

## **PROFILE OF PROFESSOR SUNDAY OLUGBOYEGA KAJOLA**



### **Brief Biography**

Professor Kajola, Sunday Olugboyega is a Nigerian Academic and a Professor of Strategic Financial Management & Accounting at the Federal University of Agriculture, Abeokuta, Nigeria.

He received Bachelor of Science (BSc) and Master of Science (MSc) in Accounting from the University of Lagos, Nigeria in 1989 and 1995, respectively. In 2015, he obtained a doctorate (Ph. D.) degree in Management Science (Financial Management option) at Ladoke Akintola University of Technology, Ogbomoso, Nigeria.

He lectured Accounting at Olabisi Onabanjo University (formerly Ogun State University), Ago-Iwoye, Nigeria (1995-2012) and Babcock University, Ilishan, Nigeria (2012). He joined the services of Federal University of Agriculture, Abeokuta, Nigeria on September 3, 2012, where he currently teaches Accounting courses for both undergraduate and postgraduate students (Master in Business Administration).

He is a member of several professional bodies, such as the Institute of Chartered Accountants of Nigeria, Chartered Institute of Taxation of Nigeria, Nigerian Institute of Management

(Chartered), Institute of Management Consultants and National Institute of Marketing of Nigeria.

He has served as External Examiner to a number of institutions' undergraduate and postgraduate programmes (within and outside Nigeria) and a Reviewer in some reputable journals.

Professor Kajola's research interests include Accounting, Strategic Financial Management, Corporate Governance and Taxation. He has to his credit sixty seven (67) publications, out of which fifty (50), are research articles in reputable national and international journal outfits.

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**Qualifications:** BSc (Accounting), MSc (Accounting), Ph.D. (Management Science), AMNIM, MNIMC, AMNIMN, ACTI, FCA

**Membership of Professional Bodies:** Nigerian Institute of Management (Chartered)  
Nigerian Institute of Management  
National Institute of Marketing of Nigeria  
Chartered Institute of Taxation of Nigeria  
Institute of Chartered Accountants of Nigeria

**Award received:** TETFUND Research Grant (2017)

**Research conducted:** Determinants of Capital Structure of Nigerian Quoted Companies

## Conferences Attended:

- (1) Olabisi, J., **Kajola, S.O.**, Owoeye, S.D., & Agbatogun, T.O. (2021). A paper presented at 2021 international **Conference on Accounting and Finance**. Held in Bowen University, Iwo, Nigeria, November 29- December 1, 2021.
- (2) **Kajola, S.O.**, Olabisi, J., & Soyemi, K.A. (2019). A paper presented at international **Conference of Accounting and Business**. Held at the University of Johannesburg, South Africa, July 30-31, 2019.  
**Paper Read:** Board Gender Diversity and Dividend Policy in Nigerian Listed Firms.
- (3) **Kajola, S.O.** (2017). A paper presented at the **2017 Conference on Global Development Finance**. With the theme: Financing for Development: Innovative Practices and Research. Held in Cape Town, South Africa, October 18-20, 2017.  
**Paper Read:** Outside Directors and Firm Performance: Evidence from Nigerian Listed Firms.
- (4) Onaolapo, A. A., **Kajola, S. O.**, & Adelowotan, M. O. (2016). Paper presented at the **2<sup>nd</sup> ICAN Annual Academic Conference on Accounting and Finance (ACAF)**. A. with the theme: .Accounting and Finance Issues in Emerging Market. Held in Lagos, May 18-20, 2016.  
**Paper Read:** The Impact of Board Size on Financial Performance of Listed Firms in Nigeria
- (5) **Kajola, S. O.**, Adewumi, A. A., & Babatolu, A. T. (2015). Paper presented at the **1<sup>st</sup> ICAN Annual Academic Conference on Accounting and Finance (ACAF)**. Held in Lagos, May 2015.  
**Paper Read:** Ownership Characteristic and Dividend Pay-out Policy in Nigerian Listed Non-financial Firms.
- (6) **Kajola, S. O.**, & Adewumi, A. A. (2015). Paper presented at the **2015 Finance and Economics Conference**. LUPCON Centre for Business Research, Held in Frankfurt am Main, Germany, August 5-7, 2015.  
**Paper Read:** Dividend Pay-out Policy and Firm Financial Performance: Evidence from Nigerian Listed Non-financial Firms.
- (7) Onaolapo, A. A., & **Kajola, S.O.** (2013). A paper presented at **2013 Conference on Global Development Finance**. Held at Cape Town, South Africa, November 5-7, 2013.  
**Paper Read:** What are the Determinants of Working Capital Requirements of Nigerian Firms?
- (8) Abosede, A. J., Onaolapo, A. A., & **Kajola, S.O.** (2011). A paper presented at **2011 Conference on Global Development Finance**. Held in Dubai, United Arab Emirates, November, 8-10, 2011.  
**Paper Read:** Determinants of Capital Structure: Evidence from Nigerian Quoted Companies.

