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RESEARCH

Interests	Work-Life Balance · Employee Retention · Training and Development
Areas	Organizational Behavior and Human Resource Management · Sociology and Political Science · Accounting · Marketing · Social Psychology · Applied Psychology

RESEARCH SUMMARY

28	464	9	9	1.90	25%
Publications	Citations	h-index	i10-index	Field-weighted impact	World top 10%

Counted from the 28 publications listed below, 2013–2026. Field-weighted impact is the mean over the 20 works scored for it; 1.00 is the world average for works of the same field, type and year. 5 of the 20 papers scored for it are among the world's most cited tenth for their field, type and year.

PUBLICATIONS

Journal articles 24

1. **R Dei Mensah**, JM Annan, RPK Andoh (2026). Human resource records management culture and privacy control in Ghana: the roles of employee experience and top management commitment. *Global Knowledge*.
2. 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
3. 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
4. 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
5. **Rebecca Dei Mensah**, Raphael Papa Kweku Andoh, Dorothy Amfo-Antiri, Emmanuel Essandoh, Stephen Tetteh (2024). Employee trainers' self-efficacy and performance: the mediating role of trainer preparation. *European journal of training and development*. https://doi.org/10.1108/ejtd-04-2024-0056
6. **Rebecca Dei Mensah**, Stephen Tetteh, Jacinta Martina Annan, Raphael Papa Kweku Andoh, Elijah Osafo Amoako (2024). Human resource records management culture and privacy control in Ghana: the roles of employee experience and top management commitment. *Global Knowledge, Memory and Communication*. https://doi.org/10.1108/gkmc-09-2023-0327
7. Emmanuel Essandoh, **Rebecca Dei Mensah**, Elizabeth Annan Prah, Isaac Tetteh Kwao, Evelyn Murson (2024). Improving adaptive performance of banking employees in Ghana through talent management practices: does self-efficacy matter. *International Journal of Work Innovation*. https://doi.org/10.1504/ijwi.2024.139440
8. **Rebecca Dei Mensah**, Richard kofi Boateng, Raphael Kwesi Papa Andoh (2024). Job Resources, Employee Engagement, and Innovative Work Behaviour of Bank Employees: Does Sex Matter? *Golden Ratio of*

