Dr. Isaac Tetteh Kwao

Lecturer · Human Resource Management
University of Cape Coast

ORCID 0000-0003-0364-9617 · Google Scholar scholar.google.com/citations?user=VCgax3gAAAAJ&hl=en · Profile scholar.ucc.edu.gh/staff/fa1bb459-995e-4921-8c57-a9a1a66b8780

RESEARCH

Interests	Career Management · Performance management · Compensation management · Organisational psychology
Areas	Organizational Behavior and Human Resource Management · Education · Social Psychology · Accounting · Demography · Human Factors and Ergonomics

RESEARCH SUMMARY

13	24	2	1	0.71	17%
Publications	Citations	h-index	i10-index	Field-weighted impact	World top 10%

Counted from the 13 publications listed below, 2021–2026. Field-weighted impact is the mean over the 12 works scored for it; 1.00 is the world average for works of the same field, type and year. 2 of the 12 papers scored for it are among the world's most cited tenth for their field, type and year.

POSITIONS

lecturing 2009–present
Dept of HRM, University of Cape Coast, Cape Coast, Ghana

PUBLICATIONS

Journal articles 12

1. Dorothy Amfo-Antiri, **Isaac Tetteh Kwao**, Kassimu Issau, Emmanuel Essandoh, Emmanuel Agyenim Boateng, Esther Bema Nimo (2026). Psychosocial career preoccupation and organisational commitment at higher educational institutions in Ghana: The role of workplace friendship. *PLoS ONE*. https://doi.org/10.1371/journal.pone.0340460
2. **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
3. Emmanuel Agyenim Boateng, Moses Ahomka Yeboah, Abraham Ansong, **Isaac Tetteh Kwao** (2025). Spiritual leadership and adaptive performance among health workers: the roles of optimism and trust. *International Journal of Health Care Quality Assurance*. https://doi.org/10.1108/ijhcqa-07-2025-0090
4. 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
5. 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
6. Nadia Ferreira, **Isaac T. Kwao**, Ingrid L. Potgieter (2024). Psychological career pre-occupation and social connectedness in Ghanaian education staff's career management. *South African Journal of Business*

Management. https://doi.org/10.4102/sajbm.v55i1.4353

7. Emmanuel Essandoh, **Isaac Tetteh Kwao**, Doris Akalachiba Asandem, Emmanuel Agyenim Boateng, Barbara Arthur (2023). Career Progression of Women: Does Work-life Balance Matter? *European Scientific Journal ESJ*. https://doi.org/10.19044/esj.2023.v19n17p106
8. 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
9. **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
10. Emmanuel Essandoh, Salomey Ofori Appiah, **Isaac Tetteh Kwao**, Dorothy Amfo-Antiri (2023). Work-Family Conflict and Career Satisfaction of Employees in The Banking Industry of Ghana: The Role of Spiritual Intelligence. *Golden Ratio of Human Resource Management*. https://doi.org/10.52970/grhrm.v3i1.286
11. **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
12. **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

Theses 1

1. **Isaac Tetteh Kwao** (2023). Constructing a profile for proactive career self-management in public higher education institutions in Ghana. *PQDT-Global*. https://search.proquest.com/openview/f41a2eafc577dc794add23f4dbb804f9/1?pq-origsite=gscholar&cbl=2026366&diss=y