

Prof. Dr. KOWO Solomon A (BSc, MSc, Ph.D.)

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Brief Profile: Prof. Kowo holds a Ph.D. in Business Administration from Kwara State University, an MSc in Business Administration from the National Open University of Nigeria (NOUN), and a BSc in Economics from Delta State University (DELSU). His academic journey reflects a commitment to excellence and expertise in Entrepreneurship, Leadership, Human Resources, Strategic Management, and International Business. Prof. Kowo was a Chief Lecturer at Ogun State Institute of Technology, Nigeria. Currently a Professor of Business Administration at Global Humanistic University, Curaçao South America and the Dean of Research & Planning at Graham International University. He has also served as a Visiting Professor at the University of Ss Cyril and Methodius in Slovakia and a Research Fellow at the American Research Center in Sofia, Bulgaria. His extensive teaching and mentoring experience include supervising over 600 undergraduate and postgraduate theses and dissertations, showcasing his dedication to student development. Prof. Kowo's scholarly impact is equally impressive. He has authored 77 publications in respected journals indexed in Scopus and Web of Science, amassing over 670 citations.

His research spans Entrepreneurship, Organizational Behavior, HRM, International Business, Strategic Management and Leadership, reflecting his diverse expertise and contributions to academia. In addition to his academic pursuits, Prof. Kowo is a trained business analyst and advisor with a strong focus on entrepreneurship and international business. He is an International Expert and Academic Leader for

Accreditation Agency Curaçao (AAC) and a member of the Micro, Small, and Medium Enterprises (MSMEs) Community of Practice at the Nigerian Economic Summit Group (NESG). Prof. Kowo has also played a pivotal role in global academia, serving as a facilitator, examiner, and visiting researcher. In 2022, he was an International Visiting Professor/Researcher at the University of Ss Cyril and Methodius in Slovakia, further solidifying his international reputation.

Profile Link:

<https://scholar.google.com/citations?user=LseP00wAAAAJ&hl=en>
<https://www.linkedin.com/in/prof-solomon-akpoviroro-kowo-ph-d-59754616a/><https://www.researchgate.net/>
Web of Science ResearcherID **AFQ-2310-2022**
ORCiD <https://orcid.org/0000-0002-0504-2248>
<https://campus.ghu.edu.cw/advisor>

Google Scholar Cited by

	All	
<u>Citations</u>	672	632
<u>h-index</u>	13	13
<u>i10-index</u>	18	17

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

01. KEY ACHIEVEMENTS:

- i. Developed creative competitive course contents and enhanced revenue through management support and cooperation.
- ii. Developed strategies for student’s enrollment growth in the department and school of business.

- iii. Achieved more than 100% studentship extra intakes for Business Management within a session. Enhanced revenue generation capacity in the department through creative specialized programs and Entrepreneurship seminars in a different dimension.
- iv. Developed a competitive DBA program for to Advance Collegiate Schools of Business (AACSB) membership.
- v. Provided business advisory services and mentorship to more than 500 Entrepreneurs in Nigeria and across the globe.
- vi. Supervised more than 600 students in Business Administration, Finance and Entrepreneurship both at Undergraduate and Postgraduate levels successfully.

02. EDUCATIONAL BACKGROUND

a) Institutions Attended With Date

2017 – 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.
1993-1997	Abeokuta Grammar School, Idi-Aba, Abeokuta, Nigeria
1987-1992	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)
- 1992 First School Leaving Certificate (FSLC)

c) MEMBERSHIP OF PROFESSIONAL ORGANIZATION

- i. Member, Institute of Chartered Economist of Nigeria (ICEN) -2003
(Former Institute of Certified Economist of Nigeria)
- ii. 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)– 2021 TILL DATE.

03. WORK EXPERIENCE

National Youth Service Corps (NYSC)
 NYSC Certificate No: A794591
 16TH September 2002 – 15th September 2003
 Primary Assignment: Orlorunda local government
 Secretariat Osogbo Osun State.

(b) Teaching & Research Experience with Dates:

- (i) Delta State University Abraka, Delta State.
2007-2015.
- (ii) Ogun State Institute of Technology Igbesa, Ogun State.

Senior Lecturer - Department of Business Administration	2016- 2018.
Principal Lecturer - Department of Business Administration	2019- 2021
Chief Lecturer - Department of Business Administration	2022 - 2023

(iii) Global Humanistic University Curacao South America

Professor of Business Administration & PhD Student Advisor
2022 till date.

