**felicity Asiedu-Appiah**

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KNUST School of Business

Department of Human Resource and Organisational Development

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PERSONAL STATEMENT

Highly experienced Associate Professor of Management with a 19-year proven track record in delivering exceptional lectures at both undergraduate and graduate levels. Known for innovative and engaging teaching methods, fostering practical application of theories, and achieving consistently positive student and peer evaluations. A passionate researcher with numerous publications in reputable journals, contributing to the academic advancement of the field of Management. Committed to student mentorship and development and actively involved in university service, demonstrating a comprehensive approach to academia.

CORE SKILLS

* Curriculum development
* Innovative teaching methods
* Learning management systems
* Distance learning tools
* Research management
* Mentoring students on academics and career
* Communication and teamwork
* Organisation and Management
* Problem-solving and adaptability

EDUCATION AND QUALIFICATION

September 2011 to 2015

**Kwame Nkrumah University of Science and Technology, Ghana**

**PhD in Human Resource Management**

September 2002 – September 2003

**The Nottingham Trent University, United Kingdom.**

***MSc Management and Human Resource Management***

September 1998 – July 2001

**Kwame Nkrumah University of Science & Technology (KNUST), Ghana**

***B.A. Social Sciences***

WORKING EXPERIENCE

September 2005 – Present

KNUST School of Business, Kumasi, Ghana

***Lecturer, Senior Lecturer, Associate Professor***

* Lecturing in the Department of Human Resource and Organisational Development
* Supervising and assessing undergraduate and postgraduate theses.
* Counselling and mentoring undergraduate and postgraduate students.
* Conducting and publication of research in the areas of management and organisational behaviour.
* Supporting the academic, cultural, and post-graduation transitions and professional/leadership development of students through workshops and seminars.

July 2023 - Present

KSB-CARISCA Career Services Office

**Consultant:**

* Analysing CARISCA’s KSB career service practices and offering recommendations to the Career Service Manager  for improving the effectiveness of the unit.
* Working with the Career Service Manager to develop programmes and activities for the unit.
* Providing support to the Career Service Manager in identifying training and other activities needed by students and graduates to function well in the job search process.
* Supporting the Career Services Manager to identify and recruit local and international organizations as partners of the Career Services Unit.
* Linking the Career Services Unit to potential employers of CARISCA and KNUST School of Business undergraduate and postgraduate students.

August 2009 to 2011

August 2017 to 2019

KNUST School of Business, Kumasi, Ghana

***Head of Department (Human Resource and Organisational Development)***

* Co-ordinating International Programmes and Scholarships in the Department.
* Co-ordinating the recruitment and selection of high achieving postgraduate students.
* Co-ordinating the introduction of innovative and market-driven programmes.
* Curriculum development and facilitation of the accreditation process.
* Allocating responsibilities and duties to academic and non-academic staff in the department.
* Ensuring quality among lecturers in the areas of teaching, research, and publication.
* Liaising with professionals in industry to serve as coaches and mentors to students.
* Planning and organizing events such as professional interactions, workshops, and seminars. for undergraduate and postgraduate students to enhance teaching and learning.

September 2007 – 2024

Institute of Distance Learning, KNUST, Ghana

***Course Facilitator and Programme Co-ordinator***

* Ensuring quality standards are adhered to by all facilitators.
* Facilitated face-to-face sessions in the KNUST-Kumasi centre.
* Setting (collating and vetting) of interim assessments and end of semester examination questions for all centres across the country.
* Developing marking schemes for examination questions.

September 2005 – 2015

KNUST School of Business, Kumasi, Ghana

***Lecturer***

* Lecturing in the Department of Human Resource and Organisational Development
* Supervising and assessing undergraduate and postgraduate theses.
* Counselling and mentoring undergraduate students.
* Conducting and publishing research in the areas of management and organisational behaviour.

SELECTED PUBLISHED PAPERS:

Bamfo, B. A., **Asiedu-Appiah, F.**, & Ameza-Xemalordzo, E. (2023). Developing a framework for entrepreneurship ecosystem for developing countries: The application of institutional theory. *Cogent Business & Management*, *10*(2), 2195967.