## Publications:

### (a) Journal articles in print:

- (1)<sup>f</sup> **Kajola, S. O.**, Adelowotan, M., Adeyemi, A., & Oshadare, S. (2023). Board Features and Corporate Social Responsibility Practices in Nigerian Oil and Gas Companies. *Economic Insights- Trends and Challenges*, 12(1), 33-46. Published by Faculty of Economic Sciences, Petroleum- Gas University of Ploisti, Romania.
- (2) Owoeye, S. D., **Kajola, S. O.**, Oyetayo, O. J., & Oshadare, S. A. (2023). Effect of Monetary Policy on Deposit Liabilities of Commercial Banks in Nigeria. *Nigerian Journal of Banking and Financial Issues*, 9(1), 241-250.
- (3) **Kajola, S. O.**, Olabisi, J., Tonade, A., & Agbatogun, T. (2022). Determinants of Audit Fees in Nigerian Banks. *Accounting & Taxation Review*, 6(1); 29-45. Published by Department of Accounting, University of Benin, Benin-City, Edo State, Nigeria.  
Available online: <https://www.atreview.org>.
- (4) **Kajola, S. O.**, Adeyemi, A. A., Tonade, A. A. & Olabisi, J. (2022). Firm-Specific Attributes and Earnings Management: Does Size Really Matter as a Moderating Variable in Nigerian Banks? *International Journal of Contemporary Accounting Issues*, 11(1); 35-55. Published by Institute of Chartered Accountants of Nigeria (ICAN), Lagos, Nigeria.  
Available online at <https://ideas.repec.org/s/ris/ijafic.html>
- (5) **Kajola, S. O.**, Sanyaolu, W. A. & Adeyemi, A. A. (2022). Audit Firm Characteristics and Financial Reporting Quality in Nigerian Listed Banks. *Journal of Humanities, Social Science and Creative Arts*, 16, 16-30. Published by Federal University of Agriculture, Abeokuta, Ogun State, Nigeria.
- (6)<sup>f</sup> **Kajola, S. O.**, Adedeji, S. B., Okewale, J. A., & Owoeye, S. D. (2022). Corporate Board Features and Dividend Policy in Nigerian Banks. *The Contemporary Economy Journal*, 7(4), 242-258. Published by Faculty of Finance, Universitatea Constantin Brancoveanu, Pitesti, Romania.
- (7)<sup>f</sup> Olabisi, J., **Kajola, S.O.**, Owoeye, S. D., & Agbatogun, T. O. (2022). Impact of Audit Committee Characteristics on Earnings Management in Nigerian Listed Consumer Goods Firms. *Journal of Volgograd State University Economics*, 24(1); 119-130. Published by Volgograd State University, Russia Federation
- (8)<sup>f</sup> **Kajola, S.O.**, Sanyaolu, W., Alao, A., & Babatolu, A.T. (2021). Determinants of Liquidity Management: Evidence from Nigerian Banking Sector. *Journal of Volgograd State University Economics*, 23(3); 96-111. Published by Volgograd State University, Russia Federation.
- (9) Dada, M. A., Oyewole, O.J., **Kajola, S.O.**, Oyetayo, O.J., & Abalaba, B.P. (2021). Population Growth, Investment, Trade, Energy Consumption and Economic Growth in FIVE OIL-Exporting Countries. *International Journal of Research in Arts and Social Sciences*, 14, 109-127. Published by University of Nigeria, Nsukka, Enugu State.

