

HARUNA TANIMU MOHAMMED

B.Sc. Bus. Admin (2012), M.Sc. Ent (2019), Ph.D. Bus. Admin (2023)
MSM, MERDA, India

Office Address: Department of Business Administration and Management

The Federal Polytechnic, P.M.B. 55, Bida-Niger State

Home Address: House No.S.778, Hajiya Lolo Street, Annex Cekpa Nupe Compound, Bida,
Niger State

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OBJECTIVES:

1. To work with existing staff and facilities of educational institutions in Nigeria
2. To impact knowledge on students at any level of educational Programmes in Nigeria.
3. To supervise students research projects and develop their capacity to apply relevant statistical applications.

NO	PERSONAL/ DEMOGRAPHIC DATA	
1	Gender	Male
2	Date of Birth	9 th April, 1973
3	Place of Birth	Bida
4	Nationality	Nigerian
5	State of Origin	Niger
6	Local Government Area	Bida
7	Marital Status	Married
8	Number of Children	Six (6)
9	Languages Spoken Fluently	English, Nupe and Hausa

INSTITUTIONS ATTENDED WITH DATES

NO	NAME OF INSTITUTIONS	DATES
1	Umaru Sanda Primary School, Bida, Niger State	1979-1985
2	Government Collage, Bida, Niger State	1985-1991
3	Federal Polytechnic, Bida, Niger State	1991-1992
4	Federal Polytechnic, Bida, Niger State	1992-1994
5	Federal Polytechnic, Bida, Niger State	1996-1998
6	Federal University of Technology, Minna, Niger State	2005-2006
7	Ibrahim Badamasi Babangida University, Lapai, Niger State	2009-2012
9	Kwara State University, Malete	2016-2018
10	Kwara State University, Malete	2019-2023

CERTIFICATES OBTAINED WITH DATES

SN	QUALIFICATIONS	GRADE	DATES
1	Certificate of Primary Education	Not Applicable	1985
2	Senior School Certificate-WAEC)/NECO	Eight Credits	1991/2008
3	ND Business Administration & Management	Pass	1994
4	H.N.D Business Administration & Management	Lower Credit	1998
5	Certificate of National Service (NYSC)	Served (Sagamu, Ogun State)	2000
6	P.G.D in Business Management Technology	Upper Credit	2006
7	B.Sc. Degree Business Administration	Second Class Upper	2012

8	Certificate of National Service (NYSC)	Exempted	2012
10	Master of Science (M.Sc.) Entrepreneurship	67.00%	2019
11	Doctor of Philosophy (Ph.D.) Bus. Admin.	67.07%	2023

PROFESSIONAL MEMBERSHIP

NO	NAME OF INSTITUTIONS	DATES
1	Member, Institute of Strategic Management, Nigeria – ISM/06/2012/M1741	2012
2	Member, Education Research and Development Association, India- ERDA/INDLM/803/1223	2023

TRAINING AND WORKSHOP WITH DATES

S.N	NAMES OF TRAINING AND WORKSHOP BODIES	DATES
1.	MIVA Academic Discuss Titled: Using Data-Based Instrument to Detect and Control Abuse of Competent Access to Public Debt Markets: A Case Study of Nigeria (2000 - 2023)	2025
2.	International Workshop on Research Methodology and Scientific Writing Organized by Maryam Abacha University American University of Nigeria	2025
3.	MIVA Academic Discuss Titled: Ethics: Rational or Logical Decision: To What Do We Have Moral Obligations and Why?	2025
4.	MIVA Academic Discuss Titled: Rethinking Fiscal Sustainability: A Search for New Indicators	2025
5.	MIVA Academic Discuss Titled: Building an Interdisciplinary Public Health Workshop: Experience from the Bridges of Science Programme	2025
6.	A One-Day International Workshop on Research Methodology and Scientific Writing. Organized by Maryam Abacha University American University of Nigeria	2025
7.	Writing High-Impact Academic Papers: From Conceptualization to Publication, A Virtual Workshop. Organized by Multidisciplinary Research Initiative for Academics (MRIA)	2024
8.	International Workshop on Research Informatics: A Modul of Research Methodology. Organized by Maryam Abacha University American University of Nigeria	2024
9.	Baseline Assessment of Digital Literacy and Proficiency on Emerging Skills in ICT Organized by NBTE at The Federal Polytechnic, Nasarawa, Nasarawa State	2021
10.	Course 102 Access Information Online, Organized by Digital Nigeria in Partnership With Microsoft	2021
11.	Course 101 Work With Computer, Organized by Digital Nigeria in Partnership With Microsoft	2021
12.	Workshop on Learning Management System (LMS) and Courseware Development for Open, Distance, Flexible and e-Learning (ODFeL), at NBTE Liaison Office, Abuja	2021
13.	Basic Level Workshop on Using Statistical Product and Service Solutions (SPSS) in Survey Research, Federal Polytechnic, Bida	2016
14.	Advanced Digital Appreciation for Tertiary Institutions by Digital Bridge Institute, Abuja, Nigeria	2012
15.	Workshop on <i>Data Analysis</i> organized by Department of Business Administration and Management, School of Business Administration and Management, Federal Polytechnic, Bida-Nigeria	2012

