

## Title of Manuscript

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### Abstract

*A successful construction project has many important components, one of which is labour. Many construction projects fail to achieve their goal due to poor labour productivity. Thus, this research evaluated labour productivity on building projects based on the perception of site managers. The objectives identified the factors that affect the productivity of construction operatives, examined the importance of factors affecting labour productivity, assessed the management policies to improve productivity of workers on site, and suggested solutions to the problem of labour productivity on building sites.*

**Keywords:** Equipment, Labour, Productivity, Site managers.

### 1.0 Introduction

Construction labour constitutes the largest unit of human resources on any given project. Human resource is the most variable, uncontrollable and important element in production (Brent and Leighton, 2014). The success of any construction project is largely hinged on the labour productivity. Due to its importance, productivity is one of the most frequently discussed topics in the construction industry. Attar *et al.*, (2012) stated that delay and project cost overrun is caused by poor productivity of labour. Thus, managing labour factor can be greatly beneficial to construction budget.

### 2.0 Materials and Methods

The study area is Lagos, situated in the South-western of Nigeria. Survey research design was adopted for the study, which involved collection of data through questionnaires' administration. The population of the study was professionals in construction organizations in Lagos State [1]. The sample frame consisted of 26 construction organizations of Lagos Chambers of Commerce and Industry (L.C.C.I). The targeted respondents were site managers working in the 26 construction organizations. According to Ojoawo *et al.* [2], Random sampling technique was employed to select a sample of 62 site managers from the 26 organizations, to which questionnaires were administered and 46 of them were retrieved and used for analysis, representing 74% response rate.

### 3.0 Theory/calculation (Optional)

A Theory section should be an extension of the background to the article already layout in the Introduction and therefore, lay the foundation for further work [3]. In contrast, a Calculation section represents a practical development from a theoretical basis.

### 4.0 Results and Discussion

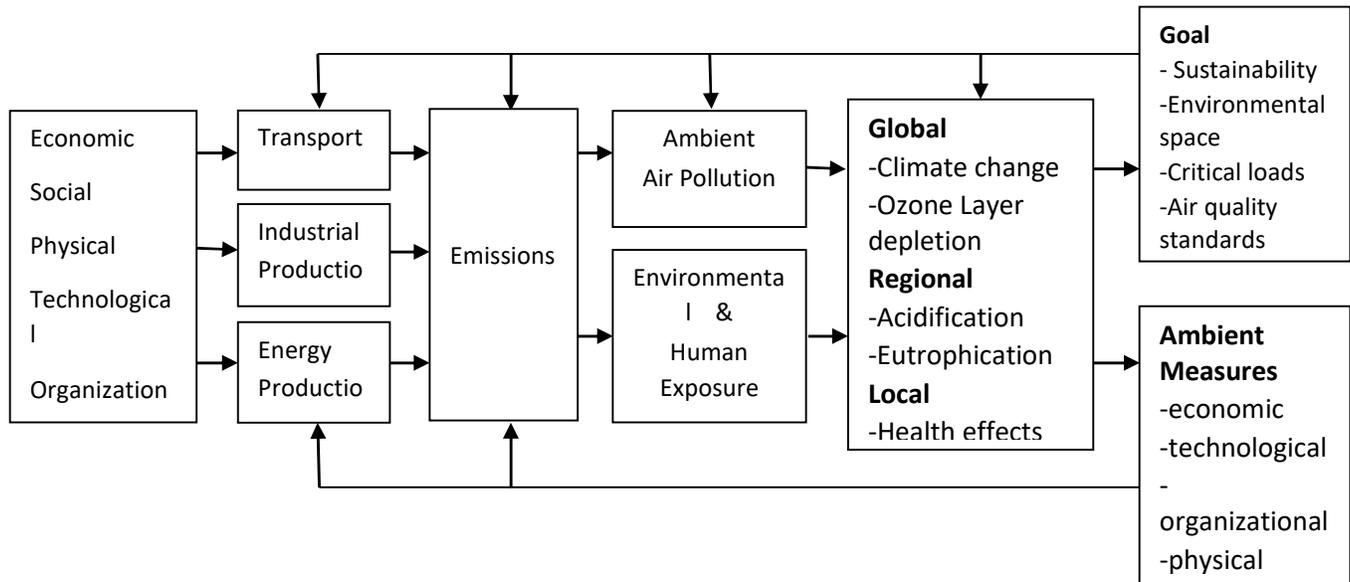
#### 4.1 Sub title 1

The profiles of the respondents and organizations were investigated according to the opinions of the respondents and presented in Table 1.

*4.1.1 Sub title 2:* These factors were identified by the respondents on a 5-points Likert scale, from Strongly Disagree (1) to Strongly Agree (5). Table 2 shows the factors affecting construction labour productivity as perceived by the site managers.

**Table 1: Respondents' and Organizations' Profile**

Members	Categories	Frequency	Percentage
	Private	45	98
Type	Public	1	2
	<b>Total</b>	<b>46</b>	<b>100</b>

**Figure 1: Respondents' and Organizations' Profile**

## 5.0 Conclusion

This study sets out to identify the factors that affect productivity of construction labour from the perspective of site managers, their importance, in addition to management policies and measures to improve labour productivity. This was carried out empirically and based on the findings, it is concluded that:

- i. There are five categories of factors that affect labour productivity,
- ii. Training and good welfare amenities are among management policies that can be engaged by organizations to improve labour productivity.

## References

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