Prof. Nana Yaw Oppong

Associate Professor · Human Resource Management
University of Cape Coast

ORCID 0000-0003-3189-5639 · Google Scholar scholar.google.com/citations?user=h6h_BcYAAAAJ&hl=en · Profile scholar.ucc.edu.gh/staff/5eda43a7-b177-4406-a001-70f22db989a7

RESEARCH

Interests	talent management · management development · cross cultural HRM · qualitative and indigenous research
Areas	Organizational Behavior and Human Resource Management · Education · Anthropology · Economics and Econometrics · Management of Technology and Innovation · Building and Construction

RESEARCH SUMMARY

50	440	13	18	2.36	34%
Publications	Citations	h-index	i10-index	Field-weighted impact	World top 10%

Counted from the 50 publications listed below, 2012–2026. Field-weighted impact is the mean over the 32 works scored for it; 1.00 is the world average for works of the same field, type and year. 11 of the 32 papers scored for it are among the world's most cited tenth for their field, type and year.

PUBLICATIONS

Journal articles 44

1. Emmanuel Essandoh, **Nana Yaw Oppong**, Rebecca Dei Mensah (2026). When fit meets change: how Ghanaian banks integrate person–environment fit and ADKAR for talent management. *International journal of organizational analysis*. https://doi.org/10.1108/ijoa-04-2026-6887
2. Millicent Wiafe-Kwagyan, Abraham Ansong, **Nana Yaw Oppong**, Robert Ipiin Gnankob (2026). Workforce diversity management and employee in-role performance in the Ghanaian multinational mining companies: Does duty orientation and diversity strategy matter? *Africa Journal of Management*. https://doi.org/10.1080/23322373.2026.2657783
3. **Nana Oppong**, Anastasia Asante, Charity Abraham (2025). Employment contracts renewal policy and academic talents in the University of Cape Coast: A critical discourse analysis. *Journal of Business and Enterprise Development (JOBED)*. https://doi.org/10.47963/jobed.v13i.1795
4. **Nana Yaw Oppong**, Nancy Oduro-Asabere (2025). Leadership talent development in higher educational institutions: Evidence from the University of Cape Coast, Ghana. *International Journal of Educational Development*. https://doi.org/10.1016/j.ijedudev.2024.103196
5. Moses Segbenya, **Nana Yaw Oppong**, Emmanuel Arthur Nyarko, Sally Abena Baafi-Frimpong (2023). Demographic characteristics and employability skills among tertiary graduates in Ghana: Evidence from the National Service Scheme. *Cogent Economics & Finance*. https://doi.org/10.1080/23322039.2023.2225915
6. Moses Segbenya, **Nana Yaw Oppong** (2023). Intention for international assignment among workers in Ghana: Modelling the role of motivators, demotivators and cultural disposition. *PLoS ONE*. https://doi.org/10.1371/journal.pone.0284615
7. **Nana Yaw Oppong**, Moses Segbenya (2023). Inter-sector managerial skills requirements in Ghana: Group interactive brainstorming approach. *Social Sciences & Humanities Open*. https://doi.org/10.1016/j.ssaho.2023.100594
8. **Nana Yaw Oppong** (2023). The seven myths of global talent management: A reflection. *Social Sciences &*