- (10) **Kajola, S. O.**, Okewale, J. A., Oshadare, S., & Agbatogun, T.O. (2020). Government Expenditure and Economic Growth Dynamics in Nigeria (1977-2018). *Uniosun International Journal of Business Administration*, 4(1); 10-23. Published by Department of Business Administration, Osun State University, Osogbo, Osun State, Nigeria.
- (11)<sup>f</sup> **Kajola, S. O.**, Sanyaolu, W., Tonade, A. A., & Adeyemi, A. A. (2020). Corporate Board Attributes and Earnings Management in Nigerian Banking Sector. *Journal of Sustainable Development in Africa*, 22(4); 45-59. Published by Clarion University of Pennsylvania, USA.
- (12)<sup>f</sup> Olabisi, J., **Kajola, S. O.**, Abioro, M. A., & Oworu, O. O., (2020). Determinants of Audit Quality: Evidence from Nigerian Listed Insurance Companies. *Journal of Volgograd State University Economics*, 22(2); 182-192. Published by Volgograd State University, Russia Federation.
- (13) Adedeji, S. B., **Kajola, S. O.**, Adeyemi, A. A., & Akindele, J. A. (2020). A Review of the Relationship Between Sustainability Initiatives and Financial Performance. *NSUK Journal of Banking and Finance Research*, 6(1); 137-147. Published by Department of Banking and Finance, Nasarawa State University, Keffi, Nasarawa State, Nigeria.
- (14) Olayiwola, P. O., Olusaga, O., **Kajola, S. O.**, & Akinmade, O. M. (2020). Corporate Governance and Organisational Performance: A Study of the First Bank Nigeria Plc. *Unilag Journal of Business*, 6(2); 66-81. Published by Department of Business Administration, University of Lagos, Akoka, Lagos State, Nigeria.
- (15)<sup>f</sup> Olabisi, J., **Kajola, S. O.**, Adeleke, E. O., & Gazal, T. H. (2020). Enterprise Risk Management and Financial Sustainability: Evidence from Nigerian Listed Consumer Goods Firms. *Journal of Sustainability Development in Africa*, 22(3); 137-156. Published by Clarion University of Pennsylvania, Pennsylvania, USA.
- (16)<sup>f</sup> **Kajola, S. O.**, Olabisi, J., & Fapetu, O., (2019). Corporate Governance Mechanism and Capital Structure Decision in Nigerian Listed firms *IZVESTIYA Journal of Varna University of Economics*, 63(1); 50-68. Published by University of Economics, Varna, Bulgaria. Available online: <http://journal.ue-varna.bg>
- (17)<sup>f</sup> Agbatogun, T. O., **Kajola, S.O.**, & Akinbola, O. A. (2019). Influence of Dividend Policy on Stock Price Volatility of Non-Financial Firms Listed Nigerian Stock Exchange *IZVESTIYA Journal of Varna University of Economics*, 63(1); 35-49. Published by University of Economics, Varna, Bulgaria. Available online: <http://journal.ue-varna.bg>
- (18)<sup>f</sup> Olabisi, J., **Kajola, S.O.**, Oladejo, D. A., Ajayi, J. A., & Hamzat, I. A. (2019). Corporate Tax Planning and Performance of Nigerian Listed Oil & Gas Firms. *The Contemporary Economy Journal*, 4(1); 12-24. Published by Faculty of Finance, Universitatea Constantin Brancoveanu Pitesti, Romania. Available online: [www.revec.ro/article-2019.html](http://www.revec.ro/article-2019.html)
- (19) **Kajola, S.O.**, Sanyaolu, W. A., Onifade, H.O. & Adewumi, A. A, (2019). Determinants of Working Capital Practices: A study of Selected Nigerian Quoted Firms. *Unilag Journal of Business*, 5(1); 112-128. Published by Department of Business Administration, University of Lagos, Akoka, Lagos State, Nigeria.