(iv) Graham International University
Reading, Pennsylvania, United States of America
DEAN of Research and Planning
January 2025 till date

<https://university.fgjf.org/news/prof-solomon-akpoviroro-kowo-giu-dean-of-research-and-planning/>

Responsibilities at Graham International University - DEAN of Research and Planning.

- Research leadership: Lead and coordinate research projects to improve educational outcomes and institutional effectiveness.
- Research agenda: Set the research agenda for the district and assess its effectiveness.
- Data-driven decision-making: Promote the use of data and evidence-based practices.
- Collaboration: Collaborate with college faculty and managers, and faculty committees.
- Research integration: Ensure that college planning is integrated with districtwide planning.
- Research proposal guidance: Provide guidance on submitting proposals to funding agencies.
- Research ecosystem: Establish and maintain a research ecosystem.
- Faculty expertise: Create and maintain a database of faculty expertise.
- Faculty equipment: Facilitate faculty in procuring equipment.
- Project staff: Facilitate faculty in recruiting project staff.
- Research expenditure: Recommend recurring and non-recurring expenditure for research projects.
- Research project certificates: Sign utilization certificates for research projects and submit them to funding agencies.
- Research project proposals: Encourage teachers and researchers to write research project proposals.
- Research promotion: Liaise with agencies and organizations for financial support and promotion of research.

- Research journals: Supervise and promote the quality of research journals.

ADJUNCT LECTURER AND FACILITOR

(i) National Open University of Nigeria Abuja (NOUN)
 Department of Business Administration
 Course Facilitator and Examiner
 2022 till date

(ii) Federal University of Agriculture, Abeokuta, Ogun State.
 Adjunct Lecturer - Department of Business Administration
 2020- 2022.

(iii)Kwara State University Malete Nigeria
 Adjunct Lecturer- Department of Business Administration
 and Entrepreneurship. 2021- 2024

c) Selected Courses Taught and Credit Units

COURSES	UNITS	CLASS SIZE	LECTURER(S)
MBA 824: Advanced Business Strategy	3	35	1
MBA 861: Public Finance	3	20	1
MBA 863: Creativity and Innovation	3	20	1
MBA 823: Advance Management Theory	3	40	1
MBA 853: HRM	3	30	1
MBA 833: International Business	3	25	1
BAM 411: Advanced Entrepreneurship	3	125	1
BAM 407: Strategic Management	3	120	1
BAM 308: Research Methodology	3	250	1
BAM 402: Business Policy and Strategy	3	90	2
BAM 203: Principles and Practice of Entrepreneurship	3	184	1
BAM 312: Small Business Management	3	150	1
BAM 101: Introduction to Business	3	305	2
BAM 203: Entrepreneurship Theory	3	150	1
BAM 402: Management Information Systems	3	80	1
BAM 806: Business Ethics	3	170	1
BAM 815: Advanced Marketing Management	3	150	1
	3	004	1
	3	006	1

BAM 903: Advanced Research Methods	3	004	2
BAM 901: Entrepreneurship Theory and Practice	3	002	2
BAM 301: Public Finance	3	300	2
BAM 306: Marketing Management	3	100	2
ETS 205: Entrepreneurial Marketing	3	85	2
ETS 209: Theories of Entrepreneurship	2	175	2
ETS 212: Biographical Studies of Entrepreneurial Thinkers and Giants	2	170	2
	2	170	2

04. VISITING PROFESSOR/ RESEARCH SCHOLAR /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).
- ii. **International Expert & Academic Leader for Accreditation Agency Curacao (AAC).2023 TILL DATE.** La Puerta Business Center, Coral Estate, Rif St. Marie, Curaçao +599 9 6828106 office@aac.cw, www.aac.cw
- iii. **Research Associate / Scholar At American Research Center in Sofia (ARC)** 75 Vasil Petleshkov St. Sofia 1510, Bulgaria Tel: (+359 2) 947 9498, FAX: (+359 2) 840 1962 <http://arcsafia.org>
- iv. **International Expert & Academic Leader for Graham International Education Accreditation Agency (GIEAA) 2025 TILL DATE.**
<https://gieaa.fgjf.org/news/gieaa-prof-solomon-akpoviroro-kowo-as-international-expert-academic-leader/>
gieaa.info@fgjf.org

- v. Professor of Business Administration at Global Humanistic University Curacao South America. 2022 till date. GHU is ACBSP**



and AAC Accredited. My responsibilities and roles are teaching Master's and Doctoral Students, 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, studymdirector@ghu.edu.cw Phone No - +5999 688 2142

