

Emmanuel Tenakwah  
Research Active Lecturer  
Business



## Research interests

Dr. Emmanuel Tenakwah is a Lecturer at the Asia Pacific College of Business and Law. He received his Ph.D. from the University of Newcastle where he researched the diffusion of transferred human resource management practices in Multi-national Enterprises. He also lectured at the University of Newcastle and Excelsia College, Sydney, before joining APCBL. Before enrolling for a Ph.D. he was a teaching/research assistant at the University of Ghana. He has taught various courses such as Human Resource Management, International Business Strategy, Globalisation, Change management, Organisational Behaviour and Design, Leadership theory, Applied Management, Corporate Social responsibility and sustainability, and Principles of Management. He has accumulated over eight years of teaching and research experience at the university level and participated in several workshops and conferences, including the prestigious Henley International Business Masterclasses (Henley Business School, University of Reading, UK). He is a member of the Academy of Management (AOM), Academy of International Business (AIB), and the International Research Society for Public Management (IRSPM). He has also received several international and local awards, including the Alan Rugman Memorial Award at the University of Reading, UK, and the Excellence in Learning and Teaching Award (Excelsia College, Sydney). His research interests are HR practices diffusion, Cross-cultural Management, Expatriate Management, and Corporate social responsibility.

## Qualifications

PhD, University of Newcastle  
2017 → 2021

Award Date: 13 Sept 2021

University of Reading  
2018

Award Date: 18 May 2018

Master, University of Ghana  
2013 → 2015

Award Date: 31 Jul 2015

Bachelor, University of Ghana  
2010 → 2012

Award Date: 31 May 2012

## Employment

### Lecturer - Business

Research Active Lecturer

Business

Faculty of Arts and Society

4 Jan 2024 → present

## Research outputs

### Performance management in Africa: An agenda for research

Tenakwah, E. S., Otchere-Ankrah, B. & Watson, C., 17 Oct 2023, In: *Management Research Review*. 46, 11, p. 1466-1484 19 p.

### Circular Economy Practices in Mauritius: Examining the Determinants

Tenakwah, E. S. & Tenakwah, E. J., 22 Aug 2023, *Circular Economy Strategies and the UN Sustainable Development Goals*. Erdiaw-Kwasie, M. O. & Alam, G. M. M. (eds.). Singapore: Springer Nature Singapore, p. 241-265 25 p.

**Unleashing the power of support: how co-worker and supervisor support mediate firm performance through performance management**

Tenakwah, E. S., Erdiaw-Kwasie, M. O., Asiedu, E. & Al Aina, R., 30 May 2023, (E-pub ahead of print) In: Benchmarking. 19 p.

**Examining the relationship between sustainability reporting processes and organizational learning and change**

Asogwa, I. E., Varua, M. E. & Tenakwah, E., 20 Dec 2022, In: Corporate Ownership and Control. p. 141-161 17 p.

**Corporate Governance and Performance of Pension Funds in Ghana: A Mixed-Method Study**

Akomea-Frimpong, I., Tenakwah, E., Tenakwah, E. J. & Amponsah, M., Sept 2022, In: International Journal of Financial Studies. 10, 3, p. 1-19 19 p., 52.

**Adoption of Sustainable Technologies during Crisis: Examining Employees' Perception and Readiness across Cultures**

Tenakwah, E. S., Tenakwah, E. J., Amponsah, M., Eyaa, S., Boateng, E. & Okhawere, N., Apr 2022, In: Sustainability (Switzerland). 14, 8, p. 1-20 20 p., 4605.

**What do employees want? Halting record-setting turnovers globally**

Tenakwah, E., Dec 2021, In: Strategic HR Review. 20, 6, p. 206-210 5 p.

**Four by Four: Unintended Risks of People Analytics**

Tenakwah, E. S., 16 Nov 2021, California Management Review Insights, p. 1-6 6 p.

**The Imbalance between Public Expectations and Resource Provision in Developing Countries: Can Inter-Assemblies Cooperation Reduce the Gap?**

Tenakwah, E. S. & Otchere-Ankrah, B., 2 Oct 2020, In: International Journal of Public Administration. 43, 13, p. 1097-1108 12 p.

**Performance management implementation challenges in Ghana's local government system: Evidence from the Sefwi Wiawso Municipal Assembly**

Ahenkan, A., Tenakwah, E. S. & Bawole, J. N., Mar 2018, In: International Journal of Productivity and Performance Management. 67, 3, p. 519-535 17 p.

**Tax Evasion In The Informal Sector: Ghana's Case**

Tenakwah, E. & Tenakwah, E. J., Jan 2018, Lambert Academic Publishing. 56 p.

**Organisational reputation and impact on employee attitude: A case study of MTN Ghana limited and Vodafon Ghana Limited**

Otchere-Ankrah, B., Tenakwah, E. S. & Tenakwah, E. J., 1 Feb 2016, In: Journal of Public Affairs. 16, 1, p. 66-74 9 p.