

PROFILE

TITLE: DR.

SURNAME: BAKO

OTHER NAMES: YUSUF ADEBOLA

SCHOOL: MANAGEMENT STUDIES

RESEARCH INTREST: STRATEGIC MANAGEMENT, CHANGE MANAGEMENT, HUMAN CAPITAL MANAGEMENT, ENTREPRENEURSHIP

POSITION: PRINCIPAL LECTURER

AWARDS AND HONOURS:

1. Merit Award in recognition of service to humanity by MAN “O” WAR NIGERIA Federal polytechnic Ilaro command. **JUNE 2010**
2. Certificate for Chairing a Session in the 2nd Academic International Conference on Business, Marketing and Management on 5th -7th **April 2016** at Boston USA.
3. Certificate of Publication and Quality Recognition of an article titled “Change Implementation and Competitive Positioning” listed as one of the 25 most downloaded research paper 2016 in Research Lead Journal published in JIBRM journal. Vol. 2 (1) November, 2016. (**Awarded March 2017**)
4. Research Gate recognition as the most read author in **August, 2017** from Federal Polytechnic, Ilaro, Ogun State, Nigeria
5. Research Gate recognition as the most read contribution in **November, 2017** from Federal Polytechnic, Ilaro, Ogun State, Nigeria.
6. Research Gate recognition as the most read contribution in **MAY, 2019** from Federal Polytechnic, Ilaro, Ogun State, Nigeria.
7. Merit Award in recognition of leadership excellence by National Association of Business Administration and Management Students Federal polytechnic Ilaro. **MAY 2018**
8. An award of appreciation as Guest speaker at the 7th Annual general meeting/ lecture by the Chartered Institute of Personnel Management, Ogun state branch. **MARCH 2019**

9. Merit Award in recognition as the best Head of Department by National Association of Business Administration and Management Students Federal polytechnic Ilaro. **MAY 2019**
10. Islamic meritorious award in appreciation of your exemplary contribution and recognition of your selfless service to Islam and mankind by Allahu Waheed students Association of Nigeria, FPI chapter. **MAY 2019**
11. Research Gate recognition as the most read contribution in **MAY, 2019** from Federal Polytechnic, Ilaro, Ogun State, Nigeria.

TEACHING AREAS:

BUSINESS POLICY AND STRATEGY (BAM 412 AND BAM 422),

ORGANISATIONAL BEHAVIOR BAM 312 AND BAM 322),

HUMAN CAPITAL MANAGEMENT (BAM 314 AND 324),

PRINCIPLES OF MANAGEMENT (BAM 211 AND BAM 221),

INTRODUCTION TO BUSINESS (BAM 111 AND BAM 121).

Journal Publications (21)

1. **Bako Y A**, Adebusola A. I, Afolasade F, & Aderemi T. A (2021). Microfinance Banks, Small and Medium Scale Enterprises and COVID-19 Pandemic in Nigeria. *European Journal of Economics, Law And Politics*, 8(2). doi: 10.19044/elj.v8no2a1
2. Oluseye, A.B., **Bako, Y.A.**, Taiwo A.A. & Ajibode, I.A. (2020). Change Leadership and Followers Satisfaction in selected tertiary institutions in Nigeria. Academy of Educational Leadership Journal, vol. 24, no. 2, 1-14.
3. Bako,Y.A&Ademeso,J.O.(2020).Risk Culture and its Effect on Managerial Attitudes.Journal of management and Technology 6(1),2020.
4. Akinde, M.A. & **Bako, Y.A. (2020)**. Technological Innovation and Organizational Performance. International Journal of Innovative Research in Education Technology and Social Strategies, vol. 7, no. 1.

5. Aderemi, T.A., Adeniran, B.G., Sokunbi, G.M. and **Bako, Y.A.** (2020). The determinants of Foreign Direct Investment inflows in Nigeria: An Empirical Investigation. Acta Universitatis Danubius, 16 (3), 131-142.
6. **Bako, Y.A.**, Olabimtan, R.O. and Omojaro, A.O. (2019). The relationship between Employees' Level of Emotional Intelligence and on-the-Job performance: A study of Federal Polytechnic, Ilaro, Ogun State. JABU International Journal of Social and Management Sciences, 7 (1), 135-153.
7. **Bako, Y.A.** and Banmeke, M.B. (2019). The impact of Business Process Re-engineering on Organizational performance (a study of Commercial Banks and Micro-finance Banks in Ilaro). Journal of Management and Technology, 5 (1), 27-39.
8. **Taiwo A. A, Bako T. A and Olabimtan R. (2018)** Right to privacy and its effect on e-Commerce adoption in Nigeria. *International journal of scientific research in social sciences and management studies vol. 3, No 1 April 2018 ISSN: 2579-1928*
9. **Ayanwale K T and Bako Y. A(2018)** Effect of Ethical behavior on Social worker's job performance in Nigeria: A study of Social workers in Ilaro, Ogun state Nigeria. *Journal of Business and Educational policies. Vol. 14, No. 1, April 2018 ISSN: 0794-3210*
10. **Bako Y. A, Oluseye A. B and Aladelusi K. B. (2017)** Investigation of Entrepreneurial Intention among Entrepreneurship students in south-west Nigeria polytechnics. *International journal of entrepreneurial knowledge. Vol 5, No 2 December 2017. ISSN:2336-2960*
11. **Bako Y. A., Soye Y. A. and Bako Z. F. 2017:** The impact of micro-insurance on small scale farming business operations development in Nigeria. *Crawford journals of part time studies. Vol. 1, No 1 November 2017*
12. **Bako Y. A.**, The Effect of Emotional Intelligence on Organizational Productivity in the Service Delivery Industry. *Journal of Business and Educational policies. Vol. 11, No. 1, April 2016 ISSN: 0794-3210*
13. **Bako Y.A.** and Taiwo A. A., The Effects of Moonlight on Employees Performance (A Study of Federal Polytechnic, Ilaro Ogun state) *Journal of Management and Enterprise Development December, 2016*
14. Olabimtan, R.O **and Bako Y. A.**, Employee Welfare and Job Performance In The Technical Education Sector (A Study of the Federal Polytechnic, ilaro) *International Journal of Advancement in Educational Methods and Management. November, 2016*
15. Taiwo A.A, Ademeso J.O and **Bako Y. A.** Strategic planning and its impact on Organizational Performance and Survival. *Journal of Business and Educational policies. Vol. 11, No. 1, April 2015 ISSN: 0794-3210*

