

HENRY KOFI MENSAH (Ph.D., MSc, B.A. Hons)
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PERSONAL BRIEF

Henry Kofi Mensah is an Associate Professor of Management with over 15 years of experience in teaching and researching Organizational Behaviour, Business Sustainability, Responsible Management and Small Business Strategy. He is committed to engaging in high-quality scholarly research with an excellent international outlook. He is a visiting trainer with International Trade Centre engaged in teaching modules in governance and human capital issues in sustainability. He has published in various reputable journals and presented research papers at local and international conferences, including the Academy of International Business (African Chapter) and the African Academy of Management (AFAM) conference, where he once won the 2018 Emerald best paper in Strategy and International Management. His scientific works are published in Human Relations, Career Development International, Africa Journal of Management, Management Decision, International Journal of Emerging Markets, Journal of African Business, and Journal of Strategy and Management. He is an editorial team member Journal of Global Responsibility and a member of Academy of International Business (AIB) – African Chapter. Henry has been a Visiting Professor in a couple of Universities in Europe including Technische Universität Berlin, Germany.

CAREER GOALS

Kofi aims to achieve excellence in teaching and research in management, driven by a strong motivation to inspire students towards academic and professional success. He is committed to developing a distinguished record of research achievements, with numerous scholarly publications in reputable peer-reviewed management journals.

ACADEMIC DEGREES EARNED

Doctor of Philosophy [PhD], Organizational Development, (Kwame Nkrumah Univ. of Sci. & Technology, Ghana, 2012-2015)

Master of Science [MSc] Development Management, (University of Agder, Norway, 2005-2007)

Postgraduate Diploma [PGD] eLearning/ E-Tutorship, (University of Agder, Norway, 2008-2009.)

Bachelor of Arts. [B.A Hon], Economics & Sociology, (Kwame Nkrumah Univ. of Sci. & Technology, Ghana, 2001-2004)

ACADEMIC EMPLOYMENT

August, 2021 to Date: Associate Professor

August, 2017 - July 2021: Senior Lecturer,

August, 2015 - July 2017: Lecturer,

March, 2008 - July 2015: Research Fellow,

ACADEMIC LEADERSHIP ROLES

Head of Department – Department of Human Resource & Organisational Development, KNUST School of Business. (2023 to date)

Coordinator – Doctoral & Research Programmes, KNUST School of Business (2022-2023)

Head of Department – Department of Human Resource & Organisational Development, KNUST School of Business. (2019-2021)

Institute Examinations Officer (Postgraduate Programmes) – Institute of Distance Learning (2010 – 2015)

SERVICE TO THE UNIVERSITY COMMUNITY

Member, Committee to plan towards reducing Student/Lecturer Ratio in KNUST, (2024)

Coordinator – International Cooperation & Exchange, KNUST School of Business (2022-to date)

Liason Officer – CoHSS Attachment and Industrial Liason (2023)

Chairman – Committee for Operationalisation of the Department of Hospitality and Tourism Studies (2023)

Coordinator – PhD and Research Programmes – (2022-2024)

Patron - KSB Students Associations (2022- to date)

Chairman – Establishment of Strategic Production Unit and Product Development Initiative for CoHSS (2022)

Chairman – College Parallel Committee (2021)

Chairman – Committee to Finalise IDL Draft Policy Document- 2020 (2021)

Member - IDL Theses Supervision and Online Activities Monitoring Committee (2022)

Member - Institutional Assessment and Renewal of Affiliation (2022)

Member - VC's Committee to Operationalize Moree Facility (2021).

Member – Committee for Recommended Programmes (Week Days) for IDL learning Centres (2021)

Lead Developer - MSc Corporate Governance and Strategic Leadership (KNUST School of Business, 2017).

Member, Committee to Review the Proposal for the Establishment of KNUST School of Business & Economics. (March, 2021).

Chairman, CoHSS Online Training Team, (January, 2021).

Reviewer/Developer, Appointed to Review and re-development IDL's Commonwealth Executive MBA into a new MBA with specializations, (February, 2021).

Reviewer/Developer, Appointed to Review and re-development IDL's MBA (International Business) Programme, (February, 2021).

Member, Committee for review and re-development IDL's Diploma in Business Administration Programme, (February, 2020).

Member, Committee for review and re-development IDL's BSc Business Administration (Top-up) Programme. February, 2020).

Member, University's Core Group of Trainers for Online Training & Certification of KNUST Staff, (August, 2020).

