

Rebecca DEI Mensah

Associate Professor · Human Resource Management
University of Cape Coast

ORCID [0000-0001-8406-7277](https://orcid.org/0000-0001-8406-7277) · Google Scholar scholar.google.com/citations?user=VrXzvAcAAAAJ&hl=en · Profile scholar.ucc.edu.gh/staff/a0d57a1c-1117-4feb-9880-8dfc3e07ff16

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*

9. Stephen Tetteh, Rebecca Dei Mensah, Christian Narh Opat, 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 Opat, 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 Opat, 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