

## ALABA VICTOR OYAKHIRE, PhD

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### PERSONAL STATEMENT

I am an accomplished researcher and lecturer with a PhD in Business Administration and over 10 years of experience leading high-impact studies and supervising academic projects in management sciences. Expert in quantitative and qualitative methodologies, advanced data analysis, project management, and scholarly writing, with a strong record of publishing in peer-reviewed journals and presenting at conferences. Recipient of two competitive research grants and author of more than 26 publications, with a growing international profile on platforms such as Google Scholar. Highly collaborative, experienced in working with interdisciplinary teams to generate policy-relevant and practice-oriented insights, and now seeking to apply this research expertise to impactful projects with global reach

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### KEY SKILLS

- Quantitative and qualitative research methods
  - Research project management
  - Policy-relevant and practice-oriented research
  - Policy-relevant and practice-oriented research
  - Publication in peer-reviewed journals (including grant-funded work)
  - Interdisciplinary collaboration
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### PROFESSIONAL EXPERIENCE

#### Empowering Learning Ltd: February 2024 – To Date

- Cover Supervisor (Happer Green School” Bolton, Dean Trust Ardwick” Manchester, Co-Op Academy” Swinton, and Co-Op Academy” North Manchester)

#### Aspire People: October 2023 – December 2023

- Teaching Assistant in “The Orchards School” Stretford, Manchester.
- Supply Cover in “Archbishop Temple Church of England High School” Preston, Manchester

#### Benson Idahosa University (October 2021 – Present)

##### Senior Lecturer / Researcher in Business Administration

- Lean Six Sigma Green Belt Project Management Campion
- I conduct high-impact research in areas such as organizational behaviour, strategic management, and entrepreneurship.
- I have published 26+ peer-reviewed articles in reputable journals, which have contributed to the advancement of management science knowledge.
- I have supervised 50+ student research projects, guiding students in research design, data analysis, and academic writing.
- I developed and delivered research-based curriculum for courses such as Business Research Methods and Strategic Management.
- I collaborate with faculty members on interdisciplinary research projects.
- I have attended over 10 conferences, and I have also presented at some of these conferences

#### Shaka Polytechnic (January 2015 – September 2021)

##### Principal Lecturer / Researcher in Business Administration

- Agile project management Campion
- I led research initiatives in areas such as organizational performance, employee productivity, and market segmentation.
- I published 10+ articles in peer-reviewed journals, including studies on work-life balance and employee creativity.
- I designed and implemented research methodologies for academic and industry projects.
- I presented research findings at national and international conferences.

#### Zenith Bank Plc Via Peoples Plus Management Service (July 2007 – January 2015)

##### Banking Officer

- I generated actionable market insights for investment teams, securing new business opportunities and boosting revenue growth.
- I was the Prince2 Practitioner lead
- I designed and implemented financial models to identify growth strategies for client portfolios, resulting in improved investment returns.
- I ensured full compliance with regulatory standards, enhancing client trust and organizational reputation.
- I guided clients in strategic investment decisions on stocks, bonds, and commodities, earning top ratings in customer satisfaction.
- I streamlined operational processes in cash management and capital raising, supporting business expansion and stability.

#### Freedom Group of Company: August 2006 – June 2007

##### Assistant Operations Manager

- I was the Prince2 Practitioner project management facilitator.
- I assisted in daily operations management, including workforce scheduling, inventory control, and equipment maintenance.

- I implemented a comprehensive training program for new hires, reducing onboarding time by 15%.
- I played a key role in the implementation of a new operational software system, streamlining processes and increasing data accuracy.
- I collaborated with senior management to develop and execute cost-saving initiatives, resulting in a 45% reduction in operating costs.
- I assisted in the development of performance metrics and KPIs to measure operational effectiveness

#### **Muller Milk and Ingredients, Manchester (The Recruitment Co): Dec 2023 – Till Date**

##### **Warehouse Operative 1**

- I maintained a consistently clean, tidy, and safe work environment, helping reduce accidents and improve operational efficiency.
- I efficiently loaded and unloaded delivery vehicles, ensuring timely and accurate inventory management.
- I successfully accepted, counted, and confirmed inventory, improving stock accuracy and reducing discrepancies.
- I diligently inspected inventory for damages and faults, proactively communicating errors to relevant parties for prompt resolution.
- I effectively marked and labelled products, enhancing traceability and workflow.

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#### **GRANTS**

- ₦ 30,000,000.00 grant from the Ministry of Women Affairs, Community and Social Development to research on E-Payment Strategic Implications on Banks' Performance during Covid-19 movement restriction in Nigeria, 2021.
- ₦ 125,000.00 grant from Habby's Resources International to research on Work Life Balance and Employee Productivity in the Banking Industry, 2021.