Coordinator, Appointed as Coordinator for MSc Corporate Governance & Strategic Leadership Programme at KNUST School of Business. February, 2019

Member, Committee for monitoring theses supervision and online activities at the Institute of Distance Learning, (June, 2019)

Member, Committee for Instructional Material Development in the Institute of Distance Learning (August, 2018)

Chairman, KNUST School of Business Welfare. (August, 2018 - July, 2020)

Coordinator, Coordinator for Commonwealth Executive MBA Programme August, 2018 till date

Member, Quality Assurance Sub-Committee in the Institute of Distance Learning October, 2017

Coordinator, Appointed as Coordinator for KSB programmes running on IDL platform December, 2017

Coordinator, MSc Development Management Programme (Institute of Distance Learning, KNUST, (2012-2019)

Coordinator, Commonwealth Exec. Master of Business/Public Administration (Institute of Distance Learning, KNUST, (2018 – Date)

SERVICE TO NATIONAL COMMUNITY

External Examiner/Assessor, Faculty of Management Studies, University of Professional Studies, Accra. 2023 – Date:

Resource Person : 75th Anniversary Public Lecture on Topic: 75 years of Holistic Teacher Education; The Way Forward in a the Era of Digitalization. St Joseph's College of Education

External Examiner/Assessor, Dept of Organisation & Human Resource Management, University of Ghana, Legon. 2022 – Date:

External Examiner/Assessor, Dept of Management Studies, University of Mines and Technology. 2020 – Date:

External Examiner/Assessor, Dept of Human Resource Management, University of Education, Winneba, 2019 – Date:

External Assessor, Promotion Decision, Dept of Human Resource Management, University of Education, Winneba. 2019 – Date:

Resource Person, Research Training for Lecturers from Technical Universities in Ghana. (2019)

SERVICE TO INTERNATIONAL COMMUNITY

Co-Chair - Ann & Jack Graves Foundation Conference Series, Third Biennial International Conference. “Sustainability as a Solution to Global Business Challenges; A Focus on Africa”. Held in Kumasi, Ghana on January 12-14, 2025.

Guest Lecturer – Global Logistics Management – Chair of Logistics, Technische Universität Berlin. (2024)

High Level Advisory Board Member - EU-Africa DIGILOGIC, project boosts the cooperation between EU and AU (2023 – Date)

KNUST Representative - Africa Centre for Career Enhancement & Skill Support (ACCESS) Project (*A 3.7 million Euro DAAD funded project*) – (2020)

Member of Editorial Board - Journal of Global Responsibility (published by Emerald Insight)

External Assessor, Department of Business Management, University of Fort Hare, South Africa (2022 – Date)

Adhoc Reviewer, Journal of Small Business and Enterprise Development (Emerald Insight)

Adhoc Reviewer, Business Process Management Journal (Emerald Insight)

Adhoc Reviewer, Journal of African Business (Taylor & Francis)

Adhoc Reviewer, International Journal of Emerging Market (Emerald)

Adhoc Reviewer, Journal of Global Responsibility (Emerald Insight)

Adhoc Reviewer, African Journal of Management (Taylor & Francis)

Adhoc Reviewer, Cogent Business and Management (Taylor & Francis)

SELECTED GRANTS AWARDS

Award of **625,583.51 Euros** on Affordable Sustainability for Logistics Network in Ghana funded by DAAD for 2022-2025 (*Principal Investigator*)

Award of **15,000 USD** CARISCA Research Grant (2024) funded by USAID to investigate Circular Practices and Supply Chain Value Creation: The Moderating Roles of Organizational Climate and Technological Capability. (*Principal Investigator*)

THESIS SUPERVISION

As of November 2025, I have completed the supervision of 13 PhD theses as Lead and co-supervised 15 others; 20 MPhil and over 300 MBA/MSc dissertations. Details are available on request.

MOST RECENT PEER-REVIEWED SCHOLARLY WORKS (2021 to date)

