage Industry. A case of Nestle PLC, *Socio Economic Challenges (SEC) Journal*. **Published by Sumy State University Ukraine-Europe**, Vol-3, Issue 1.
31. **Kowo, S.A.**, Akinbola O.A & Akinrinola O (2019) The Impact of Process Innovation on Organisational Performance. *Acta Universitatis Danubius, Economica Journal (Economica)*. **Published by Faculty of Economic Sciences, Danubius University, Galati, Romania-Europe**. Vol-15, issue no. 2
32. O.A Akinbola, **S.A Kowo**, A.O Ojo (2019) Requisite Skill Availability and Multinational Corporations Locational Strategies in Nigeria. *Folia Oeconomica Stetinensia*. **Published by University of Szczecin, Poland. (Index in Scopus)**
33. **Kowo, S.A.**, Akinbola O. A, & Sabitu, O.W (2019) Moderating Influence of Training and Development on Entrepreneurial Performance. *International Scientific Journal, Applied Studies in Agribusiness and Commerce (APSTRACT)*. **Published by Faculty of Economics and Business, University of Debrecen Hungary-Europe** Vol.12. 3-4.
34. **Kowo, S.A.**, Sabitu, O.L & Adegbite (2019). Enhancing the Operational Effectiveness of Savings and Credit Cooperative Societies for Sustainable Growth. *Financial Markets, Institutions and Risks*, **Published by Sumy State University Ukraine-Europe** 3(2).

35. **Kowo, S.A.**, Sabitu, O.O., Bola, K. (2019). An Investigation of the role of Entrepreneurship Agencies for Entrepreneurship Development in Nigeria, *Ekonomicko-Manazerske Spektrum, Published by University of Zilina Slovakia Europe* 13(2), 68- 80.
36. **Kowo, S.A.**, Sabitu, O.L & Adegbite, G (2018) Influence of Competitive Strategies on Corporate Performance of Small and Medium Enterprises: A Case from Nigeria. *Agricultural and Resource Economics International Scientific Journal. Published by Kharkiv Petro Vasylenko National Technical University of Agriculture Ukraine* Vol. 4, No. 3, pp.14-33. (Index in Web of Science)
37. **Kowo, S.A.**, Kadiri, I. B & Sabitu, O.W (2018) Effect of participative Leadership style on employee's productivity. *International Journal of Economic Behavior, Published by Faculty of Business Administration University of Bucharest Romania-Europe* vol. 8, n. 1, 2018, pp.47-60.
38. Akinbola O. A, Alaka N.S, **Kowo S. A** (2018) The Relationship between the Organization of Personnel Training and the level of Competitiveness in Foreign Market. *Foreign trade Economics: Finance, Law Scientific Journal, Published by Kyiv National University of Trade and Economics Ukraine-Europe* № 5, pp.70 – 86.
39. Zekeri A, Kadiri I. B & **Kowo, S.A** (2018) Evaluation of Prospect and Challenges of Cashless Policy. The Case of Commercial Banks in Nigeria. *Financial Markets, Institutions and Risk Journal, Published by Sumy State University Ukraine- Europe*, Vol .2, Issue 4,pp. 13-23,

40. **Kowo, S.A**, Akinrinola O & Salau A.A (2018) Moderating Influence of Strategic Human Resources Management Practices on Small-Medium Firm Performance. *Business Ethics and Leadership Journal*, **Published by Summy State University Ukraine- Europe**, Vol. 2, Issue 4, 2018, pp.77-85
41. **Kowo, S.A**, Akinbola, O. A, (2018). Strategic Leadership and Sustainability Performance of Small and Medium Enterprises in Nigeria. *Acta Economica Et Turistica*, **Published by Faculty of Management and Economics. Libertas International University**, Croatia-Europe, 4, (2), 135-156.
42. **Kowo, S.A**, Popoola M.A, Akinrinola O & Salau A. A (2018) Moderating Influence of organizational reward system on employee's Performance. *Socio Economic Challenges (SEC) Journal*, **Published by Sumy State University Ukraine- Europe** Vol 2, Issue 4.
43. **Kowo, S.A**, Akinrinola O & Sabitu, O.L (2018) Macro Environment and Performance of Multinational Agricultural Enterprises: A case from Nigeria. *Agricultural and Resource Economics International Scientific Journal*. **Published by Kharkiv Petro Vasylenko National Technical University of Agriculture Ukraine- Europe** Vol. 4, No. 4, pp.31-40. (Index in Web of Science)
44. **Kowo, S.A** & Akinbola O. A (2018). The Efficacy of Counseling in Eradicating the Problems of Entrepreneurship. *Acta Universitatis Bohemiae Meridionalis*, **Published by University of South Bohemia, Czech Republic-Europe** Vol 21, pp 28-43

45. Akinbola, O.A, **Kowo, S.A**, Akinbola, S.O, & Ibidunni, A.S, (2018). Moderating Influence of Corporate Social Responsibility on Organizational Performance of Brewing Transnational Corporation. *International Journal of Data and Network Science*, 2, (2), 49-56, **Published by Growing Science, Canada. (Index in Scopus)**

