

## CURRICULUM VITAE

- I) a. Name: Professor KESTER, Kehinde Oluwaseun  
b. Date of Birth: 27 October, 1967  
c. Department: Adult Education  
d. Faculty: Education  
e. Language Spoken: English and Yoruba
- II) a. First Academic Appointment: Assistant Lecturer: 21 February, 2001  
b. Present post (with date): Professor: 1, October, 2015
- III) University Education (with dates):
1. University of Ibadan, Ibadan - 1988 – 1992
  2. University of Ibadan, Ibadan - 1993 – 1995
  3. University of Ibadan, Ibadan - 1996 – 2002
- IV) Academic Qualification (with dates and granting bodies):
1. B.Ed University of Ibadan, Ibadan - 1992
  2. M.Ed University of Ibadan, Ibadan - 1995
  3. Ph.D University of Ibadan, Ibadan - 2002
- V) Professional Qualifications and Diplomas (with dates): B.Ed. (Hons)
- VI) Scholarships, Fellowships and Prizes (with date) in respect of Undergraduate and Postgraduate work only: Nil
- VII) Honours, Distinctions and Membership of Learned Societies:
1. Member, Nigerian Academy of Education
  2. Member, Nigerian National Council for Adult Education
  3. Member, Nigerian Industrial Relations Association
- VIII) Details of Teaching Experience at the University Level:
1. Assistant Lecturer: 21 February, 2001 - 10 June, 2002
  2. Lecturer II: 10 June, 2002 - 1 October, 2005
  3. Lecturer I: 1 October, 2005 - 1 October, 2008
  4. Senior Lecturer: 1 October, 2008 – 1 October, 2012
  5. Associate Professor: 1 October, 2012 – 1 October, 2015
  6. Professor: 1 October, 2015 – To date
- A. University Administrative Responsibilities
- i. Departmental B.Ed Coordinator - 2002 - 2003

ii.	Departmental Deputy Diploma Coordinator	-	2002 - 2003
iii.	Departmental M.Ed Coordinator	-	2003 – 2005
iv.	Sub-Dean (Undergraduate) Faculty of Education-		2005 – 2007
v.	Member, University Undergraduate Admission Committee	-	2006-2009
vi.	Member, University Senate	-	2005 – 2010;
vii.			2015 - To date
viii.	Member, University Senate Street Naming Committee	-	2007 – 2010
ix.	Member, Faculty of Education Examination Monitoring Committee	-	2005 – 2010;
x.			2013 – 2015
xi.	Assistant Hall Warden, Nnamdi Azikwe Hall	-	2009 – 2014
xii.	Departmental PhD Coordinator	-	2009 – 2013
xiii.	Staff Adviser, National Association of Oyo State Students, U.I Chapter	-	2009 – 2013
xiv.	Staff Adviser, Nigerian Universities Education Students' Association, (NUESA) U.I Chapter-		2006 – 2007
xv.	Staff Adviser, Nigerian Association of Adult Education Students, U.I Chapter	-	2008 – 2011
xvi.	Sub-Dean (Postgraduate) Faculty of Education	-	2013 – 2015
xvii.	Member, Faculty Affiliation Committee between the Faculty of Education, U.I and its Affiliates	-	2011 – 2015
xviii.	Sub-Dean (Arts and Humanities) Postgraduate School	-	2016- 2018
Xix	Chairman, Postgraduate School Curriculum Committee	-	2016- 2018
Xx	Chairman, Postgraduate School Business Committee	-	2016- 2018

**B. Community Services**

(i) Chief Returning Officer Ido Local Government, Oyo State, 2009 Oyo State Local Government Election.

(ii) External Examiner to:

- Adekunle Ajasin University, Ondo State
- Obafemi Awolowo University, Ile-Ife, Osun State
- University of Ilorin, Ilorin, Kwara State
- Elisade University, Ilara-Mokin, Ondo State
- Tai Solarin University of Education, Ijebu Ode

(iii) Consultant to:

- National Commission for Mass Education, Abuja (NMEC)
- UNICEF/Ekiti State Agency for Adult Education

- Friedrich-Ebert Stiftung (FES) – Nigeria Office/Nigerian Labour Congress (NLC)

