

## DEPARTMENT OF COMMERCE



**Name of Staff:** Dr. Asaneth Chepkoech Lagat

**Designation/Rank:** Lecturer

**Department:** Commerce

**School:** Business and Economics

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### A Educational Background/Qualification

1. PhD Business Administration (HRM Option), Laikipia University, Kenya (2022)
2. Master of Human Resource Management (MHRM), Egerton University, Kenya (2012)
3. Bachelor of Business Management (BBM), Kenya Methodist University (2008)
4. Diploma in Business Administration (DBA), University of Nairobi (2005)

### B Brief Auto-biography

Dr. Asaneth is an accomplished lecturer with over Ten years experience in higher education. She holds a PhD in Business Administration(HRM Option) from Laikipia University and has dedicated her career in teaching, research and mentoring students. Dr Asaneth has published several papers in top-tier academic journals. Outside her carrier, Dr. Asaneth enjoys playing Golf and participating in the Church and community development activities.

### C Research Interest

Diversity management, Equity and inclusion, and talent management in the workplace.

### D All Publications

1. **Lagat, A. C.,** Ochieng, I. O., & Owili, P (2019). The effect of management of diversity dimensions on employee performance in selected Public Universities in Kenya. *Journal of Business and Management (IOSR-JBM)*
2. Lagat, A. C., Ochieng, I. O., & Owili, P (2019). The effect of diversity competence of employees on employee performance in selected Public Universities in Kenya. *IOSR Journal of Business and Management*

3. **Lagat, A.C.** (2014). The Contribution of Trade Unions to Promotion of Employee Performance: Views From Officials of the UASU Egerton University Chapter, Kenya. *Europe an Journal of Business and Management*, 6(14), 236-242.
4. Lagat, A.C. (2014). Contribution of Trade Unions to Employee Training and Career Advancement: The Case of the UASU at Egerton University, Kenya. *International Journal of Social Sciences Entrepreneurship*, 1(10), 334-342.
5. Nyoike, E.W., Langat, L.C., Karani, L.M., & **Lagat, A.C.** (2014). Factors Influencing the Growth of Small-Scale Restaurants in Nakuru Municipality-Kenya. *International Organization of Scientific Research (IOSR) Journal of Business and Management*, 16(3), 62-74.
6. **Lagat, A.C.**, & Mutai, B.K. (2014). Effective Communication and Employee Performance: The Case of the UASU at Egerton University, Kenya. *International Journal of Social Sciences and Entrepreneurship*, 1(10), 86-96.
7. **Lagat, A.C.**, & Mutai, B.K. (2014). Importance of Employee Welfare and Performance: The Case of UASU at Egerton University, Kenya. *European Journal of Business and Management*, 6(7), 205-211.
5. Anyieni, A., **Lagat, A.C.**, & Gakobo, T.K. (2014). Role of Employee Capacity in the Strategic Positioning of Newly Chartered Universities in Kenya: The Case of Laikipia University. *International Journal of Social Sciences and Entrepreneurship*, 1(12), 393- 403.
6. Anyieni, A., **Lagat, A.C.**, & Gakobo, T.K. (2014). Role of Senior Management Support in the Strategic Positioning of Newly Chartered Public Universities in Kenya: The Case of Laikipia University. *European Journal of Business and Management*, 6(13), 228-239.
7. Munge, D., **Lagat, A.C.**, & Naikuni M.N. (2014). Contribution of Time Management to Employee Work Performance in Narok County, Kenya. *International Journal of Social Sciences and Entrepreneurship*, 3(1), 100-114.
8. Karani, L.M., **Lagat, A.C.**, & Langat, L.C. (2013). Effects of Coordination on Strategy Implementation in Manufacturing Firms: The Case of Manufacturing Firms in Nakuru Town. *Journal of Education and Social Sciences*, Mt. Kenya University, 2(1), 49-55.

#### **E Proceedings of Conferences/ Workshops/ Symposia**

1. Nyangau, B.O., & Lagat, A.C. (2014). Effect of Cost of Capital and Capital Structure on Returns: A case of Molo-Line Service Limited in Nakuru Municipality, Kenya. In: *“African Universities: Crises, Transformation and Opportunities”*, Book of Abstracts, 2nd International Conference, 20th-23rd May, 2014, Laikipia University, Laikipia, Kenya.

2. Ngotho, J.W. & Lagat, A.C. (2014). Training and Development Needs Assessment and Methods for Non-teaching Staff at Laikipia University, Kenya. In: "African Universities: Crises, Transformation and Opportunities", Book of Abstracts, 2nd International Conference, 20th-23rd May, 2014, Laikipia University, Laikipia, Kenya.
3. Cheronon, V., & Lagat, A.C. (2014). Influence of Corporate Social Responsibility on Minimizing Human-Wildlife Conflict at Lake Nakuru National Park in Rift Valley, Kenya. In: "African Universities: Crises, Transformation and Opportunities", Book of Abstracts, 2nd International Conference, 20th-23rd May, 2014, Laikipia University, Laikipia, Kenya.
4. Karani, L.M., Lagat, A.C., & Langat, L.C. (2012). Effects of Division of Tasks on Strategy Implementation in Manufacturing Firms: The Case of Manufacturing Firms in Nakuru. In: "Business and Management Outlook: Optimism or Pessimism?", Proceedings of The African International Business and Management (AIBUMA) Conference, 8th - 9th August, 2012, University of Nairobi, Nairobi, Kenya.
5. Lagat, A.C., Muthoni, L., & Langat, L.C. (2012). Effective Communication and Employee Performance: The Case of The UASU at Egerton University, Kenya. In: "Business and Management Outlook: Optimism or Pessimism?", Proceedings of The African International Business and Management (AIBUMA) Conference, 8th - 9th August, 2012, University of Nairobi, Nairobi, Kenya.
6. Langat, L.C., Lagat, A.C., & Karani, L.M. (2012). The Level of Awareness on Corporate Social Responsibility Activities Undertaken by Egerton University: The Case Of Njoro Division Community, Kenya. In: "Business and Management Outlook: Optimism or Pessimism?", Proceedings of The African International Business and Management (AIBUMA) Conference, 8th - 9th August, 2012, University of Nairobi, Nairobi, Kenya.
7. Lagat, A.C., Okioma, T.M., & Mutai, B.K. (2011). Importance of Employee Welfare and Performance: The Case of UASU Egerton University Chapter. Egerton University Conference and Expo., 21st -23rd September, 2011, Njoro, Kenya.
8. Lagat, A.C., Okioma, T.M., & Mutai, B.K. (2011). The Contribution of Trade Union in the Promotion of Employee Performance: The Case of UASU Egerton University Chapter. In: Proceedings of The African International Business and Management (AIBUMA) Conference, 24th - 26th August 2011, University of Nairobi, Nairobi, Kenya.

## **F Project Supervision**

1. Masters Proposal: Influence Of Strategy Implementation On Geothermal Energy Project At Kengen Olkaria: Naivasha.
2. Ph.D. Proposal: The Impact Of Green Human Resource Practices And Employee Engagement On Organizational Sustainability In The Kenyan Manufacturing SectorMasters Proposal:
3. Impact Of Financial Governance On Efficiency Of Cash Transfer Programs By National Government Mukuru Kwa Njenga, Kenya
4. Effect Of Strategic Plan Implementation On Service Delivery By Samburu County GovernmentMagdalene Maliti Lepadaasa