16.	Seminar on <i>Writing of Research Papers</i> organized by School of Business and Management, The Federal Polytechnic, Bida	2011
17.	Train-the-Trainers CEFE 1&2 by Gtz International Abuja, Nigeria	2010

APPOINTMENT AND PROMOTIONS WITH DATES

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|------|--|-----------|
| i. | Chief Lecturer | 2026-Date |
| ii. | Principal Lecturer | 2023-2026 |
| iii. | Senior Lecturer | 2020-2023 |
| iv. | Lecturer I- Federal Polytechnic, Bida, | 2017-2020 |
| v. | Lecturer II- Federal Polytechnic, Bida, | 2014-2017 |
| vi. | Lecturer III- Federal Polytechnic, Bida, | 2011-2014 |
| vii. | Assistant Lecturer - Federal Polytechnic, Bida | 2009-2011 |

ADMINISTRATIVE RESPONSIBILITIES IN PRESENT JOB WITH DATES

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|-----|--|------------|
| 1. | Member, FPB Library Committee | 2026- Date |
| 2. | Member, FPB Governing Council Committee on Student Affairs | 2021- 2023 |
| 3. | Deputy Director, Directorate of e-Learning Programmes | 2021- 2023 |
| 4. | Coordinator, Directorate of e-Learning Programmes | 2020-2021 |
| 5. | Deputy Director, Directorate of Continuing Education | 2020-2020 |
| 6. | Deputy Dean, Student Affairs | 2019-2020 |
| 7. | Examination Officer, Directorate for University Affiliation, FPB | 2017/2018 |
| 8. | Chairman Departmental EED Textbooks Publications Committee | 2018-Date |
| 9. | Member Committee on Improvement of Submission of Results | 2018 |
| 10. | Member Polytechnic Sanitation Committee | 2015 |
| 11. | Secretary SBAM Media Resource Management Committee | 2015 |
| 12. | Member ASUP-BD Internet Capacity Building Committee | 2015 |
| 13. | ASSUP-BD Liaison Officer in BAM | 2011-2015 |
| 14. | Admission Record Officer/ O'level (Online) Verification Officer | 2012/201 |
| 15. | Secretary Departmental Administration/Admission Officer | 2011/2012 |

16. Secretary Departmental Administration/Screening Officer	2010/2011
17. Secretary Departmental EED	2010
18. Member Polytechnic Mass Transit Committee	2010
19. Course Coordinator for NDII BAM Group B	2009/2010

UNIVERSITY VISITING SENIOR LECTURER AND INDEPENDENT

CONTRACTOR, TERTIARY COURSE DEVELOPER

1. Visiting Senior Lecturer, Edusoko University, Bida City Center, Niger State
2. Visiting Senior Lecturer, Kwasu Affiliated Programmes with Edumana College of Health Sciences and Technology University, Bida City Center, Niger State
3. Visiting Senior Lecturer, Federal University of Technology, Minna Affiliated Programmes with The Federal Polytechnic, Bida, Niger State
4. Visiting Senior Lecturer, Ibrahim Badamasi Babangida University, Lapai Affiliated Programmes with The Federal Polytechnic, Bida, Niger State
5. Independent Contractor, Tertiary Course Developer for MIVA Education Services Limited (Miva Open University, Abuja) for the purpose of creating study materials, teaching materials from existing course material for the **“BUA204-Quantitative Analysis in Management”** course.