C. Projects Supervision

Undergraduate projects supervised to date: 53

M.Ed projects supervised to date: 70

Ph.D Supervision

Completed: 21

1. Name: Muili Folaranmi OLAJIDE (2009)  
Title: Influence of Organisational Climate on Workers' Performance in Selected Industries in Oyo and Lagos State, Nigeria.  
(Effective date of award: March, 2009)
2. Name: Comfort Moradeke AMIRE (2009)  
Title: Assessments of the Capacity Building Programmes of Public Service Staff Development Centres in Lagos and Oyo States, Nigeria.  
(Effective date of award: December, 2009)
3. Name: Amudalat Adepeju ESAN (2010)  
Title: Predictors of Women's Participation in Organisational Decision Making in Selected Organisations in Lagos State, Nigeria.  
(Effective date of award: December, 2010)
4. Name: Idowu Adeniyi ODUNLAMI (2013)  
Title: Organisational Culture and Fund-Related Factors as Determinants of Qualitative Education Provision in Universities Owned by Religious Organisations in Southwestern Nigeria  
(Effective date of award: May, 2013)
5. Name: Olufunmilayo Bolaji OWOJUYIGBE (2013)  
Title: Availability, Allocation and Utilisation of Resources as Determinants of Organisational Performance of States' Agencies for Adult and Non-Formal Education in Southwestern, Nigeria  
(Effective date of award: May, 2013)
6. Name: Adenike Omowunmi FAGUNWA (2013)  
Title: Psycho- Social Factors as Predictors of Female Academic Staff Job Commitment in Universities in Southwestern,

- Nigeria  
(Effective date of award: June, 2013)
7. Name: Ajelere AJEWUMI (2014)  
Title: Programme Communication Strategies as Determinants of Citizen Participation on Community Development Project in South-West Nigeria  
(Effective date of award: August, 2014)
  8. Name: Isaac Olukunle OKE (2014)  
Title: Effects of Group-Based Extension Methods on Knowledge and Production of Vegetables among Dry Season Farmers in Southwestern Nigeria  
(Effective date of award: September, 2014)
  9. Name: Kehinde Olayiwola OGUNYINKA (2014)  
Title: Personality Traits, Gender and Organisational Factors as Correlates of Communication Styles among Management Staff in Public Organisations in Southwestern Nigeria  
(Effective date of award: 2014)
  10. Name: Margaret Bola ONI (2014)  
Title: Personal and Work-Related Factors as Predictors of Career Growth of Junior Academic Staff in Universities in Southwestern Nigeria  
(Effective date of award: 2014)
  11. Name: Victoria Folake IYANDA (2015)  
Title: Effects of Self-Concept and Emotional Intelligence Training on Occupational Stress of Public Secondary School Administrators in Southwestern, Nigeria  
(Effective date of award: 2015)
  12. Name: Anne Bose OLUFAYO (2015)  
Title: Parental and Environmental Factors as Determinants of Anti-social Behaviours among In-School Adolescents in Oyo and Ogun States, Nigeria  
(Effective date of award: 2015)
  13. Name: Mojirade Mary AYANTUNJI (2015)  
Title: Influence of Environmental, Personal and Caregiver Related Factors on Geriatric Abuse Among Yoruba People of Oyo State, Nigeria  
(Effective date of award: 2015)

14. Name: Florence Olufunmilayo AYOOLA (2016)  
Title: Effects of Two Activity-Based Instructional Methods on Knowledge and Attitude to Social Studies among Advanced-Level Adult Learners in Oyo State, Nigeria  
(Effective date of award: 2016)
15. Name: Adeola Bosede OGUNRIN (2016)  
Title: Influence of Home and School Values on the Culture of Peace among Undergraduates in Public Universities in Southwestern Nigeria  
(Effective date of award: 2016)
16. Name: Khadijah Suulola ADESOKAN (2016)  
Title: Group Dynamics Factors and Participation of Para-Military Officers' Wives in Community Development Programmes in Oyo and Ogun states, Nigeria  
(Effective date of award: 2016)
17. Name: Oluwakemi Ajike KOLADE (2016)  
Title: Effects of Team-Teaching and Blended-Learning Instructional Strategies on Health Promotion Competences of Student Nurses in Universities in Southwestern Nigeria  
(Effective date of award: 2016)
18. Name: Omobola Olubunmi OLORUNNISOLA (2016)  
Title: Effects of Assertiveness Training and Emotional Coaching on Self-Efficacy of Secondary School Students with Hearing Impairment in Ibadan, Oyo State, Nigeria  
(Effective date of award: 2016)
19. Name: Folasade Elizabeth OYEGBILE (2019)  
Title: Soft Skills Training and Service Delivery of Nigeria Union of Teachers' Cooperative Investment and Credit Union, Oyo State, Nigeria  
(Effective date of award: 2019)
20. Name: Oluwafikayomi Opeyemi BANJO (2019)  
Title: Motivational Enhancement Therapy and Cannabis Use among Undergraduates in Private Universities in Southwestern Nigeria  
(Effective date of award: 2019)