Human Resource Management. https://doi.org/10.52970/grhrm.v5i1.419

9. Stephen Tetteh, **Rebecca Dei Mensah**, Christian Narh Opata, Claudia Nyarko Mensah (2023). Ethical leadership and employee creativity among engineering employees: evidence from a developing economy. *Benchmarking An International Journal*. https://doi.org/10.1108/bij-05-2021-0266
10. Isaac Tetteh Kwao, Elizabeth Annan Prah, **Rebecca Dei Mensah**, Emmanuel Essandoh, Evelyn Murson (2023). Improving adaptive performance of banking employees in Ghana through talent management practices: does self-efficacy matter. *International Journal of Work Innovation*. https://doi.org/10.1504/ijwi.2023.10059424
11. Raphael Papa Kweku Andoh, **Rebecca Dei Mensah**, Stephen Tetteh, Georgina Nyantakyiwaa Boampong, Kofi Adom-Nyankey, Bernice Asare (2023). Influence of employees' perceptions of the uses and security of human resource records on employees' attitude toward human resource records. *Records Management Journal*. https://doi.org/10.1108/rmj-12-2021-0043
12. Raphael Papa Kweku Andoh, **Rebecca Dei Mensah**, Emmanuel Essandoh (2023). Self-efficacy of employee trainers: Do differences in background characteristics matter? *Cogent Business & Management*. https://doi.org/10.1080/23311975.2023.2249924
13. Innocent Senyo Kwasi Acquah, Kassimu Issau, **Rebecca Dei Mensah**, Francis Vanderpuye (2023). When stakeholder orientations matter: Modelling employee orientation, shareholder orientation and supply chain orientation as necessary and sufficient conditions for firm performance. *Heliyon*. https://doi.org/10.1016/j.heliyon.2023.e20359
14. Eric Adom Asante, Frederick Oduro, Barbara Danquah, **Rebecca Dei Mensah**, Kwasi Dartey-Baah, Emmanuel Affum-Osei (2022). From being sacked to being unwell: A conservation of resources view on the effects of psychological contract violation on layoff victims' wellbeing. *Human Resource Management Journal*. https://doi.org/10.1111/1748-8583.12442
15. Stephen Tetteh, **Rebecca Dei Mensah**, Christian Narh Opata, Gloria Nana Yaa Asirifua Agyapong (2021). Beyond monetary motivation: the moderation of Hofstede's cultural dimensions. *International Journal of Productivity and Performance Management*. https://doi.org/10.1108/ijppm-09-2020-0469
16. Dominic Owusu, Ishmael K. Mensah, Edem K. Amenumey, **Rebecca Dei Mensah** (2021). Effect of Strategic Orientation on Performance of Star-Rated Hotels in Ghana. *Journal of Business and Enterprise Development (JOBED)*. https://doi.org/10.47963/jobed.v8i0.121
17. Augustine Osei Boakye, **Rebecca Dei Mensah**, Magdalene Bartrop-Sackey, Patricia Muah (2021). Juggling between work, studies and motherhood: The role of social support systems for the attainment of work–life balance. *SA Journal of Human Resource Management*. https://doi.org/10.4102/sajhrm.v19i0.1546
18. Stephen Tetteh, **Rebecca Dei Mensah**, Christian Narh Opata, Claudia Nyarko Mensah (2021). Service employees' workplace fun and turnover intention: the influence of psychological capital and work engagement. *Management Research Review*. https://doi.org/10.1108/mrr-12-2020-0768
19. **REBECCA DEI MENSAH** (2019). 4. Owusu, D. (2019). Effect of corporate culture on organisational performance of star-rated hotels in Ghana. *African Journal of Hospitality and Tourism Management*.
20. Dominic Owusu, Ishmael K. Mensah, Edem K. Amenumey, **Rebecca Dei Mensah** (2019). Effect of Strategic Orientation on Performance of Star-Rated Hotels in Ghana. *Journal of Business and Enterprise Development (JOBED)*. https://doi.org/10.47963/jobed.2019.05
21. **Rebecca Dei Mensah**, D Owusu (2019). Effect of job satisfaction on turnover intention of hotel employees in the Western North Region of Ghana. *THE CHINA-AFRICA URBAN DEVELOPMENT FORUM (CAUDF) UNIVERSITY OF CAPE COAST, CAPE COAST, GHANA 3RD–4TH OCTOBER, 2019*. https://www.researchgate.net/profile/Thomas-Ojo-3/publication/343065756_FINALCAUDF_2020_July_2020/links/5f157cb9299bf1e548c66d44/FINALCAUDF-2020-July-2020.pdf#page=10
22. Ishmael Mensah, **Mensah, Rebecca Dei** (2018). Effects Of Service Quality And Customer Satisfaction On Repurchase Intention In Restaurants On University Of Cape Coast Campus. *Social Science Open Access Repository (GESIS – Leibniz Institute for the Social Sciences)*. https://doi.org/10.5281/zenodo.1247542
23. Ishmael Mensah, **Rebecca Dei Mensah** (2013). I ter atio al Tourists' E viro e tal Attitude towards Hotels in Accra. *International Journal of Academic Research in Business and Social Sciences*. https://

www.academia.edu/download/32719407/International_Tourists_Environmental_Attitude_towards_Hotels_in_Accra.pdf

24. Ishmael Mensah, **R Dei Mensah** (2013). INTERNATIONAL TOURISTS'ENVIRONMENTAL ATTITUDE TOWARDS HOTELS IN ACCRA. *tourismos*. https://tourismosjournal.aegean.gr/article/view/353

Book chapters 2

1. D Owusu, **Rebecca Dei Mensah**, IK Anim, BO Antwi (2024). Entrepreneurship education, entrepreneurial intentions and capacity among undergraduate students of the University of Cape Coast. *Entrepreneurship and Enterprise Development in Africa*. https://www.elgaronline.com/edcollchap/book/9781803925417/book-part-9781803925417-24.xml
2. Dominic Owusu, Micheal Shant Osei, F. O. Boachie-Mensah, Alfred Ghartey, **Rebecca Dei Mensah** (2023). Unveiling the Impact of Green Marketing Tools on the Consumer Purchasing Behavior of Cosmetic Products. *Advances in marketing, customer relationship management, and e-services book series*. https://doi.org/10.4018/978-1-6684-8140-0.ch008

Reports 2

1. Ishmael Mensah, **Mensah, Rebecca Dei** (2018). Effects Of Service Quality And Customer Satisfaction On Repurchase Intention In Restaurants On University Of Cape Coast Campus. *Munich Personal RePEc Archive (Ludwig Maximilian University of Munich)*. https://doi.org/10.5281/zenodo.1247541
2. Ishmael Mensah, **R Dei Mensah** (2013). Management of tourism and hospitality services. *Xlibris Corporation*. https://www.academia.edu/download/48343813/Management_of_Tourism_and_Hospitality_Se20160826-7465-bz6xbo.pdf