



“A STUDY ON CHALLENGES FACED BY WORKERS IN CONSTRUCTION FIELD”

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ABSTRACT :

The construction industry stands as a critical sector driving economic growth worldwide, yet it's fraught with challenges that significantly impact the well-being and productivity of its workforce. This research endeavors to comprehensively explore the multifaceted challenges encountered by construction workers, delving into their experiences, perceptions, and the repercussions these challenges impose on their daily lives and work dynamics. Employing a mixed-methods approach, this study collected data from a diverse spectrum of construction workers, spanning various regions and sectors within the industry. Through qualitative interviews and quantitative surveys, a nuanced understanding of the challenges prevailing in the construction field emerged. The findings underscored a myriad of obstacles faced by construction workers, ranging from pervasive safety hazards to enduring long working hours and enduring physical strain. Moreover, issues such as inadequate access to proper training and safety equipment, coupled with job insecurity and substandard compensation, were recurrent themes in the data. Beyond merely identifying challenges, this research also scrutinized the intricate interplay between these adversities and their profound effects on workers' mental and physical wellbeing, job satisfaction, and overall job performance. The study illuminated the cyclical nature of these challenges, wherein compromised well-being often leads to diminished productivity, exacerbating the adverse impacts on both individual workers and the industry at large. In light of these findings, this research advocates for proactive measures to address the systemic issues plaguing the construction industry. Recommendations are offered for policymakers, employers, and relevant stakeholders to instigate transformative changes aimed at fostering safer, healthier, and more sustainable working environments for construction workers. By shedding light on the lived experiences of construction workers and articulating the imperative for change, this study contributes substantively to the extant literature. It underscores the urgency of adopting holistic strategies to mitigate challenges, enhance worker welfare, and fortify the resilience and sustainability of the construction industry in the face of evolving demands and complexities

Keywords: labour satisfaction, safety and risk management ,work, project, workplace culture

Introduction

The construction industry is a cornerstone of economic development, playing a pivotal role in building infrastructure, shaping urban landscapes, and providing employment opportunities worldwide. However, alongside its undeniable contributions, the construction field industry is also fraught with challenges that impact the well-being, safety, and productivity of its workforce. Understanding and addressing these challenges are crucial for fostering a sustainable and thriving construction sector.

This study seeks to investigate the multifaceted challenges faced by workers in the construction field industry, aiming to shed light on their experiences, perceptions, and the broader implications of these challenges on the industry as a whole. By delving into the intricacies of the construction workforce's realities, this research endeavors to contribute empirical evidence and insights that can inform policies, practices, and interventions aimed at enhancing worker welfare and promoting a safer, more sustainable construction industry

Literature Review

1.Goyal (1995) Determine the extent of employees satisfaction experienced by textile workers due to primarily the statutory labour welfare facilities provided in the private, public and cooperative textile sectors in Punjab, the awareness and implementation of these labour welfare facilities and their correlation with job satisfaction, including the relationship between labour welfare and job satisfaction.

2.Alen and meyer, 1996: karrasch 2003 Organization commitment can be defined as affiliation of employees to the organization and involvement in it. In general there are three dimensions of commitment which are continuance commitment, affective commitment and normative commitment.

3. According to Nancy C. Morse (1997) "Satisfaction refers to the level of fulfilment of ones" needs, wants and desire. Satisfaction depends basically upon what an individual wants from the world, and what he gets." Employee satisfaction is a measure of how happy workers are with their job and working environment. It is sure that there may be many factors affecting the organizational effectiveness and one of them is the employee satisfaction. Effective organizations should have a culture that encourages the employee satisfaction, Bhatti & Qureshi, (2007).

4. Srivastava (2004) The impact of labour welfare on employees attitudes and job satisfaction, a comparative study was conducted on workers in the private and public sectors of Kanpur city. The researcher attempted to assess the quality of labour welfare activities measure the degree of job satisfaction of workers provided with labour welfare facilities in private and public sectors and evaluates the attitudes of work towards management in both the sectors.