CURRENT CONFERENCES ATTENDED WITH DATES			
S/N	Author(s)	Title of Conference Paper	Name of Conference
1.	Haruna Tanimu Mohammed, Ph.D.	Integrating Experiential Learning into Vocational Education: A Sustainable Development Approach for Nigerian Tertiary Institutions	Being a Paper call for presentation at the Faculty of Education University of Ilesa, Osun State, Nigeria at the 2 ND International Conference with the Theme: Reengineering Education In Nigeria: Innovation, Padagogy, And Policy Pathway For Sustainable Development, April, 2026

2.	1. Haruna, Tanimu Mohammed	Mastering Effective Corporate Communication: A key to Entrepreneurial Success	Being a Paper Presented at 2024 National Conference of the Nigerian Institute of Public Relations, University of Ibadan Conference Centre, Ibadan, Nigeria. Theme: Mastering Effective Corporate Communications 16th – 17th, December, 2024
3.	1. Mohammed Baba 2. Haruna Tanimu Mohammed, Ph.D 3. Mustapha Nmanda Mustapha, Ph.D 4. Fatima Yabagi	Redefining Employee Performance in Nigeria Polytechnics through Innovative Non-Financial Incentives: A Conceptual Review	Being A Conference Presented at the First International Conference of Academic Staff of Polytechnics, The Federal Polytechnic, Bida Chapter. Theme: Redefining Nigeria's Socio-Economic and Security Roadmap Through Innovative Skills and Technology. Date: 3RD TO 7TH June, 2024
4.	1. Mohammed Baba; 2. Mustapha Nmanda Mustapha, Ph.D, 3. Haruna Tanimu Mohammed, Ph.D. 4. Fatima Yabagi	Financial Management Challenges in Local Government Financing in Niger State, Nigeria: A Review of Literature	Being A Conference Presented at the First International Conference of Academic Staff of Polytechnics, The Federal Polytechnic, Bida Chapter. Theme: Redefining Nigeria's Socio-Economic and Security Roadmap Through Innovative Skills and Technology. Date: 3RD TO 7TH June, 2024
5.	1. Haruna Tanimu Mohammed, 2. Mustapha Nmanda Mustapha, Ph.D. 3. Habibu Abdulmalik	Role of Wages in Transforming Employees' Productivity and Organization Performance in Nigeria	Being a Conference Paper Submitted and Presented at the 13th National Conference of School of Environmental Studies. The Federal Polytechnic, Bida, Niger State on the Theme: Promoting Innovative Multi-Disciplinary approach to Contemporary Issues in the Built Environment - July, 2023
6.	1. Mohammed Umar Danladi, 2. Haruna Tanimu Mohammed 3. Nmanda Mustapha Ph.D.	Risk Management In Microfinance Institutions In Minna, Niger State, Nigeria	Being a paper presented at the 10th National Conference of School of Business and Management & Financial Study, Federal Polytechnic, Bida, Niger State. August, 2023

7.	1. Mohammed Umar Danladi, 2. Nmanda Mustapha Ph.D. 3. Haruna, Tanimu Mohammed	Evaluation of the Accounting Systems Used By Small Scale Enterprise In Minna, Niger State, Nigeria	Being a paper presented at the 10th National Conference of School of Business and Management & Financial Study, Federal Polytechnic, Bida, Niger State. August, 2023
PREVIOUS CONFERENCES ATTENDED WITH DATES			
S/N	Author(s)	Title of Conference Paper	Name of Conference
1	Haruna, T. Mohammed Usman, B. Umar Abubakar, M. Agaie	Pricing Determinants and Customer Satisfaction Amidst Covid-19 Pandemic Patronage of Boutique Shops in Bida, Niger State	Kwara State University 2 nd Virtual Edition of the International Conference on Entrepreneurship, Management and Innovation (Entrepreneurship Directors Conference, 2021). Theme: Entrepreneurialism, and Entrepreneurship Development: Tools to Peaceful and Prosperous Society 23 rd -24 th August, 2021
2	Enyi, Francis. O Otunola, Olumoroti O & Haruna Tanimu. M.	Marketing Beyond Covid-19: The Pandemic and Paradigm Shift In The Business World	The 1 st International Conference on Actualizing Innovative Literacy And Creative Technology In Nigeria: Through And Beyond The Pandemic Organized By The Academic Staff Union Of Polytechnics (Asup), Federal Polytechnic, Offa Chapter Held. October, 2020
3	Haruna, T. Mohammed, Usman, B. Umar Yabagi, B. Ahmed & Enyi, Francis, O.	Innovators DNA: A Compendium of Discovery Skills Entrepreneurs Need Through and Beyond the Covid-19 Pandemic	The 2 nd National Conference of School of Information and Communication Technology, Applied and Natural Sciences and Basic and General Studies. The Federal Polytechnics, Bida, Niger State. Theme: Post covid-19 Pandemic and Management of Insecurity for National Development September 14-17, 2020
4	Kabiru, M. Madami Haruna T. Mohammed Mustapha, N. Mustapha & Aliyu, M. Tsoida	Succession Planning Practices In Organization And Post Covid-19 Pandemic	The 2 nd National Conference of School of Information and Communication Technology, Applied and Natural Sciences and Basic and General Studies, The Federal Polytechnics, Bida, Niger State On Theme: Post Covid-19 Pandemic And Management Of Insecurity For National Development, September 14-17, 2020