Osei, H. V., **Asiedu-Appiah, F.,** & Ansah, R. O. (2023). Work intensity, burnout and quality of work life in the hotel industry: The moderating role of psychological detachment. *Journal of Human Resources in Hospitality & Tourism*, *22*(1), 26-48.

Essuman, D., Bruce, P. A., Ataburo, H., **Asiedu-Appiah, F.,** & Boso, N. (2022). Linking resource slack to operational resilience: Integration of resource-based and attention-based perspectives. *International Journal of Production Economics*, *254*, 108652.

Ampofo, E. T., Owusu, J., Coffie, R. B., & **Asiedu-Appiah, F.** (2022). Work engagement, organizational embeddedness, and life satisfaction among frontline employees of star-rated hotels in Ghana. ***Tourism and Hospitality Research***, 22(2), 226-240.

Osei, H. V., **Asiedu–Appiah, F.**, & Osei, A. (2022). Employee’s Performance in the Service Sector: Should an Individual’s Spirituality and Employment Status Make Any Difference? ***Journal of African Business***, 23(3), 694-711.

Michaud, J., Lvina, E., Galperin, B. L., Lituchy, T. R., Punnett, B. J., Taleb, A., ... **Asiedu-Appiah, F.,** … & Alleyne, A. (2020). Development and validation of the Leadership Effectiveness in Africa and the Diaspora (LEAD) scale. International Journal of Cross Cultural Management, 20(3), 361-384.

Osei, H. V., **Asiedu-Appiah, F.,** & Amoah, P. A. A. (2020). The fish rots from the head down: a test of the trickle-down model of abusive supervision. *Organization Management Journal*.

**Asiedu-Appiah, F.,** & Zoogah, D. B. (2019). Awareness and usage of work-life balance policies, cognitive engagement and perceived organizational support: A multi-level analysis. *Africa Journal of Management*, 1-23**.**

Bamfo, B.A., **Asiedu-Appiah, F.** and Dogbe, C.S.K., (2017). Factors Influencing Entrepreneurship Start-Ups Among Graduate Students In Ghana. International Journal of Business and Management Studies, 06(02):219–228.

**Asiedu-Appiah, F.**, Akwetea, B. E., and Bamfo, B. A., (2016). The Effects of Psychological Contract on Job Satisfaction and Competitive Advantage.*International Journal of Arts & Sciences,* 09(02):17–40.

Bamfo, B. A., **Asiedu-Appiah, F.,** (2016). “Capacity Building for Entrepreneurship Development: The Role of Enterprise Support Institutions.” International Journal of Business and Management Studies, 05(02):39–56.

**Asiedu-Appiah, F.**, Mehmood, A., and Bamfo, B. A., (2015). “Work-Life Balance Practices, Job Performance and Turnover Intentions.” The International Journal of Arts and Sciences, Vol. 8 (5): 379–404.

Bamfo, B. A., **Asiedu-Appiah, F.**, and Oppong-Boakye, P. K., (2015). “Capacity Building for Entrepreneurship Development in Ghana: The Perspectives of Owner Managers.” The International Journal of Arts and Sciences, Vol. 8 (5): 481-498.

Bamfo, B. A., and **Asiedu-Appiah, F.** (2015*). “*Planning in Small Businesses: The Perspectives of Owner Managers”. *International Journal of Entrepreneurship and Small Business Management*. Vol 2(1): 1-14.

**Asiedu-Appiah, F.**, and Addai, H. (2014). “An Investigation into the Causal Relationship between Employees’ Locus of Control and Contextual Performance. *Journal of Business and Behavioural Sciences.* Vol. 26(2): 94-118.

# Asiedu-Appiah, F., Aduse-Poku, O., and Acheampong, A. F. (2014). “Work-Life Balance Practices and Female Lecturers’ Career Progression in Ghana”. *Asian Journal of Management Research,* Vol. 4(3): 419-431.

# Asiedu-Appiah, F., Aduse-Poku, O., and Abeeku-Bamfo, B. (2013). “An Investigation into Recruitment and Selection Practices of Small and Medium Enterprises: Evidence from Ghana”. *Global Advanced Research Journal of Management and Business Studies.* Vol. 2(3): 175-188.