1. Okyere, G. A., **Mensah, H. K.**, Agyapong, A., Asiedu-Appiah, F. & Affum-Osei E. (2026). Environmental Performance Implications of Green Talent Management Strategies: Evidence from a Developing Economy. *Thunderbird International Business Review* <https://doi.org/10.1002/tie.70092> (ABS 2*; ABDC B*)
2. Forenten, E. S., Mensah, P. O., Yong, J. Y., & **Mensah, H. K.**, (2026). Green Minds, Green Outcomes: Green Intellectual Capital Drives Environmental Performance via Creativity, Moderated by Leadership and Regulations in Ghana. *Business Strategy and the Environment*. (ABS 3*; ABDC A*)
3. **Mensah, H. K.**, Agyapong, A., Okyere, G. A., Sadik, O. A., Quansah, E. K., Ledi, K. K., & Berihun, K. E. (2026). Technological capabilities and supply chain value creation; exploring the roles of circular economy practices and organizational climate. *Technovation*, 150, 103454. <https://doi.org/10.1016/j.technovation.2025.103454> (ABS 3*; ABDC A*)
4. Cobbinah, B., Agyapong, A., **Mensah, H. K.** & Acquah, M. (2025), Driving Market Success: The Role of Organizational Creativity, Resilience, and Turbulence in Ghanaian Manufacturing Firms. *Journal of Business Research*. Vol. 199, 115564. <https://doi.org/10.1016/j.jbusres.2025.115564>. (ABS 3*; ABDC A*)
5. Okrah A., Boso, N., **Mensah, H. K.**, Okyere, G. A. (2025): Navigating Market Turbulence: A Configurational Perspective of Ambidextrous Innovation in Strengthening Organizational Resilience in Sub-Saharan Africa. *Africa Journal of Management*. 11(2), 152–175. <https://doi.org/10.1080/23322373.2025.2514999> (ABS 2*; ABDC 1*)
6. **Mensah, H. K.**, Okyere, G. A., Tuffour, P. & Anin, E. K. (ACCEPTED): Leveraging Learning Orientation for Superior Firm Performance; The Role of Firm-Specific Factors. *Africa Journal of Management*. 1–26. <https://doi.org/10.1080/23322373.2025.2535237> (ABS 2*; ABDC 1*)
7. **Mensah, H. K.**, Okyere, G. A., & Forenten, E. S. (2025). Effect of high-performance work systems on employee performance in luxury hotels: a sequential mediation analysis. *International Journal of Business Excellence*, 36(4), 483-506. <https://doi.org/10.1504/IJBEX.2025.147818> (ABS 1*)
8. Mensah, P. O., Yong, J. Y., Dura, C. C., & **Mensah, H. K.** (2025). Institutional networking capability as a catalyst for sustainable supply chains in the manufacturing sector of Ghana: The role of green human resource management strategy and green dynamic capability. *Journal of Environmental Management*, 387, 125865. <https://doi.org/10.1016/j.jenvman.2025.125865> (ABS 3*; ABDC A*)
9. Ataburo, H., Essuman, D., **Mensah, H.K.**, Aditchere, J. and Nkrumah, P. (2025), "Differing associations between organizational training types and operational resilience", *Management Decision*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/MD-05-2024-1194> (ABS 2*; ABDC B*)
10. Ledi, K.K., **Mensah, H.K.**, Agyapong, A. and Ameza-Xemalordzo, E.B. (2025), "Top management personality and proactive sustainability strategy as panaceas to ESG

- performance", *Business Process Management Journal*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/BPMJ-12-2024-1248> (ABS 2*; ABDC B*)
11. Somuah, C. O., **Mensah, H. K.**, & Okyere, G.A., Gyimah, P. & Kamil, N. M., (2025). Systematic Review on Socially Responsible Human Resource Management: Implications for Social Value Creation. *Corporate Social Responsibility and Environmental Management*. <https://doi.org/10.1002/csr.3229> (ABS 1*; ABDC C*)
 12. Mensah, P. O., **Mensah, H. K.**, Osei, B. A., & Iddris, F. (2025). Antecedents of Sustainable Performance in Hotels: The Mediating Role of Green Innovation Strategy. *International Journal of Hospitality & Tourism Administration*, 1–25. <https://doi.org/10.1080/15256480.2025.2494591> (ABS 1*; ABDC B*)
 13. Asiamah, N., **Mensah, H. K.**, Ansah, E. W., Eku, E., Ansah, N. B., Danquah, E., ... & Agyemang, S. M. (2025). Association of optimism, self-efficacy, and resilience with life engagement among middle-aged and older adults with severe climate anxiety: Sensitivity of a path model. *Journal of affective disorders*, 380, 607-619. <https://doi.org/10.1016/j.jad.2025.03.180>
 14. **Mensah, H.K.**, Okyere, G.A., Mensah, P.O., Ledi, K.K. and Forenten, E.S. (2024), "Does managerial CSR mindset always drive business performance?", *International Journal of Ethics and Systems*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/IJOES-10-2024-0330> (ABS 1*; ABDC C*)
 15. Ledi, K.K., Ameza-Xemalordzo, E.B. and **Mensah, H.K.** (2024), "Unpacking synergistic dynamics between corporate governance and CSR – the role of stakeholder salience", *Business Process Management Journal*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/BPMJ-01-2024-0003> (ABS 2*; ABDC B*)
 16. Appietu-Ankrah, K., Agyapong, A., **Mensah, H. K.**, & Asiedu-Appiah, F., (2024): Performance Outcomes Of Organisational Learning Capability In Dynamic Market Conditions: The Role Of Knowledge Management. *Journal of Small Business and Enterprise Development*. Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/JSBED-07-2023-0310> (ABS 2*; ABDC C*)
 17. Somuah, C. O., **Mensah, H. K.**, & Gyimah, P. (2024). Training practices and job performance in public universities: leveraging on self-efficacy and organizational politics. *Cogent Business & Management*, 11(1), 2328309. (ABS 2*)
 18. Nitsche, B., **Mensah, H. K.**, Straube, F., & Barigye, V. (2024). Leveraging the Potential of the African Continental Free Trade Area: Logistics Challenges and Development Paths for Future Value Chains in Africa. *Logistics*, 8(1), 25.
 19. Asamoah Antwi, F., **Mensah, H. K.**, Mensah, P. O., & Delali Darke, I. (2024). Crisis-induced HR practices and employee resilience during COVID-19: evidence from hotels. *Anatolia*, 35(2), 374-388. DOI:10.1080/13032917.2023.2215244 (ABDC B*)
 20. Akanpaaba, P., Agyapong, A., **Mensah, H. K.** & Akomea, SY (2024): Does Market Orientation Lead to Firm Performance? Exploring the Mechanisms and Boundary Conditions. *Journal of*