21. Name: Foluke Anike OWOSENI (2019)  
Title: Organisational and Supervision-Related Factors as Correlates of Occupational Health and Safety in the Nigerian Oil and Gas Industry  
(Effective date of award: 2019)

D. Dissertation and Thesis

1. Dimensions in the Application of Collective Bargaining for Wages Determination in Nigeria. Unpublished Ph.D Thesis; Department of Adult Education, University of Ibadan, Ibadan. 2002; 221 pages.

X. Publications:

(a) Books already published:

1. Kester, K. O.; (2006). *A Perspective on Wage Determination and Bargaining in Nigeria*. Ibadan: John Archers (Publishers) Ltd. ISBN: 978-35767-8-x.
2. Aderinoye, R. A. and **Kester, K. O.** (2019) (Eds) *Compendium of Adult Education Abstracts: 1979-2019*. Ibadan: Department of Adult Education, University of Ibadan, Ibadan. ISBN: 978-2860-89-1.
3. **Kester, K. O.**; Abu, P. B.; Abiona, I. A. and Oghenekhwo, J. E. (2020). (Eds). *Human and Social Development Investments: A festschrift for Professor Mathew Oladepo Akintayo*. Ibadan: RASMED Publishers for Department of Adult Education, University of Ibadan, Ibadan.
4. Ojokheta, K. O. and **Kester, K. O.** (2020).(Eds). *Education Reengineering in the New Normal World: A Festschrift for Professor Rashid Adewumi Aderinoye*. Ibadan: RASMED Publishers for Department of Adult Education, University of Ibadan, Ibadan.

(b) Chapters in Books already published

5. **Kester, K. O.**; Akinwande, J. A. and Gbenro, I. A. (2008). The Education for All (EFA) Goals and Gender Equality in Educational Opportunities in Nigeria: An Overview. In M. Boucouvalas and R. Aderinoye (Eds.) *Education for Millennium Development Vol II*, 78–92pp. Ibadan: Spectrum Books Ltd. ISBN: 978-978-029-861-6.
6. Kester, K. O. (2011). Reframing Training Designs and Functions in An Emerging Economy: Issues and Perspectives. In I. P. Onyeonoru, J. Olanrewaju; F. Rafiq- Alaji and Anisha, E. (Eds.) *Perspectives on Nigerian Labour Market and The Global Economy*, 109-120pp. Ilorin: Micheal Imodu National Institute for Labour Studies. ISBN: 978-2894-18-4.
7. **Kester, K. O.** and Owojuyigbe, O. B. (2015). Resource and Performance Differentials in Three State Agencies for Adult and Non-formal Education in Southwestern Nigeria. In A. A. Haladu; K. O. Ojokheta and A. A. Olojede (Eds.) *Literacy for Sustainable Development in A Knowledge Economy*, 357–370pp. Ibadan: Crafted and Bound Wordworks. ISBN: 978-978-029-861-6.
8. Kester, K. O. (2016). Evaluation of Training Programmes: Issues and Perspectives. In J. G. Adewale (Ed) *Emerging Trends in Educational Measurement, Assessment and Evaluation in Africa*, 303-314pp. Biyemassi, Yaounde, Cameroun: Educational Assessment & Research Network in Africa (EARNIA).