# Asiedu-Appiah, F., Kontor, E., and Asamoah, D. (2013). “Effect of human resource management practices on employee retention: perspectives from the mining industry in Ghana”. *International Research Journal of Arts and Social Sciences.* ISSN: 2276-6502: Vol. 2(2): pp. 30-48.

**Asiedu-Appiah, F.**, Dufie-Marfo, I., and Frempong, E. **(2013)**. “Work-Life Balance as a Tool for Stress Management in Selected Banking Institutions in Ghana”. *Global Advanced Research Journal of Management and Business Studies.* Vol. 2(5) pp. 29 1-311.

Bamfo, B. A., and **Asiedu-Appiah, F.** **(2013*)****. “*SMEs Internationalization: The Attitude of Owner Managers in Ghana”, International Journal of Business and Management Studies. 2(2):225–239.

Bamfo, B. A., and **Asiedu-Appiah, F.** **(2012)**. “Investigating the challenges and prospects of female entrepreneurs in Ghana”, International Journal of Business and Management Studies, 01 (01): 43-54.

Mmieh, F., Mordi, C., Singh, S., and **Asiedu-Appiah, F.** **(2010)** “Performance management in public sector enterprises: a case analysis of employees' perceptions in the Electricity Company of Ghana”. Journal of African Business 12 (3): 419- 438.

REFEREED BOOK CHAPTER:

Kotoua, S., & **Asiedu-Appiah, F.** (2022, April). The amalgamation of social media and tourism in Ghana. In New Dynamics in Banking and Finance: 5th International Conference on Banking and Finance Perspectives, Famagusta, Cyprus (pp. 121-142). Cham: Springer International Publishing.

**Asiedu-Appiah, F.,** Agyapong, A. and Lituchy, T. R., (2016). "Leadership in Ghana". In: Terri Lituchy, T. R., Galperin, B. L. and Punnett, B. J. (Eds.) LEAD: Leadership Effectiveness in Africa and the African Diaspora. New York: Palgrave, Macmillan, pp. 71--88.

***REFEREED CONFERENCE PAPERS PRESENTED:***

Krah, P. S., **Asiedu-Appiah, F.**, Mensah, H. K., & Zoogah, D. B. (2024).Leader’s Ethnic Obligation on Employee Outcomes: An Interest Perspective. ***African Academy of Management*** ***7th AFAM Biennial Conference,*** Cape Town, South Africa. 8th to 10th January 2024.

Osei, H. V., **Asiedu-Appiah, F.**, Agyapong, A., Aidoo, S. O. (2023). When and How Does Creativity Influence Performance? An Examination of SMES in an Emerging Market. ***Academy of African Business and Development, 23rd AABD Annual Conference,*** London, United Kingdom. 16th to 20th May 2023.

**Asiedu-Appiah, F.,** Zoogah, D. and Osei, H. V. (2018). Work-Life Balance Policies, Cognitive Engagement and Perceived Organisational Support: A Multi-Level Analysis. ***African Academy of Management*** ***4th AFAM Biennial Conference,*** Addis Ababa, Ethiopia. 3rd to 6th January 2018. (Won the AFAM/Emerald Best Paper Award in the Organizational Behavior and Human Resource ManagementTrack).

**Asiedu-Appiah, F.,** and Addai, H., (2014). An Investigation into the Causal Relationship Between Employees’ Locus of Control and Contextual Performance. ***American Society of Business and Behavioural Sciences Conference,*** Harrah’s Las Vegas. 21st February, 2014. Available at: http://www.asbbs.org/files/2014/ASBBS\_2014\_Prog.pdf

Bamfo, B. A., and **Asiedu-Appiah, F.**, (2013). Internationalization of SMEs: The attitude of owner managers in Ghana. ***International Journal of Arts and Sciences Conference***, 26th – 30th May 2013 in Harvard, USA.

Bamfo, B. A., and **Asiedu-Appiah, F.**, (2012) Investigating the challenges and prospects of female entrepreneurs in Ghana. ***International Journal of Arts and Sciences Conference***, 19th -22nd June, 2012 in Florence, Italy.

