

STUDY MODERN ISSUES RELATED TO HUMAN RESOURCE MANAGEMENT IN CONSTRUCTION FIRMS

Tarun Patel¹, Mr. Hiren Rathod²

II Year M.E, Civil Engineering, SNPITRC, Umrakh ,Bardoli ,Gujarat , India¹

Assistant Professor, Civil Engineering, SNPITRC, Umrakh ,Bardoli ,Gujarat , India²

Abstract: A powerful human resource development system is a critical strategy for every construction companies, as in the coming years, human capital plays a significant role in order to have a successful organization. Based on a literature research the study explores the effect of training and motivation in HR practices on teamwork improvement in construction firms. The research found that the percentage of skilled and unskilled labour in the construction companies, some barriers and solutions of training and motivating workforces and the relationship between training and motivation practices in teamwork improvement. Through selected papers from well-known academic journals in construction management, detailed coverage of these issues is systematically reviewed with the aim to investigate the state of the art and trends in HR research. The outcome of this paper may provide a platform for both researchers and industrial practitioners to appreciate the latest issues of HR in construction firms .

Keyword: construction, Human resource management motivation, training.

1.INTRODUCTION:

Human resource management is the management process of an organization's workforce, or human resources. It is responsible for the attraction, selection, training, assessment, and rewarding of employees, while also overseeing organizational leadership and culture and ensuring compliance with employment and labor laws. HR now focuses on strategic initiatives like mergers and acquisitions, talent management, succession planning, industrial and labor relations, and diversity and inclusion. In startup companies, HR's duties may be performed by trained professionals. Regular planning, monitoring and evaluation are important for the success of HRM. Successful implementation ensures that all employees know their role, career path and also feel part of an organization which is able to manage and reconcile their expectations as well as those of the organization and its objectives. The primary objective of this research is to study modern issues related to human resource management in construction firms.

2. Research methodology:

A two-stage methodology was conducted to achieve the research aim, these are:

2.1. Stage 1:-Identifying the relevant literature material

The literature review process started by looking into primary and secondary sources. The primary literature sources included refereed journals, refereed conferences,

dissertations/theses, occasional papers and government reports. Secondary sources included text books, trade journals, newspapers and magazines. As a result number of HR related articles were identified and for the purpose of this paper, the references listed below were selected for discussion as they directly fit the aim and the conference theme.

2.1. Stage 2 – Systematic note-taking and appraisal

At this stage, the recapitulation of the literature was sifted and a literature file was built. The main topics that were reviewed in this research are Uncomfortable environment, 3D images, Low wages, Temporary work, Lack prestige and social behaviors, Young generations seek higher education, No insurance protection for labor, Occupational safety Development and technologies changes, Difficult to get permission for leave, Un-predictable work Weakness on organizations strategies. These topics were chosen on the basis of previous literature in these related fields and their link with human resource management in construction.

3. Critical appraisal of modern issues related to human resource management in construction firms.

3.1. Uncomfortable environment-Employers explained that un-comfortable environment such as: hot weather; un-healthy environment; and no air conditioner causes local workforces are un-interested with construction industry.

3.2. '3D images'-dirty, dangerous and difficult. Employers labeled construction industry as heavy work and exposed to accident at construction site. Accidents on construction sites are very common and everybody accepts it as an unavoidable feature of the industry. Thus, accidents had tarnished the image of construction industry besides being labeled '3D images' which referred to dirty, dangerous and difficult. Besides that, a construction task is difficult because need to provide heavy work such as: bricklaying; plastering; tiling; bar-bending; concreting; and formwork.

3.3. Low wages-Employers mentioned that the low wages cause local workforces are uninterested with construction industry. The wage level is not applied properly according to the skill labor but it depends on competence of employer to payoff labor.

3.4. Temporary work-.Employers also stated that labor force in the construction industry is temporary work. Our local workforce required a permanent job and wage in order to maintain their economy.

3.5 Lack prestige and social behaviors-In addition, employers agreed that the lacks prestige to employ as labor in the construction industry cause local workforces is uninterested with construction industry. This results regarding to the society behavior toward labor work is not dignified enough because it is view as a low status job.

