

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

MARITAL STATUS: Married

NATIONALITY: Nigerian

LANGUAGE: English/Yoruba/Urhobo

STATE: Delta

LGA: Ughelli South.

Key Strengths

Proven Leadership and team-building skills

Research and Analytical Skills

Profile link:

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

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

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

Web of Science ResearcherID [AFQ-2310-2022](#)

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

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
1998-2001	Delta State University, Abraka, Nigeria.
1992-1997	Abeokuta Grammar School, Idi-Aba, Abeokuta, Nigeria
1986-1991	Children House School, Quarry, Road, Abeokuta,

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)

WORK EXPERIENCE

(a)Delta State Polytechnic Ozoro, Delta State
Lecturer - Department of Business Administration
2006 -2010

(b) Ogun State Institute of Technology Igbesa
Lecturer - Department of Business Administration
2011- 2014

(c) Kwara State University Malete Nigeria
Lecturer - Department of Business Administration and Entrepreneurship.
2015- Till date

d) Federal University of Agriculture Abeokuta Ogun State
 Adjunct Lecturer - Department of Business Administration
 2018- Till date

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

f) Global Humanistic University Curacao
 Professor /PhD Advisor
 August 2021 till date

Courses Taught and Credit Units

SESSION	COURSES	UNITS	CLASS SIZE	LECTURER(S)
2014/2016	BAM 103: Intro to Mgt. Sciences	3	440	2
	BAM 203: Principles of Marketing I	3	182	2
2015/2016	BAM 103: Intro to Mgt. Sciences	3	500	2
	BAM 203: Management theory			
	BAM 203: Principles and Practice of Entrepreneurship	3	188	2
	BAM 312: Small Business Management	3	300	2
2016/2018	BAM 303: Advance Management Theory Mgt. Sciences	3	520	2
	BAM 306: Human Resources Mgt	3	190	2
	BAM 415: Advanced Marketing Management	3	200	2

2018/2019	BAM 301: Advanced Management Theory	3	200	2
	BAM 306: Marketing Management	3	350	2
	ETS 205: Entrepreneurial Marketing	2	200	2
	ETS 209: Theories of Entrepreneurship	2	185	2
	ETS 212: Biographical Studies of Entrepreneurial Thinkers and Giants	2	120	2

SPECIAL ASSIGNMENTS

- i. Member, Committee on Consolidation of Commercial Enterprises 2016
- ii. Staff Adviser, Business Administration Students, Association, Kwasu. 2019
- iii. Level Adviser, 400L Business Administration students. 2020
- iv. **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
- v. **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
- vi. **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

- vii. **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
- viii. **RESEARCH ASSOCIATE AND VISITING 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://arcsafia.org>
- ix. **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**
- x. **PROFESSOR & PHD STUDENT ADVISOR AT GLOBAL HUMANISTIC UNIVERSITY CURACAO. 2021 till date. 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.**

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 at 2017 Kwara State University, Malete Nigeria. 6th Entrepreneurship Director’s Conference, Center for Entrepreneurship.
- iii. 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.
- iv. Participant at Workshop on Supply Chains, 17 and 18 December 2012 Singapore Management University (SMU), Lee Kong Chian School of Business.

MEMBERSHIP OF PROFESSIONAL BODIES

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

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.

- I. **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) Journals Articles in Print

1. 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.**

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 (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, 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**
11. Akinbola O.A., ALAKA N.S., **Kowo, S. A.**, Adeyemo A.A (2020). Family Business Operations and Sequel of Internationalisation in Nigeria. **Journal of**

12. **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.

13. **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.

14. **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.

15. **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)**

16. 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**

17. **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.

18. **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.
19. 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,**
20. **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**
21. **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.**
22. 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/>**
23. **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*
24. **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.*

25. **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.
26. **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.**
27. **Kowo, S.A,** Akinbola O.A & Akinrinola O (2019) The Impact of Process Innovation on Organisational Performance. *Acta Universitatis Danubius, Economica Journal Œconomica*. **Published by Faculty of Economic Sciences, Danubius University, Galati, Romania-Europe. Vol-15, issue no. 2**
28. O.A Akinbola, **S.A Kowo,** A.O Ojo (2019) Requisite Skill Availability and Multinational Corporations Locational Strategies in Nigeria. *Folia Œconomica Stetinensia*. **Published by University of Szczecin, Poland**
29. **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.**
30. **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).**
31. **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.
32. **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)**

33. **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.
34. 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.
35. 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,
36. **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
37. **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.
38. **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.
39. **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)

40. **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

41. 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)**

42. **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

43. **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>

44. **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.

45. **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.

46. 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. IJARIIIE-ISSN (0)-2395-4396, 8446 page 768.
47. **Kowo, S.A**, Akinbola O.A & Akinrinola O (2018) Effect of Growth Drivers on Cooperative Societies. *World Scientific News Poland*. 117-130
48. **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.
49. **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.
50. **Kowo S A** (2016) The Impact of Motivation on Employees Productivity. *International Journal of Entrepreneurship Innovation and Management*, Vol. 1, issue 1, Kwara State University, Nigeria.

REFEREES:

1. **Oba Adenuga Olusegun Adeleke (PhD)**
Associate. Prof
Center Director, Abeokuta Ogun State.
National Open University of Nigeria (NOUN)
+2348033879789, +2348057773634
2. **Abu Zekeri (PhD)**
Head of Department of Business and Entrepreneurship
Kwara State University Malete Nigeria.
+2348033782728.
3. **Akinrinola Olalekan Oladipo (PhD)**
Department of Accounting and Finance,
Caleb University Lagos, Nigeria
+2348025019935