Humanities Open. https://doi.org/10.1016/j.ssaho.2023.100633

9. **Nana Yaw Oppong**, Rebecca Winnifred Agyemang (2022). Awareness and promotion of green human resource management practices in the University of Cape Coast, Ghana. *International Journal of Society Systems Science*. https://doi.org/10.1504/ijsss.2022.128102
10. Moses Segbenya, **Nana Yaw Oppong**, Isaac Eliot Nyieku (2022). Elements of Working Conditions and Retention of Course Tutors in Distance Education in Ghana. *Journal of Business and Enterprise Development (JOBED)*. https://doi.org/10.47963/jobed.v10i.888
11. **Nana Yaw Oppong** (2022). Employment generation in Ghana by Ghanaians: role of culture. *MENA J of Cross-Cultural Management*. https://doi.org/10.1504/mjccm.2022.124380
12. Magdalene Bartrop-Sackey, Augustine O. Boakye, Patricia Muah, **Nana Y. Oppong** (2022). Exploring the talent retention strategies of Cape Coast Technical University in Ghana. *SA Journal of Human Resource Management*. https://doi.org/10.4102/sajhrm.v20i0.1865
13. Nicodemus Osei Owusu, Irene Combey, **Nana Yaw Oppong** (2022). Generational Cohort and Work-Life Balance Policies Preference Among University Senior Teaching Staff in Ghana: Does Gender Matter? *European Scientific Journal ESJ*. https://doi.org/10.19044/esj.2022.v18n10p79
14. **Nana Yaw Oppong** (2022). Privatisation Policy and the Ghanaian Gold Mining Industry. *Africa Review*. https://doi.org/10.1163/09744061-tat00012
15. **NY Oppong** (2022). Retention of health professionals in the upper west region of Ghana: Application of partial least square structural equation modelling. *Journal of African Business*.
16. Moses Segbenya, Sally Abena Baafi-Frimpong, **Nana Yaw Oppong** (2021). Effect of COVID-19 on acquisition of employable skills among national service personnel in Ghana. *Journal of Work-Applied Management*. https://doi.org/10.1108/jwam-12-2020-0058
17. Rotimi A. Gbadeyan, **Nana Y. Oppong**, Stephen Oduro (2021). Effects of Socio-Economic Factors on Entrepreneurship Activities in Cape Coast, Ghana. *Journal of Entrepreneurship and Business*. https://doi.org/10.17687/jeb.v5i1.72
18. Rita Darko, **Nana Yaw Oppong**, Abigail Opoku Mensah (2021). Health and Safety Practices and Work Attendance in a Ghanaian Health Service. *Journal of Business and Enterprise Development (JOBED)*. https://doi.org/10.47963/jobed.v9i.177
19. Moses Segbenya, **Nana Yaw Oppong**, Sally Abena Baafi-Frimpong (2021). The role of national service in enhancing employability skills of tertiary graduates in Ghana: a case of national service personnel in the Central Region. *Higher Education Skills and Work-based Learning*. https://doi.org/10.1108/heswbl-07-2020-0162
20. Rita Darko, **Nana Yaw Oppong**, Abigail Opoku Mensah (2020). Health and Safety Practices and Work Attendance in a Ghanaian Health Service. *Journal of Business and Enterprise Development (JOBED)*. https://doi.org/10.47963/jobed.2020.03
21. Samuel Sekyi, Dina Asiedu, **Nana Yaw Oppong** (2020). Retention of Health Professionals in the Upper West Region of Ghana: Application of Partial Least Square Structural Equation Modelling. *Journal of African Business*. https://doi.org/10.1080/15228916.2020.1773609
22. Nicodemus Osei OWUSU, Agnes Tweneboah MENSAH, **Nana Yaw OPPONG** (2019). Multi-level and Multi-Actor Governance of National Health Insurance Scheme in Ghana: An exploration of the perceived challenges in the Bosumtwi District. *Journal of Governance and Public Policy*. https://doi.org/10.18196/jgpp.61107
23. **Nana Yaw Oppong** (2018). Human resource management transfer challenges within multinational firms. *Management Research Review*. https://doi.org/10.1108/mrr-02-2017-0038
24. **Nana Oppong**, Nancy Oduro-Asabere (2018). Identification of Individuals for Directorship Roles: Evaluation of a University's Succession Management. *The Qualitative Report*. https://doi.org/10.46743/2160-3715/2018.2870
25. **Nana Yaw Oppong** (2017). Effects of socio-economic factors on entrepreneurship activities in Cape Coast, Ghana. *Journal of Entrepreneurship and Business*.

26. **Nana Yaw Oppong** (2017). Evaluation of a management development programme: a critical discourse analysis. *Qualitative Research in Organizations and Management An International Journal*. https://doi.org/10.1108/qrom-05-2016-1381

27. **Nana Yaw Oppong** (2017). Exploring the importance of human resource activities-strategies alignments: Interactive brainstorming groups approach. *Cogent Business & Management*. https://doi.org/10.1080/23311975.2016.1273081

28. **Nana Yaw Oppong** (2017). Still the Dark Continent? Towards contextual methodological approaches to management development research in foreign multinational firms in Africa. *International Journal of Cross Cultural Management*. https://doi.org/10.1177/1470595817706384

29. **Nana Yaw Oppong**, Nancy Oduro Asabere, Nicodemus Osei Owusu (2016). Approaches to succession management of non-academic leaders in higher educational institutions: evidence from the University of Cape Coast, Ghana. *EuroMed J of Management*. https://doi.org/10.1504/emjm.2016.082729

30. **Nana Yaw Oppong**, Jeff Gold (2016). Developing local managers in the Ghanaian mining industry: an indigenous talent model. *Journal of Management Development*. https://doi.org/10.1108/jmd-02-2015-0011

31. **Nana Yaw Oppong**, Charity Barbara Tetteh, Ahmed Muhammed Musa (2016). Interplay of personal characteristics antecedents and organisational antecedents in driving employee commitment. *EuroMed J of Management*. https://doi.org/10.1504/emjm.2016.078852

32. **Nana Yaw Oppong** (2015). Localization of management in multinational enterprises in developing countries: a case study of policy and practice. *International Journal of Training and Development*. https://doi.org/10.1111/ijtd.12058

33. **Nana Yaw Oppong** (2014). Call centre outsourcing: Comparative assessment of Ghana's readiness as a provider. *European Journal of Business and Management*. https://www.academia.edu/download/91618553/7456.pdf

34. **Nana Yaw Oppong** (2014). Employee commitment: nature, antecedents and outcomes. *International Journal of Management Sciences*. https://www.researchgate.net/profile/Nana-Oppong/publication/311535609_Employee_Commitment_Nature_Antecedents_and_Outcomes/links/584ae4cf08aed95c24f8ad11/Employee-Commitment-Nature-Antecedents-and-Outcomes.pdf