- (20) **Kajola, S.O.**, Sanyaolu, W. A., Alao, A. & Ojuronbe. J. (2019). Liquidity and Profitability Dynamics: Evidence from the Nigerian Banking Sector. *Accounting & Taxation Review*, 3(2); 1-12. Published by Department of Accounting, University of Benin, Benin-City, Edo State, Nigeria. Available online: <https://www.atreview.org>.
- (21)<sup>f</sup> Olabisi, J., Afolabi, A., **Kajola, S.O.**, & Ariyibi, O. (2019). Effect of Currency Depreciation on Financial Performance of Nigerian Deposit Money Banks. *IZVESTIYA Journal of Varna University of Economics*, 63(2); 104-116. Published by University of Economics, Varna, Bulgaria. Available online: <http://journal.ue-varna.bg>
- (22)<sup>f</sup> Afolabi, A., Olabisi, J., **Kajola, S. O.**, & Asaolu, T. O. (2019). Does Leverage affect the Financial Performance of Nigerian firms? *Journal of Economics and Management*, 37(3); 5-22. Published by University of Economics, Katowice, Poland. doi:10.22367/jem,
- (23)<sup>f</sup> **Kajola, S. O.**, Olabisi, J., Soyemi, K. A., & Olayiwola, P. O. (2019). Gender Diversity and Dividend Policy in Nigerian Listed Firms *ACTA, VSFS, Economic Studies and Analyses*, 14(2); 135-151. Published by University of Finance and Administration, Praha, Czech Republic.
- (24)<sup>f</sup> **Kajola, S. O.**, Alao, A. A., Sanyaolu, W. A., & Ojuronbe, J. (2019). Effect of Liquidity and Leverage on Financial Performance of Nigerian Listed Consumer Goods Firms. *The Contemporary Economy Journal*, 4(3); 91-102, Published by Faculty of Finance, Universitatea Constantin Brancoveanu Pitesti, Romania. Available online: [www.revec.ro/article-2019.html](http://www.revec.ro/article-2019.html)
- (25)<sup>f</sup> Soyemi, K. A., Onadipe, O. O., & **Kajola, S.** (2019). Tax Policy and Economic Growth in Nigeria. *Market Forces Journal of Management, Business & Economics*, 14(1); 1-18. Published by College of Management Sciences, PAF-KIET Institute of Economics and Technology, Karachi, Pakistan. Available online: [www.pafkiet.edu.pk](http://www.pafkiet.edu.pk).
- (26) Olayiwola, P.O., Cole, D. B. A., Adebayo, A., & **Kajola, S. O.** (2018). Relationship Marketing and Customers' Satisfaction in the Guaranty Trust Bank Plc: An Empirical Investigation. *LASU Journal of Management Sciences*, 4(1); 22-32. Published by Faculty of Management Sciences, Lagos State University, Ojo, Lagos State, Nigeria.
- (27)<sup>f</sup> Olabisi, J., **Kajola, S. O.**, Oladejo, D. A., Ojeiaga, P. I., & Abass, T. F. (2018). Board Characteristics and Performance of Quoted Consumer Goods Firms: Evidence from Nigeria. *Journal of Economics and Business Research*, 24(2); 7-26. Published by Faculty of Economic Sciences, University of Aurel Vlaicu of Arad, Romania. Available online: <https://www.uav.ro/jour/index.php/jebr/archives>.
- (28)<sup>f</sup> **Kajola, S.O.**, Olabisi, J., Ajayi, J. A., & Agbatogun, T. O. (2018). Determinants of Profitability in Nigerian Listed Deposit Money Banks. *Journal of Economics and Business Research*, 24(1); 89-108. Published by Faculty of Economic Sciences, University of Aurel Vlaicu of Arad, Romania. Available online: <https://www.uav.ro/jour/index.php/jebr/archives>.

- (29)<sup>f</sup> **Kajola, S.O.**, Olayiwola, P. O., & Ekpudu, J. E. (2018). Working Capital Management Practices and Profitability in Nigeria. *IZVESTIYA Journal of Varna University of Economics*, 62(3&4); 200-218. Published by University of Economics, Varna, Bulgaria. Available online: <http://journal.ue-varna.bg>
- (30) **Kajola, S.O.**, Soyemi, K. A., & Adelowotan, M.O. (2018). Determinants of Capital Structure of Nigerian Listed Consumer and Industrial Goods Companies. *Unilag Journal of Business*, 4(2); 255-272. Published by Department of Business Administration, University of Lagos, Akoka, Lagos State, Nigeria.
- (31) **Kajola, S.O.**, Okewale, J. A., & Oworu, O. O. (2018). Dividend Policy and Firm Financial Performance of Nigerian Listed Consumer and Industrial Goods Firms. *Journal of African Contemporary Research*, 9(2); 175-184. Published by Faculty of Business Administration, Imo State University, Owerri, Imo State, Nigeria.
- (32) **Kajola, S.O.**, Oworu, O. O. & Agbatogun, T. O. (2018). Determinants of Dividend Policy Decision of Nigerian Listed Consumer and Industrial Goods Firms. *Uniport Journal of Business, Accounting and Finance Management*, 9(1); 75-85. Published by Department of Accounting, University of Port Harcourt, Port-Harcourt, Rivers State, Nigeria.
- (33)<sup>f</sup> **Kajola, S.O.**, Adedeji, S. B., Olabisi, J., & Babatolu, A. T. (2018). Effect of Credit Risk Management on Financial Performance of Nigerian Listed Banks. *Scholedge International Journal of Business Policy & Governance*, 5(6); 53-62. Published by Scholedge Publishing. Available online: <http://dx.doi.org/10.19085/journal.sijbpg050601>
- (34) **Kajola, S. O.**, Onaolapo, A. A., & Adelowotan, M. O. (2017). The Effect of Corporate Board Size on Financial Performance of Nigerian Listed Firms, *Nigerian Journal of Management Sciences*, 6(1); 204-213. Published by Faculty of Management Sciences, Benue State University, Makurdi, Benue State, Nigeria.
- (35) **Kajola, S. O.**, Agbatogun, T. O & Adewumi, A, A. (2017). Outside Directors and Firm Performance: Evidence from Nigerian Listed Firms. *West African Journal of Business and Management Sciences*, 6(3); 26-41. Published by Faculty of Business Administration, Imo State University, Owerri, Nigeria.
- (36) **Kajola, S. O.**, Apelogun, K. H. & Oworu, O.O. (2017). Managerial Share Ownership and Capital Structure Decision of Nigerian Listed Non-financial Firms. *Journal of Humanities, Social Science and Creative Arts*, 12(1); 105-119. Published by Federal University of Agriculture, Abeokuta, Ogun State, Nigeria. Available online: [www.journal.unaab.edu.ng](http://www.journal.unaab.edu.ng).
- (37) **Kajola, S. O.**, Fapetu, D., & Agbatogun, T. O. (2017). Board Gender Diversity and Financial Performance: Evidence from the Nigerian Listed Companies. *ESUT Journal of Accountancy*.8(1); 331-340. Published by Faculty of Business Administration, Enugu State University of Science and Technology, Enugu, Enugu State, Nigeria.

