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RESEARCH

Interests Human Resource Management

Areas Organizational Behavior and Human Resource Management · Applied Psychology · Economics and Econometrics · Education · Social Psychology · General Health Professions

RESEARCH SUMMARY

32	145	7	5	1.11	14%
Publications	Citations	h-index	i10-index	Field-weighted impact	World top 10%

Counted from the 32 publications listed below, 2015–2026. Field-weighted impact is the mean over the 21 works scored for it; 1.00 is the world average for works of the same field, type and year. 3 of the 21 papers scored for it are among the world's most cited tenth for their field, type and year.

PUBLICATIONS

Journal articles 31

1. Patricia Muah, Felix Kwame Opoku, Magdalene Bartrop-Sackey, Augustine Osei Boakye (2026). High-performance work systems and supervisor support as drivers of task and contextual performance: evidence from Ghana's mining industry. *Cogent Business & Management*. <https://doi.org/10.1080/23311975.2026.2677221>
2. 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>
3. 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>
4. Felix Kwame Opoku, DD Arthur, M Dankwah (2024). EMPLOYABILITY SKILLS AND JOB PERFORMANCE OF GRADUATE STUDENTS IN DEVELOPING COUNTRIES: THE MODERATING ROLE OF SKILL-MISMATCH. *Ghana Journal of Development Studies*. <https://pdfs.semanticscholar.org/17e1/3c77be23e2b6f8567766a7360f386f4e86be.pdf>
5. Felix Kwame Opoku, Dominic Degraft Arthur, Musah Dankwah, Emmanuel Awuku Mensah (2024). Employability skills and job performance of graduate students in developing countries: The moderating role. *Ghana Journal of Development Studies*. <https://doi.org/10.4314/gjds.v21i1.5>
6. Abigail Owusu Boakye, Faisal Musah, Prof. Felix Kwame Opoku (2024). Employability skills, employee engagement, and job performance in Ghana. *International Journal of Management & Entrepreneurship Research*. <https://doi.org/10.51594/ijmer.v6i8.1405>
7. Felix Kwame Opoku, Richard Kofi Boateng (2024). Employee engagement, perceived organizational support, and job performance of medical staff at the Cape Coast Teaching Hospital. *PLoS ONE*. <https://doi.org/10.1371/journal.pone.0315451>
8. 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>

9. **Felix Kwame Opoku, Nester Kumiwaa Owusu** (2024). Psychological well-being and job performance of nurses and midwives amidst COVID-19 in Ghana; a multi-group analysis. *PLoS ONE*. <https://doi.org/10.1371/journal.pone.0303855>
10. **S Bukari, FK Opoku** (2023). Exploring the perspectives of physically challenged women entrepreneurs in the Sekondi-Takoradi Metropolis, Ghana. *Journal of Enterprising Communities: People and Places in the Global Economy*
11. **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>
12. **Kwaku Anhwere Barfi, FK Opoku** (2023). Technology Integration in the Teaching of Human Resource Management by Practicing Lecturers. *Journal of Educators Online*. <https://eric.ed.gov/?id=EJ1383931>
13. **Felix Kwame Opoku** (2023). Towards a comprehensive model of human resource development research and practice: A systematic literature review. *Ghana Journal of Development Studies*. <https://doi.org/10.4314/gjds.v20i2.1>
14. **Felix Kwame Opoku, Kwaku Anhwere Barfi** (2022). Factors affecting the service delivery quality of library staff: perspective of a developing country. *International Journal of Work Innovation*. <https://doi.org/10.1504/ijwi.2022.126873>
15. **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>
16. **Felix Kwame Opoku, Kwamena Minta Nyarku** (2022). The learning organisation, service delivery quality and internal customer satisfaction in the mobile telecommunication industry. *International Journal of Work Innovation*. <https://doi.org/10.1504/ijwi.2022.126872>
17. **Shaibu Bukari, Michael Ayikwei Quarshie, Felix Kwame Opoku** (2021). Exploring the perspectives of physically challenged women entrepreneurs in the Sekondi-Takoradi Metropolis, Ghana. *Journal of Enterprising Communities People and Places in the Global Economy*. <https://doi.org/10.1108/jec-03-2021-0042>
18. **Felix Kwame Opoku, Innocent Senyo Kwasi Acquah, Kassimu Issau** (2021). HRM Practice and Innovative Work Behavior: Organisational Politics as Mediator and Personal Locus of Control as Moderator. *Journal of Business and Enterprise Development (JOBED)*. <https://doi.org/10.47963/jobed.v9i.181>
19. **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>
20. **Felix Kwame Opoku, Isaac Kosi, Dominic Degraft-Arthur** (2020). Enhancing Workplace Safety Culture in the Mining Industry in Ghana. *Ghana Journal of Development Studies*. <https://doi.org/10.4314/gjds.v17i2.2>
21. **Felix Kwame Opoku, Innocent Senyo Kwasi Acquah, Kassimu Issau** (2020). HRM Practice and Innovative Work Behavior: Organisational Politics as Mediator and Personal Locus of Control as Moderator. *Journal of Business and Enterprise Development (JOBED)*. <https://doi.org/10.47963/jobed.2020.07>
22. **Felix Kwame Opoku** (2020). Strategic HRM and competitiveness of Hotels in the Central Region of Ghana: the Mediating role of employee competencies. *African Journal of Hospitality and Tourism Management*. <https://doi.org/10.47963/ajthm.v2i2.246>
23. **FK Opoku** (2019). Perception of pay equity in Public Universities in Ghana: Effect on individual performance and work behavior. *International Journal of Public Administration*.
24. **Felix Kwame Opoku** (2018). Perceived Organisational Politics, Political Behaviour and Employee Commitment in the Wenchi Municipal Assembly, Ghana. *Ghana Journal of Development Studies*. <https://www.academia.edu/download/80626920/162239.pdf>