05. REVIEWER & EDITORIAL BOARD MEMBER

- i. Editorial Board Member, International Journal of Economics, Finance and Management Sciences (Science PG)**<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
- ii. Editorial Board Member for Journal of Islamic Economic and Business Research, (JIEBR)** Universitas Muhammadiyah Yogyakarta, Indonesia. Department of Sharia Economics, Faculty of Islamic Studies, Universitas Muhammadiyah Yogyakarta. 0274 387646 Psw. 192, Fax. 0274 387656. Email: admin-jiebr@umy.ac.id

- iii. **Reviewer for International Journal for Quality Research - 2019(Indexed in Scopus).** Publishers: Center for Quality, University of Montenegro & Center for Quality, University of Kragujevac, Serbia International Association for Quality and Quality of Life Research. (Indexed in Scopus) Email - ijqr@kg.ac.rs , cqm@kg.ac.rs , zdravkok@ac.me
- iv. **Reviewer of the CIMEXUS JOURNAL,** Institute of Economic and Business Research (ININEE) of the Michoacana University of San Nicolás de Hidalgo Mexico (**Indexed in Web of Science**). Universidad Michoacana De San Nicolás De Hidalgo Instituto De Investigaciones Económicas Y Empresariales Revista Cimexus. Email : cimexusrevista@gmail.com
- v. **Reviewer for Scientific Peer-Reviewed Journal – Socio Economic Challenges (SEC)** was registered by the Ministry of Justice of Ukraine (Certificate No. KB 22380 – 12280P) 2019 till date. Publishers: Sumy State University 2, Rymskogo-Korsakovast. 40007 Sumy, Ukraine - sec_editor.armg@ssu.edu.ua, sec_mngeditor.armg@ssu.edu.ua
- vi. **Reviewer for Journal of Perspective and Management (JPM)** Published by Federal University of Pernambuco Curuaru (PE) **Brazil.** Av. Marielle Franco, s/n - Km 59 Bairro Nova Caruaru Caruaru – PE CEP: 55014-900. Email : marcele.elisa@ufpe.br
- vii. **Reviewer for Agricultural and Resource Economics International Scientific Journal. Published by Kharkiv Petro Vasylenko National Technical University of Agriculture Ukraine** (Index in Scopus & Web of Science) Email: editor.are.journal@gmail.com
- viii. **Reviewer for Asian Journal of Economics, Business and Accounting.** Reg. Offices: India: Guest House Road, Street no - 1/6, Hooghly, West Bengal, India,, Tele: +91 8617752708 UK: Third Floor, 207 Regent Street, London, W1B 3HH, UK, Fax: +44 20-3031-1429 Email: editor.22@oaacademicpress.com

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 (ICBEFMS-24), 17th International Conference Organized by *Association for Scientific and Academic Research (ASAR)* Canada, January 2024.

07.COMMENDATION(S):

- i. **First 10 Best Scientists in Global Humanistic University Curacao.**
Global Humanistic University Rankings - AD Scientific Index 2023.
<https://www.adscientificindex.com/university/Global+Humanistic+University/>
- ii. **Top 5 Scientists in Global Humanistic University Curacao.**
<https://www.adscientificindex.com/university/Global+Humanistic+University/>

08. Conference International Guest Speaker

Globalization and its socio-economic consequences (GLOBALIZACIA 2021)
University of Zilina Slovakia Europe, Faculty of Operation and Economics of

Transport and Communications, Department of Economics. Globalization and Its Socio-Economic Consequences is an International Scientific Conference, Thematically Focused on the Process of Globalization and Its impact on the economic, Social and Cultural Life of Human Society. Univerzita národná 8215/1, 010 26 Žilina, Slovakia. Europe. **Email:** globalizacia@globalizacia.com

Website: <https://globalizacia.com/speaker/solomon-akpoviroro-kowo/>
<https://globalizacia.com/speaker/page/4/>

09(a) Research Publications in Books, Peer-Reviewed Journals and Conference Proceedings

My scholarly journey spans over a decade and is marked by more than 75 peer-reviewed journal publications, insightful book chapters, and significant participation in esteemed conferences. I've strived to deliver comprehensive insights into diverse fields such as business management, marketing, Leadership and entrepreneurship. My research work, recognized and published in reputable journals, reflects my unyielding quest for knowledge, intellectual curiosity, and commitment to contribute to these fields.