Mohammed, D., Asamoah, D., and **Asiedu-Appiah, F.** (2012*).* Cocoa Value Chain – Implementation for the smallholder farmer in Ghana. ***South West Decision Sciences Institute Conference****;* New Orleans, LA. 2nd March, 2012. Available at: https://www.tamiu.edu/gradschool/grant/documents/SWDSIProgramFinal.pdf

**Asiedu-Appiah, F.,** and Frempong, E., (2012). A Critical Analysis of Internal Social Capital and its’ Effect on Labour Turnover in the Hospitality Industry in Ghana. ***South West Decision Sciences Institute Conference****;* New Orleans, LA. 2nd March 2012. Available at: https://www.tamiu.edu/gradschool/grant/documents/SWDSIProgramFinal.pdf

Asante J., **Asiedu-Appiah F.**, and Oteng-Abayie E. F. (2011**).** Assessing the Learning Organization Practices of Ghana Post Company Limited**. *14th International Business Research Conference***; Dubai. 29th April 2011. Available at: http://worldbizconference.com/FINAL%20Dubai%20April%202011%20Program%20v4%2019.04.11.pdf

**Asiedu-Appiah F.** (2008). The Role of Culture in the Practice of Performance Management in Ghana . ***International Academy of African Business and Development Conference; May 2008****.*

***MANUSCRIPTS UNDER REVIEW:***

Zoogah, D., & **Asiedu-Appiah, F.** “To Fuse or Not To Fuse?: Individual Relative Deprivation and Organizational Fusion.” ***Africa Journal of Management.***

Osei, H. V. & **Asiedu-Appiah, F.** “Individuals’ Spirituality: Should Employment Status and Firm Size Make Any Difference?” ***International Journal of Organizational Analysis.***

Maclean, M., Agyapong, A., & **Asiedu- Appiah, F.** “Social Capital and Performance: The Mediating Role of Innovation.” ***Journal of Management & Governance.***

***SELECTED BOARD AND COMMITTEE MEMBERSHIP***

* **Chairperson:** Hospitality Teaching Kitchen Committee (December 2023 to date)
* **Chairperson:** KSB Dress Code Policy Committee(February 2023 to December 2023)
* **Member:** Internship Co-ordinating Committee (December 2023 to Date)
* **Chairperson:** KNUST Basic Schools Management Board - (October 2018 to 2023)
* **Member:** College of Humanities and Social Sciences Research and Conference Committee (November 2019 to 2024)
* **Member:** College of Humanities and Social Sciences Graduate Committee (November 2018 to June 2019)
* **Member:** Engineering Guest House Management Committee – (Jan. 2018 to September 2021)
* **Member:** Institute of Distance Learning Board (August 2017 to Date)
* **Member:** 8th Summer School Committee – (December 2017 to August 2018)
* **Member:** Investigative Committee – (2018)
* **Member:** College Board – CoHSS (2017 to 2019)
* **Member**: Faculty Board – KSB (2017 to 2019)
* **Patron**: Campus Christian Family (2020 to Date)
* **Patron**: KNUST School of Business Students Association (2017 to 2019)
* **Member**: Departmental Board - Human Resource and Org. Dev’t (2005 to Date)
* **Chairperson**: KSB Admissions Committee (2012-2018)
* **Member**: KSB Strategic Planning Committee (2013-2014)
* **Member:** Implementation of an MBA Programme Committee (2013)
* **Member:** Syllabus Design for MSc Programme Committee (2013)
* **Member:** KSB Remuneration Committee (2011-2013)
* **Member:** KSB Welfare Committee (2007-2012)
* **Member:** KNUST 60th Anniversary (CASS) Planning Committee (2011)
* **Member:** College Board - College of Art and Social Science (2008-2011)
* **Member:** Academic Board – KNUST (2008 -2009)
* **Member:** Facilitating Committee for First KSB MBA Viva Voce (2008)
* **Member:** Editorial Board – College of Art and Social Science (2007-2008)
* **Member:** University-Wide Entrepreneurship Curriculum Committee (2007)
* **Member:** KSB Building Coordinating Committee (2007)