25. DD Arthur, Felix Kwame Opoku (2017). Corporate Social Responsibility and Company-Community Relations: Evidence from Newmont Ghana Gold Limited in Asutifi North District, Ghana. *EBSU Journal of Social Sciences and Humanities*. <https://ebsu-jssh.com/index.php/EBSUJSSH/article/view/20>
26. Felix Kwame Opoku, Kwamena Minta Nyaku, Maame Nyahan Martin (2017). Hotel employees' perceptions of training practices in a developing economy: Implications for improving service delivery. *Oguua Journal of Social Sciences*. <https://doi.org/10.47963/joss.v8i2.315>
27. Pierre-Yves Sanséau, Felix Kwame Opoku (2017). Perception of Pay Equity in Public Universities in Ghana: Effect on Individual Performance and Work Behavior. *International Journal of Public Administration*. <https://doi.org/10.1080/01900692.2017.1405441>
28. Felix Kwame Opoku (2017). Renewing the Scope of Training and Transfer of Learning among Community Health Service Workers in Ghana: The Intervening Role of Experiential Training. *ADRRJ Journal (Multidisciplinary)*. <https://ir.ucc.edu.gh/server/api/core/bitstreams/bc760303-c6df-4a4f-9dbb-ac13c1278630/content>
29. Felix Kwame Opoku, AD Degraft (2016). Models for human resource development practice: Contributions from the American Society for Training and Development (ASTD). *AFRICA DEVELOPMENT AND RESOURCES RESEARCH INSTITUTE (ADRRJ) JOURNAL*. <https://ir.ucc.edu.gh/items/5c1ea2d2-9d64-44c9-8f28-459c2ab4c461>
30. Felix Kwame Opoku (2016). The practical reality of goal setting theory: Evidence from the performance of nurses in the Sunyani Regional Hospital of Ghana. *Internafional Journal of Research in Social Sciences and Humanifies*. https://ijrssh.com/admin/upload/1450871764_Felix_Kwame_Opoku_8.pdf
31. Felix Kwame Opoku, D Arthur (2015). Human resource management practices and its influence on organizational performance: An analysis of the situation in the Ghana postal services company limited. *International Journal of Scientific and Research Publications*. <https://scholar.google.com/scholar?cluster=8337022140755251143&hl=en&oi=scholar>

Theses 1

1. Felix Kwame Opoku (2017). Social Capital and Human Resource Development Practice of Sawmill Firms in the Ashanti and Western Regions In Ghana. *University of Cape Coast*. <https://ir.ucc.edu.gh/items/4ebb7655-2bf1-4ecb-b2d9-686ed6e2548a>