16. Boateng P.A, **Bako Y.A** and Taiwo A.A Moderating Influence of Organizational Characteristics on Strategic Planning Process and Performance Linkage. *International Journal of Management and Technology*, Vol. 1, No. 1, pp 1-25. **November, 2015 ISSN 117-1847**
17. Taiwo A.A **Bako Y.A** Muhammed S.R and Adetona O.A Organisational structure and its impact on Firm's Performance *International Journal of Management Technology*. Vol 1, No. 1. Pp 310-322. **November, 2015**
18. **Bako, Y.A.**, Ademeso, J.O., Taiwo, A.A., & Olopade, J. (2015). Developing Entrepreneurship Culture for Sustainability; the Role of Entrepreneurship Education. *Ilaro Journal of Humanities and Management*. Vol 1.
19. Lawal A.A, Adebakin M and **Bako Y.A** The Effect of Change Management on Organisational Survival. *International Journal of Advance Studies in Business Strategies and Management*. Vol. 2, No. 1, **January, 2014. ISSN Electronic: 1741-8771 ISSN (print) 1741-8763**
20. **Bako Y. A.**& Taiwo A. A. Impact of corporate social responsibility on organizational performance "Journal of Management and Technology Vol.3, No.3, November 2013
21. **Bako Y. A.**& Taiwo A. A; The Effect of Conferences and Workshop on Job Performance with tertiary institution. "Journal of Business and Educational Policies Vol. 7, No. 2, October 2011

CONFERENCE ATTENDED:

International

1. Ademeso J. O. and Bako Y. A. (2020) Conflict management and organizational effectiveness. 2nd International Conference of the Federal Polytechnic, Ilaro, November, 2020.
2. Olabimtan, R. O. and **Bako, Y. A.** (2018). Emotional intelligence and employee performance in Federal Polytechnic, Ilaro. 1st International Conference of the Federal Polytechnic, Ilaro, on 5th-8th November, 2018.
3. **Bako, Y. A** and Taiwo A. A (2018). Change Resistance and Firm's Performance in the Telecommunication Industry. CAPA 40th International Conference Abuja, Nigeria 27th – 31st August, 2018.
4. 2nd Academic International Conference on Business, Marketing and Management AICBMM 2016 (Boston) USA. **April 5-7 2016** at Havard University Boston USA.

Papers presented:

- a. **Bako Y. A.**, Taiwo A. A and Ademeso J. O, Change implementation and competitive positioning.
- b. **Bako Y. A.**, Ajibode I. O and Adesanya K., Change leadership and Organizational Stability.

5. First School of Management Studies international Management science research conference between **30th of September to 2nd of October 2015** at the University Of Ghana Legon Accra Book Of Readings ISBN – 978-31825-8-X.

Paper presented:The Effect of Recruitment and Selection of Employee Performance in an Organisation by **Bako Y.A**, Mohammed S.R, Jimoh T.A and Bako Z.F
6. International Research Conferences on Business, Economics and Social Sciences IRC-2014 **29th - 30th December 2014**, Dubai U.A.E.

Paper presented:Change Readiness and Profitability by **Bako Y.A**, Lawal A.A and Adebakin M.A
7. International conference on Research, Innovations and Sustainable development. September 9th-12th, 2013 at Salle Audio Visuelle, University of Abomey – Calavi Cotonou, Republic of Benin.

Paper presented: Impact of Human Capital training and Development of workers' productivity.
8. African Conference on sustainable development. July 25th -26th, 2013 at University of Ghana, Business School of Ghana. Legon Ghana.

Papers presented:
 - a. Does non-oil revenue really exercise significant positive shock on economic growth and development in Nigeria?
 - b. The effect of change management on organizational survival

Local Conferences

1. **Bako, Y. A.** and Olabimtan, R. O. (2019). Corporate governance and organisational effectiveness in the manufacturing industry; A study of Sona Agro Allied Foods Ltd, Sango Ota, Ogun State. National Strategic Conference on State Security, Investment & Economic Management. Ibrahim Babangida University, Lapai-Niger State, on 21st-22nd November, 2019.
2. Akinde, M.A. and **Bako, Y. A.** (2019). Technological innovation and Organizational Performance. National Strategic Conference on State Security, Investment & Economic Management. Ibrahim Babangida University, Lapai-Niger State, on 21st-22nd November, 2019.
3. **Bako Y. A**, Olabimtan R. O and Olopade J. O (2019). The influence of work-life balance on employees' commitment in the brewery industry presented at the 10th school of management studies conference at the Federal polytechnic Ilaro, Ogun state on Positioning Nigeria for globally competitive economy through youth empowerment between 26th – 29th August, 2019.
4. **Bako Y. A**, Adeleke A. K and Ogunremi G. D (2019) Technological innovation and organizational performance presented at the 10th school of management studies conference on Positioning Nigeria for globally competitive economy through youth empowerment between 26th – 29th August, 2019.