5	Haruna, T. Mohammed, Mustapha, N. Mustapha & Kabiru M. Madami	Creativity, Innovation and Entrepreneurship: A Conceptual Review	The 9 TH International Conference on Entrepreneurship, Management and Innovation (Entrepreneurship Directors Conference of The Centre for Technical, Vocational and Entrepreneurship Training, Kwara State University, Malete on The Theme: Covid-19 as a Complex Adaptive Challenge: A Wake-Up Call for Enterprising Leaders, August, 2020
6	Haruna, T. Mohammed	Mentorship and Networking in Modeling Nascent Indigenous Entrepreneurs in the Three Indigenous Enterprise Clusters in Bida, Niger State, Nigeria	6 th Entrepreneurship Directors' Conference. Entrepreneurialism, Entrepreneurial and Enterprising Self, Kwara State University, Malete. 10th – 11th July, 2017
7	Haruna, T. Mohammed, Azubuike, A. Samuel & Usman Baba Umar	Organizational Rewards and Employee Job Performance Management: A Study of Coca-Cola Plc. Minna, Depot, Niger State	9 th National Conference of The Schools of Business Administration and Management & Financial Studies Theme: Industrialization for Economic Growth and Development: The Role of Business, Management and Technology, The Federal Polytechnic, Bida, Niger State. September, 2019
8	Haruna, T. Mohammed, Usman Baba Umar & Ozimede, I. Elizabeth	Workforce Diversity Management: A Path Way to National Unity and Development	11 th National Conference of The School of Environmental Studies (SES). Theme: Environmental Agenda for Security and Economic Recovery: A Pathway to National Unity and Development, The Federal Polytechnic, Bida, Niger State. September, 2019
9	Mohammed Amina Doko Salihu, Mohammed Alhaji & Mohammed, Tanimu Haruna	Survey of Consumers' Perception of the Quality of Some Selected Made-in-Nigeria Goods in Bida Metropolis, Niger State	9th National Conference. Theme: The Place of Sustainable Environment in Building a Resilient Economy in Nigeria, Federal Polytechnic, Bida, Niger State 3rd – 6th, October, 2016
10	Mohammed, T. Haruna, Mustapha, N. Mustapha & Muhammad, H. Shafii	Experience-Based Entrepreneurship Learning: Lessons from David Kolb's Experiential Learning Model	First National Conference of Department of Business Administration. Theme: Contemporary Issues In Management Sciences (NC-CIMS 2015) Ibrahim Badamasi Babangida University, Lapai, Niger State, August 21ST-23RD, 2015