5. Occupational Health and Safety in Construction: Review studies examining safety hazards, accidents, and occupational health risks prevalent in the construction industry. Explore research on the causes and consequences of workplace injuries, fatalities, and occupational diseases among construction workers. 18 Discuss interventions, policies, and strategies aimed at improving safety culture and reducing occupational hazards in construction.

Research Methodology

4.1 The objectives of the study on challenges faced by workers in the construction field industry are as follows:

Identify Challenges: To identify and comprehensively document the diverse range of challenges encountered by construction workers, including but not limited to safety hazards, inadequate training, job insecurity, compensation issues, and psychosocial stressors.

Understand Root Causes: To explore the underlying factors contributing to the prevalence and persistence of these challenges within the construction field industry, including organizational, institutional, economic, and social determinants.

Assess Impact on Workers' Well-being: To assess the impact of these challenges on the mental and physical health, job satisfaction, productivity, and overall well-being of construction workers across different job roles, sectors, and geographical contexts

Evaluate Effectiveness of Interventions: To evaluate the effectiveness of existing interventions, policies, and practices in addressing the identified challenges and promoting better working conditions for construction workers, including safety programs, training initiatives, and labor regulations.

Propose Recommendations for Improvement: To propose evidence-based recommendations for policymakers, employers, trade unions, and relevant stakeholders to address the identified challenges and improve the overall welfare and job satisfaction of construction workers

Inform Decision-making and Advocacy: To provide empirical evidence and insights that can inform decision-making, advocacy efforts, and policy development aimed at fostering a safer, more supportive, and sustainable working environment within the construction field industry.

Contribute to Knowledge Advancement: To contribute to the existing body of knowledge on challenges faced by workers in the construction industry through empirical research, thereby filling gaps in literature and advancing understanding of the socio-economic dynamics of construction work.

Promote Worker Empowerment: To promote a culture of respect, dignity, and empowerment for construction workers by amplifying their voices, advocating for their rights, and fostering collaboration among stakeholders to address systemic issues affecting the construction workforce.

Data Collection: a. Quantitative Phase: Surveys: Structured surveys will be administered to construction workers to gather quantitative data on demographics, job roles, working conditions, safety perceptions, job satisfaction, and other relevant variables.

Sample Size: A sample size will be determined using stratified random sampling techniques to ensure representation across different job roles, sectors, and geographic regions

b. Qualitative Phase: In-Depth Interviews: Semi-structured interviews will be conducted with construction workers, supervisors, and other stakeholders to explore their experiences, perceptions, and insights regarding challenges in the construction field industry.

Focus Group Discussions: Focus group discussions will be facilitated with homogeneous groups of construction workers to delve deeper into specific themes or issues identified in the quantitative phase.

SAMPLING METHOD

Simple Random Sampling: In this method, every member of the population has an equal chance of being selected. It's often achieved using random number generators or drawing lots.

Stratified Random Sampling: Dividing the population into subgroups or strata based on relevant characteristics (e.g., age), and then randomly sample within each stratum. This ensures representation from each subgroup.

Cluster Random Sampling: Dividing the population into clusters, randomly select a few clusters, and then sample all elements within those selected clusters.

Data Analysis

Table 1 - % Count for Answers.

| Questions | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|-----------|-------------------|------------|---------|-------|----------------|
| Q1 | 25 | 14.3 | 21.4 | 26.8 | 12.5 |
| Q2 | 17.9 | 19.6 | 23.2 | 35.7 | 3.6 |
| Q3 | 3.6 | 12.5 | 35.7 | 23.2 | 25 |
| Q4 | 14.3 | 16.1 | 26.8 | 30.4 | 12.5 |
| Q5 | 10.7 | 19.6 | 28.6 | 30.4 | 10.7 |
| Q6 | 5.35 | 5.35 | 44.6 | 16.1 | 28.6 |
| Q7 | 3.6 | 10.7 | 30.4 | 33.9 | 21.4 |
| Q8 | 16.1 | 17.9 | 30.4 | 28.6 | 7.1 |
| Q9 | Yes=42.9 | Maybe=26.8 | No=30.4 | | |
| Q10 | 8.9 | 10.7 | 41.1 | 21.4 | 17.9 |
| Q11 | 0 | 14.3 | 32.1 | 23.2 | 30.4 |
| Q12 | 4.45 | 4.45 | 28.6 | 33.9 | 28.6 |