5. **Bako Y. A, Ogunremi G. D and Bako Z. F (2019).** The effect of cross-cultural management on the performance of multinational companies in Nigeria. Conference proceedings of the 16th iSTEAMS conference/an international inter-tertiary multidisciplinary conference in collaboration with the Academic staff of union of polytechnics (ASUP) FPI Chapter held at The Federal Polytechnic, Ilaro, Ogun State, Nigeria between the 9 – 11 June, 2019.

6. Taiwo A. A, **Bako Y. A** and Olabimtan R O **(2018)** Right to privacy and its impact on ecommerce adoption in Nigeria presented at the 7th International Inter-Disciplinary Conference and Professional Training of Reasearchers organized by International Institute for Policy Review and Development Strategies (IIPRDS) on Emerging Issues, Policies and Strategies in Development of World Economy between 21st – 23rd February, 2018.

7. **Bako Y. A,** Olopade J. O and Taiwo A. A, **(2018)** Health and safety and employees performance at work place.Presented at 11th society for multidisciplinary and Advance Research Techniques in Africa conference in collaboration with ASUP Yaba College of technology chapter.

8. Ayanwale K.T. and **Bako Y.A.(2017)** Social-Cultural Factors Affecting maternal/child health in Ilaro, Ogun State Presented at the Federal polytechnic Ede school of Business studies annual conference between 14th – 16th March, 2017.

- 9 **Bako Y. A and Bako Z, F (2017)** School of Management studies 11th annual conference held between **28th-30th November, 2017**at the federal polytechnic Ilaro, Ogun state
Paper Presented:The Effect of Economic Recession on the Profitability of Manufacturing Companies in Nigeria

10. 5thAcademic Staff Union of Polytechnics (ASUP) Ilaro chapter National Conference held between **17th -19th October 2016** at the federal polytechnic Ilaro, Ogun state **Paper Presented:**The effect of perceived gender equality on women’s empowerment in Nigeria. (A study of Federal polytechnic Ilaro, Ogun state.) By Ayanwale K.and **Bako Y. A**

11. Academic Staff Union of Polytechnics (ASUP) Zone C National Conference held between **22nd – 25th August, 2016** at The Polytechnic, Ibadan Oyo state.

Paper Presented:Risk Management and Job Productivity in Telecommunication Industry In Nigeria. **Bako Y.A** and Ademeso J.O

12. Lagos State Polytechnic School of Management and Business Studies Lagos 2016 Conference on Globalization held between **11th – 13th July 2016** at Ikorodu Campus Lagos.

Paper Presented:Impact of Globalization in Nigeria Economy by Ademeso J. O and **Bako Y. A**

13. Sustainable Development, Technology & Energy Research held between 28th – 29th July, 2016 at the University of Ibadan - Nigeria

Paper Presented: Change Implementation and competitive positioning: A Study of the Nigeria Telecommunication Industry by **Bako Y.A** and Taiwo A.A

14. International Scientific Research Conference And Professional Training Of Researchers At The University of Lagos, Lagos state Nigeria between 7th and 8th May, 2015

Paper Presented:An Investigation of Entrepreneur Intention among Entrepreneurship Students in Nigeria Polytechnics (A Case of Federal Polytechnic, Ilaro) by Ajibode, I.A., **Bako, Y.A.**& Dawodu, H.O.

15. 9th School National Conference of School of Management Studies, Federal Polytechnic, Ilaro Ogun State. 21th- 23rd January, 2014.

Paper Presented: The Impact of Tax management on emergency relief in Kano State, Nigeria.

16. 9th School of Business Studies Annual National Conference of Federal Polytechnic Ado-Ekiti, Ekiti State. 12th -14th November, 2013

Papers Presented:

- a. The effect of cross-cultural management on the performance of multinational companies in Nigeria.
- b. The effect of conflict management on organizational survival.

17. 8th National Conference on Sustainable development of the School of Management Studies at Federal Polytechnic, Ilaro.

18. Entrepreneurship for self-reliance ASUP Federal Polytechnic, Ilaro Book of Readings. (4) 111-115.2011

19. Developing Entrepreneurship Culture for Sustainability: The role of entrepreneurship education ASUP Federal Polytechnic, Ilaro Book of Readings 2011. (4) 117-125

20. Corporate social responsibility and organizational growth School of Management, Federal Polytechnic Ilaro Book of Readings 2009. (7) 307-313.

21. 9th National Conference of the School of Business Studies, Federal Polytechnic, Ede. Theme: Entrepreneurship and National Development. 2008

Paper Presented: Entrepreneurship and Rural Development.

22. 6th National Conference of the school of management studies, Federal Polytechnic Ilaro. Theme: Information Communication Technology (ICT) for National Development 2008.