11	Mohammed, T. Haruna, Ozimedede, I. Elizabeth & Mohammed A. Salihu	Challenges and Prospects of Managing Small Scale Business Enterprises In The Era of Economic Downturn	Sixth Annual National Conference of School of Business and Management, Federal Polytechnic, Bida, Niger State, October 5TH – 9TH, 2015
12	Suleiman Mustapha, Haruna, T. Mohammed & Fatima N. Binta	Business Ethics and Social Responsibilities in the Era of Economic Downturn: A Review of literature	Sixth Annual National Conference of School of Business and Management, Federal Polytechnic, Bida, Niger State, October 5TH – 9TH, 2015
13	Mohammed, T. Haruna, Mustapha N. M. & Gata E. G.	Effect of Entrepreneurship Education Practical on Students' Performance in Entrepreneurship Education Theoretical Tests and Examinations: Evidence from the Department of Business Administration, Federal Polytechnic, Bida.	Fifth (5 th) Annual National Conference of the School of Business Administration and Management, Federal Polytechnic, Bida, Niger State. Theme: Managing the Challenges of National Insecurity for Sustainable Business and Technological Transformation, February, 2014
14	Mohammed, T. Haruna, Mustapha N. M. & Usman A. B.	Empirical test on the journey to goal one of the millennium developments goals (eradication of extreme poverty and hunger): A Case Study of Bida South Constituency in Niger State.	Ninth (9 th) Annual National Conference of the School of Applied Art and Science Federal Polytechnic, Bida, Niger State. Theme: National Peace and Transformation, December, 2013
15	Haruna, T. Mohammed & Gata, E. G.	The Role of Entrepreneurship Education and Training Programmes: A Perspective of Business Growth and Economic Development of Bida Local Government Area	First Annual National Conference of the Competency Based Economies through Formation of Enterprises (CEFE), Nigeria. Theme: Sustainable Economic Empowerment through the Promotion of Entrepreneurship in Nigeria, Federal University of Technology, Minna, October, 2012
16	Haruna, T. Mohammed, Mohammed, M. E. & Zubairu I. T.	Effective Leadership: A Pre-Requisite for Repositioning Tertiary Institutions in Nigeria in the Actualization of MDGs	Second (2 ND) National Conference, Niger State Polytechnic, Zungeru, August, 2008
17	Haruna, T. Mohammed, Mustapha, N. M. & Wachin A. K.	An Empirical Test of Consumers Attitudes towards Patronizing Made-in-Nigeria Goods: A Case Study of Bida Detergent Industry.	Eight (8 Th) ASUP Annual Conference. Theme: Technological Education: A Catalyst to the Realization of Seven Point Agenda, November, 2008
18	Mamman, Z. N. & Mohammed, Haruna Tanimu	The Role of Middlemen in the Distribution of Goods and Services for Economic Development.	Sixth (6 th) ASUP Annual Conference. Theme: The Imperative of Polytechnic Education in the 21 st Century Nigeria. Benue State Polytechnic, Ugbokolo, November, 2006
CURRENT JOURNAL PUBLICATIONS WITH DATES			

NO	Name of Author(s)	Title of Journal Paper	Name of Journal
1.	2. Abubakar Ibrahim Mikugi 3. Haruna Tanimu Mohammed 4. Ayodele Oloruntoba Churchill	Material Culture and Entrepreneurship Development: A Study of the Contribution of Material Culture to the Growth of Entrepreneurship in Bida, Niger State, Nigeria.	Electronic Journal of Business and Management. Vol. 10, Issue 1, 2025, pp. 44-53 e-ISSN:2550-1380-ISSN doi: https://doi.org/10.65136/ejbm.v10i1.6 . Asia Pacific University of Technology and Innovation.
2.	1. Henry Diko Koce PhD 2. Alfa Mohammed Danlami, Ph.D 3. Haruna Tanimu Mohammed, Ph.D	Digital Financial Inclusion and Business Growth: a Study of Micro, Small and Medium Enterprise Operators in Niger State	Gusau Journal of Entrepreneurship Development, vol 3, No 2, 2025, issn: 2811-1702. DOI: https://doi.org/10.57233/gujed.v3i2.02 . Federal University, Gusau
3	1. Dr. Mustapha Nmanda Mustapha 2. Dr. Henry Diko Koce 3. Dr. Haruna Tanimu Mohammed	Impact of Field Trips on Technical, Soft, and Entrepreneurial Skills Acquisition Among Polytechnic Students in the North-Central Nigeria	Gusau Journal of Entrepreneurship Development, vol 3, No 2, 2025, issn: 2811-1702. DOI: https://doi.org/10.57233/gujed.v3i2.04 . Federal University, Gusau
4.	1. Haruna Tanimu Mohammed, PhD. 2. Kabiru Mohammed Madami 3. Alfa Mohammed Danlami, PhD.	Mentorship and SMEs Growth in Bida Local Government Area, Niger State, Nigeria	International Journal of Entrepreneurship, Management and Social Sciences (IJEMSS), Volume 2, Issue 1, March, 2025 - ISSN 3026-9881- Federal University of Technology, Minna: AVAILABLE ONLINE - https://journal.futminna.edu.ng/index.php/IJEMSS/issue/view/139 Pages 100-112
5.	1. Haruna Tanimu Mohammed, 2. Mustapha Nmanda Mustapha 3. Kabiru Mohammed Madami	Flexible Organizational Boundaries and Customer Satisfaction: a Survey of Micro, Small, and Medium Enterprises in Niger State	International Journal of Entrepreneurship, Management and Social Sciences (IJEMSS), Volume 1, Issue 1, September, 2024 - ISSN 3026-9881- Federal University of Technology, Minna https://journal.futminna.edu.ng/index.php/IJEMSS Pages 217-234
6.	1. Haruna Tanimu Mohammed 2. Alhassan Bagudu	The Correlation between Entrepreneurial Risk-taking and Profit Making among Micro, Small and Medium Enterprises in	Gusau Journal of Entrepreneurship Development Vol 2, Issue2, 2024.- Federal University, Gusau (https://gujed.com.ng/index.php/gujed/issue/view/5) Pages 1-14

