

Life of a Worker: A Case of Construction Industry

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Abstract

The construction industry remains a significant industry for all countries. It has a significant contribution to the economy, infrastructure and employment. Due to rapid urbanization and changing demands from clients made this industry versatile which results in the involvement of various factors but the human factor is always ignored. Workers are the main asset for any company, organization or project which has been given negligible attention. Hence, this paper aims to assess the satisfaction level of construction workers and it also aims to identify the challenges usually faced by this key group of any project. A qualitative study has been conducted followed by quantitative research. This study will help the decision-makers to design a line of action to improve workers life.

Keywords: Construction Industry, Productivity, Worker, Human Behaviour

Background

Construction is a substantial labour-intensive industry where workers face challenges with spending life span. Construction workers are in the unorganized sector. The form of the unorganized sector has been defined as areas that do not have the appropriate means and methods to carry out the work in a systematic and organized manner [1]. Humans are the most important resource for any organization because they are reliable, responsible and capable of making the valuable contribution that they should be treated with dignity and respect [2]. The work can be designed to facilitate the enrichment of family work in the construction sector, in particular by providing support to supervisors, flexibility, programming and control [3].

Various researchers reported that young workers are at risk of injury and fatalities at site whereas the construction industry faces higher accidents. It indicates that young workers of this industry are vulnerable to accidents at the site [4]. Construction workers have a high risk of dying from external causes including respiratory diseases, high

prevalence of low levels of education, risk and many other factors [5]. Work-life balance is the term used to describe practices for achieving a balance between family stress and the work-life of employees. The demands and pressures of work make it difficult to lengthen the time to balance the activities of professional life [6].

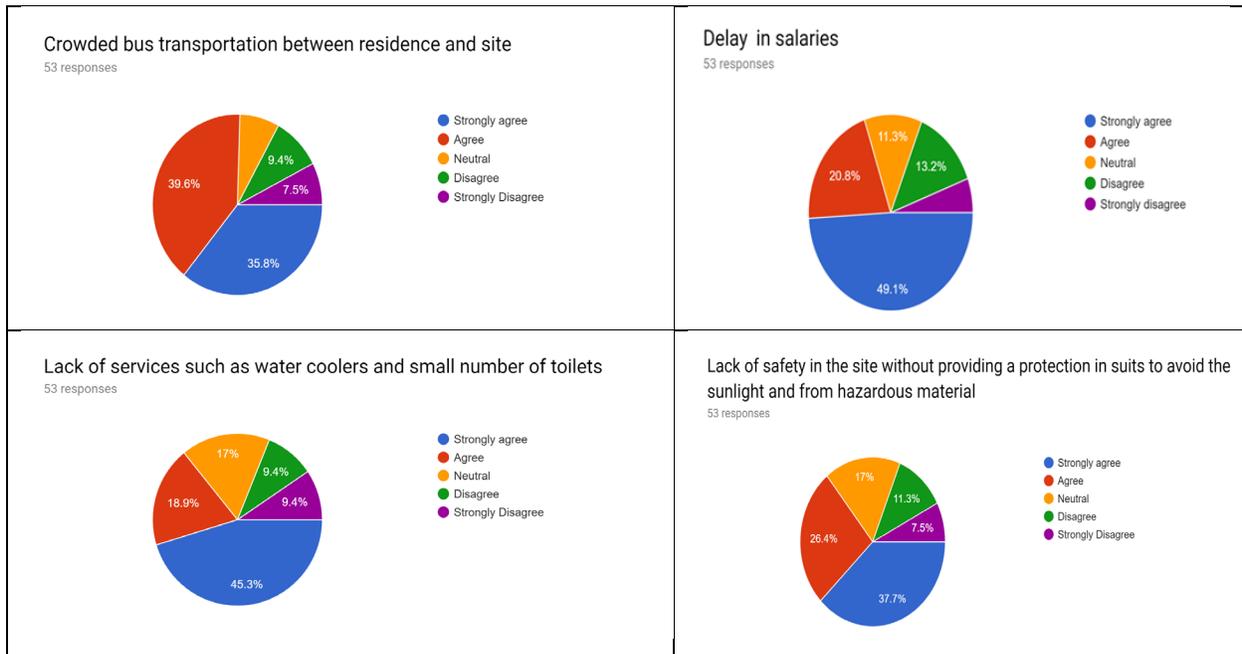
Depending on the amount of work, construction activities can be automatic or semi-automatic, mainly in small and medium-sized projects that require a lot of labour. These activities require a lot of physical work. A large percentage of construction workers do not receive systematic job training and only acquire skills after the experience [7]. In many urban and village areas of India, an increasing number of workers have begun construction work as a means of immediate employment, as they provide at least daily support for their family life of 3 to 4 members. Although, compared to the higher growth rate of the construction industry, the quality of life of construction workers is not met, either through the government system or by the builders on-site [8]. With a rapidly ageing population, there will be huge physical, emotional and financial costs associated with construction work [9]. The causes of the injuries were related to work. Prevention through working conditions could be done against the revealed risks. The risks for each worker depended on age, body mass index, hearing impairment, sleep disorders and sports [10]. This workforce suffers from high rates of mental health problems and low demand for help [11].

