

EVALUATION OF HUMAN RESOURCES MANAGEMENT IN CONSTRUCTION INDUSTRY IN NIGERIA

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ABSTRACT- This project is an appraisal of human resources management in the Nigeria construction industry. The aims and object of the study included the identification of the methods adopted for managing human resources in the industry here in Nigeria. The scope was however limited to human resources recruitment, selection, training and development. To achieve these aims and objectives a field survey was carried out covering five construction firms. A questionnaire was used to collect data from the subject of the study. The data was used to answer the research hypotheses on the recruitment and training methods adopted in the industry. The analysis of the data reveals, among others, that construction firms practice a decentralized system of recruitment, that the on the job training was the most adapted method by construction firms, and that the major criteria for selecting applicants for construction jobs were the academic qualifications and experience, and performance at interview and tests. Based on these findings, the study concluded that the methods adopted were limited in scope, and there was slow level of professionalism within industry.

Key words: Human resources management, construction industry, recruitment, training, selection

I. INTRODUCTION

The construction industry just like the manufacturing industry requires a number of resources for achieving set goals and objectives. The resources can be classified into money, materials, machine, men and manpower. Human resource in the construction industry refers to the managerial and technical workforce required for construction. Management refers to the selection of goals and the procurement, planning, organizing, coordinating, direction and control of necessary resource for their achievement. Human resource management refers to the planning, organizing, directing and controlling of the recruitment, compensation, integration, sustenance, and separation of manpower resources to an end best suited to the achievement of organizational and individual objectives. The role of human resource in any project cannot be overemphasized; it plays a vital role in the attempts to appraise human resource management in Nigeria construction industry. It examines the sources of employment, training methods and motivational incentives employed. The primary aim of project management is achieved by managing effectively, the five main resources which are money, materials, machine, man and manpower. However, human resources play the role of seeing to the effective utilization of other resources in project execution. Thus, human resource is the determinant of the efficiency of construction resources. Suffice to say that proper human resource management will bring about an optimum utilization of other resources. In view of this, this study appraised human resource management in

the Nigerian construction sector. It therefore became necessary to identify and assess the recruitment, selection, training, and development processes of the technical and managerial staff of construction firms in Nigeria, and also to determine their efficiency and adequacy as the case may be. The aim of this study is to assess the effectiveness of human resource management processes in construction industry in Nigeria. The objectives associated with this aim are:

- i. To identify the human resource recruitment processes and techniques in construction industries
- ii. To assess the selection parameters used in the construction industry
- iii. To identify the methods of human resource training and development adopted by construction industries.
- iv. To suggest ways and means of improving the human resource management in construction industries.

II. METHODOLOGY AND MATERIALS

The samples for the study were small and medium scale construction firms, located in Oyo and Lagos States, Nigeria. The study covers five (5) firms selected from the states. These firms served as our subjects for study. (I) South Ports Camp Industry Ltd., Lagos State (II) DYS Trola Valsesia and Co. Ltd., Lagos State (III) Shear Sam Field Ventures Ltd., Lagos State (IV) DEKIT Construction Ltd., Oyo State (V) KK Construction Ltd., Oyo State

To achieve the aim and objectives of this study, four-research questions were formulated. The questions were: i) what are the major and minor sources of employment of workers in your construction firm? (ii) What are the minor and major criteria for the selection of applicants for your construction firm? (iii) What are the minor and major off the job training methods used by your construction firm? (iv) What are the incentives introduced to motivate the staff and to improve their efficiency?

Hypotheses were formulated to test this study.

Hypothesis 1

The null hypothesis (H_0) the management and technical staff of construction firm are not recruited more at the head office than the site office.

Alternative Hypothesis (H1)

The management and technical staff of construction firm area recruited more at the head office than the site office.

Hypothesis 2

Null Hypothesis (H_0): On the job training method is not more used by construction firm than off-the job training method

Alternative Hypothesis (H1)

On the job training method is more used by construction firm than off the job training method

Hypothesis 3

Null hypothesis (H₀): construction site workers are not employed more at the site office than the head office

Alternative hypothesis (H₁) Construction site workers are employed more at the site office than the head office.

The data was presented using tables and analyzed using percentages, mean and modes.

III. RESULT AND DISCUSSION

Questionnaire	Number	%
Administered	5	100
Returned	5	100

Table 1: Questionnaire Administration Pattern

Table 1 shows the pattern of administration of questionnaire at each of the subjects of study. Findings from the statistical analysis of answers to research questions and test of hypothesis revealed that most construction firms practiced a decentralized system of recruitment. In a decentralized recruitment system, recruitment is done both at the head office and the site office.

The study further revealed that the categories of casual job seekers, apprentices, private employment agencies, National Youth Service Corps, recalled/retrained workers, Universities and Polytechnics were major sources of recruitment in small and medium scale construction firms in Nigeria. Furthermore, the study reveals that selection of applicants for the construction job is based on academic qualification, working experience and performances at tests or interview.

Moreover, on the job training were more employed than off the job training by construction firms for training and development of human resources. It also showed that the introduction of incentives and training scheme have brought about an increase in efficiency and effectiveness of the construction workers.

IV. CONCLUSION AND RECOMMENDATION

This study was able to appraise human resource management in the construction industry. From findings arising from treatment of research questions and test of hypothesis, the study concludes that construction management and technical staff are recruited at the head office while the site workers are mainly recruited within the locations of sites. The study also concluded that the construction industry in Nigeria does not have organized sources of employment for its human resources. The main source, which is casual job seekers, does not provide ample opportunity for candidates applying for vacancies, and as such limits the scope of human resource recruitment.

To foster quality production in construction and ensure excellent professionalism in the methodology of construction, all construction firms should be encouraged to adopt human resource management system in recruiting workers, both on site and in the head office. This research work recommends that workers both on site and the head office should be recruited through the human resource department after satisfying all criteria for selection of workers for that

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