	3. Olasupo Johnson Adeokun,	Niger State	
7.	1. Haruna Tanimu Mohammed 2. Mustapha Nmanda Mustapha 3. Kabiru Mohammed Madami	Effect of Competitive Aggressiveness on Product Performance: Evidence from Micro, Small, and Medium Enterprises in Niger State.	Al-Hikmah Journal of Arts & Social Sciences Education (AJASSE), Vol. 6, No. 1, June, 2024 – ISSN 2705-2559 - Al-Hikmah University, Ilorin, Kwara State Pages 28-35
8.	1. Haruna, Tanimu Mohammed 2. Nurudeen Bello Ahmed, Zekeri Abu 3. Mustapha, Nmanda Mustapha	A Test of Proactive Entrepreneurial Practice on Market Share of Micro, Small and Medium Enterprises in Niger State, Nigeria	Journal of Economics and Finance: A Publication of Department of Economics, Nigerian Defence Academy (NDA), Kaduna. Vol 7, Issue 1, 2023 Pages 91-101
9.	1. Haruna, Tanimu Mohammed 2. Zekeri Abu 3. Nurudeen Bello Ahmed & Mustapha, Nmanda Mustapha	Corporate Entrepreneurship and Operational Performance of Micro, Small, and Medium Enterprises in Niger State, Nigeria	Journal of Accounting, Management and Financial Technology (JAMAF): A Publication of College of Management and Social Sciences, Summit University, Offa, Kwara State. Volume 1, Issue 1, 2023. Pages 128-147

PREVIOUS JOURNAL PUBLICATIONS WITH DATES

NO	Name of Author(s)	Title of Journal Paper	Name of Journal
1	Haruna, Tanimu Mohammed, Alhassan Bagudu, Habibu Abdulmalik & Salihu Rafi	Employee Work Commitment and SMART Enterprise Goal: A Study of Selected MSMEs in Bida South, Niger State	Journal of Art, Science and Technology (NIJASAT: A Multi-Disciplinary Journal of the School of Basic and General Studies, The Federal Polytechnic, Bida, Niger State) Vol. 16. December, 2021 Pp. 31-40 - ISSN: 1596-9096
2	Issa Adulraheem, Harua Tanimu Mohammed & Mustapha, Nmanda Mustapha	Entrepreneurship Intention and Business Enterprise Creation: A Study of Business Enterprise Owners in Bida South Metropolis, Niger State	Dutse International Journal of Social and Economic Research. Vol.7, No.1 Pp42-51, December, 2021. A Publication of Federal University Dutse, Jigawa, Nigeria
3	Haruna, Tanimu Mohammed & Yabagi, Bala Ahmed	Effect of Economic and Technological Environments on Organizational Productivity in the Face of Covid-19 Lockdown in Niger State	Environmental Watch, Vol. 12. No.1. Aug. 2020, Journal of the School of Environmental Studies, The Federal Polytechnic, Bida ISSN: 1597-1759
4	Yabagi, Bala Ahmed & Haruna, Tanimu Mohammed	Innovation Types and Profitability of Business Organizations: A Review of Related Literature	Environmental Watch, Vol. 12. No.1. Aug. 2020, Journal of the School of Environmental Studies, The Federal Polytechnic, Bida ISSN: 1597-1759