- (38) **Kajola, S. O.**, Agbatogun, T. O., & Oworu, O. O. (2017). Inventory Management Practices and Financial Performance in Nigerian Consumer Goods Companies. *LASU Journal of Accounting and Finance*, 3(1); 1-12. Published by Departments of Accounting, Finance and Insurance, Lagos State University, Ojo, Lagos State, Nigeria.
- (39) **Kajola, S. O.**, Anene, C. E. & Oworu, O. O. (2016): The Relationship between Corporate Social Responsibility and Firms' Financial Performance: Evidence from Nigerian Listed Firms. *LASU Journal of Accounting & Finance*, 2(1); 32-48. Published by Departments of Accounting, Banking & Finance and Insurance, Lagos State University, Ojo, Lagos State, Nigeria.
- (40) Ekpudu, J. E., Osotimehin, K. O. & **Kajola, S. O.** (2016). Process Efficiency and Cost Leadership of Selected Firms in the Nigerian Downstream Oil Sector. *Journal of Management Sciences*, 3(1); 107-114. Published by Faculty of Management Sciences, University of Port Harcourt, Rivers State, Nigeria.
- (41) **Kajola, S. O.**, Agbanike, T. F. & Adelowotan, M. (2016). Firm Size and Financial Performance in Nigerian Listed Non-financial Firms. *Fountain University Journal of Management & Social Sciences*. 5(1); 38-52. Published by College of Management and Social Sciences, Fountain University, Osogbo, Osun State, Nigeria. Available online: [www.fountainjournals.com](http://www.fountainjournals.com).
- (42) **Kajola, S. O.**, Agbanike, T. F. & Babatolu, A. T. (2016). Determinants of Corporate Social Responsibility of Nigerian Listed Non-financial Firms. *Nigerian Journal of Management Sciences*, 5(1); 226- 237. Published by Faculty of Management Sciences, Benue State University, Makurdi, Benue State, Nigeria.
- (43) **Kajola, S. O.**, Abosede, A. J., & Akindele, J. A. (2014). Ownership Structure and Firm Performance: A study of Nigerian Listed Companies. *Sokoto Journal of Management Studies*, 6; 40-59. Published by Faculty of Management Studies, Uthman Dan Fodio University, Sokoto, Sokoto State, Nigeria.
- (44) **Kajola S. O.** & Adedeji, S. B. (2011). Human Resources Accounting: Old Myth and New Realities. *Babcock Journal of Economics, Banking and Finance*, 1; 110-121. Published by Department of Economics, Banking & Finance, Babcock University, Ilishan-Remo, Ogun State, Nigeria.
- (45)<sup>f</sup> Onaolapo, A. A. & **Kajola, S. O.** (2010). Capital Structure and Firm Performance: Evidence from Nigeria. *European Journal of Economics, Finance and Administrative Sciences*.25; 70-82. Published by EuroJournals, Inc. & FRD Inc., Victoria, Seychelles Available on-line via <http://www.eurojournals.com>.
- (46) **Kajola S.O.** (2009). Testing Pecking Order Model of Capital Structure in Nigerian Listed Firms: Further Evidence. *Journal of Business Administration and Management*, 4(4); 12-20. Published by Duncan Science Publication, Calabar, Cross River State, Nigeria.