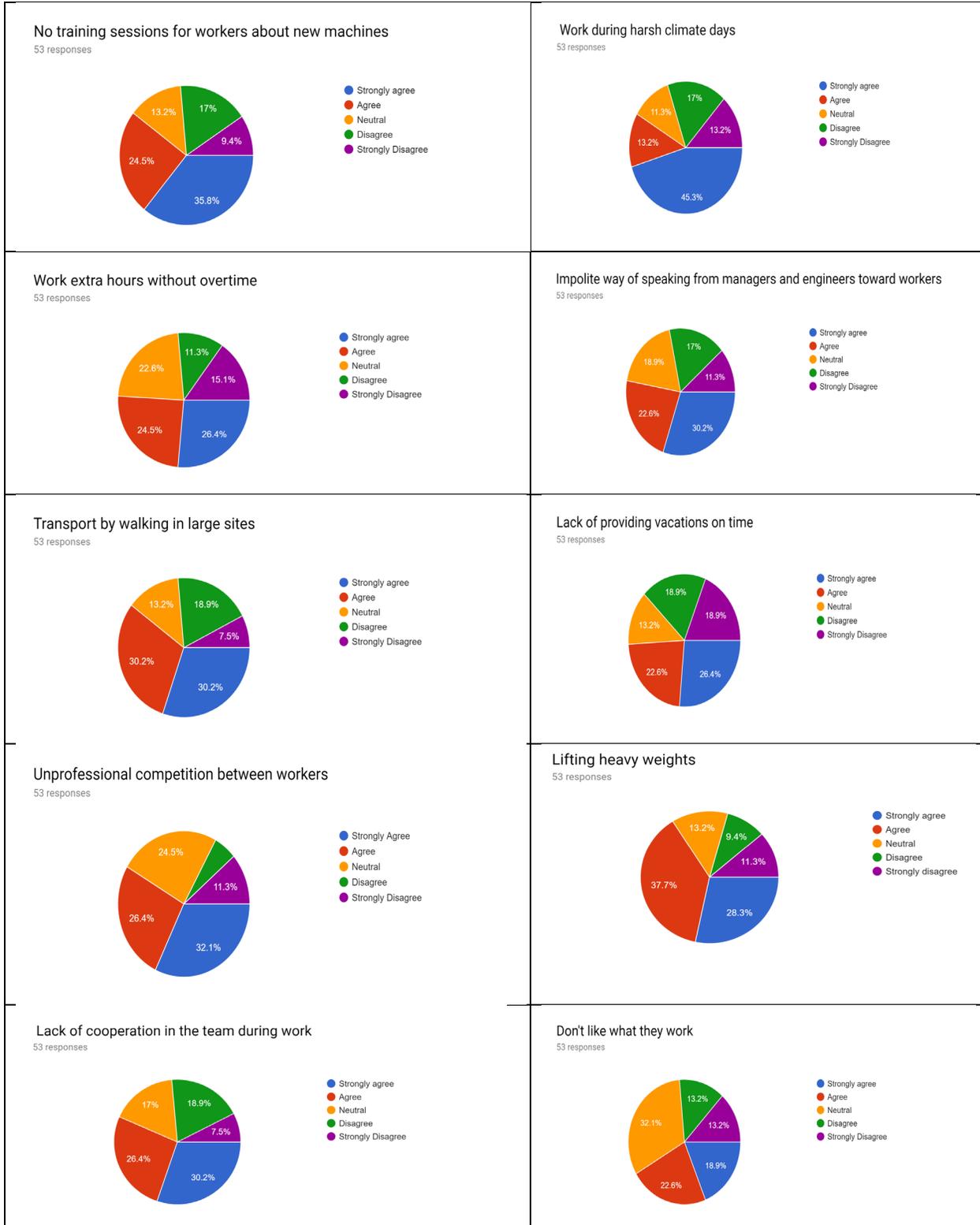
Despite the large number of studies on the health of construction workers at work, few are aware of the risks and maintain a good level of workability within their profession [12]. Productivity is aligned with job satisfaction. Construction workers face several challenges, which upset the balance between their professional life and their quality of life. This study attempts to study the level of job satisfaction of construction workers and proposes measures to improve the production of labour.