5	Mohammed, T. Haruna, Mustapha, N. Mustapha & Musa Ibrahim	Employee Rewards and Organizational Performance: A Review of Literature	Journal of Business and Organizational Development. Vol II No.1, 2019, Pp.1- 15, Centre for Promotion of Educational & Scientific Research. ISSN:222-0070
6	Mohammed, T. Haruna, Mustapha, N. Mustapha & Alfa Mohammed Danlami	Entrepreneurship Mentorship and Networking: A Study of Three Indigenous Enterprise Clusters in Bida, Niger State, Nigeria	Journal of Management Science (JMSE) and Entrepreneurship, Vol.13. No5 ISSN 2285-3138 . Pp.21-35, Sub- Sahara African Academic Research, Centre for Industrial Development, Abubakar Tafawa Balewa Bauchi, Bauchi State, Nigeria – West Africa
7	Haruna Tanimu Mohammed Usman Baba Umar & Mustapha Nmanda Mustapha	Survey of Consumers’ Perception of the Quality of Some Selected Made-in- Nigeria Goods in Bida Metropolis, Niger State	International Journal of Management Science and Entrepreneurship, Vol. 9. No.5. ISBN:1016-7534, Mediterranean Scholar Publications and Research International, Chembian Heritage Suite, No.18 Justice Sowemimo Steet, Off T. Y. Danjuma Street, Asokoro, P. O. Box 16868, Wuse3, Abuja FCT- Nigeria
8	Mohammed, T. Haruna, Mustapha, N. Mustapha & Muhammad, H. Shafii	Experience-Based Entrepreneurship Learning: Lessons from David Kolb’s Experiential Learning Model	Lapai Journal of Management Science (LAJOMAS). Volume 6 No 5 August, 2016. ISSN: 2315-9243
9	Mohammed, T. Haruna, Mustapha N. Mustapha & Gata Elizabeth Gabriel	Entrepreneurship Education Practical and Students’ Performance in Entrepreneurship Education Theoretical Tests and Examinations: Evidence from The Federal Polytechnic, Bida	International Journal of Accounting and Management (IJAM), Vol.3 No.1 2017. Pp.28-37, Department of Management and Accounting, Obafemi Awolowo University, Ile- Ife.
10	Dr. Mohammed Abubakar Mawoli, Haruna Tanimu Mohammed & Bashir Sarkin-Daji	Effects of Leadership Styles on Employees Job Performance: Evidence from Federal Medical Centre, Bida.	Lapai Journal of Management Science (LAJOMAS). A Publication of Department of Business Administration, Ibrahim Badamasi Babangida University, Lapai, Niger State, Nigeria. Accepted for Publication on 27 th May, 2013.
11	Mohammed, T. Haruna, Mustapha, N. Mustapha & Gata Elizabeth Gabriel	Empirical Test on the Journey to Goal One of the Millennium Development Goals (Eradication of Extreme Poverty and Hunger): A Case Study of Bida South Constituency In Niger State	Journal of Management and Corporate Governance. Vol.5 No.2, December, 2013. Centre for Promotion of Educational & Scientific Research. ISSN: 2277-0089

12	Mohammed, T. Haruna, Mustapha, N. Mustapha & Muhammad, H. Shafii	Six Critical Business Challenges and the Performance of Small-Scale Business Enterprises in Bida Metropolis	Journal of Business and Organizational Development Vol. 8, No. 1, 2016. Pp. 1 – 11. Centre for Promotion of Educational & Scientific Research. ISSN: 2277-0070
13	Zacheus Ndaba, Ben Anosike & Haruna, Tanimu Mohammed	Productivity in Retailing Services for Sustainable Poverty Alleviation in Nigeria	Readings in Management Studies. A publication of Faculty of Management Sciences, Usmanu Danfodio University, Sokoto. Vol. 2/2009 ISBN 978-978-911-624-9.
14	Haruna, Tanimu Mohammed & Mamman, Zacchaeus Ndaba	Women education: A Pre- requisite for Sustainable National Development.	Journal of Humanities Science and Technology (JOHOSAT). A publication of Niger State Polytechnic, Zungeru. Vol.2, No.1/2007 ISSN.0794-8735

RESEARCH AND BOOK PUBLICATIONS WITH DATES

1. **Ph.D. Thesis:** *Corporate Entrepreneurship Practices and Performance of Micro, Small and Medium Enterprises in Niger State, Nigeria* by Haruna Tanimu Mohammed (2023) – **19/27DBA/00007**
2. **M.Sc. Dissertation:** *Entrepreneurial Intentions and Enterprise Creation: A Study Of Selected Retail Enterprise Owners In Bida Metropolis, Niger State* by Haruna Tanimu Mohammed (2018) - **16/27/MET008**
3. **B.Sc. Research Project:** *Effect of leadership Styles on Employees' Performance: Evidence from Federal Medical Centre, Bida, Niger State* by Haruna Tanimu Mohammed (2012) – **U09/FMS/BUS/053**
4. **PGD Research Project:** *Attitude of Nigerians towards Locally Made Good and their Effects on Local Manufacturers: A Case Study of Selected Local Manufacturers in Bida Metropolis, Niger State* by Haruna Tanimu Mohammed (2005) – **PGD/GST/2001/111**
5. **HND Research Project:** *Attitude of Nigerians towards Made-in-Nigeria Goods and its Impact on Local Manufacturers: A Case Study of Niger Detergent Company, Bida, Niger State* by Haruna Tanimu Mohammed (1998) – **91/10534**
6. **ND Project (Long Essay):** *Problems and Prospects of Organization and Control of Office Procedures* by Haruna Tanimu Mohammed (1994) - **91/10534**

