

KOWO SOLOMON AKPOVIRORO [Ph.D]

Contact Address: No 13, Nepa Road, Abeokuta, Ogun State, Nigeria

Tel: +2347061251840

Email: kowosolomon@gmail.com

PERSONAL INFORMATION

DATE OF BIRTH: 21st June, 1978

SEX: Male

NATIONALITY: Nigerian

PASSPORT NO: A05863629

LANGUAGE: English/Yoruba/Urhobo

STATE: Delta

LGA: Ughelli South.

Personal Goal

To raise a new generation of impactful leaders that will turn around businesses for global relevance.

Key Strengths

Proven Leadership and team-building skills

Research and Analytical Skills

Resilient and result-oriented Adaptability

Adaptability

Functional / Technical Competencies (Knowledge and Skills)

Developing district development plans,

Researching and supervision skills.

Computer literacy,

Conceptual skills,

Problem solving and conflict management,

Time management skills,

Ability to effectively develop, use and facilitate online teaching, studying and communication.

Behaviourial Competencies

Emotional maturity,

Interpersonal and diversity management,

Professional and ethical integrity and committed to continued professional development,

Ability to work well in complex teams (including across campus collaboration).

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 ResearchID [AFQ-2310-2022](#)

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

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

Specialization: Human Resources, Organizational Behaviour, Entrepreneurship, Strategic Management, International Business.

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 BODIES

Associate Member, Institute of Chartered Economist of Nigeria (ICEN) 2003

03 WORK EXPERIENCE

a) Teaching Experience with Dates:

(i) Delta State Polytechnic Ozoro, Delta State
Lecturer - Department of Business Administration
2008 -2012

(ii) Ogun State Institute of Technology Igbesa
Lecturer - Department of Business Administration 2012- 2015

(iii) Kwara State University Malete Nigeria
Lecturer 1 - Department of Business Administration
and Entrepreneurship.
2016- 2019

(iv) Federal University of Agriculture Abeokuta Ogun State.
Department of Business Administration
Senior Lecturer – 2020 till date

(v) National Open University of Nigeria (NOUN)
Department of Business Administration
Course Facilitator and Examiner
Marker ID: SW28F06KO06S024154
2020 till date

(vi) Kwara State University Malete Nigeria
Adjunct Senior Lecturer and Senior Research Fellow,
Department of Business Administration and Entrepreneurship
Center for Entrepreneurship Studies.
2020 till date.

(vii) Global Humanistic University Curacao
Adjunct Professor of Business & PhD Student Advisor
2021 till date.

(viii) 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 REVIEWER, EDITORIAL BOARD/ RESEARCH FELLOW & 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 – December 2022.** Residence in question: PaedDr. Ľubica Varečková, PhD. Erasmus+ Coordinator +421 33 5565633 lubica.vareckova@ucm.sk
- ii. Reviewer for International Journal for Quality Research (Indexed in Scopus).** 2019 till date. 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

- iii. **Reviewer for Scientific Peer-Reviewed Journal – SocioEconomic 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
- iv. **Editorial Board Member and Reviewer for Journal of Islamic Economic and Business Research**, Universitas Muhammadiyah Yogyakarta, Indonesia. Lab. Mini Banking Muamalat, F6 Building, Department of Sharia Economics, Faculty of Islamic Studies, Universitas Muhammadiyah Yogyakarta. Brawijaya Street, Tamantirto, Kasihan, Bantul Telp. 0274 387646 Psw. 192, Fax. 0274 387656. Email: admin-jiebr@umy.ac.id
- v. **Editorial Board Member, International Journal of Economics, Finance and Management Sciences (SciencePG)** <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
- vi. **Reviewer of the CIMEXUS JOURNAL, Institute of Economic and Business Research (ININEE) of the Michoacana University of San Nicolás de Hidalgo** (Indexed in Web of Science). UNIVERSIDAD MICHOACANA DE SAN NICOLÁS DE HIDALGO INSTITUTO DE INVESTIGACIONES ECONÓMICAS Y EMPRESARIALES REVISTA CIMEXUS
- vii. **VISITING RESEARCH FELLOW, ASSOCIATE AND SCHOLAR** at AMERICAN RESEARCH CENTER IN SOFIA, 75 Vasil Petleshkov St. SOFIA 1510, BULGARIA TEL: (+359 2) 947 9498, FAX: (+359 2) 840 1962 <http://arcsofia.org>
- viii. **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). PPD PC OPERATION SUPPORT** Mobile: +234 9099245886 Work: 01-2952849, Website: www.nesgroup.org