9. **Kester K. O.**; Bankole, A. R. and Samuel, O. S. (2016). The Trade Union Movement and the Challenges of Economic Reforms in the Emerging Nigerian Economy. In D. Otobo (Ed) *Reforms and Nigerian Labour and Employment Relations: Perspectives, Issues and Challenges, 183-193pp*. Lagos: Malthouse.
  10. Akinsola, M. K; Ayeni, A. O and **Kester, K. O.** (2017). Techniques of Writing Abstract. In A. O. Jaiyeoba; A. O. Ayeni and A. I. Atanda (Eds.) *Research in Education*, 175–184pp. Ibadan: His Lineage Publishing for Department of Educational Management, University of Ibadan, Ibadan. ISBN: 978-978-55702-8-1.
  11. **Kester, K. O.** and Ogidan, O. T. (2017). Roles of Open and Distance Learning in Building Human Development for Nigerian Economy. In A. O. Akinsanya and K. A. Aderogba (Eds.) *Readings in Education, Human and Sustainable Development*, 274 - 285pp. Ijagun, Ijebu-Ode: Department of Adult Education, Tai Solarin University of Education. ISBN:06044-77-082-1: 274-285.
  12. **Kester, K. O.**; Odiaka, S. I. and Akinyooye, F. E. (2019). 70 Years of Adult Education Researches At Ibadan. In R. A. Aderinoye; D. A. Egunyomi and A. A. Sarumi (Eds). *70 Years of Adult Education at Ibadan (1949-2019)*. Pp 22-35. Ibadan: Department of Adult Education, University of Ibadan, Ibadan ISBN: 978-2860-77-8.
  13. **Kester, K. O.**; Gbenro, A. I.; and Ogidan, O. T. (2019). Adult Education Research in Nigeria: Trends and Perspective. In K. K.Kazeem and A. A. Haladu (Eds.) *Reinventing Education and Lifelong Learning Practice for Sustainable Development*, 39–50pp. Ibadan: St. Paul’s Publishing for Nigerian National Council on Adult Education. ISBN: 978-978-573-56-1-1.
  14. **Kester, K. O.** and Aderinoye, R. A. (2020). Building the University Curriculum to meet the Demands of Workplace Employability in Nigeria. In **Kester, K. O.**; Abu, P. B.; Abiona, I. A. and Oghenekhwo, J. E. (2020). (Eds). *Human and Social Development Investments: A festschrift for Professor Mathew Oladepo Akintayo*. Ibadan: RASMED Publishers for Department of Adult Education, University of Ibadan, Ibadan.
  15. **Kester, K. O.**; Gbenro, A. I.; and Ogidan, O. T. (2020). Rethinking Widening Educational Access for Out-of-School Children in Nigeria: A Paradigm Shift Towards Non-Formal Education System. In Ojokheta, K. O. and **Kester, K. O.** (2020).(Eds). *Education Reengineering in the New Normal World: A Festschrift for Professor Rashid Adewumi Aderinoye*. Ibadan: RASMED Publishers for Department of Adult Education, University of Ibadan, Ibadan.
- (c) Articles that have already appeared in Referred Conference Proceedings: Nil
- (d) Patents: Nil



(e) Articles that have already appeared in learned journals:

16. **Kester, K. O.**; Olajide, O. E; and Oghenekohwo, J. E. (2000). Sustainability of Development in Nigeria: Problems and Prospect. *International Journal of Continuing and Non-Formal Education. Vol. 1, No. 1: 127 –136.*
17. Kester, K. O. (2001). Understanding the Theoretical Issues in the Occurrence of Strikes. *The Nigerian Journal of Industrial Education and Labour Relations. Vol. 4, No. 1: 66-76.*
18. Kester, K. O. (2001). Economic Globalisation and Labour Management Relations: A Critique. *African Journal of Educational Management. Vol. 9, No. 2: 37–46.*
19. Kester, K. O. (2002). Transforming Workers’ Education Programmes through Inclusive Education System. *Ibadan Journal of Educational Studies. Vol. 2, No. 2: 586–595.*
20. **Kester, K. O.** and Ayantunji, I. O. (2002). Institutionalisation and Sustainability of the Principle of Voluntarism in Collective Bargaining in Oyo State, Nigeria: An Empirical Study. *African Journal of Educational Management. Vol. 10, No. 1:41–55.*
21. **Kester, K. O.** and Ayantunji, I. O. (2002). Analysis of Sectoral Differentials in Collective Bargaining Application to Wage Determination in Oyo State, Nigeria. *Nigerian Journal of Applied Psychology. Vol. 7, No. 1: 54-64.*
22. **Kester, K. O.**; Okemakinde, S. O. and Ejerenwa, G. N. (2005). Women Education and Entrepreneurship in Nigeria: A Path to Sustainable Livelihood. *Journal of Adult Education and Development. Vol. 3, No. 1: 51-65.*
23. **Kester, K. O.**; Omoregie, C. O. and Adeyeye J. O. (2006). Rethinking Workers’ Education in Africa. *Adult Education in Nigeria. Vol. 12, No. 1: 241-248.*
24. **Kester, K. O.** and Osang, W. O. (2006). Multinational Corporations and Industrial Relations Practice in Nigeria. *Education for Today. Vol. 6, No. 2: 143–158.*
25. **Kester K. O.**; Samuel, O. S. and Bankole, A. R. (2006). Strike Actions and the Wage Determination Process in Nigeria. *Nigerian Journal of Labour and Industrial Relations. Vol. 9 & 10: 69-81.*
26. **Kester, K. O.**; Adeyeye, J. O and Ogunyinka, K. O (2007). Issues, Challenges and Policy Implications of Social Security Provisions for the Aged in Nigeria. *LASU Journal of Social Sciences. Vol. 6, No. 1 & 2: 146-164.*
27. **Kester, K. O.**; and Ogunyinka, K. O. (2007). Broadening Labour Relations beyond the