35. **Nana Yaw Oppong** (2014). Failure of structural adjustment programmes in Sub-Saharan Africa: Policy design or policy implementation? *Journal of Empirical Economics*. https://www.researchgate.net/profile/Nana-Oppong/publication/311536117_Failure_of_Structural_Adjustment_Programmes_in_Sub-Saharan_Africa_Policy_Design_or_Policy_Implementation/links/62b361f9d49f803365b183c0/Failure-of-Structural-Adjustment-Programmes-in-Sub-Saharan-Africa-Policy-Design-or-Policy-Implementation.pdf

36. **Nana Oppong** (2013). Construction and application of conceptual framework as research tool: a researcher's reflections. *Research on humanities and social sciences*. https://www.academia.edu/download/80529465/7411.pdf

37. **Nana Yaw Oppong** (2013). Dilemma theory and path to cross-cultural HRM synergy within multinational firms. *International Affairs and Global Strategy*. https://www.researchgate.net/profile/Nana-Oppong/publication/311535928_Dilemma_Theory_and_Path_to_Cross-Cultural_HRM_Synergy_within_Multinational_Firms/links/584ae93108aed95c24f9073b/Dilemma-Theory-and-Path-to-Cross-Cultural-HRM-Synergy-within-Multinational-Firms.pdf

38. **Nana Yaw Oppong** (2013). National Managerial Talent Development in Ghanaian Gold Mining Industry: Comparing Western and Indigenous Approaches. *Journals & Books Hosting (International Knowledge Sharing Platform)*.

39. **NY Oppong** (2013). Talent management in the Ghanaian gold mining industry: a critical exploration. *Universal Journal of Management and Social Sciences*. https://scholar.google.com/scholar?cluster=13644807972107012 64&hl=en&oi=scholarr

40. **Nana Yaw Oppong** (2013). Talent management: A bundle of hurdles. *Public Policy and Administrative Research*. https://www.academia.edu/download/91618451/7336.pdf

41. **Nana Yaw Oppong** (2013). The good and the bad of structural adjustment programme in Africa: Evidence

from Ghanaian gold mining industry. *International Journal of Business and Behavioral Science*. https://www.researchgate.net/profile/Nana-Oppong/publication/308304359_The_Good_and_the_Bad_of_Structural_Adjustment_Programme_in_Africa_Evidence_from_Ghanaian_Gold_Mining_Industry/links/57dfee8008ae1dcfea866b30/The-Good-and-the-Bad-of-Structural-Adjustment-Programme-in-Africa-Evidence-from-Ghanaian-Gold-Mining-Industry.pdf

42. **Nana Yaw Oppong** (2013). Towards African work orientations: Guide from Hofstede's cultural dimensions. *European Journal of Business and Management*. https://www.academia.edu/download/31805967/Towards_African_Work_Orientations-Guide_from_Hofstedes_Cultural_Dimensions.pdf

43. **Nana Yaw Oppong** (2013). Voluntary employee turnover phenomenon in Newmont Ghana Gold Limited: Is Hay pay system the force behind employee exit decisions. *Business and Enterprise Development*. https://www.researchgate.net/profile/Nana-Oppong/publication/311535830_Voluntary_employee_turnover_phenomenon_in_Newmont_Ghana_Gold_Limited_Is_Hay_pay_system_the_force_behind_employee_exit_decisions/links/584ae68b08ae4bc89928bd3b/Voluntary-employee-turnover-phenomenon-in-Newmont-Ghana-Gold-Limited-Is-Hay-pay-system-the-force-behind-employee-exit-decisions.pdf

44. **NY Oppong** (2013). Voluntary employee turnover phenomenon in Newmont Ghana Gold Limited: Is Hay pay system the force behind exit decisions. *Journal of Business and Enterprise Development*. https://scholar.google.com/scholar?cluster=8631681344605403 58&hl=en&oi=scholarr

Book chapters 3

1. **Nana Yaw Oppong** (2017). Mastering Talent Management. *Advances in human resources management and organizational development book series*. https://doi.org/10.4018/978-1-5225-1961-4.ch003

2. **Nana Yaw Oppong** (2017). Mastering talent management: The uncertainties, lack of clarity and misunderstandings. *Effective Talent Management Strategies for Organizational Success*. https://www.igi-global.com/chapter/mastering-talent-management/176318

3. **Nana Yaw Oppong** (2016). National managerial talent development in the Ghanaian mining industry: comparative assessment of Western and indigenous approaches. *Development Management*. https://doi.org/10.4324/9781315627564-10

Theses 3

1. **N Oppong** (2025). Impact of leadership styles on career adaptability among employees in small and medium scale enterprises in Ghana. *University of Education, Winneba*. https://ir.uew.edu.gh/handle/123456789/5331

2. **Nana Yaw Oppong** (2021). Projecting two women set designers in Ghana, their philosophies and style. *University of Education Winneba*. https://ir.uew.edu.gh/handle/123456789/2272

3. **Nana Yaw Oppong** (2012). Multinational companies and national managerial talent development in Ghanaian gold mining industry. *Leeds Metropolitan University*. https://scholar.google.com/scholar?cluster=2148032296228057326&hl=en&oi=scholarr