Papers Presented

- a. E-Marketing and marketing performance of small and medium scale enterprises (SMEs)
- b. E-Commerce and Small and Medium Scale Enterprises (SMEs)

Seminar and Workshop Attended:

1. A day Co- operative seminar and workshop with theme Engaging the essential work of care for co-operative members held at the Raheem Oloyo International Conference centre,, The federal Polytechnic Ilaro, Ogun state on the 31st July, 2021.
2. 2018 Retreat for Heads of Department and School officers held between Friday 31ST August – 2 September, 2018 at Yewa Frontier Hotels and Resorts Ilaro, Ougn state.
3. Advance Digital Appreciation Programme for Tertiary Institutions (ADAPTI) At The Federal Polytechnic Ilaro, from **Aug.29 – Sept. 02, 2016** organised by Digital Bridge Institute.
4. Dynamic Office Management and Administration, Paragon Links Consulting LTD, Ibadan, Nigeria. **August, 2015.**
5. Practical Application of MS Excel Functions & Tools for Providing Solutions to Business Problems held between **March 20th – 21st, 2015** organised by Brick Solid Professional Services
6. Case Method Workshop: Learning, Teaching and writing (Identifying Problems and Increasing Productivity), conducted at the International Research Conference on Business, Economics and Social Sciences, IRC-2014, on **29TH December,2014.** Dubai Emirates
7. Thesis Writing and PowerPoint Presentation 2014 Annual Workshop Programme, Organised by Department of Accounting Federal Polytechnic Ilaro at Shongai Centre,Porto Novo,Republic of Benin held on **15th November,2014.**
8. Change: Agent Of Revamping Cooperative Economy Organised by Ogun Sate Co-Operative Federation Ltd. Held on **October 15th – November 4th 2014.**
9. Accelerated project evaluation and control (APEC) Novotel WTC Hotel, Dubai, UAE. September 2012.

SUMMARY OF PROFILE

To contribute to the development of the human race through Research, Training and Development in the area of Management using state of the art and dynamic techniques and strategies in an ever changing world.

As at September, 2021

CURRICULUM VITAE

BAKO YUSUF ADEBOLA

Department of Business Administration
Federal Polytechnic,
P.M.B 50, Ilaro,
Ogun State.
Phone No: 08033127809
E-mail: yusuf.bako@federalpolyilaro.edu.ng
debobako1@gmail.com

Sex:	Male
Date of Birth:	22 nd March, 1977
State of Origin:	Lagos
Local Government Area:	Ojo
Marital Status:	Married
Number of Children:	2
Ages:	13 years and 9years

Academic Qualifications:	2015	PhD Business Administration: (Specialization: Strategic Management)
	2006	M.sc General Management
	2001	B.sc Business Administration
	1995	Senior Secondary Certificate

Educational Institutions:	2011-2014	Babcock University
	2004-2005	University of Lagos.
	1997-2001	University of Lagos
	1989-1995	Government College Ojo, Lagos
	1983-1989	Central Primary School, Kirikiri Lagos.

Professional Qualification:

Member Nigeria Institute of
Management of Nigeria (NIM)

Member National Institute of Training and Development
(NITAD)

Member Institute of Business Strategy (IBS)

Online Course Certification obtained through Coursera

S/N	Educational Institutions	Course Title	Date Obtained
1.	University of London, England	Understanding of Research Methods	8 th August 2020
2.	University of Michigan, USA	Inspiring and Motivating Individuals	11 th August 2020
3.	University of London, England	The Manager's Toolkit: A practical guide to managing people at work	14 th August 2020
4.	Rutgers the State University of New Jersey, USA	Procurement and Sourcing Introduction	18 th August 2020
5.	University of New-Mexico, USA	International Business I	29 th August, 2020
6.	University of New-Mexico, USA	International Business II	19 th September, 2020
7.	University of Virginia, USA	Business Growth and Strategy	22 nd September, 2020
8.	Hong-Kong University of Science and Technology, Hong-Kong	Protecting Business Innovations via Patent	22 nd September 2020
9.	University of Toronto, Canada	Communication Strategies for a Virtual Age	23 rd September, 2020
10.	University of California, Irvine, California, USA	Essentials of Entrepreneurship: Thinking and Action	23 rd September, 2020

Teaching Experience:

January 2020 to Date
Principal Lecturer

January 2017 – December 2019
Senior Lecturer

January 2014 – December 2016
Lecturer I
Federal Polytechnic, Ilaro.

January, 2011 - December, 2013
Lecturer II

October, 2007 - December, 2011
Lecturer III

Adjunct Lecturer
Lagos state Polytechnic, Alakuko Annex.
2010 - 2015

Adjunct Lecturer
Lagos state University, Festac Town Annex
2009 – 2014

Other Working Experience:

Jan. 2007-Oct.2007
Nigeria Distilleries Limited/Grand Oak Limited
Merchandising Team Leader

Dec. 2006-Jan. 2007
Fedex Redstar Plc.

Jan. 2004 –Dec.2006 Estol Nigeria Limited
(Marketing Executive)

Research Project:

PhD Thesis (2014)

Change management and firms' performance: An
assessment of the Nigeria Telecommunications Industry

M.Sc Project (2005)

Mergers and Acquisition and Organizational Performance

B.Sc Project (2001)

Social Responsibility and Organizational Productivity.

Detail of Publications:

Textbooks

- (1) Introduction To Business by **Bako Y.A**, Taiwo A.A. and Ezekiel E. I . **(2020)** Olas Publisher, Lagos, Nigeria.
- (2)
- (3) Introduction To Business Vol II by **Bako Y.A**, Taiwo A.A. and Olabimtan, R. O. **(2019)** Olas Publisher, Lagos, Nigeria.
- (4) Office Management and Organization by **Bako Y.A**, Taiwo A.A. **(2018)**. Olas Publisher, Lagos, Nigeria.
- (5) Principle of Purchasing by **Bako Y.A**, Taiwo A.A **(2015)** Olas Publisher, Lagos, Nigeria. ISBN 978-978-929-957-8

- (6) Change Management and Firms Performance by **Bako Y.A (2015)** (Lambert Academic Publishing, Germany) ISBN-13: 978-3-659-78185-8. ISBN-10: 3659781851
- (7) Introduction To Business by **Bako Y.A,** Taiwo A.A. (2015) Olas Publisher, Lagos, Nigeria.