- ix. 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, studydirector@ghu.edu.cw Phone No - +5999 688 2142

05 SPECIAL ASSIGNMENTS

- i. Member, University Committee on Consolidation of Commercial Enterprises 2017-2018
- ii. COLMAS Representative in College of Engineering Board 2018-Date
- iii. Level Adviser, 200L Business Administration students, KWASU. 2016-Date
- iv. Member, Departmental Examination Committee, FUNAAB. 2019.
- vi. Staff Adviser, Business Administration Students, Association, FUNAAB. 2019-2021
- vii. Member, College Committee on Examination Result (COCER) 2016-2019
- viii Member, COLMAS Representative University Sport Committee, FUNAAB. 2014-2018
- ix. Department Examination Officer, FUNAAB,
- x Member, Entrepreneurial Capacity Building Education, OGITECH 2012-2013
- xi. Member, Entrepreneurship Development Studies, OGITECH. 2013-2015
- xii Member, Entrepreneurship & Ventures Committee, KWASU. 2016-2019

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 Global Collaboration Certificate Course organized by X-Culture International in a theoretical training and two months of practical experience as a member of Global Virtual Team No.82 held between June/July 2015, by X-Culture International Business Organization, USA in collaboration with Kwara State University, Nigeria.

vi Participant at Workshop on Supply Chains, 17 and 18 December 2012 Singapore Management University (SMU), Lee Kong Chian School of Business.

07 COMMENDATION(S):

i. Letter of Appreciation on **Excellent Performance and Commitment in University Committee on Consolidation of Commercial Enterprises** by the management of Federal University of Agriculture, Abeokuta. 2017.

ii. Commendation on **Mentorship and teaching excellence** by the management of Kwara State University Malete Nigeria 2018.

iii. Research excellence award by **International Journal of Entrepreneurship Innovation and Management**, Kwara State University, Nigeria 2016.

08 INFORMATION ON PROJECT SUPERVISION:

| S/N | Year/ Session of Supervision | No of Students Supervised |
|------------|-------------------------------------|----------------------------------|
| 1 | 2020/2021 | 10 |
| 2 | 2019/2020 | 12 |
| 3 | 2018/2019 | 12 |
| 4 | 2017/2018 | 30 |
| 5 | 2016/2017 | 22 |
| 6 | 2015/2016 | 35 |
| | TOTAL- Graduate Supervision | 121 |

09. PUBLICATIONS

(a) Dissertation/Thesis

- I. **KOWO, S. A.** (2020) 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. **M.Sc Thesis**, School of Business, Department of Business Management, National Open University of Nigeria.
- III. **KOWO, S. A.,** (2001) The Critical Evaluation of Value Added Tax in Industrial Organization. A case Study of Guinness Nigeria Plc. **B.sc Thesis**, Department of Economics. Delta State University. Nigeria

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

1. **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.
2. **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)
3. **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
4. **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

5. **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.
6. **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.
7. **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
8. **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)
9. **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
10. 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, Riga Technical University Latvia Europe** ISSN 2256-0394 34, 126–138
11. **Kowo, S. A.,** Akinbola O.A., Akinrinola O & Adegbite, G (2020). Product Branding and Consumer Loyalty in Telecommunication Industry. ***Journal of Economics and Culture. University of Economics and Culture Latvia-Europe.*** 17(1), pp. 95-103.
12. **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.

13. **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.

14. **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, 2019, 1 (3), pp.214-226.**European Research Council (ERC)

15. **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. University of Economics and Culture Latvia-Europe. 16(1), pp. 161-171.*

16. 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,**

17. **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**

18. **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.

