

A Review work for study of Labour Friendly Human Resources Management System and Factors Affecting on Labour Productivity in Construction

Company

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Abstract

Construction industry is one of the largest industries in the world. In all the developing and developed countries, construction sector has an important role. Human resources represent the massive majority of costs on most of the projects and therefore the industry employs a particularly diverse range of individuals from a good range of occupational cultures and backgrounds, including people in unskilled, craft, managerial, professional and administrative positions. Labour friendly HRM is also called Green Human Resource Management. In construction sector we have the various categories of employees from Top Management to Bottom management. Bottom management is most dominated or most underestimate level of organization, where most of the times we are not focusing on bottom management which is backbone of every company after Top management. The activity of HRM is also affecting the productivity of labour. This paper is a review work for identification of factors affecting on productivity of labour as well focus on concept of Labour friendly human recourse management.

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1. INTRODUCTION

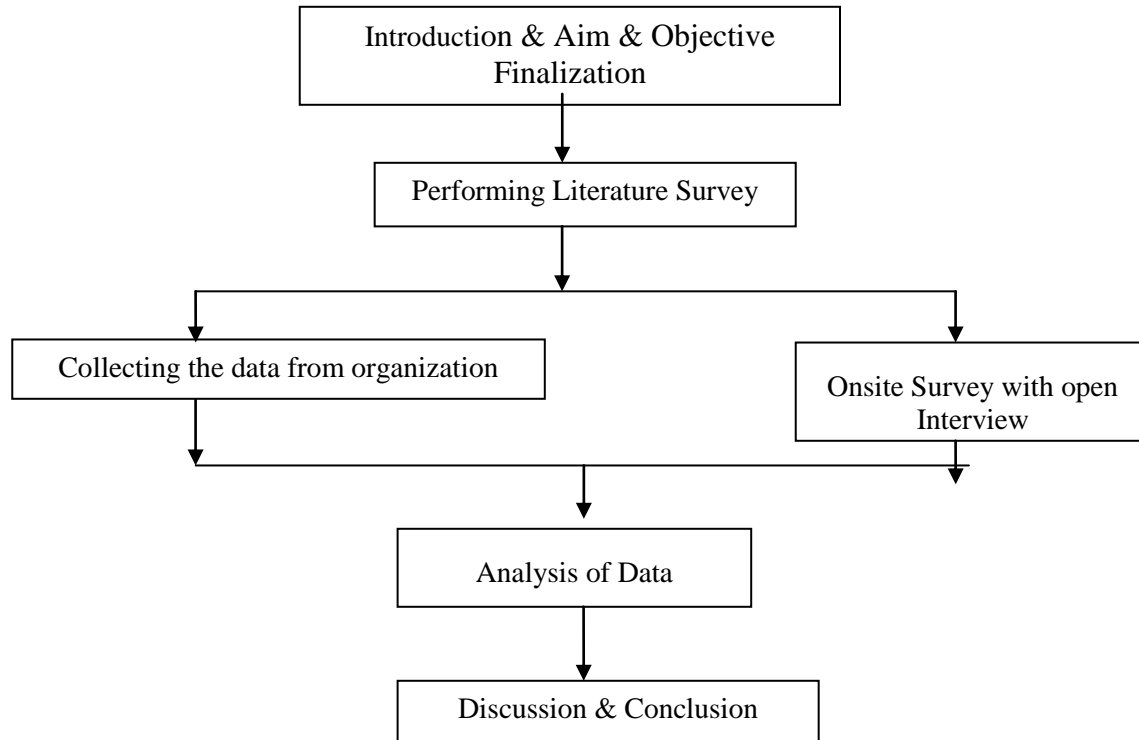
Labour friendly HRM is also called as Green Human Resource Management. Green means Eco Friendly i.e. environment friendly. In Construction company environment is treated for onsite as well as offsite condition for labour. In construction sector we have the various categories of employees from Top Management to Bottom management. Bottom management is most dominated or most underestimate level of organization, where most of the times we are not focusing on bottom management which is backbone of every company after Top management. Human Resources Management or labour friendly HRM is as far from construction sectors. No doubt some of the top companies of International level, National Level or state level companies having their own HR department but for medium or small company till not use these terms. we also need to find out the factors cause on productivity of human resources mostly focus on small scale industries where human recourse is still a new concept, where as another company already started to use this concept for sustainability. It has been noticed there is an acute shortage of skilled and unskilled labours at various sites in Pune and nearby area. This is an effort to study the situation, reasons behind it, seek alternatives considering the cost and schedule implications.

2. OBJECTIVE OF PAPER

1] To study the concept of labour Friendly Human Recourses Management and different factors affecting on labour productivity through various papers, journals, books, e-contents which is important for sustainable growth of organization.

2] To Design a questioner for collecting data from various sites/Companies for HR practices in their organization & factors affects on labour Productivity through questioner survey.