3.6 Young generations seek higher education-Employers mentioned that the lack of local workforce in the construction industry is due to education changes for a nowadays. Young generation seeks a higher education to have a lucrative life better than their parents did.

3.7 No insurance protection for labor-.At the same time, labors are preferable an insurance protection as a warranty to their life whenever they are injured or accidentally.

3.8 Occupational safety-The safety issue is almost worried among people to be involved as a labor in construction industry. People need to keep away their feeling about the safety in the construction industry because construction personnel's always remind labors to use the safety tool to avoid any accidentally.

3.9 Development and technologies changes-There are many job opportunities within other industries that easier than construction tasks. In the construction industry, manpower required for done a wet trade job such bricklaying, plastering, tiling, bar-bending, concreting and formwork.

3.10 Difficult to get permission for leave -High commitment required by labor at construction site in order to complete the construction operation. It is become difficult onto employer to allow their labor for leaved.

3.11. Un-predictable work-Sometimes labors are required to working overtime in order to achieve an expectation project. However, employer stressed that local labors are un-willing to work overtime.

3.12. Weakness on organizations strategies:-Employer needs to study and analyze their HRP processes to retain and attract more local labors in the construction organization [24]. Some of organizations are not planning their HRP smoothly causing labors are quit from their job.

4. CONCLUSIONS

Human resource management have received considerable attention and discussion within the construction industry in the past three decades. This study has provided a critical review of the state of the art of HR in the academic field with the aim of establishing a platform for scholars and researchers to obtain more useful insights into HR in construction industry concerns. It has identified research issues in HR in construction which are Uncomfortable environment, 3D images, Low wages, Temporary work ,Lack prestige and social behaviors , Young generations seek higher education, No insurance protection for labor, Occupational safety Development and technologies changes, Difficult to get permission for leave, Un-predictable work Weakness on organizations strategies. In order for the construction industry to be able to meet the managerial, technical and social challenges, both the industry and its participants have to welcome ‘change’ and allow innovative HR to grow.

5. ACKNOWLEDGMENT

The authors are thankfully acknowledge to Mr. J.N.Patel, Chairmain Vidyabharti Trust, Mr. K.N.Patel, Hon. Secretary, Vidyabharti Trust, Dr. H.R.Patel, Director, Dr.J.A.Shah, Principal, S.N.P.I.T.&R.C.,Umrah, Bardoli, Gujarat,India for their motivational & infrastructural supports to carry out this research.

6. REFERENCES

- [01] Amin Akhavan Tabassi , Mahyuddin Ramli and Abu Hassan Abu Bakar, “Training, motivation and teamwork improvement: The case of construction firms”, African Journal of Business Management , ISSN 1993-8233 , Vol. 5(14), pp. 5627-5636,18 July, 2011.
- [02] B. Vijay Antony Raj, P. S. Kothai, “Study on the Impact of Human Resource Management Practices in Construction Industry” THE INTERNATIONAL JOURNAL OF MANAGEMENT, ISSN 2277- 5846,Vol 3 Issue 1 (January, 2014).

- [03] Norhidayah Md Dom¹, Narimah Kasim², and Alina Shamsudin , “Factors Influencing Human Resource Planning (HRP) for Local Workforce Supply in Malaysian Construction Industry” KICEM Journal of Construction Engineering and Project Management Online ISSN 2233-9582 , February6, 2012
- [04] Siew R Y J, “Human resource management in the construction industry – Sustainability competencies” , Australasian Journal of Construction Economics and Building, **14** (2) 87-103
- [05] Stefanie G. Brandenburg , Carl T. Haas, F.ASCE , Keith Byrom,” Strategic Management of Human Resources in Construction”, journal of management in engineering © ASCE / April 2006, ISSN 0742-597X/2006/2 , Vol. 22, No. 2, April 1, 2006.
- [06] Raiden A B, Dainty A R J, Neale R H, “ A strategic employee resourcing framework (SERF) for construction”, In: Greenwood, D J (Ed.), 19th Annual ARCOM Conference, 3-5 September 2003, University of Brighton. Association of Researchers in Construction Management, Vol. 1, 223-32.