

THE INFLUENCE OF HUMAN BEHAVIOR FACTORS OF CONSTRUCTION WORKERS' TO THE CONSTRUCTION PRODUCTIVITY IN SRI LANKA

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ABSTRACT

Human behavior factors are important sources of increasing efficiency and performance in the construction industry which contribute to project success. Today, human resource has a strategic role for productivity increase in construction projects and this makes the human resource superior in the competition in the industry. This stems from the limited success in terms of completing projects on time, within approved budget and to the required quality.

The main aim of the study was to investigate motivation, skill development, organizational culture, communication and leadership factors as a strategy influencing positive worker behaviours towards improving construction productivity in Sri Lanka, whilst there are other human behaviour factors that could influence the construction productivity.

Semi-structured interviews, literature survey and questionnaire surveys are used as the data collection methods. 45 human behaviour factors were identified and investigated for improved construction productivity. The results showed 10 human behavior factors out of 45 found to be extremely significant in encouraging positive worker behaviours. The highest ranked human behavior factor was identified as 'health and safety' while the least ranked was identified as 'being given due value and respect at work'.

The study identified 19 positive worker behaviours that may improve productivity. The results indicated that these 19 positive worker behaviours are very significant in influencing positive worker behaviours towards improving construction productivity. The highest ranked positive construction worker behavior was identified as 'being co-operative and collaborative' and 'communicating effectively to resolve problems and conflicts', was identified as the least ranked positive construction worker behavior

It is important to consider these human behavior factors as a way of improving and increasing construction productivity. Identifying and investigating these human behavior factors could thus be seen as a way of unlocking human potential to enhance productivity because these factors reinforce behaviour that in turn contributes to project success.

From the research recommendations it is important to pay more attention to human behavior factors in order to have a positive worker influence to improving construction productivity in Sri Lanka. Therefore, the Human resource management should be introduced and implemented in projects for improving and enhancing construction productivity in Sri Lanka.

Keywords: *Human behavior factors, positive behavioral traits, construction productivity, Sri Lanka*