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RESEARCH

Interests	Human Resource Management
Areas	Organizational Behavior and Human Resource Management · Applied Psychology · Economics and Econometrics · Education · Social Psychology · General Health Professions

RESEARCH SUMMARY

32	145	7	5	1.11	14%
Publications	Citations	h-index	i10-index	Field-weighted impact	World top 10%

Counted from the 32 publications listed below, 2015–2026. Field-weighted impact is the mean over the 21 works scored for it; 1.00 is the world average for works of the same field, type and year. 3 of the 21 papers scored for it are among the world's most cited tenth for their field, type and year.

PUBLICATIONS

Journal articles 31

1. Patricia Muah, **Felix Kwame Opoku**, Magdalene Bartrop-Sackey, Augustine Osei Boakye (2026). High-performance work systems and supervisor support as drivers of task and contextual performance: evidence from Ghana's mining industry. *Cogent Business & Management*. https://doi.org/10.1080/23311975.2026.2677221
2. Jacqueline Adade Obour, **Felix Kwame Opoku**, Rebecca Dei Mensah, Salomey Ofori Appiah, Dorothy Amfo-Antiri, Richard Kofi Boateng (2025). Fueling nurse engagement and performance through psychological capital in Ghanaian teaching hospitals. *Discover Public Health*. https://doi.org/10.1186/s12982-025-01105-4
3. Isaac Tetteh Kwao, Emmanuel Essandoh, Dorothy Amfo-Antiri, **Felix Kwame Opoku**, Rebecca Dei Mensah (2025). Psychosocial career pre-occupation and workplace friendship at the University of Cape Coast: do socio-demographic characteristics matter? *Cogent Business & Management*. https://doi.org/10.1080/23311975.2025.2492832
4. **Felix Kwame Opoku**, DD Arthur, M Dankwah (2024). EMPLOYABILITY SKILLS AND JOB PERFORMANCE OF GRADUATE STUDENTS INDEVELOPING COUNTRIES: THE MODERATING ROLE OF SKILL-MISMATCH. *Ghana Journal of Development Studies*. https://pdfs.semanticscholar.org/17e1/3c77be23e2b6f8567766a7360f386f4e86be.pdf
5. **Felix Kwame Opoku**, Dominic Degraft Arthur, Musah Dankwah, Emmanuel Awuku Mensah (2024). Employability skills and job performance of graduate students in developing countries: The moderating role. *Ghana Journal of Development Studies*. https://doi.org/10.4314/gjds.v21i1.5
6. Abigail Owusu Boakye, Faisal Musah, **Prof. Felix Kwame Opoku** (2024). Employability skills, employee engagement, and job performance in Ghana. *International Journal of Management & Entrepreneurship Research*. https://doi.org/10.51594/ijmer.v6i8.1405
7. **Felix Kwame Opoku**, Richard Kofi Boateng (2024). Employee engagement, perceived organizational support, and job performance of medical staff at the Cape Coast Teaching Hospital. *PLoS ONE*. https://doi.org/10.1371/journal.pone.0315451
8. **Felix Kwame Opoku**, Isaac Narcotey, Isaac Tetteh Kwao, Benedict Ofori Antwi (2024). Impact of training

and development on job performance in higher education: The case of Security Guards in the University of Cape Coast, Ghana. *Journal of Business and Enterprise Development (JOBED)*. https://doi.org/10.47963/jobed.v11i.1211