- (47)<sup>f</sup> **Kajola, S. O.** (2008). Testing Static Trade-Off Against Pecking Order Models of Capital Structure in Nigerian listed Firms. *West African Journal of Management and Liberal Studies*. 2(1); 176- 195. Published by Providence Press, Accra, Ghana.
- (48)<sup>f</sup> **Kajola, S. O.** (2008). Corporate Governance and Firm Performance: The Case of Nigerian Listed Firms. *European Journal of Economics, Finance and Administrative Sciences*. 14; 16-28. Published by Euro Journals, Inc. & FRD Inc., Victoria, Seychelles Available on-line via <http://www.eurojournals.com>.
- (49) **Kajola S. O.** & Adedeji, S. B. (2007). Accounting Implications and Management of the New Pension Reform Act, 2004. *Babcock Journal of Management and Social Sciences*, 6(1); 53-63. Published by School of Management & Social Sciences, Babcock University, Ilishan-Remo, Ogun State, Nigeria.
- (50) Owoeye, S. D., **Kajola, S. O.**, Ojo, O. M., & Alliu, K. A. Corporate Ownership Structure and Dividend Policy: Evidence from Nigerian Banking Sector. *UNIOSUN International Journal of Management Sciences* (Accepted for publication, Letter dated 17<sup>th</sup> February, 2023).

<sup>f</sup> Denotes foreign journal

**(b) Books:**

- (51) Enigbokan, F., Clever, T., & **Kajola, S.O.** (2021). *ICAN Taxation Study Text*, Lagos: ICAN. Published by Institute of Chartered Accountants of Nigeria (ICAN).
- (52) Soyode, O. & **Kajola, S. O.** (2015). *Taxation: Principle and Practice in Nigeria*, Revised Edition, Ibadan: Published by LekSilicon Publishers.
- (53) Adedeji, S. B., & **Kajola, S. O.** (2003). *Cost Accounting: Concept, Analysis and Use for Decision Making*. 2<sup>nd</sup> Edition, Ago-Iwoye: Published by the Centre for Sandwich Programmes, Olabisi Onabanjo University. Ago-Iwoye.
- (54) **Kajola, S. O.**, Adedeji, S. B. & Okewale, J. A (2003). *Management Accounting*. 2<sup>nd</sup> Edition, Ago-Iwoye: Published by Centre for Sandwich Programmes, Olabisi Onabanjo University, Ago-Iwoye.
- (55) **Kajola, S. O.**, Adedeji, S. B. Okewale, J. A. & Desu, A. A. (2003). *Financial Accounting*, 2<sup>nd</sup> Edition, Ago-Iwoye: Published by Centre for Sandwich Programmes, Olabisi Onabanjo University, Ago-Iwoye.
- (56) Oyesiku, O. K., Abosede, A. J., **Kajola, S. O.** & Napoleon, S. G. (1999). *Basic Operations Research*. 1<sup>st</sup> Edition, Ago-Iwoye: Published by the Centre For Sandwich Programmes, Olabisi Onabanjo University. Ago-Iwoye.

(c) **Chapters in Book:**

- (57) Akintoye, I. R. & **Kajola, S.O.** (2009). Developing Feasibility Studies for New Ventures. In *Developing Entrepreneurship Skills: A Book of Reading* Abosede, A. J., and Obasan, K. (ed), 40-50. Ago-Iwoye: Published by Directorate of General Studies, Olabisi Onabanjo University.
- (58) **Kajola S.O.** (2001). Human Resources Accounting. In *Human Resources Management and Industrial Relations* Obikoya, J.O, Edun, T., Aluko, O., & Omolaja, M.A. (ed), 104-113. Ago-Iwoye: Published by Centre for Sandwich Programmes, Olabisi Onabanjo University.
- (59) Edewor, P. & **Kajola, S. O.** (2000). Measurement and Scaling. In *Research Methodology for Social Sciences* Odugbemi, O & Oyesiku, O.O (ed.) 132-154. Ago-Iwoye: Published by Centre for Sandwich Programmes, Olabisi Onabanjo University, Ago-Iwoye.