

JOY ALTASOM GWEMS
NIGERIAN COLLEGE OF AVIATION TECHNOLOGY
PMB 1031
ZARIA, KADUNA STATE.
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PERSONAL BIO DATA

DATE OF BIRTH: - 1980
SEX: Female
MARITAL STATUS: Married
HOME TOWN: Sangere
LOCAL GOVERNMENT AREA: Michika
STATE OF ORIGIN: Adamawa
NATIONALITY: Nigerian
INTERNATIONAL LANGUAGES SPOKEN: English, Hausa

EDUCATIONAL QUALIFICATIONS WITH DATES

PhD in Business Administration _____ 2023
PGD in Aviation Management _____ 2023
PGD in Education _____ 2019
MSc. in Management _____ 2011
BSc. in management _____ 2005
National Diploma in Business Administration and Management ____ 2001
WAEC _____ 1998
First School Leaving Certificate _____ 1991

INSTITUTIONS ATTENDED WITH DATES

Nasarawa State University _____ 2023
Keffi
Nasarawa State

Nigerian College of Aviation Technology _____ 2023
Zaria
Kaduna State

Ahmadu Bello University _____ 2020
Zaria
Kaduna State

Bayero University _____ 2011
Kano
Kano State

Federal University of Technology _____ 2005
Yola
Adamawa State

Federal Polytechnic _____ 2001
Mubi

Adamawa State

Federal Government Girls' College Yola _____ 1997
Yola
Adamawa State

Government Day Secondary School _____ 1998
Yola Town
Adamawa State

Command Children School _____ 1991
Yola
Adamawa State

WORK EXPERIENCE

- i. INSTRUCTOR** _____ 2021 – Date
Nigerian College of Aviation Technology
Zaria
Kaduna State
- ii. SENIOR ADMIN OFFICER** _____ 2019 – 2021
National Research Institute for Chemical Technology
Zaria/
Kaduna State
- iii. LECTURER II** _____ 2017- 2019
Bingham University
Karu
Nassarawa State
- iv. ASSISTANT LECTURER** _____ 2014 – 2017
Bingham University
Karu
Nassarawa State
- v. TEACHER** _____ 2009 - 2012
Supreme Int'l College
Kano
Kano State
- vi. NYSC** _____ 2006 - 2007
Government Commercial College
Makarfi
Kaduna State
- vii. ADMIN OFFICER** _____ 2005 - 2006
NIFES Yola Zonal Office
Yola
Adamawa State

TEACHING EXPERIENCE WITH DATES AND LIST OF COURSES TAUGHT

- i. **Secondary School Teaching** 2009-2012
Commerce
Christian Religious Knowledge.

- ii. **University Undergraduate Teaching** 2014- 2019
MAN 104 Introduction to Management
ECO 108 Introduction to Management
MKT 202 Marketing Management
MAN 301 Management Theory
BUS 303 Human Resource Management
BUS 304 Organisational Behaviour
EPS 311 Entrepreneurship

- iii. **College of Aviation Teaching** 2021-
date
AMS 303 Human Resource Management
AVM 618 Human Resource Management
MGT Management Practice
AMS 304 Aviation Labour Relations Management

ROUTINE ADMINISTRATIVE DUTIES

400L Coordinator	2014/2015
300L Coordinator	2015
Departmental Admission Screening Panel	2015
Departmental Assistant Exam Officer	2016
Departmental Journal Committee Member	2017
Departmental Hand book Committee Member	2017
Assistant Course coordinator (LAAC)	2022
Course coordinator (SMS)	2022
Course coordinator (HF16)	2022
Course coordinator (HND)	2023
Course coordinator (PGDAM)	2023- date
Course coordinator (HF 19)	2023
Course Coordinator (BAPOM)	2023
Welfare Committee (Secretary)	2022-date
HNDAM Course Coordinator	2023
Departmental Admission Screening Committee (Member)	2023-date
National Diploma Start-up Committee (Secretary)	2024
AABI Postgraduate Diploma Accreditation Committee	2024

PROFESSIONAL QUALIFICATION

Proficiency Certificate in Management	2007
Graduate Member Nigeria Institute of Management	2017
Indoctrination Training (Initial)	2021
Training Instructors Course (TPP/TIC1)	2021
Training Instructors Course (TIC)	2021
Basic Aviation Planning, Operations and Management	2022
Advanced Aviation Planning, Operations and Management	2022

Human Factors in Aviation 2023
Executive Diploma in International Human Resource Management 2023
Introduction to Digital Literacy for TVET Teachers 2024

COMMUNITY SERVICE

State Action Committee on Aids, Adamawa State, NIFES Yola 2005 -2006

Nigerian Women against violence (member) Abuja chapter 2014-2017

RESEARCH WORK/EXPERIENCE

Being a research work for the award of PhD. Business Administration:
Effect of Participatory Management on Employee Performance of Manufacturing Companies in Kaduna Metropolis. 2023

Being a research work for the award of Postgraduate Diploma in Aviation Management (PGDAM): **Effect of Safety Management Practices on Employee Safety Performance of Nigerian Domestic Airlines in Nnamdi Azikiwe International Airport, Abuja. 2023**