7. *Entrepreneurship Development: An Introduction to Business Management*. (Haruna, T. Mohammed, 2015)-ISBN 978-978-49947-4-3
8. *Principles of Management for Tertiary Institutions in Nigeria: A Down to Earth Approach* (Abafi, T. Samuel & Haruna, T. Mohammed, 2021)-ISBN 978-978-49947-5-0
9. *Introduction to Cooperative Form of Business Enterprise*. (Haruna, T. Mohammed & Mustapha, N. Mustapha, 2021) - ISBN 978-978-49583-2-5
10. *Entrepreneurship Development: Principles and Practice, Volume One, Chapter Nine: Business Ideas for Developing a New Enterprise* (Umar, S. Mohammed & Haruna, T. Mohammed, 2011). A Publication of the Department of Business Administration and Management, Federal Polytechnic, Bida - ISBN 978-978-50893-0-1
11. *Entrepreneurship Development: Principles and Practice, Volume One, Chapter Eleven: Legal Processes and Procedures for Starting an Enterprise in Nigeria* (Julius Adima & Haruna, T. Mohammed, 2011). A Publication of the Department of Business Administration and Management, Federal Polytechnic, Bida - ISBN 978-978-50893-0-1
12. *Editor: Introduction to Entrepreneurship*: A Publication of the Department of Business Administration and Management, Federal Polytechnic, Bida - ISBN 978-978-51908-0-9
13. *Editor: Practice of Entrepreneurship*: A Publication of the Department of Business Administration and Management, Federal Polytechnic, Bida - ISBN 978-978-56164-4-6
14. *Editor: Entrepreneurship Development*: A Publication of the Department of Business Administration and Management, Federal Polytechnic, Bida - ISBN 978-978-56164-3-9
15. *Editor: Readings in Business Administration and Management Volume One*: A Publication of the Department of Business Administration and Management, Federal Polytechnic, Bida - ISBN 978-978-59941-2-0

COMMUNITY SERVICES WITH DATES

1. Certificate of Honour for Academic Excellence and Service to Humanity Awarded by Cekpa Youth Development Association – **June, 2025**
2. Certificate of Excellence in Reviewing: Asian Journal of Economics, Business and Accounting (*Indexing: Ebsco, Proquest, Index Copernicus, Google Scholar*), Guest House Road, Street No 1/6, Hooghly, West Bengal, India or Third Floor, 207 Regent Street, London, **06th June, .2025**
3. Certificate of Excellence in Reviewing: Asian Journal of Economics, Business and Accounting (*Indexing: Ebsco, Proquest, Index Copernicus, Google Scholar*), Guest House Road, Street No 1/6, Hooghly, West Bengal, India or Third Floor, 207 Regent Street, London, **4th January, 2024**

4. Assessor Journal of Multidisciplinary Research and Innovations, *ASUP-BD, The Federal Polytechnic Bida, Niger State, June, 2024*
5. Meritorious Service Award: Academic Staff Union of the Polytechnic (ASUP), Federal Polytechnic, Bida Chapter, **February, 2012- October, 2013**
6. Meritorious Service Award by Academic Staff Union of the Polytechnic (ASUP), Federal Polytechnic, Bida Chapter in recognition of service as the Liaison Officer representing Department of Business Administration - **November, 2013 – December, 2015**
7. Certificate of Participation and Appreciation as a Member, Local Organizing Committee of the First International Conference of Academic Staff of Polytechnics, The Federal Polytechnic, Bida Chapter on the Theme: Redefining Nigeria's Socio-Economic and Security Roadmap Through Innovative Skills and Technology held between **3RD to 7TH June, 2024.**
8. Certificate of Participation and Appreciation as The Chairman, Publicity and Logistics Committee of the First International Conference of Academic Staff of Polytechnics, The Federal Polytechnic, Bida Chapter on the Theme: Redefining Nigeria's Socio-Economic and Security Roadmap Through Innovative Skills and Technology held between **3RD to 7TH June, 2024**

REFEREES

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