46. **Kowo, S.A** (2018) The Effect of Motivation on Employees Performance of CCECC. *Developing Country Studies Journal*, Vol.8, No.6. Published by the International Institute for Science, Technology and Education (IISTE) Europe. www.iiste.org

47. **Kowo, S.A** & Akinbola O.S (2018) Effects of Workforce Diversity on Employees Performance in Stallion Group of Company. *International Journal for Management Science and Technology, Case Studies Journal Canada* Vol-7, Issue4.pg-15. <http://www.casestudiesjournal.com>

48. **Kowo, S.A**, Sabitu, O.W, Popoola, B. (2018) Impact of External Business Environment on Organizational Performance. *International Journal of Advance Research and Innovative Ideas in Education*. Impact Factor 4.06, Vol-4 issue-3 2018. Published by IJARIE-ISSN (0)-2395-4396, 8444 page498.

49. **Kowo, S.A**, Sabitu, O.W, Kadiri, B. (2018) Impact of Cultural Diversity on Organizational performance of selected Frozen Fish companies in Nigeria. *International Journal of Advance Research and Innovative Ideas in Education*. Impact Factor 4.06, Vol-4 issue-3 2018, Published by IJARIE-ISSN (0)-2395-4396, 843 Page 420.

50. Popoola, M.A, Salau, A. A, **Kowo, S. A**, (2018) Effect of Cultural Orientation on Entrepreneurial cluster initiatives in Kwara State Nigeria. *International Journal of Advance Research and Innovative Ideas in Education*. Impact Factor 4.06, Vol-4 issue-3 2018. IJARIE-ISSN (0)-2395-4396, 8446 page 768.

51. **Kowo, S.A**, Akinbola O.A & Akinrinola O (2018) Effect of Growth Drivers on Cooperative Societies. *World Scientific News Poland*. 117-130

52. **Kowo, S A**, Popoola, M.A & Sabitu, O.L (2018). An Investigation of the Effect of Marketing-Orientated Pricing on Product Mix Pricing Strategies. *International Journal for Management Science and Technology, Case Studies Journal Canada*, Vol-7, Issue7.

53. **Kowo, S.A**, Akinrinola, O & Sabitu, O.L (2018) Exploring the Link between Focus Strategies and Customer Relationship of Small and Medium Enterprises. *World Scientific News Poland*. 106-117- 53-63.

(c) ARTICLES PUBLISHED IN NIGERIA UNIVERSITY JOURNALS

54. **Kowo S.A**, Akinbola O.A & Odumesi A.O (2023) Implementation of Turnaround Strategies and Organization stakeholders' Impact. *Journal of Accounting, Management and Financial Technology (JAMAF)* **Published by Summit University Offa, Kwara Nigeria**. vol 1, issue 1.

55. **Kowo S.A**, Odumesi A.O, Odunsi K.O & Ajeigbe M.B (2023) Moderating effect of Stakeholders involvement and organization's Turnaround Performance. *Niger Journal of Management and Social Sciences (NIJOMASS)*. **Published by New Gate University Minna Nigeria**. vol 1, issue 1

56. Akinbola O.A, **Kowo S.A**, Sanni S.A & Akinbola O.S (2022) Effects of Enterprise Creativity on Business Competitiveness of Confectionery Businesses in Ogun State, Nigeria. *Business and Management Journal*. **Published by Federal University, Dutsin-Ma-FUDUTSINMA, Katsina, Nigeria.**

57. Akinbola O.A, Abiodun A.J, **Kowo S.A** & Oyedele O.O (2021) Scanning of Enterprise Diversity and Employees Management of Chinese Quarry Companies in Sub-Metropolitan, Nigeria. **Published by UNILORIN Management Journal University of Ilorin, Nigeria.**

58. Akinbola O.A **Kowo, S.A**, Akinbola O S & Badewole O A (2019) Learning cum Development Outcomes and Training Budget of Technology Based Entrepreneurial Firms in a Recessive Economy. *Covenant Journal of Entrepreneurship*, **Published by Covenant university, Ota Ogun State Nigeria** 3, No.1, pp.19-34

59. Akinbola O.A **Kowo, S.A**, Akinbola O S & Sanni S A (2019) International Business Environment and Constraints of Small and Medium Enterprises in Nigeria. *Covenant Journal of Business & Social Sciences*, **Published by Covenant University, Ota Ogun State Nigeria**. Vol. 10 No.1, June 2019, pp. 58-72, <http://journals.covenantuniversity.edu.ng/index.php/cjbss/>

60. Akinbola, O. A., Oyedele, O. O. Kowo S.A (2015) “Customer Relations Management as a Business Building Tool; Global Perspectives for Developing Small and Medium Enterprises in Nigeria”. (Being a paper presented at the 4th Entrepreneurship Directors’ Conference at Kwara State University, Malete held

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09. EXTRA CURRICULA ACTIVITIES

Research and Business Analysis, Reading, Thinking and Planning.

10. REFEREES

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