Journal Publications:

January 2017 to December 2021

1. **Bako Y A,** Adebusola A. I, Afolasade F, & Aderemi T. A (2021). Microfinance Banks, Small and Medium Scale Enterprises and COVID-19 Pandemic in Nigeria. *European Journal of Economics, Law And Politics*, 8(2). doi: 10.19044/elv8no2a1
2. Oluseye, A.B., **Bako, Y.A.**, Taiwo A.A. & Ajibode, I.A. (2020). Change Leadership and Followers Satisfaction in selected tertiary institutions in Nigeria. *Academy of Educational Leadership Journal*, vol. 24, no. 2, 1-14.
3. Aderemi, T. A, Adeniran B. G, Sokunbi G. M_ & **Bako Y. A** (2020) Determinants of Foreign Direct Investment Inflows in Nigeria: An empirical Investigation. *Acta Universitatis Danubius Economica*. Vol.16, no. 3, 131-142
4. Aderemi, T. A, Ogunleye A. G, **Bako Y. A** & Sokunbi G. M. (2020) Determinants of Foreign Direct Investment Inflows: Evidence from a panel analyses of South Asian countries. *Journal of Academic Research in Economics*, vol. 12, no 3, 420-433
5. Akinde, M.A. & **Bako, Y.A.** (2020). Technological Innovation and Organizational Performance. *International Journal of Innovative Research in Education Technology and Social Strategies*, vol. 7, no. 1.
6. Aderemi, T.A., Adeniran, B.G., Sokunbi, G.M. and **Bako, Y.A.** (2020). The determinants of Foreign Direct Investment inflows in Nigeria: An Empirical Investigation. *Acta Universitatis Danubius*, 16 (3), 131-142.
7. **Bako, Y.A.**, Olabimtan, R.O. and Omojaro, A.O. (2019). The relationship between Employees' Level of Emotional Intelligence and on-the-Job performance: A study of Federal Polytechnic, Ilaro, Ogun State. *JABU International Journal of Social and Management Sciences*, 7 (1), 135-153.

8. **Bako, Y.A.** and Banmeke, M.B. (2019). The impact of Business Process Re-engineering on Organizational performance (a study of Commercial Banks and Micro-finance Banks in Ilaro). Journal of Management and Technology, 5 (1), 27-39.
9. Taiwo A. A, **Bako Y. A** and Olabimtan R. (2018). Right to privacy and its effect on e-Commerce adoption in Nigeria. International Journal of Scientific Research in Social Sciences and Management Studies, 3 (1), ISSN: 2579-1928
10. Ayanwale K T and **Bako Y. A.** (2018). Effect of Ethical behavior on Social worker's job performance in Nigeria: A study of Social workers in Ilaro, Ogun state Nigeria. Journal of Business and Educational policies, 14 (1), ISSN: 0794-3210
11. **Bako Y. A.**, Oluseye A. B and Aladelusi K. B. (2017) Investigation of Entrepreneurial Intention among Entrepreneurship students in south-west Nigeria polytechnics. International Journal of entrepreneurial Knowledge, 5 (2), ISSN:2336-2960
12. **Bako Y. A.**, Soye Y. A. and Bako Z. F. (2017). The impact of micro-insurance on small scale farming business operations development in Nigeria. Crawford Journals of part time studies, 1 (1).
13. **Bako, Y.A.** and Aladelusi, K.B. (2017). Recruitment and Selection on procedures and their relative effectiveness on employees' performance in the Hospitality industry in Ogun state. International Journal of the Guild of Contemporary Academic Researchers, 2(2), 55-62

October 2007 to December 2016

14. **Bako Y. A.** (2016). The Effect of Emotional Intelligence on Organizational Productivity in the Service Delivery Industry. Journal of Business and Educational policies, 11 (1), 0794-3210
15. **Bako Y.A.** and Taiwo A. A. (2016). The Effects of Moonlight on Employees Performance (A Study of Federal Polytechnic, Ilaro Ogun state. Journal of Business Administration and Management, 11 (2), 179-184.
16. Olabimtan, R.O and **Bako Y. A.** (2016). Employee Welfare and Job Performance in the Technical Education Sector (A Study of the Federal Polytechnic, ilaro. International Journal of Advancement in Educational Methods and Management. November, 2016

17. Taiwo A.A, Ademeso J.O and **Bako Y. A.** (2015). Strategic planning and its impact on Organizational Performance and Survival. Journal of Business and Educational policies, 11(1), ISSN: 0794-3210
 18. Boateng P.A., **Bako, Y.A.** and Taiwo A.A. (2015). Moderating Influence of Organizational Characteristics on Strategic Planning Process and Performance Linkage. International Journal of Management and Technology, 1 (1), 1-25
 19. Taiwo, A.A., **Bako, Y.A.**, Muhammed, S.R. and Adetona, O.A. (2015). Organisational structure and its impact on Firm's Performance. International Journal of Management Technology, 1 (1), 310-322.
 20. Lawal A.A, Adebakin M and **Bako, Y.A.** (2014). The Effect of Change Management on Organisational Survival. International Journal of Advanced Studies in Business Strategies and Management, 2(1), 93-108.
 21. Akinde, M.A., Ogunbi, J.O., Awe, I.B. and **Bako, Y.A. (2014)**. Assessment of Non-oil Revenue on Economic Growth and Development in Nigeria. International Journal of Advanced Studies in Economics and Public Sector Management, 2(1), 50-60.
 22. **Bako, Y.A.** and Taiwo A.A. (2013). Impact of corporate social responsibility on organizational performance. Journal of Management and Technology, 3(3),
 23. Muritala, A. T., Awolaja, M. A and **Bako Y. A (2012)**. Impact of small and medium enterprises on economic growth and development. American Journal of Business and Management 1(1), 18-22 <http://doi.org/10.11634/21679606170644>
 24. **Bako, Y. A.** and Taiwo A.A (2011). The Effect of Conferences and Workshop on Job Performance with tertiary institution. Journal of Business and Educational Policies, 7(2),
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Conference Attended:

International
January 2017 to December 2021

1. Ademeso J. O. and Bako Y. A. (2020) Conflict management and organizational effectiveness. 2nd International Conference of the Federal Polytechnic, Ilaro, November, 2020.
2. Olabimtan, R. O. and **Bako, Y. A.** (2018). Emotional intelligence and employee performance in Federal Polytechnic, Ilaro. 1st International Conference of the Federal Polytechnic, Ilaro, on 5th-8th November, 2018.
3. **Bako, Y. A** and Taiwo A. A (2018). Change Resistance and Firm's Performance in the Telecommunication Industry. CAPA 40thInternational Conference Abuja, Nigeria 27th – 31st August, 2018.

October 2007 to December 2016

4. **Bako, Y. A,** Taiwo A. A and Ademeso J. O. (2016). Change implementation and competitive positioning. 2nd Academic International Conference on Business, Marketing and Management AICBMM 2016 (Boston) USA. **April 5-7 2016** at Harvard University Boston USA.
5. **Bako, Y. A,** Ajibode I. O and Adesanya K. (2016) Change leadership and Organizational Stability. 2nd Academic International Conference on Business, Marketing and Management AICBMM 2016 (Boston) USA. **April 5-7 2016** at Harvard University Boston USA.
6. **Bako, Y.A,** Mohammed S.R, Jimoh T.A and Bako Z.F. (2015). The Effect of Recruitment and Selection of Employee Performance in an Organisation. First School of Management Studies international Management science research conference between **30th of September to 2nd of October 2015** at the University Of Ghana Legon Accra Book Of Readings ISBN – 978-31825-8-X.
7. **Bako, Y.A,** Lawal A.A and Adebakin M.A. (2014). Change Readiness and Profitability. International Research Conferences on Business, Economics and Social Sciences IRC-2014 **29th -30th December 2014,** Dubai U.A.E.
8. Awolaja, A.M., **Bako, Y.A.,** Ademeso, J.O. and Omowunmi, J.O. (2013). Impact of Human Capital training and Development of workers' productivity. International conference on Research, Innovations and Sustainable development. September 9th-12th, 2013 at Salle Audio Visuelle, University of Aborney – Calavi Cotonou, Republic of Benin.
9. **Bako, Y.A.** (2013). Does non-oil revenue really exercise significant positive shock on economic growth and development in Nigeria? African Conference on sustainable development. July 25th -26th, 2013 at University of Ghana, Business School of Ghana. Legon Ghana.
10. **Bako, Y.A.** (2013). The effect of change management on organizational survival. African Conference on sustainable development. July 25th -26th, 2013 at University of Ghana, Business School of Ghana. Legon Ghana.

Local Conferences

January 2017 to December 2019

11. **Bako, Y. A.** and Olabimtan, R. O. (2019). Corporate governance and organisational effectiveness in the manufacturing industry; A study of Sona Agro Allied Foods Ltd, Sango Ota, Ogun State. National Strategic Conference on State Security, Investment & Economic Management. Ibrahim Babangida University, Lapai-Niger State, on 21st-22nd November, 2019.
12. Akinde, M.A. and **Bako, Y. A.** (2019). Technological innovation and Organizational Performance. National Strategic Conference on State Security, Investment & Economic Management. Ibrahim Babangida University, Lapai-Niger State, on 21st-22nd November, 2019.
13. **Bako Y. A,** Olabimtan R. O and Olopade J. O (2019). The influence of work-life balance on employees' commitment in the brewery industry presented at the 10th school of management studies conference at the Federal polytechnic Ilaro,Ogun state on Positioning Nigeria for globally competitive economy through youth empowerment between 26th – 29th August, 2019.
14. **Bako Y. A,** Adeleke A. K and Ogunremi G. D (2019) Technological innovation and organizational performance presented at the 10th school of management studies conference on Positioning Nigeria for globally competitive economy through youth empowerment between 26th – 29th August, 2019.
15. **Bako Y. A,** Ogunremi G. D and Bako Z. F (2019). The effect of cross-cultural management on the performance of multinational companies in Nigeria. Conference proceedings of the 16th iSTEAMS conference/an international inter-tertiary multidisciplinary conference in collaboration with the Academic staff of union of polytechnics (ASUP) FPI Chapter held at The Federal Polytechnic, Ilaro, Ogun State, Nigeria between the 9 – 11 June, 2019.
16. **Bako Y. A,** Olopade J. O and Taiwo A. A, (2018). Health and safety and employees performance at work place. Presented at 11th society for multidisciplinary and Advance Research Techniques in Africa conference in collaboration with ASUP Yaba College of technology chapter. June 2018.
17. Taiwo A. A, **Bako Y. A** and Olabimtan R O (2018). Right to privacy and its impact on ecommerce adoption in Nigeria presented at the 7th International Inter-Disciplinary Conference and Professional Training of Researchers organized by International Institute for Policy Review and Development Strategies (IIPRDS) on Emerging Issues, Policies and Strategies in Development of World Economy between 21st – 23rd February, 2018.
18. Ayanwale K.T. and **Bako Y.A.** (2017). Social-Cultural Factors Affecting maternal/child health in Ilaro, Ogun State Presented at the Federal polytechnic Ede school of Business studies annual conference between 14th – 16th March, 2017.