19. **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.

20. **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.

21. **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.

22. **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

23. 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**

24. **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.

25. **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).

26. **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.

27. **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. (Web of Science)

28. **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.

29. 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.

30. 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,

31. **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 Sumy State University Ukraine- Europe, Vol. 2, Issue 4, 2018, pp.77-85

32. **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.

33. **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.

34. **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. (Web of Science)
35. **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
36. 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. (Scopus)
37. **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
38. **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>
39. **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.
40. **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.

41. 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.

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

43. **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.

44. **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 LOCAL UNIVERSITY JOURNALS

45. 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.**

46. 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.**

47. 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**,3,No.1,pp.19-34

48. 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** (CJBSS) Vol. 10 No.1, June 2019, pp. 58-72, <http://journals.covenantuniversity.edu.ng/index.php/cjbss/>
49. Jimoh, I. O & Akinbola O. A., **KOWO S. A** (2017). Flexicurity and Organizational Productivity of Market Leader Beverage plant in Nigeria. ***International Journal of Entrepreneurship Innovation and Management***, 2 (1), 104-113. Published by School of Business and Governance and The Centre for Entrepreneurship, Kwara State University, Nigeria
50. Akinbola O. A., Ojo O. A, Oyedele, O. O, & Jimoh, I. O. **KOWO S. A** (2016). The Connexus of Entrepreneurship Education and the Entrepreneurial Intention of Tertiary Institution's Students in Nigeria. ***International Journal of Entrepreneurship Innovation and Management***, 1 (1), 85-98. Published by School of Business and Governance and The Centre for Entrepreneurship, Kwara State University, Nigeria
51. Akinbola O. A., **KOWO S. A.**, Ojo O. A. & Ajonbadi H. A. (2015). Role of Waste Management and Wealth Creation in Nigeria, Evidences From Lagos State Waste Management Authority(LAWMA). ***Ife Psychologia Journal***. 23 (1), 120-30. Published by Obafemi Awolowo University. Nigeria.
52. Akinbola O. A., **KOWO S. A** & Otokiti B. O. (2012). Effects of Lease Options as a Source of Finance on the Profitability Performance of Small and Medium Enterprises (SMEs) in Lagos State, Nigeria. ***International Journal of Economic Development, Research***. 3, (3), 70-76. Published by International Centre for Integrated Development Research, Nigeria.

(d) International Conferences Proceedings, Paper Presentation and Publications

- 53.**Kowo, S.A** (2022) The Efficacy Of Counseling, Training And Development On Entrepreneurial Capability. XI International Conference On Social And Technological Development – STED 2022. **Publisher: University PIM, Banja Luka, Republic of Srpska, Bosnia & Herzegovina, Europe**

54.**Kowo S A, Oba Adenuga O A (2019) Correlates of Entrepreneurship Education and Employment Generation. 41st International Scientific Conference on Economic and Social Development, Book of Proceedings. Published by 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**

55.**Kowo, S.A, Akinbola O.A & Akinrinola O (2019) "The Implementation of Total Quality Management (TQM) In The Telecommunication Industry: Problems And Prospects" Published in "Quality Festival 2019" - 13th international quality conference- Proceedings, Center for Quality - Faculty of Engineering, University of Kragujevac, Serbia- Europe, DOI: 10.24874/PES01.02.027**

10. EXTRA CURRICULA ACTIVITIES

Research and Business Analysis, Reading, Thinking and Planning.

11. REFEREES:

- 1. Akinriola Olalekan Oladipo (PhD)**
Head of Department of Accounting, Finance & Taxation
Caleb University Imota Nigeria
oakinrinola@yahoo.com
+2348025019935.
- 2. Akinbola Olufemi Amos (PhD)**
Head of Department of Business Administration
Federal University of Agriculture, Abeokuta
femiakinbola@gmail.com
+2348036409449
- 3. Oba Adenuga Olusegun Adeleke (PhD)**
Center Director,
Abeokuta Study Center, Ogun State.
National Open University of Nigeria (NOUN)
+2348033879789, +2348057773634