Being a research work for the award of Postgraduate Diploma in Education (PGDE): **Teacher Training Programs and Teacher Effectiveness in Primary Schools in Sabon Gari Local Government of Kaduna State. 2019**

Being a research work for the award of M.Sc. Management: **The level of Women Participation in Trade Unionism in Kano State. 2011**

Being a research work for the award of B.Sc. Management: **Marketing Research; An Essential Tool for Success in a Firm (A case of NAGGE product, Yola). 2005**

Being a research work for the award of Diploma in Business Administration and Management: **A Comparative Study of Old and New Generation Banks (A case of Diamond Bank Plc. and Afribank, Mubi). 2001**

PUBLICATIONS

Julius Tumba Ndaghu, **Joy A.M. Gwems**, Helavalada Wajiga, Mary Vasumu Augustine: Shapero's Model: A Veritable Tool for Explaining Entrepreneurial Intentions and Attitudes among Management Technology Students in Mautech Yola, Adamawa State, Nigeria. International Journal of Business and Management Invention. ISSN (Online) 2319-8028 (print): 2319-80IX. www.ijbmi.org/ Volume 5 Issue 12// December. 2016// PP 19-26.

Gwems A.M. Joy, Julius Tumba Ndaghu: Human Resource Management and Performance in Organisations: A Theoretical Proposition. Faculty of Administration, Nasarawa State University, Keffi, Conference Proceedings of the 6th National Conference, December, 2016. PP 186-196

Helavalada Wajiga, Julius Tumba Ndaghu, **Joy A.M. Gwems:** Transformational Leadership and Employee Well-Being: A Catalyst for New Organisational Model. Bingham University Journal of Accounting and Business, Volume 1 Number 2, April 2017. PP 139-146.

Mwanse Hannatu .P., Tony Wuyep, **Joy Gwems:** Strengthening Employer and Employee Relationship in Organisations: A Study of Bingham University. International Journal of Accounting, Finance and Information System(IJAFIS) in conjunction with Association of Chattered System Accountants (ACSA) USA. Volume 1 Number 1, August 2017. PP 111-123

Gwems A.M. Joy, Mwanse Hannatu .P, Julius Tumba Ndaghu: Entrepreneurship Education in an Emerging Economy: Evidence from Bingham University Karu. Bingham University Journal of Accounting and Business, Volume 1 Number 3, January 2018. PP 92-103

Julius Tumba Ndaghu, Mary Vasumu Augustine, **Joy A.M. Gwems,** Gbenga .F. Babarinde :Assessing the Impact of Creativity and Innovation in the Development of Entrepreneurship among Graduates of management Technology Department Modibbo Adama University of Technology Yola, Adamawa State. MAUTECH International Journal of Management and Entrepreneurship. Volume 1, no. 2. 2019. Pp 13-20.

Joy Altasom Gwems, Dr. Abdul Adamu, Julius Tumba Ndaghu: Participative Goal Setting and Employees' Performance in Selected Companies in Kaduna, Nigeria. International Journal of Accounting Business and Entrepreneurship. Vol. 2 No. 1 June, 2022. Pp 59-70.

Gwems Altasom Joy, Dr. R. A. Andah, Udoh Francis Sylvanus: Participatory Problem Solving and Employee Performance in selected Manufacturing Companies in Kaduna Metropolis, Nigeria. Journal of Management and Research Development (JMRD) Volume 8, Number 2. June 2023. Pp 193-199

Joy A.M Gwems: The Impact of Motivation on Employee Performance (A Case of Federal Civil Commission). (In Print)

CONFERENCES/SEMINARS/WORKSHOPS ATTENDED

Advanced Digital Appreciation Program for tertiary Institutions (ADAPTI) 2016

Inaugural Faculty Seminar on Capacity Building for Academic Staff Members. Bingham University, Karu, Nasarawa State. November, 2016.

6th National Conference on Managing National Economy in Transition. Nasarawa State University, Keffi. December, 2016

Workshop on Public Service Rules, Regulations and Procedures. Centre for Management Development, Abuja. November, 2022.

PAPER PRESENTED AT CONFERENCE

Human Resource Management and Performance in Organisations: A Theoretical Proposition

PERSONAL SKILLS

- i. Good communication skills
- ii. Ability to work without supervision
- iii. Computer literate
- iv. Ability to work under pressure
- v. Good at balancing work and study commitment
- vi. Good at achieving results

ACHIEVEMENT

Best Graduating Student ___ 2005
School of Management and Information Technology
Department of Management
Federal University of Technology
Yola
Adamawa State

HOBBIES

Reading, Meeting People and Making Friends

REFREES

1. BARR. O. E. B. OFFIONG

O.E.B. Offiong and Co.
Pent House, 1 patience Offiong Street
Katempe
Abuja
08037874811

2. DR. ABDUL ADAMU

Department of Business Administration
Nasarawa State University, Keffi
Nassarawa State
08064851648

3. DR. KOLE UHUEGHO

Aircraft Maintenance Engineering School
Nigerian College of Aviation Technology, Zaria
Kaduna State
08036700930