Formal Sector: The Challenges of the Informal Sector in Nigeria. *Ife Psychologia: An International Journal of Psychology in Africa*. Vol. 15, No. 1: 1-11.

28. Onyeanoru, I. P. and **Kester, K. O.** (2007). The Value of Social Dialogue and Labour Standards in Nigeria. Does Democracy Make Any Difference? *Nigerian Journal of Social Anthropology*. Vol. 5, No. 1: 23-35.
29. Kester, K. O. (2008). Ethnic Factors as Correlates of Employees' Performance in Selected Federal Bureaucracies in Ibadan Metropolis, Oyo state, Nigeria. *Indian Journal of Social Sciences*. Vol. 16, No. 3: 227-234.
30. **Kester, K. O.**; Adegbite, M and Bankole, A. R (2008). Informal Communication Channel as Determinants of Workers' Reaction to Management Policies. *LASU Journal of Humanities*. Vol. 5, No. 1: 35-46.
31. **Kester, K. O.**; and Okemakinde, S. O. (2008). Effects of Personalized System of Instruction on Performance of Instructors in Literacy Centres in Oyo State, Nigeria. *Ibadan Journal of Educational Studies*. Vol. 5, No. 1: 12-23.
32. **Kester, K. O.**; Shadare, O. A and Gbenro, A. I. (2009). Apprenticeship Scheme and Employment Opportunities of Young Traditional Apprentices in Ibadan Metropolis, Nigeria. *International Journal of Educational Issues*. Vol.4, No. 1: 72-91.
33. **Kester, K. O.**; Adigun, A. O. and Boyede, M. A. (2009). Training and Improved Workers' Performance: Does Burnout Make A Difference? *International Journal of Continuing and Non-Formal Education*. Vol.6, No. 1: 20-32.
34. **Kester, K. O.**; Bankole, A. R. and Gbenro, A. I. (2009). Lifelong Learning and the World of Work in Africa: Realities, Expectations and Challenges. *LASU Journal of Research in Educational Management*. Vol.2, No. 1: 52-77.
35. **Kester, K. O.**; Omoregie, C. O. and Gbenro, A. I. (2010). Expanding Workers' Education in Nigeria within the Context of EFA: The Study Circles Option. *Journal of Sociology and Education in Africa*. Vol.9, No.1: 83-97.
36. **Kester, K. O.**; and Esan, A. A. (2010). Influence of Gender on Workers' Attitude to and Participation in Training Programmes in Selected Work Organisations in Lagos State, Nigeria. *Ife Journal of Theory and Research in Education*. Vol.13, No. 1: 34-46.
37. **Kester, K. O.**; Oni, M. B and Ogidan, O. T (2010). The Relationship between Organisational Factors and Transfer of Training Outcomes among Basic Literacy Facilitators in Oyo State, Nigeria. *International Journal of Literacy Education*. Vol. 7, No. 1: 20-32.