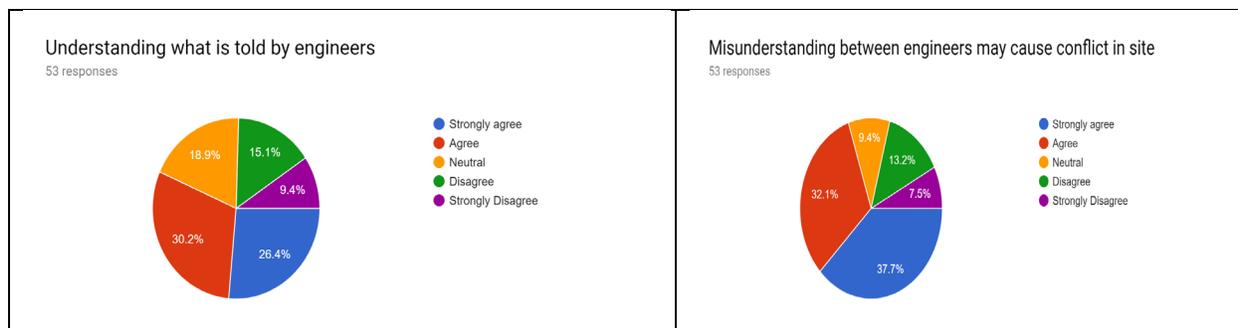
Data Collection and Analysis

A comprehensive literature review has been conducted to identify the challenges and difficulties for workers. The identified factors were validated by the pilot study. A final version of the questionnaire was designed and analysed using Average Index. The data has been collected from various construction sites in Riyadh. The focus group was construction workers. The questionnaire was sent to the industry through various modes. The results given in this paper are from the direct contact with the workers and data was recorded using electronic tablets.

Results & Discussions







As per the results; Delayed salary payment, Lack of services in site like water coolers and portable toilets, Working during harsh climate, Working extra hours without overtime Impolite way of speaking toward workers, Lack of providing vacations on time, Lack of appreciation toward workers, Misunderstanding between engineers may cause conflict in site and Lifting heavyweights are the major problems faced by workers working in construction industry.

Conclusion & Recommendations

Workers are a key human resource for any project. Keep them motivated and live. Small things can make a big difference. Stakeholders should rethink on this area and invest some amount in it. Government and authorities should assure that the policies are properly implemented and enforced. Work environment, salary, personal growth and job security are the factors affecting the quality of work-life of workers in the construction industry. The construction industry must ensure that workers are getting sufficient salary and other benefits should be paid based on the performance of the workers and it will motivate them to perform well. It is suggested that the following factors may enhance the worker's life and job productivity at the worksite in the construction industry. The factors include; Salaries on time, Overtime, More services on-site, Safety at the site, Health insurance, Training, Mutual Respect, Appreciation & Reward, Proper Lead and Motivation.

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Biographies

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