African Business. 25(1), 155-179. DOI: 10.1080/15228916.2023.2166318. (ABS 1*; ABDC C*)

21. Appiah, K. O., **Mensah, H. K.**, Amankwah-Amoah, J., & Agyapong, A. (2023). Does corporate governance matter in the failures of listed home-grown banks? *International Journal of Critical Accounting*, 13(2), 131-150.
22. Adom, E. A., Liang, Y., Chen, T., **Mensah, H. K.** & Wang, N. (2023), When the Past is Strongly Involved in the Present: Examining the Spillover Effect of Felt Violation from Previous Job on new Employees' Deviant Behaviors. *Human Relations*, 76(1), 87-117. <https://doi.org/10.1177/00187267211045047> (ABS 4*; ABDC A*)
23. Noble-Nkrumah, F., Anyigba, H. and **Mensah, H.K.** (2023), "Psychological contract fulfilment and work behaviour nexus: the interactive effects of employee job autonomy and trust", *Management Decision*, 60(5), 1326-1348.. <https://doi.org/10.1108/MD-11-2020-1493> (ABS 2*; ABDC B*)
24. Antwi-Boateng, C., **Mensah, H. K.**, & Asumah, S. (2023). Eco-intellectual capital and sustainability performance of SMEs: The moderating effect of eco-dynamic capability. *Cogent Business & Management*, 10(3), 2258614. (ABS 2*)
25. Adusei, E., Demah, E. and **Mensah, H.K.** (2023), "Does going intellectually green matter? Accentuating the role of eco-innovation speed and quality in a competitive post-Covid 19 emerging market", *International Journal of Innovation Science*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/IJIS-01-2023-0019>
26. Akanpaaba, P., Agyapong, A., **Mensah, H. K.** & Akomea, SY (2022): Does Market Orientation Lead to Firm Performance? Exploring the Mechanisms and Boundary Conditions. *African Journal of Management*. 8(4), 453-480.
27. Iddris, F., Mensah, P.O., Asiedu, R. and **Mensah, H.K.** (2022), "Student innovation capability in virtual team projects: lessons learnt from COVID-19 pandemic era", *International Journal of Innovation Science*, 15(1), 113-134.. <https://doi.org/10.1108/IJIS-08-2021-0149>
28. Asiamah, N., Opuni, F. F., Muhonja, F., Danquah, E., Agyemang, S. M., Agyemang, **Mensah, H. K.** I., ... & Manu, C. A. (2022). The relationship between job components, neighbourhood walkability and African academics' physical activity: a post-COVID-19 context. *Health Promotion International*. 37(2), , <https://doi.org/10.1093/heapro/>
29. Agyapong, A., **Mensah, H. K.**, & Akomea, S. Y (2021): Innovation-Performance Nexus; The Role of Market Dynamism. *International Small Enterprises Research*. 28(3), 350-372.
30. Asiamah, N., Muhonja, F., Omisore, A. **Mensah, H. K.** et al (2021). The association between core job components, physical activity, and mental health in African academics in a post-COVID-19 context. *Current Psychology*, 1-17. <https://doi.org/10.1007/s12144-021-02037-3>

EDITED BOOK

31. Asiamah, N., Khan, H. T., Dintrans, P. V., Koohsari, M. J., Mogaji, E., Vieira, E. R., ... & **Mensah, H. K.** (Eds.). (2023). *Sustainable Neighbourhoods for Ageing in Place: An Interdisciplinary Voice Against Global Crises*. *Springer Nature*.