38. **Kester, K. O.;** Ogidan, O. T. and Oni, M. B. (2010). Influence of Training on the Management of Workplace Stress among Local Government- Based Community Health and Extension Workers in Nigeria. *Nigerian Journal of Social Work Education. Vol. 9, No. 1: 184–203.*
39. **Kester, K. O.;** Olajide, M. F; and Ogidan, O. T. (2010). Influence of Training on Organisational Commitment and Job Satisfaction among Local Government - Based Adult Education Officers in Oyo State, Nigeria. *International Journal of Continuing and Non-Formal Education. Vol. 7, No. 1: 54 – 69.*
40. **Kester, K. O.** and Ogidan, O. T. (2010). Effects of Brainstorming Technique on Training Outcomes of Adult and Non- Formal Education Personnel. *Nigerian Journal of Clinical and Counselling Psychology. Vol. 16, No. 1: 125–140.*
41. **Kester, K. O.** and Ogunyinka, K. O. (2010). Workers' Education and Socio-Economic Development in Developing Countries: Reflections on the Nigerian Experience. *Ghana Journal of Education and Teaching. Vol. 11: 152- 162.*
42. **Kester, K. O.** and Shadare, O. A. (2011). Will They or Will They Not Change? The Application of Games Show Training Method to Attitudinal Change among Trade Union Leaders in Nigeria. *Indian Journal of Adult Education. Vol. 72, No. 3: 48-63.*
43. **Kester, K. O.** and Ogidan, O. T. (2011). Andragogical Learning Models and Training Programmes. *Journal of Education in Developing Areas. Vol. 19, No. 1: 79–87.*
44. **Kester, K. O.;** Ogidan, O. T. and Ogunyinka, K. O. (2011). The Influence of Training on Employees' Intention to Quit Their Jobs in Public Organisations in Lagos State, Nigeria. *African Journal of Studies in Education. Vol. 8, No. 1 & 2: 289-298.*
45. **Kester, K. O.** and Esan, A. A. (2012). Influence of Personality Traits on Transfer of Training Outcomes in Oyo State Civil Service, Oyo State, Nigeria. *Ibadan Journal of Educational Studies. Vol. 9, No. 1 & 2: 1–8.*
46. **Kester, K. O.** and Iyanda, V. F. (2013). Analysis of Stress Management Strategies among Principals of Secondary Schools in Oyo State, Nigeria. *Nigerian Journal of Social Works Education. Vol. 12, No.1: 1–13.*
47. **Kester, K. O.;** Gbenro, A. I.; and Ogidan, O. T. (2014). Influence of National Teachers' Institute In-Service Training Programme on The Self-Efficacy and Self- Concept of Primary School Teachers in Nigeria. *Journal of Educational Thoughts. Vol. 5, No. 1: 85–100.*

48. **Kester, K. O.;** and Okemakinde, S. O. (2014). Influence of Emotional Intelligence on Training Outcomes of Civil Engineering, Construction, Furniture and Wood Workers in Nigeria. *Nigerian Journal of Clinical and Counselling Psychology*. Vol. 20, No.1: 143–162.
49. **Kester, K. O.;** and Owojuyigbe, O. B. (2014). An Exploration of the Prediction of Resource Availability, Allocation and Utilisation on Organisational Performance in the Nigerian Adult and Non- Formal Education Sector. *African Journal of Educational Management*. Vol. 16, No.2: 45–61.
50. **Kester, K. O.** and Iyanda, V. F. (2015). Effects of Self-Concept and Emotional Intelligence Training on Occupational Stress Management among Public Secondary Schools’ Administrators in Southwestern, Nigeria. *West- African Journal of Educational Research*. Vol 19, No.1 & 2:113-123.
51. **Kester, K. O.** and Oni, M. B. (2015). The Prediction of Gender Factors on the Communication Styles of Management Staff in State Agencies for Adult and Non-formal Education in the South-West, Nigeria. *African Journal of Studies in Education*. Vol.10, No. 2:221- 241.
52. Ajewumi, A. and **Kester, K. O.** (2015). Impact of Policy Advocacy and Media Mobilisation on Citizen Participation in Community Development Programmes’ Life Cycle in South-west Nigeria. *Lead City Journal of the Social Sciences*, Vol 2, No. 1:25-31.
53. **Kester, K. O.;** Akintayo, M. O. and Sijuade, F. A. (2015). Association between Training and Organisational Citizenship Behaviour in Nigerian Adult and Non-Formal Education. *Ijagun Journal of Adult and Non-formal Education* Vol. 1, No. 1 & 2: 79–87.
54. **Kester, K. O.;** Ogidan, O. T and Oke, I. A. (2016). Developing Data Collection Instruments in Adult and Non-Formal Education Researches. *Journal of Education in Developing Areas*; Vol 24 (2): 455- 463.
55. Kester, K. O (2016). Harnessing Nigeria’s Economic Growth Indices through Human Capital Development: The Role of Training and Retraining. *IBBUL Development Education Journal*; Vol 1 (1): 14-28
56. **Kester, K. O.;** Ogidan, O. T; Oke, I. A. and Oni, M. B (2016). Time –To – Doctoral Degree in Adult Education: The University of Ibadan Experience. *International Journal of Continuing and Non-Formal Education*. Vol. 8, No. 1: 95 –112.
57. **Kester, K. O.** and Oludeyi, S. O. (2017). The Importance of Feedback System in Training Programme: An Empirical Investigation. *International Journal of Social Sciences and Conflict Management*. Vol.2, No.4:121-141.