- 1. Foreign Direct Investment (FDI) and Economic Development:** Understanding how FDI influences economic growth and development in host countries.
- 2. Inventory Management and Organizational Performance:** Examining the impact of efficient inventory management practices on overall organizational performance and competitiveness.
- 3. Collective Bargaining and Conflict Management:** Exploring strategies for effective collective bargaining and their role in managing workplace conflicts.
- 4. Sales Promotion and Consumer Behavior:** Investigating the effectiveness of sales promotion techniques in influencing consumer purchasing decisions and brand loyalty.
- 5. Change Management Practices:** Analyzing best practices in change

management to facilitate organizational adaptation and innovation.

6. Compensation Policies and Employee Retention: Studying the relationship between compensation policies, employee satisfaction, and retention rates.

7. Industrial Policies and Business Attraction: Assessing the impact of industrial policies on attracting and retaining businesses to stimulate economic growth.

8. Physical and Human Capital Spending: Understanding how investments in physical and human capital affect productivity and competitiveness, especially in sectors like maritime.

9. Entrepreneurial Characteristics and Performance: Investigating the traits and behaviors that contribute to entrepreneurial success and business performance.

10. Marketing Innovation Processes: Exploring the role of marketing in driving innovation within organizations and industries.

11. Training and Development: Assessing the effectiveness of training and development programs in enhancing employee skills, performance, and organizational effectiveness.

12. Strategic Leadership: Analyzing the influence of strategic leadership on organizational strategy, culture, and performance.

13. Organizational Learning: Examining how organizations acquire, transfer, and utilize knowledge to adapt to changing environments and improve performance.

14. Corporate Social Responsibility (CSR): Investigating the impact of CSR initiatives on organizational reputation, stakeholder relationships, and financial performance.

15. SMEs Development and Sustainability: Studying strategies for promoting the growth, sustainability, and resilience of small and medium-sized enterprises (SMEs) in various economic contexts.

(b) 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, Ogun State, Nigeria. **M.Sc Thesis**, Faculty of Management, Department of Business Administration, National Open University of Nigeria (NOUN).

III. **Kowo, S. A.**, (2001) The Critical Evaluation of Value Added Tax in Industrial Organization. A case Study of Guinness Nigeria Plc. **B.sc Dissertation**, Department of Economics. Delta State University. Nigeria.

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

1. **Kowo S A**, Sabitu O O and Popoola M.A (2024) Moderating Effect of strategic factor on Organizational Performance. *Management and Entrepreneurship: Trends of Development* journal Published by the department of entrepreneurship management of organizations and logistics, **Zaporizhzhia National University** Ukraine 2(28). Pg 20-39.

2. Zekeri A., **Kowo S. A.**, Tunde-Arigbede O. T. (2024) Efficiency of small business the case of Nigeria. Foreign trade economics, finance, law 2024. **Published by Kyiv National University of Trade and Economics Ukraine**. No 5 Pg. 110-126. Series. Economic Sciences. [https://doi.org/10.31617/3.2024\(136\)0](https://doi.org/10.31617/3.2024(136)0)

3. Sabitu O.O, **Kowo S A**, and Sodehinde G. M (2024) Efficacy of Firm Size and Structure on Organizational Performance. Journal AIC Economics and Management Journal, **Published by BilaTserkva National Agrarian University** Ukraine. Економіка та управління АПК, 2024, № 1

4. Odumesi, A. O., Olubiyi, T. O., & **Kowo S.A** (2024). Potential of Small and Medium Enterprises Growth: Role of Internal and External Factors of Commercial Banks' Credit Accessibility. **Journal of Business and Social Sciences, 2024. Published by INTI International University, Malaysia**
<https://iuojs.intimal.edu.my/index.php/jobss/article/view/577>
5. Zekeri A, **Kowo S. A**, Olumuyiwa O. F (2024) Strategic Planning and the Performance of Small And Medium Enterprises, **Published by Faculty of Economics. South-West University "NeofitRilski" Bulgaria-Europe. ISSN: 2683-1325 volume: xxi, issue: 2, <http://em.swu.bg/>**
6. **Kowo S. A**, (2024) The Economic Impact of Global Tourism: A Review of Contributions and Challenges in Developing Countries. *Journal of Halal Tourism* Vol. 1 No 1, pp. 10-17
7. Fayaz M., Y, **Kowo S.A** & Ezinne A (2024) Environmentally Friendly Agro-Industry Business Model as an Effort to Increase the Competitiveness of Local Agricultural Products. **Journal of Agricultural Economy and Technology Development**, Vol. 1 No 1, November 2024, pp. 32-41
8. **Kowo S. A** and Vareckova L. (2023). Correlate of Foreign direct Investment and economic development, Evidence from Nigeria, *Humanities and Social Sciences Latvia*, **Published by University of Latvia**. 31(1), pg. 36-54.
9. **Kowo S. A** and Vareckova L. (2023). Correlate of Inventory Management and Organizational Performance, *Ekonomicko- Manazerske Spectrum*, **Published by University of Zelina, Slovak Republic - Europe**.17(1), 1-3.
10. **Kowo, S. A.**,Vareckova, L. (2023). Effect of Collective Bargaining Strategies on Conflict Management in Nigerian Organizations. *Izvestiya Journal of*