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#### **EDUCATION**

- **PhD, Business Administration** – Nnamdi Azikiwe University (2017–2021)
- **M.Sc., Business Administration** – Benson Idahosa University (2012–2014)
- **B.Sc., Business Administration** – Ambrose Alli University (2006–2011)
- **PGDE, Post Graduate Diploma in Education** – University of Calabar (2023/2024)
- **ND and HND, Accounting** – Auchi Polytechnic (2002 and 2004)

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#### **CERTIFICATIONS**

- **Fellowship Higher Education (FHEA)**, Awaiting Certificate (2025)
- **International Association of Contemporary Researchers**. Member 13.72/IACR/V/2024
- **Lean Six Sigma Green Belt Project Management**
- **Prince2 Practitioner**
- **Higher Level Teaching Assistant (HLTA)** – CPD Certification (2024)
- **Safeguarding and Prevent Training** – Aspire People (2023)
- **Chartered Institute of Public Management of Nigeria (CPM)** – Senior Member (2018)
- **Chartered Institute of Human Capital Development of Nigeria (CIHCD)** – Member (2017)

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#### **PUBLICATIONS**

##### **CHAPTER IN BOOK**

Prof. Ohioyenoye, J. O., & **Oyakhire, V. A.** (2023). Cloud computing: A catalyst for entrepreneurship development in Nigeria. *Excellence in the Teaching of Business and Entrepreneurship Development*. Chartered Graphics Publishers, Abuja.

##### **JOURNAL PUBLICATION**

1. **Oyakhire, A. V.** (2025). Examining Work-Life Balance and Its Effect on Employee Commitment: A Case Study of International Breweries PLC. *Management Science Advances*, 3(1), 1-12. <https://doi.org/10.31181/msa31202631>
2. **Oyakhire, V. A.,** (2024). Stress Management and Employee Productivity in Oil Palm Companies in Edo State, Nigeria. *Advance Journal of Management and Social Sciences*, 8(6), 198-212. <https://aspjournals.org/Journals/index.php/ajmss/index>
3. **Oyakhire, V. A.,** & Aganoke, C. (2024). Organisational Climate and Employee Creativity in Market Square in Edo State. *Nigerian Chapter of Arabian Journal of Business and Management Review*, 8(2), 2024, 1-5
4. **Oyakhire, V. A.,** & Okungbowa, P. (2023). Market segmentation strategy and customer retention in breweries companies in Nigeria. *West African Social and Management Science Review*, 9(1), 38-47.
5. **Oyakhire, V. A.,** & Ebhote, O. (2022). Work-life balance and employee productivity in the banking industry. *Sokoto Journal of Management Studies*. 32(3), 48-64.
6. **Oyakhire, V. A.,** & Ebhote, O. (2022). Celebrity endorsement strategies and performance of Nigeria's telecommunication industry. *GUSAU Journal of Business Administration*, 1(2), 1-11.
7. **Oyakhire, V. A.** (2022). Organizational silence and corporate decision-making efficiency in the banking industry. *Kuwait Chapter of Arabian Journal of Business and Management Review*, 11(2), 57-63.
8. **Oyakhire, V. A.,** & Akpan, P. L. (2021). Competitive strategy and performance of oil and gas companies in Nigeria. *International Journal of Academic Management Science Research (IJAMSR)*, 5(9), 130-138.