58. **Kester, K. O;** Ogidan, O. T and Oke, I. A. (2017). Perspectives and Trends in Adult Education Policies in Nigeria: A Critique of Governments' Commitment. *International Journal of Literacy Education. Vol. 8, No. 1: 177–189.*
59. Adesokan, K. S. and **Kester, K. O.** (2018). The Spidergram Model and Measurement of Citizens' Participation in Community Development Programmes in Nigeria: The Experience of Para-military Officers' Wives Associations. *Global Journal of Agricultural Economics, Extension and Rural Development, Vol 6, No. 1:603-611.*
60. **Kester, K. O;** and Ogidan, O. T (2020). Analysis of Qualitative Data in Adult and Non-Formal Education. *International Journal of Adult Learning and Continuing Education. Vol. 4, No. 1: 11–20.*

(F) Books, Chapters in Books and Articles already accepted for Publication:

(g) Technical Reports/and Monographs: Nil

**Focus of My Research (Thematic area of Industrial Education and Training):**

My research focuses mainly on the patterns, profiles and significance of industrial education and training among the different levels of employees in the various categories of organisations in the Nigerian economy. Essentially, my research efforts are directed at ascertaining and ensuring that both human and institutional capacities are improved upon through the process of industrial education, training and retraining. For harmonized proposition on the functions and designs of the different levels of training, with the desire of making sure that the money spent on training are optimally maximized, my researches have reflected on the expectations and importance of industrial education and training general. It has attempted to reframe and redesign such programmes, within the context of contemporary economic realities.

My research efforts have been guided by the theoretical postulations of the andragogical learning models and lifelong learning as well as the self-directed learning approaches. Besides, the proper understanding of transfer of training outcomes, personality traits, stress occurrence and management, importance of emotional intelligence, the occurrence of strike actions, the institutionalization of the informal communication, ethnicity and the Nigerian informal sector as well as the principle of voluntarism in wage determination in particular and the tripartite system in general have shaped my research efforts toward providing improved learning opportunities for the working class citizens in Nigerian organisations. Emphases were also placed on concepts and theories of globalization and negotiation dynamics.

From my researches it is evident that industrial education and training programmes have positive far reaching impacts on youths' employment status, employees' stress level, attitudinal change, labour turnover, job satisfaction and commitment, self-efficacy and self-concept; and general performance level. Further, my research efforts have also revealed that sex, marital status, number of children, personal factors, organisational factors, training design and instructional techniques adopted can impede individual ability to effectively transfer new knowledge acquire from training programmes to job situations. My research efforts have also shown that for industrial education and training to elicit realistic cognitive, emotional and behavioural changes in Nigerian workers, they must be refocused and redirected. To ensure optimum transfer of newly acquired skills and knowledge to job situations, specifically my researches have shown that there will be effective transfer of training outcomes when the tripartite system is in harmony, better social security were provided and certain personal and organisational factors taken into considerations. There is also the need for positive attitudinal disposition on the part of the trade union leaders and constant dialogue among the social actors in the Nigerian tripartite relations to ensure better labour standards. This is particularly essential because of the challenges of globalisation, rumour and grape vine and ethnicity.

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Signature/Date

**KESTER, K. O. Ph.D;**  
*Professor of Industrial Education and Training*