32. Nitsche, B., Coll, A., Straube, F., Atiye, D. S., **Mensah, H. K.**, Gershorne, A. G., ... & Kreie, A. (2024). The future of logistics networks with sub-Saharan Africa; Embracing the Potential. Technische Universität Berlin, Institut für Technologie und Management, *Fachgebiet Logistik*.

BOOK CHAPTERS

33. Asiamah, N., Danquah, E., Sghaier, S., **Mensah, H. K.**, & Kouveliotis, K. (2023). Assistive technologies for ageing in place: A theoretical proposition of human development postulates. In *Sustainable Neighbourhoods for Ageing in Place: An Interdisciplinary Voice Against Global Crises* (pp. 161-178). Cham: **Springer Nature** Switzerland.
34. Asiamah, N., Khan, H. T., Villalobos Dintrans, P., Koohsari, M. J., Mogaji, E., Vieira, E. R., & **Mensah, H. K.** (2023). Sustainable Neighbourhoods for Ageing in Place in a World of Crises: An Introduction. In *Sustainable Neighbourhoods for Ageing in Place: An Interdisciplinary Voice Against Global Crises* (pp. 1-11). Cham: **Springer Nature** Switzerland.

UNDER REVIEW (ON-GOING)

35. Okyere, G. A., **Mensah, H. K.**, Agyapong, A., Affum-Osei, E., & Asiedu-Appiah, F (UNDER REVIEW) Uncovering the Environmental Performance Outcome of Green Talent Management Strategies: Evidence from a Developing Country. *Thunderbird International Business Review*
36. Agyapong, A., **Mensah, H. K.**, Mensah, G., & Sarpong, A.Y. (UNDER REVIEW): Navigating Sustainable Performance: The Interplay Between Green Dynamic Capability, Supply Chain Management, and Stakeholder Integration in Ghanaian SMEs" **Journal of Business Logistics**.
37. Prah, J., Agyapong, A., **Mensah, H. K.**, & Ayentumi, D. T.. (UNDER REVIEW): In search of operational performance: the antecedents, mechanisms and boundary conditions
38. Agyapong, A., Amofa, A., **Mensah, H. K.**, Oteng-Abayie, E. F., & Tuko, T. (UNDER REVIEW): Greening the Workplace: The Interplay of Green Innovation Strategy, Creativity, and Innovation Performance. *Journal of Cleaner Production*
39. Adjei, A., Agyapong, A., Andoh-Baidoo & **Mensah, H. K.** (UNDER REVIEW): Enhancing Performance Amidst Disruptions: The Role of Managerial Capabilities and Resilience. *International Journal of Operations and Production Management*

PROFESSIONAL ASSOCIATION MEMBERSHIP

Member, African Academy of Management (AFAM)

Member, Academy of International Business (AiB)

Member, Institute of Directors (MIoD)

Member, International Academy of Africa Business and Development (IAABD)

SPECIALIZED TRAINING

- Certified Corporate Governance Trainer (by International Finance Corporation)
- Case Teaching/Writing (by Commonwealth of Learning)
- Quality Assurance in Open Distance eLearning (by RETRIDAL in collaboration with Commonwealth of Learning)
- TIEC Trained eLearning expert
- Certified Innovation Manager

RESEARCH INTEREST

Organizational Behaviour, CSR & Sustainability, Strategic Entrepreneurship

COURSES TAUGHT

MHRS 570: Corporate Social Responsibility & Sustainable Management
MAS 261: Principles of Management
BSBA 252: Business Ethics & Corporate Social Responsibility
MAS 472: Public Sector Management
ORLD 757: Leadership Ethics & Corporate Social Responsibility
ISD 752: Qualitative Research Methods
BCERM 563: Ethical Management In Consulting and ERM
ESM 555: CSR and Sustainable Development
SML 553: Corporate Governance And Leadership Ethics

REFEREES:

Prof. Nathaniel Boso

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College of Humanities and Social Sciences
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Prof. Ahmed Agyapong

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Tel: 0244458506