19. **Bako, Y.A.** and Bako, Z.F. (2017). The Effect of Economic Recession on the Profitability of Manufacturing Companies in Nigeria. School of Management studies annual conference held on 28th-30th November, 2017 at the federal polytechnic Ilaro, Ogun State.

October 2007 to December 2016

20. Ayanwale K. and **Bako Y. A.** (2016). The effect of perceived gender equality on women's empowerment in Nigeria. (A study of Federal polytechnic Ilaro, Ogun state). 5th Academic Staff Union of Polytechnics (ASUP) Ilaro chapter National Conference held on 17th -19th October 2016 at the federal polytechnic Ilaro, Ogun state.
21. **Bako, Y.A** and Ademeso, J. O. (2016). Risk Management and Job Productivity in Telecommunication Industry in Nigeria. Academic Staff Union of Polytechnics (ASUP) Zone C National Conference held on 22nd -25th August, 2016 at The Polytechnic, Ibadan Oyo state.
22. Ademeso J. O and **Bako Y. A.** (2016). Impact of Globalization in Nigeria Economy. Lagos State Polytechnic School of Management and Business Studies Lagos 2016 Conference on Globalization held on 11th - 13th July 2016 at Ikorodu Campus Lagos.
23. **Bako Y. A.** and Taiwo A. A. (2016). Change Implementation and competitive positioning: A Study of the Nigeria Telecommunication Industry. Sustainable Development, Technology & Energy Research held on 28th - 29th July, 2016 at the University of Ibadan - Nigeria
24. Ajibode, I.A., **Bako, Y.A.** and Dawodu, H.O. (2015). An Investigation of Entrepreneur Intention among Entrepreneurship Students in Nigeria Polytechnics (A Case of Federal Polytechnic, Ilaro). International Scientific Research Conference and Professional Training of Researchers at the University of Lagos, Lagos state Nigeria between 7th and 8th May, 2015.
25. **Bako, Y.A.** and Taiwo, A.A. (2013). The effect of cross-cultural management on the performance of multinational companies in Nigeria. 9th School of Business Studies Annual National Conference of Federal Polytechnic Ado-Ekiti, Ekiti State. 12th -14th November, 2013
26. **Bako, Y.A.** and Ogunseye, T.O. (2013). The effect of conflict management on organizational survival. 9th School of Business Studies Annual National Conference of Federal Polytechnic Ado-Ekiti, Ekiti State. 12th -14th November, 2013.
27. **Bako, Y.A.** (2012). Small and Medium Enterprises (SMEs) as veritable tool for Economic growth development. 8th National Conference on Sustainable development of the School of Management Studies at Federal Polytechnic, Ilaro, August, 2012
28. **Bako, Y.A.** and Taiwo, A.A. (2011). Entrepreneurship for self-reliance. ASUP Federal Polytechnic, Ilaro Book of Readings. (4) 111-115. 2011.

29. **Bako, Y.A.** and Taiwo, A.A. (2011). Developing Entrepreneurship Culture for Sustainability: The role of entrepreneurship education ASUP Federal Polytechnic, Ilaro Book of Readings (4) 117-125
30. **Bako, Y.A.** and Taiwo, A.A. (2009). Corporate social responsibility and organizational growth School of Management, Federal Polytechnic Ilaro Book of Readings, 307-313.
31. **Bako, Y.A.** and Taiwo, A.A. (2008). Entrepreneurship and Rural Development. 9th National Conference of the School of Business Studies, Federal Polytechnic, Ede. Theme: Entrepreneurship and National Development. July, 2008.
32. **Bako, Y.A.** and Taiwo, A.A. (2008). E-Marketing and marketing performance of small and medium scale enterprises (SMEs). 6th National Conference of the school of management studies, Federal Polytechnic Ilaro. Theme: Information Communication Technology (ICT) for National Development, July, 2008.
33. **Bako, Y.A.** and Taiwo, A.A. (2008). E-Commerce and Small and Medium Scale Enterprises (SMEs). 6th National Conference of the school of management studies, Federal Polytechnic Ilaro. Theme: Information Communication Technology (ICT) for National Development, July 2008.

Seminar and Workshop:

1. A day Co- operative seminar and workshop with theme Engaging the essential work of care for co- operative members held at the Raheem Oloyo International Conference centre., The federal Polytechnic Ilaro, Ogun state on the 31st July, 2021.
2. 2018 Retreat for Heads of Department and School officers held between Friday 31ST August – 2 September, 2018 at Yewa Frontier Hotels and Resorts Ilaro, Ougn state.
3. Advance Digital Appreciation Programme for Tertiary Institutions (ADAPTI) At The Federal Polytechnic Ilaro, from **Aug.29 – Sept. 02, 2016** organised by Digital Bridge Institute.
4. Dynamic Office Management and Administration, Paragon Links Consulting LTD, Ibadan, Nigeria. **August, 2015.**
5. Practical Application of MS Excel Functions & Tools for Providing Solutions to Business Problems held between **March 20th – 21st, 2015** organised by Brick Solid Professional Services
6. Case Method Workshop: Learning, Teaching and writing (Identifying Problems and Increasing Productivity), conducted at the International Research Conference on Business, Economics and Social Sciences, IRC-2014, on **29TH December,2014.** Dubai Emirates
7. Thesis Writing and PowerPoint Presentation 2014 Annual Workshop Programme, Organised by Department of Accounting Federal Polytechnic Ilaro at Shongai Centre, Porto Novo, Republic of Benin held on **15th November,2014.**
8. Change: Agent Of Revamping Cooperative Economy Organised by Ogun Sate Co-Operative Federation Ltd. Held on **October 15th – November 4th 2014.**