9. **Oyakhire, V. A., & Akpan, P. L.** (2021). Growth strategy and performance of oil and gas companies in Nigeria. *International Journal of Trend in Scientific Research and Development (IJTSRD)*, 5(6), 461-470. [www.ijtsrd.com/papers/ijtsrd46431.pdf](http://www.ijtsrd.com/papers/ijtsrd46431.pdf)
10. **Oyakhire, V. A., Ofobruku, S. A., & Akpoyibo, G. A.** (2021). Strategic competitiveness and corporate performance of paints manufacturing companies quoted in Nigerian stock exchange. *Sumerianz Journal of Business Management and Marketing*, 4(1), 17-26. doi.org/10.47752/sjbmm.41.17.26.
11. **Oyakhire, V. A.** (2021). E-Payment strategic implications on banks performance during Covid-19 movement restriction in Nigeria. *Edo Journal of Arts, Management and Social Sciences*, 3(2), 232-245.
12. **Oyakhire V. A., & Akpan, L. P** (2021). Stability strategy and performance of oil and gas companies in Nigeria. Department of Business Administration, Nnamdi Azikiwe University. *Global Journal of Management and Social Sciences*, 4(1), 79-92. Available at; <https://gjms.org/index.php/gjms/article/view/17>
13. **Oyakhire, V. A., & Makor O. S.** (2021). Entrepreneurial competence and organizational performance of SMEs in Edo State, Chukwuemeka Odumegwu Ojukwu University. Department of Business Administration. *Nigeria. International Journal of Management and Entrepreneurship*. 3(1), 256 – 264.
14. **Oyakhire, V. A.** (2021). Knowledge management strategies and technological innovativeness of manufacturing companies in Edo State, Nigeria. University of Lagos. *University of Lagos Journal of Business*, 7(1), 67 – 83.
15. **Oyakhire, V. A.** (2021). Digital marketing strategy and customer patronage of online businesses in Nigeria. *International Journal of Academic Accounting, Finance & Management Research (IJAAFMR)*, 5(4), 8-15. [www.ijeais.org/ijaafmr](http://www.ijeais.org/ijaafmr)
16. **Oyakhire, V. A.** (2020). Strategic person-organizational fit and organizational performance of selected bottled water producers in Nigeria. Faculty of Management Studies and Commerce, University of Jaffna, Sir Lanka. *Journal of Business Studies*, 7(1), 29-47. DOI: <http://doi.org/10.4038/jbs.v7i1.51>
17. Ndubisi-okolo, P., Ogochukwu, O., & **Oyakhire, V. A.** (2020). Corporate strategy and performance of oil and gas companies in Nigeria. *International Journal of Academic Accounting, Finance & Management Research (IJAAFMR)*, 4(6), 46 – 53.
18. **Oyakhire, V. A.** (2020). Succession planning strategy and organizational continuity of food and beverage companies in Anambra State. *Collaborative Research in Management and Social Science Journal (CRMSS)*, South Africa. 1(1), 45-51. <https://crmss.africresearch.org>.
19. **Oyakhire, V. A.** (2020), Technological advancement strategy and performance of listed construction company in Nigeria. *International Journal Trend in Scientific Research and Development (IJTSRD)*. 4(5), 1080-1088. URL: [www.ijtsrd.com/papers/ijtsrd30868.pdf](http://www.ijtsrd.com/papers/ijtsrd30868.pdf)
20. **Oyakhire, V. A.** (2020). Employees overhead costs and organizational productivity in Daar Communication plc. University of Benin. *Nigeria Journal of Business Administration*, 18(1), 99 – 111.
21. **Oyakhire, V. A., & Makor O. S.** (2019). Sustainable marketing tools on organizational performance during economic downturn. University of Port Harcourt. *Journal of Management Sciences*, 4(3), 150 -157.
22. **Oyakhire, V. A.** (2019), Capital structure and financial performance in oil and gas companies in Nigeria (2014 – 2018). *International Journal of Finance and Commerce*. 1(3), 1-5. [www.commercejournals.com](http://www.commercejournals.com)
23. **Oyakhire, V. A.** (2018), Queuing theory: A tool for the decongesting crowd in banking halls (a study of Zenith Bank plc, Uniben Branch, Benin City). *International Journal of Advancement in Development Studies*, 13(1), 8-15.
24. **Oyakhire, V. A.** (2018), Impact of job satisfaction on employees moonlighting in private polytechnic (a study of Shaka Polytechnic, Edo state). Kaduna State University. *Kaduna Journal of Humanities*, 2(3). 376-386.
25. Ehioghien, E. E., & **Oyakhire, V. A** (2017). Forensic accounting investigation: A panacea for fraud and corruption detection in Nigeria. Samuel Adegboyega University. *Sau-journal of Management and Social Sciences*. 2 (1 & 2), 124-138.
26. **Oyakhire, V. A.** (2017). Corporate reputation; Perspectives of managing organization reputational risk. Nnamdi Azikiwe University. *Essays and Research in Education, Arts and Social Sciences*. 1, 90-100.
27. **Oyakhire, V. A.** (2016). An appraisal of global manager's competencies and skills. *Journal of Intellectual Collaboration and Development*. 2(1), 181-189.
28. **Oyakhire, V. A.** (2016), Consumers level of awareness and accessibility towards electronic banking in Nigeria. Samuel Adegboyega University. *Sau-Journal of Management and Social Sciences*. 1(2), 44-56.

#### **CONFERENCES AND WORKSHOPS ATTENDED** (They include the following)

1. Human capital development: Global trends for local growth, at Chartered Institute of Human Capital Development of Nigeria. Asaba, Nigeria, 2021.
2. The “new oil” human capital as the key to national rebirth and economic resurgence. At the Chartered Institute of Human Capital Development of Nigeria, Abuja, Nigeria. 2019.
3. Public managers in the 21<sup>st</sup> century: quality service delivery, a growing national economy, and establishing a fulfilling home. At the Chartered Institute of Public Management of Nigeria (CPM), Benin City, Edo State. 2019.
4. Managing Nigeria's economic diversification: lessons from other climes, faculty of management sciences, international conference, at Nnamdi Azikiwe University, Awka, Nigeria. 2019.
5. Nigeria beyond oil: options for sustainable development, 4<sup>th</sup> annual national conference, academic staff union of Polytechnics (ASUP) at Federal Polytechnic, Nekede, Owerri, Imo State. 2017.

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**INTERESTS:** Reading, researching, playing chess, and staying updated on societal trends.

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**REFERENCES:** Available upon request.