

# MOTIVATION OF CONSTRUCTION LABOUR IN SRI LANKA

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University of Moratuwa, Sri Lanka.  
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Degree of Master of Science in Construction Project Management

Department of Civil Engineering

University of Moratuwa

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## DECLARATION

I declare that this is my own work and this dissertation does not incorporate without acknowledgement any material previously submitted for a degree or diploma in any other university or institute of higher learning and to the best of my knowledge and belief, it does not contain any material previously published or written by another person except where acknowledgement is made in the text.

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The above candidate has carried out research for the Master dissertation under my supervision.

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## ABSTRACT

Construction is the fourth highest sub sector in Sri Lankan economy which contributed 8.1% of overall GDP in year 2012. Labourer is an important resource in construction because it is the one that combines all the other resources namely materials, plant and equipment, and finance in order to produce the various construction products. Labourers on civil engineering projects are frequently confronted with problems that could lead to demotivation; thus, join and retain them in construction field in Sri Lanka is a key challenge. Thus, the research problem is articulated for this study as: why construction labourers do not motivate to join and retain in the construction field in Sri Lanka?

Survey research methodology was used to investigate the research problem. Structured questionnaire was used data collection in this study. Sample of 60 construction labourers was obtained across construction sites of ICTAD certified medium scale construction companies, which are located in Colombo area in Sri Lanka. The phenomenon of 'labour motivation in construction' was examined through self-administered questionnaire. Percentage and Relative Important Index (RII) data analysis techniques were used to analyse the data.

The results indicated of top six significant factors for lack of motivation for construction work force: lack of income; poor retirement benefits; difficulties in understanding technical drawings; temporary nature of the job; hard working; and, lack of social recognition; thus, most important demotivating factors in the eyes of construction workers in Sri Lanka. Mitigating these de-motivators through effective motivation strategies will increase motivation of construction labourers to join and retain in construction field; thereby, improve productivity of construction work force.

**Keywords:** Construction, De-motivators, Labourers, Motivation, Sri Lanka

## DEDICATION



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*I dedicate this dissertation to my loving sons, Senuraka & Mihin, daughter Osadee & wife Sakula.....*

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## LIST OF ABBREVIATIONS

ADB	– Asian Development Bank
EPF	– Employees’ Provident Fund
ETF	– Employers’ Trust Fund
GDP	– Gross Domestic Product
ICTAD	– Institute for Construction Training & Development
IT	– Information Technology
NVQ	– National Vocational Qualification
OJT	– On the Job Training
RII	– Relative Important Index
SDP	– Skill Development Projects
TEDP	– Technical Education Development Project
TVET	– Tertiary and Vocational Education
UGC	– University Grant Commission



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