9. Accelerated project evaluation and control (APEC) Novotel WTC Hotel, Dubai, UAE. September 2012.

Academic Awards and Recognitions

AWARDS AND HONOURS:

1. Merit Award in recognition of service to humanity by MAN “O” WAR NIGERIA Federal polytechnic Ilaro command. **JUNE 2010.**
2. Certificate for Chairing a Session in the 2nd Academic International Conference on Business, Marketing and Management on 5th -7th **April 2016** at Boston USA.
3. Certificate of Publication and Quality Recognition of an article titled “Change Implementation and Competitive Positioning” listed as one of the 25 most downloaded research paper 2016 in Research Lead Journal published in JIBRM journal. Vol. 2 (1) November, 2016. (**Awarded March 2017**)
4. Research Gate recognition as the most read author in **August, 2017** from Federal Polytechnic, Ilaro, Ogun State, Nigeria
5. Research Gate recognition as the most read contribution in **November, 2017** from Federal Polytechnic, Ilaro, Ogun State, Nigeria.
6. Merit Award in recognition of leadership excellence by National Association of Business Administration and Management Students Federal polytechnic Ilaro. **MAY 2018**
7. Merit Award in recognition as the best Head of Department by National Association of Business Administration and Management Students Federal polytechnic Ilaro. **MAY 2018**
8. An award of appreciation as Guest speaker at the 7th Annual general meeting/ lecture by the Chartered Institute of Personnel Management, Ogun state branch. **MARCH 2019**
9. Islamic meritorious award in appreciation of your exemplary contribution and recognition of your selfless service to Islam and mankind by Allahu Waheed students Association of Nigeria, FPI chapter. **MAY 2019**
10. Research Gate recognition as the most read contribution in **MAY, 2019** from Federal Polytechnic, Ilaro, Ogun State, Nigeria.

Administrative/Institutional Responsibility

Head of Department

Business Administration and
Management, Federal Polytechnic Ilaro,
June 2017 till Date

Department Examination Officer
(2008 – 2016)
Class Adviser (2012 – 2017)
Sport Adviser (2008 – 2017)

Membership of Committee

January 2020, Member Quality
Assurance Committee,

January 2019, Member International
Conference committee Federal
Polytechnic Ilaro,

27th March 2019, Member, Committee
on Training workshop for newly
employed lecturers and instructors

20th Febuary, 2019, secretary Special
welfare scheme committee

30th October 2018, Rapateur: 1st
International conference Federal
Polytechnic Ilaro

22ND October 2018, Member, SMS
seminar editorial board

April 2018, Secretary, School of
Management studies 2018 conference
committee

April 2017, Secretary, School of
Management studies 2017 conference
committee

10th February, 2017, Member, Career
Enhancement Committee

8th November, 2016, Member Federal
Polytechnic Ilaro Ceremony Committee

7th June 2016, Secretary, 6th ASUP Ilaro
Chapter 2016 National Conference

February 2015, Member, Federal
Polytechnic Ilaro Sports committee

16TH October, 2015, Member, Editorial Board for Special Edition of the Journal of Management and Technology.

16TH October, 2015, Member, Editorial Committee for 2015 School of Management studies first International conference Book of Readings

18th February 2015, Secretary, Committee on International Conference, School of Management Studies, Federal Polytechnic Ilaro.

1st March 2013, Member, Mobilization Committee of Nigerian Institute of Management (NIM) Ilaro Chapter.

24th February 2013, Chairperson Entertainment/Protocol Sub-committee ASUP National conference committee

24th January 2013, Member 73rd ASUP NEC Transport/Logistic committee

3rd February, 2011 Member: School of Management Research committee

8th February, 2010 Member: School of Management 7th National Conference committee

27th April, 2010 Member: School of Management Conference Sub-Committee on Crafting of the theme and sub-themes.

Service to Relevant Institutions

Sunwa ward 4 Egbado North LGA
Collation Officer Independent Electoral
commission 2019 elections

Treasurer: Academic Staff Union of Polytechnics (ASUP) Ilaro chapter (2014 – 2018)

Reviewer, Institute of Chartered Accountant of Nigeria (ICAN) (ATSWA) scheme (2018 till date)

Assessor, Institute of Chartered Accountant of Nigeria (ICAN) (ATSWA) scheme (2008 to 2017)

Examiner Chartered Accountant of Nigeria (ICAN) (2010 till date)

Adviser, MAN 'O' WAR of Nigeria

The Federal Polytechnic Ilaro Command

Member: Rotary Club Ilaro- Oronna

Objectives:

To contribute to the development of human race through Research, Training and Development in the area of Management

Hobbies:

Football, Volley Ball, Travelling and Reading.

List of online URLs

<https://scholar.google.com/citations?user=L73mYboAAAAJ&hl=en>

https://www.researchgate.net/profile/Yusuf_Bako

Reference:

MR B .O. Ifenowo
Former Dean,
School of Management studies
Federal Polytechnic Ilaro,
Ogun state.

Aare Fatai Odesile
Managing Director
Grand Oak Limited
Oregun Lagos.