3. METHODOLOGY



Flowchart No. 01 Flowchart of Project Work

4. LITERATURE REVIEW

As per Dr. Parul Deshwal, approach of delivering positive results for 3P's- People, Planet and Profit- is referred to as “triple bottom line” in labour friendly HRM. As per author Eco-friendly management methods will also be advantageous to the businesses as it helps you to help save cash and also lowers side effects on the project. The author studies the cases of top 10 Green Companies through by using literatures as well as question solution survey. This particular paper is very beneficial not just for studying benefits of Green HRM but also finding pitfalls for developing Green HRM.

As per Malkani Z.A.K. and Kambekar A.R., since long those human resources in a corporation also represent the foremost complex resource to manage compared to the other resources that are required for satisfactory completion of a project. In this paper the researcher uses survey method for finding HRM policies so that he use questioner method, The primary structured questionnaire study includes:

- Questionnaire for the HR: it mainly consist questions regarding HRM policy and recruitment, selection and training methods adopted.
- Questionnaire for the site manager: it mainly consist questions regarding training, labour type (skilled or unskilled) and their consequences.
- Questionnaire to selected respondents from contractor, consultant, and developer, with various ages group, level of experience, organizations, working nature and responsibilities as their involved in managing construction project and understand the ideas in tackling Project Human Resource issue.

As per Othman, A. Idrus & M. Napiah, for sustainable development of project Human Recourses Management system is very important. The author suggest some method for improving HRM are,

- ✓ Ensure frequent communication between personnel and laborers

- ✓ Appoint experienced or well trained project managers to handle project
- ✓ Assign more skilled workers in project
- ✓ Ensure participation and team belonging is developed in the construction team
- ✓ Evaluation of personnel and workers conducted regularly
- ✓ Provide sufficient and effective training
- ✓ Start the team building even before the project starts (during conceptual stage)
- ✓ Provide reward for personnel and laborers with good performance

The Sherif M. Hafez, Remon F. Aziz, Enas S. Morgan, et.al. describes that the one among the most factors that had influence within the housing industry growth is productivity which mainly related to the labor performance. The target of this research is to spot and rank the relative importance of things seemed to affect labor productivity. The author comprising 27 productivity factors, classified under the subsequent four primary groups: (a) Technological (b) Management (c) Human/Labor and (d) External. This paper is more closely of our objectives so we consider this paper for preparing the questioner for finding factors affecting on labour productivity.

The author Vaishant Gupta, R. Kansal focus on to identify and rank the relative importance of factors perceived to affect labour productivity on construction sites. To achieve this objective, professional such as Project Manager, Project Engineer, Site Engineer, Architect, Assistance Project Manager, Assistance Project Engineer and other who work on the project from management to execution level, were invited to participate in a questionnaire survey. In questionnaire, factors were divided in four primary groups such as (1) Management; (2) Technological; (3) Human/labour; and (4) External. This author is also divide the questioner in above group like the sheriff M. Hafez et.al. papers. This author found some of the factors like, lack of construction managers leadership, Delay in Payment, Method of construction etc.. which affect on labour productivity.

The Soekiman¹, K. S. Pribadi, B.W, et.al., the author of paper reports on a survey made on respondents who involve in managing various sorts of projects in wide area in Indonesia. Respondents were required to rate using their experience how 113 factors identified from past researches, which grouped into 15 groups, affecting project schedule performance then measured their level of affect. The author notice from this paper that the groups of things that give high effect are supervision, material, execution plan, and style. Moreover, for giant companies, equipment factors have also high effect. While in small and medium companies, owner/consultant factors also need special attention. Research findings also show that health and safety factors have not been a priority of small medium companies and have some effect.

5. RESEARCH GAP

After studying various literatures, we found that there is no combine study of finding the factors affecting on labour productivity as well as labour friendly human recourses management. So here we are preparing the questioner to try to fulfill this gap.

6. DATA COLLECTION

Data collection enables a person or organization to answer relevant questions, evaluate outcomes, and identify the personal views of person on each question. 40 questionnaires are to be distributed to top management & bottom management in construction companies in Pune & Pimpri Chainchwad area to collect the data. We distribute this questioner in to 5 reputed big company in Pune & Pimpri Chainchwad area, 15 medium size company and 25 small companies. We also try to find the remedial measures for same the questionnaire survey is conducted in which the following questions are included-

A] GENERAL INFORMATION-

1] Name & Contact no. of Participant with Designation-

2] Name & Address of Company- _____

3] Name & Address of Project- _____

4] No. of Employee in your Company- _____

5] Approx. Turnover of Company in Year- _____

6] No. of Project Ongoing & Completed-
 No. of Ongoing- _____ No. of Project Completed- _____