Economics, Management and Informatics. **Published by University of Economics Varna, Bulgaria** 67 (4), p. 253 – 266. DOI: 10.36997/IJUEV2023.67.4.253

11. **Kowo S.A**, Odumesi O.A, Odunsi K.O (2023). Efficacy of sales promotion on consumer patronage, choices of homogenous product (A study of Samsung and LG Products) *Journal of Economics and Management*, **Published by Samara University Russia**. Vol 14. No 4. Pg 7-14

12. Ajani, A. O, Salau, A.A , **Kowo, S.A** , Ajeigbe, M.B (2023) Change Management Practices in Fast Food Firms, *Economics and Management Journal*, **Published by Faculty of Economics. South-West University "Neofit Rilski" Bulgaria-Europe**. ISSN: 2683-1325 volume: xx, issue: 1, pp. 16-31 doi: 10.37708/em.swu.v20i1.2<http://em.swu.bg/>

13. **Kowo S.A**, Odumesi O.A, Salau A.A & Ashakah F.O (2023) Correlates of Compensation Policies and Employee Retainment. *Moscow Witte University Bulletin. Series 1: Economics and Management*. **Published by Moscow Witte University, Russia**, issue 3 (46) pp.127

14. **Kowo S.A**, Akinbola O.A , Odumesi O.A & Popoola M.A (2023) Effect of Industrial Policies on Business Attraction, *Journal of Perspective and Management (JPM)* **Published by Federal University of Pernambuco Curuaru (PE) Brazil**. JPM, 7, e258220. <https://doi.org.10.51359/2594-8040.2023.258220>

15. Lawal K A, Mufutau A P, AJAYI, J O, Ajala B B , **Kowo S A** (2023) The Impact of Physical and Human Capital Spending on Labour Productivity | in Nigeria Maritime Sector. *Journal of Nautical Eye & Strategic Studies*. **Published by Minhaj University Lahole Pakistan**. Vol 3, No 2, 75-86

16. Abolade A.P, Salau A.A & **Kowo S.A** (2022) A Qualitative Study of Entrepreneurial Characteristics and Performance of Selected Rice Farming Cluster

in Kwara State, Nigeria. *Acta Oeconomica Cassoviensia*, **Published by Faculty of Business Economics University of Brastislavia**. issue Vol 15, No 2, pp.5-23

17. **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.

18. **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)

19. **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

20. 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

21. **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.

22. **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.

23. **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

24. **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 UniversityUkraine**, Issue 2 (16)

25.**Kowo .S. A.**,Adenuga, O.A.Akinbola A.O (2021).Correlates of entrepreneurship education and students’ career reflections. *Journal of Entrepreneurship Education*, <https://www.abacademies.org/articles/Correlates-of-Entrepreneurship-1528-2651-24-S1-730.pdf>24(S1)

26. **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

27.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*, **Published by Riga Technical University Latvia Europe**ISSN 2256-0394 34, 126–138

28. **Kowo, S. A.**, Akinbola O.A., Akinrinola O &Adegbite, G (2020). Product Branding and Consumer Loyalty in Telecommunication Industry. *Journal of*

Economics and Culture. Published by University of Economics and Culture Latvia-Europe. 17(1), pp. 95-103.

29. **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.*

30. **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.*

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

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

33. **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 **proceedings of engineering journal, Faculty of Engineering, University of Kragujevac, June 2019**1(2):301-312 (**Indexed in Scopus**)

34. 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,
35. **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
36. **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.
37. **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.
38. **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.
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09. EXTRA CURRICULA ACTIVITIES

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