INTERPRETATION

- Majority of workers are facing the issue with safety and protocol at construction sites.
- 35.7% workers are agreeing that construction site have insufficient rest area and facilities.
- There are lack of training and opportunities of skill development.
- 42.9% workers are saying that there are equal opportunities and treatment for both male and female.
- 32.1% workers have the necessary resources to perform their tasks efficiently.
- 33.9% workers are satisfied with the communication between construction and management.
- 41.1% workers said that overtime time demand pose a significant challenge to achieving work life balance.

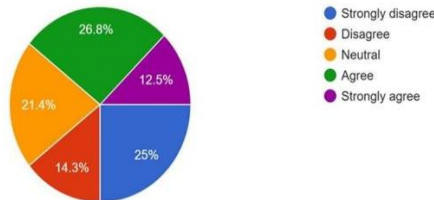
5.3 Hypothesis Testing: Hypothesis 1: There is a significant positive relationship between job satisfaction and perceived safety measures among construction workers.

Null Hypothesis 1: There is no significant relationship between job satisfaction and perceived safety measures among construction workers.

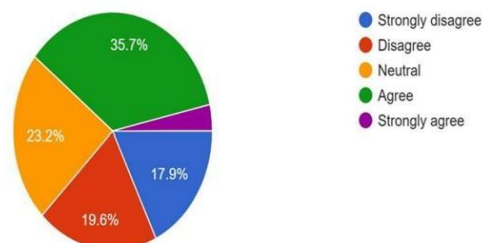
Hypothesis 2: Construction workers who receive regular safety training will report lower levels of occupational hazards compared to those who do not receive such training.

Null Hypothesis 2: There is no difference in the levels of reported occupational hazards between construction workers who receive regular safety training and those who do not receive such training.

1. How strongly do you agree or disagree that safety regulations and protocols on construction sites are consistently and effectively enforced?
56 responses

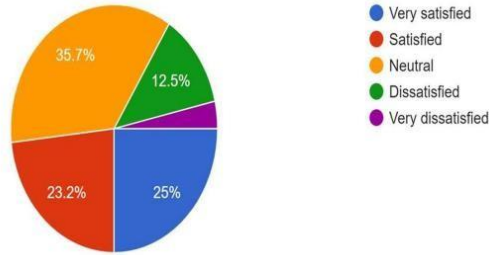


2. what extent do you agree or disagree that construction workers have sufficient access to comfortable rest areas and facilities?
56 responses



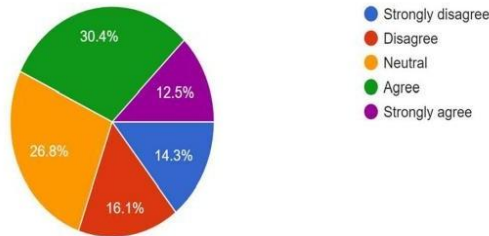
3 . How satisfied are you with the amount of training and opportunities for skill development provided to construction workers?

56 responses



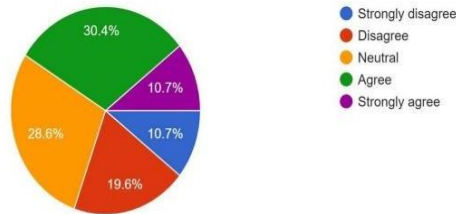
4 . In your view, are construction workers fairly compensated considering the risks and challenges associated with their job?

56 responses



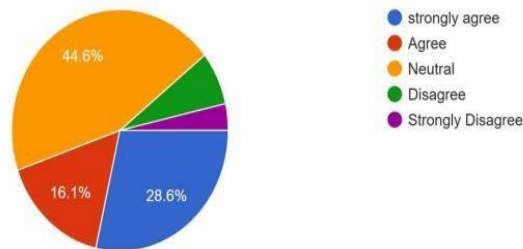
5 . To what extent do you agree or disagree that wage disparities among workers with similar skills and experience are minimal in the construction industry?