9. **Felix Kwame Opoku**, Nester Kumiwaa Owusu (2024). Psychological well-being and job performance of nurses and midwives amidst COVID-19 in Ghana; a multi-group analysis. *PLoS ONE*. https://doi.org/10.1371/journal.pone.0303855
10. S Bukari, **FK Opoku** (2023). Exploring the perspectives of physically challenged women entrepreneurs in the Sekondi-Takoradi Metropolis, Ghana. *Journal of Enterprising Communities: People and Places in the Global Economy* ….
11. **Felix K. Opoku**, Isaac T. Kwao, Agyemang-Prempeh Johnson (2023). Human resource policies and work–life balance in higher education: Employee engagement as mediator. *SA Journal of Human Resource Management*. https://doi.org/10.4102/sajhrm.v21i0.1939
12. Kwaku Anhwere Barfi, **FK Opoku** (2023). Technology Integration in the Teaching of Human Resource Management by Practicing Lecturers. *Journal of Educators Online*. https://eric.ed.gov/?id=EJ1383931
13. **Felix Kwame Opoku** (2023). Towards a comprehensive model of human resource development research and practice: A systematic literature review. *Ghana Journal of Development Studies*. https://doi.org/10.4314/gjds.v20i2.1
14. **Felix Kwame Opoku**, Kwaku Anhwere Barfi (2022). Factors affecting the service delivery quality of library staff: perspective of a developing country. *International Journal of Work Innovation*. https://doi.org/10.1504/ijwi.2022.126873
15. Isaac Tetteh Kwao, **Felix Kwame Opoku**, Emmanuel Essandoh, Lawrence Yaw Kusi (2022). Talent management and employee competence in Colleges of Education, Ghana: the mediating role of knowledge transfer. *International Journal of Work Innovation*. https://doi.org/10.1504/ijwi.2022.127655
16. **Felix Kwame Opoku**, Kwamena Minta Nyarku (2022). The learning organisation, service delivery quality and internal customer satisfaction in the mobile telecommunication industry. *International Journal of Work Innovation*. https://doi.org/10.1504/ijwi.2022.126872
17. Shaibu Bukari, Michael Ayikwei Quarshie, **Felix Kwame Opoku** (2021). Exploring the perspectives of physically challenged women entrepreneurs in the Sekondi-Takoradi Metropolis, Ghana. *Journal of Enterprising Communities People and Places in the Global Economy*. https://doi.org/10.1108/jec-03-2021-0042
18. **Felix Kwame Opoku**, Innocent Senyo Kwasi Acquah, Kassimu Issau (2021). HRM Practice and Innovative Work Behavior: Organisational Politics as Mediator and Personal Locus of Control as Moderator. *Journal of Business and Enterprise Development (JOBED)*. https://doi.org/10.47963/jobed.v9i.181
19. Isaac Tetteh Kwao, Millicent Serwaa Frimpong, **Felix Kwame Opoku** (2021). Succession planning and employee commitment of non-academic senior staff of the University of Cape Coast: the moderating role of employee job satisfaction. *EuroMed J of Management*. https://doi.org/10.1504/emjm.2021.10040648
20. **Felix Kwame Opoku**, Isaac Kosi, Dominic Degraft-Arthur (2020). Enhancing Workplace Safety Culture in the Mining Industry in Ghana. *Ghana Journal of Development Studies*. https://doi.org/10.4314/gjds.v17i2.2
21. **Felix Kwame Opoku**, Innocent Senyo Kwasi Acquah, Kassimu Issau (2020). HRM Practice and Innovative Work Behavior: Organisational Politics as Mediator and Personal Locus of Control as Moderator. *Journal of Business and Enterprise Development (JOBED)*. https://doi.org/10.47963/jobed.2020.07
22. **Felix Kwame Opoku** (2020). Strategic HRM and competitiveness of Hotels in the Central Region of Ghana: the Mediating role of employee competencies. *African Journal of Hospitality and Tourism Management*. https://doi.org/10.47963/ajthm.v2i2.246
23. **FK Opoku** (2019). Perception of pay equity in Public Universities in Ghana: Effect on individual performance and work behavior. *International Journal of Public Administration*.
24. **Felix Kwame Opoku** (2018). Perceived Organisational Politics, Political Behaviour and Employee Commitment in the Wenchi Municipal Assembly, Ghana. *Ghana Journal of Development Studies*. https://www.academia.edu/download/80626920/162239.pdf

25. DD Arthur, **Felix Kwame Opoku** (2017). Corporate Social Responsibility and Company-Community Relations: Evidence from Newmont Ghana Gold Limited in Asutifi North District, Ghana. *EBSU Journal of Social Sciences and Humanities*. https://ebsu-jssh.com/index.php/EBSUJSSH/article/view/20
26. **Felix Kwame Opoku**, Kwamena Minta Nyaku, Maame Nyahan Martin (2017). Hotel employees' perceptions of training practices in a developing economy: Implications for improving service delivery. *Oguaa Journal of Social Sciences*. https://doi.org/10.47963/joss.v8i2.315
27. Pierre-Yves Sanséau, **Felix Kwame Opoku** (2017). Perception of Pay Equity in Public Universities in Ghana: Effect on Individual Performance and Work Behavior. *International Journal of Public Administration*. https://doi.org/10.1080/01900692.2017.1405441
28. **Felix Kwame Opoku** (2017). Renewing the Scope of Training and Transfer of Learning among Community Health Service Workers in Ghana: The Intervening Role of Experiential Training. *ADRRI Journal (Multidisciplinary)*. https://ir.ucc.edu.gh/server/api/core/bitstreams/bc760303-c6df-4a4f-9dbb-ac13c1278630/content
29. **Felix Kwame Opoku**, AD Degraft (2016). Models for human resource development practice: Contributions from the American Society for Training and Development (ASTD). *AFRICA DEVELOPMENT AND RESOURCES RESEARCH INSTITUTE (ADRRI) JOURNAL*. https://ir.ucc.edu.gh/items/5c1ea2d2-9d64-44c9-8f28-459c2ab4c461
30. **Felix Kwame Opoku** (2016). The practical reality of goal setting theory: Evidence from the performance of nurses in the Sunyani Regional Hospital of Ghana. *Internafional Journal of Research in Social Sciences and Humanifies*. https://ijrssh.com/admin/upload/1450871764_Felix_Kwame_Opoku_8.pdf
31. **Felix Kwame Opoku**, D Arthur (2015). Human resource management practices and its influence on organizational performance: An analysis of the situation in the Ghana postal services company limited. *International Journal of Scientific and Research Publications*. https://scholar.google.com/scholar?cluster=8337022140755251143&hl=en&oi=scholarr

Theses 1

1. **Felix Kwame Opoku** (2017). Social Capital and Human Resource Development Practice of Sawmill Firms in the Ashanti and Western Regions In Ghana. *University of Cape Coast*. https://ir.ucc.edu.gh/items/4ebb7655-2bf1-4ecb-b2d9-686ed6e2548a