B] COLLECTION OF DATA FOR HUMAN RESOURCES MANAGEMENT SYSTEMS

Sr. No.	Questions to be ask to Participants	Answer of Question			
		YES	NO	Partially	No Comments
Q.1	Does Your Company Having Human Resource Department?				
Q.2	Does your Company having HR Manager?				
Q.3	Does Your Company Knows Green HRM Concept / Labour Friendly HRM System				
Q.4	Does your company conduct training to increase awareness about work or project?				
Q.5	Does your company/ set an online process for recruitment applications				
Q.6	Does your company conduct online interviews of the selected applicants?				
Q.7	Does your company conduct online/offline training for its employees in every year?				
Q.8	Does your company adopt online process for performance appraisal?				
Q.9	Does your company use Video Conferencing and Telecommuting system to contact you for routine meetings?				
Q.10	Does Your Company Provide A Provided Fund Facilities To Every Employee Onsite & Offsite Project				
Q.11	Does your company pay your salary or wages every month? ON TIME?				
Q.12	Does Your Company Provide You Accommodation Onsite for labour?				
Q.13	Does your Company Provides all facilities like, Water, Electricity, and Medical Facilities etc.. for labour onsite?				
Q.14	Does Your Company Provide Safety & Safety Kits to all worker onsite?				
Q.15	Does your company Provide best Tools & Plant to Labour for work?				
Q.16	Does your company provide Extra Remuneration for extra Work?				
Q.17	Does Your Company provide CL, ML Leaves for labour ?				

Q.18	Does your company enforce to contractors to follow HRM system of your company for labour?				
Sr. No.	Questions to be ask to Participants	Answer of Question			
		YES	NO	Partially	No Comments
Q.19	Does your company have good communication system from Top Management to Bottom Management?				
Q.20	Does Your company provide Transportation facilities to worker?				
Q.21	Does company provide free health checkup to all labours in week/Months?				
Q.22	Does company provide fund for medical emergency to labour?				
Q.23	Does your company regularly follow up problem of your worker on site with contractor or without contractors?				
Q.24	Does your company takes feedback on paper or off paper from labour/Worker?				

C] COLLECTION OF DATA FOR FACTORS AFFECTING ON LABOUR PRODUCTIVITY

Marks for Question is as per follows,

- 1) 1 – No Effect
- 2) 2 – Poor Effect
- 3) 3 – Medium Effect
- 4) 4 – Strong Effect
- 5) 5 – Very Strong Effect

Sr. No.	Factor	Factors Affecting on Labour Productivity	Very Strong Effect	Strong Effect	Medium Effect	Poor Effect	No Effect
1	A	Human Group					
	A1	Age of Labour					
	A2	Health Condition of Labour					
	A3	Mentality of Labour					
	A4	Motivation of Labour					
	A5	Experience of Labour					
	A6	Facility provide to Labour					
	A7	Condition of Environment on Site for labour					
	A8	Mental Condition of labour on site					
	A9	Family Condition & Attarction					
A10	Relation of Labours in team						
2	B	Technical Group					
	B1	Not Friendly with New Technology					
	B2	Complex design and plan on Site					

	B3	No Clear instruction regarding work					
	B4	No Specification guidelines for work					
	B5	Rework on Site					
	B6	Inspection Delay					
	B7	Change of Work scope					
	B8	Change of Technology & Materials					
	B9	Site layout & Site conditions					
	C	Management Point Group					
	C1	Delay In Payment					
	C2	Overtime on Site					
	C3	No Payment of Extra Work					
	C4	Construction Methods					
	C5	Lack of Labour Supervision					
	C6	No Feedback from Labour					
	C7	No facilities for labour					
	C8	No Safety provision for labour					
3	C9	Lack of Equipment available on site					
	C10	Lack of Material on site					
	C11	Lack of Fund for Project					
	C12	Contractors & Engineers Attitude					
	C13	Work Pressure for completion of task within time					
	C14	Inadequate Size of Labour Gang					
	C15	Political Pressure or Government Policy					

Seal/ Stamp of Company

Sign & Name of Respondent

Before giving the questionnaire to the respondent person, following information was described.

- ✓ The person just has to give rating by making tick into the box & answer the question by tick only.
- ✓ Each question carries only one answer
- ✓ Use five point scale Etc.

7. DISCUSSION & CONCLUSION

From the literature reviews it's clear that the Labour friendly HRM is very useful for sustainable development of Construction Company. Also we need to identify the various factors which is important for labour productivity identification on site. The Labour friendly HRM & Labour productivity is a like coin which have 2 sided for sustainable development of company. This questioner survey helps us to find out the factors causes for downtime.

8. FURURE SCOPE

In next time we collect the data from various sites for their views & practices on Labour Friendly HRM & different forctors which is affecting on labour productivity through questioner survey. We use RII method to find out the factors & try to suggest some recommendation for constriction companies.

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