56 responses



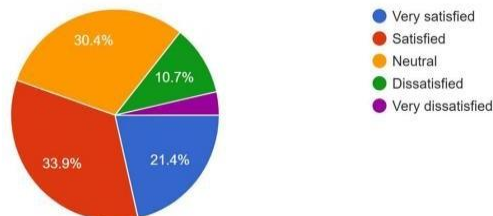
6 . To what extent do construction workers feel empowered to voice concerns and ideas without fear of retribution?

56 responses



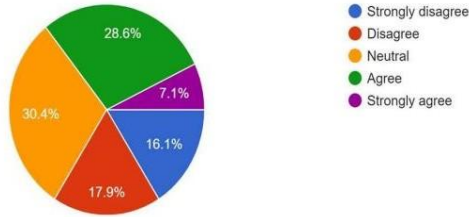
7 .How satisfied are you with construction workers' access to the latest tools and equipment to enhance their productivity?

56 responses



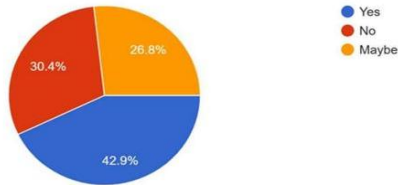
8 . How strongly do you agree or disagree that workers in the construction field feel comfortable seeking assistance for mental health issues without stigma?

56 responses



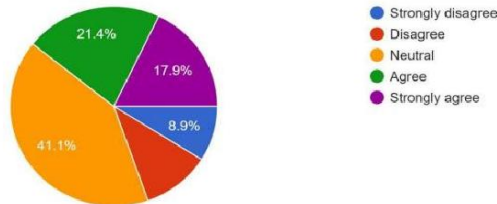
9 . In your view, is there equal opportunity and treatment for both male and female workers in the construction industry?

56 responses



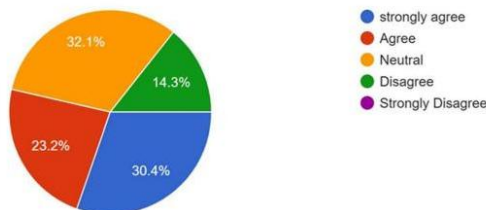
10 . To what extent do you agree or disagree that overtime demands in the construction industry pose a significant challenge to achieving work-life balance

56 responses



11. How well-equipped do you think construction workers are with the necessary resources to perform their tasks efficiently?

56 responses



12 . How satisfied are you with the communication channels between construction workers and management?

56 responses

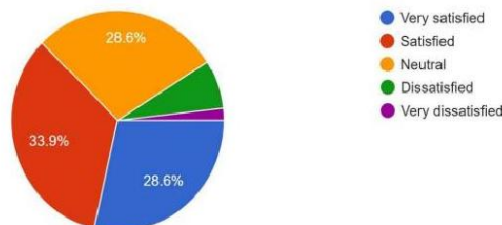


Fig. 1 - (a) first picture; (b) second picture.

Findings

2. Implications for Practice 3.Enhancing Safety Measures 4.Job Satisfaction Interventions 5.Skill Development Programs 6.Implications for Policy
 7.Strengthening Labor Regulations
 8.Promoting Industry Collaboration9.1ncentivizing Safety Practices

Conclusion

Longitudinal Studies: Future research should employ longitudinal study designs to track changes in construction workers' experiences, perceptions, and well-being over time, enabling a deeper understanding of the dynamics within the industry.

Comparative Analyses: Comparative studies across different regions, countries, or construction sectors can provide insights into variations in challenges,practices, and policy responses, informing context-specific interventions.

Qualitative Exploration: Further qualitative research is needed to explore the lived experiences of marginalized or vulnerable groups within the construction workforce, such as migrant workers, women, and informal laborers.

In conclusion, addressing the challenges faced by workers in the construction field industry requires collaborative efforts from employers, policymakers, industry stakeholders, and researchers. By implementing evidence-based interventions and fostering a culture of safety, fairness, and empowerment, the construction industry can create a more sustainable and inclusive environment for its workforce, ultimately contributing to the sector's long-term success and resilience.

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