



MOTIVATING BLUE COLLAR WORKFORCE TOWARDS CONSTRUCTION INDUSTRY

BY

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The Dissertation was submitted to the Department of Civil Engineering of the University of Moratuwa in partial fulfillment of the requirement for the Degree of Master of Science in Construction Project Management.

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MORATUWA SRI LANKA

2010

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Abstract

The fundamental purpose of this study is to recognise the reasons for scarcity of the Blue Collar Workforce in construction industry today and highlight its impact, and to forward my recommendations with an intention of resolving the issue.

As a Construction Professional, my great concern is, what will happen to the industry, if we keep on neglecting the people who brings the desires of clients, blended with innovativeness of architects, strengthened by engineers, enumerated by quantity surveyors, documented by contract administrators into reality according to the sequence of planning engineers, performed by builders and contractors, if no proper Blue Collar Workforce is available.

Professionals such as client advisors, architects, engineers, quantity surveyors, planning engineers, contract administrators, builders, contractors etc. are working towards the future of the industry. Series of professional bodies are supporting them to develop their career status stanchion with professional development programmes, seminars, exhibitions, award ceremonies, annual general meetings, day outings, dinners and so on.

Although there are thousands of Research Papers available in various means of publishing, I was unable to locate a single article addressing how to motivate people towards the core layer of the Construction Industry or to discuss the problems they are being experienced by the foundation layer of the industry.

Hence, I have selected 'Motivating Blue Collar Workforce towards Construction Industry' as my research project for partial fulfillment of the requirement for the Degree of Master of Science in Construction Project Management at the Faculty of Civil Engineering, University of Moratuwa, Sri Lanka.

A Worker Reads History

Who built the seven gates of Thebes?
The books are filled with names of kings.
Was it the kings who hauled the craggy blocks of stone?
And Babylon, so many times destroyed.
Who built the city up each time? In which of Lima's houses,
That city glittering with gold, lived those who built it?
In the evening when the Chinese wall was finished
Where did the masons go? Imperial Rome
Is full of arcs of triumph. Who reared them up? Over whom
Did the Caesars triumph? Byzantium lives in song,
Were all her dwellings palaces? And even in Atlantis of the legend
The night the seas rushed in,
The drowning men still bellowed for their slaves.

Young Alexander conquered India.

He alone?

Caesar beat the Gauls.

Was there not a cook in his army?

Phillip of Spain wept as his fleet
was sunk and destroyed. Were there no other tears?

Frederick the Greek triumphed in the Seven Years War.

Who triumphed with him?

Each page a victory

At whose expense the victory ball?

Every ten years a great man,

Who paid the piper?

So many particulars.

So many questions.

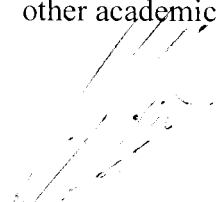
Bertolt Brecht (1898 - 1956)



Eugen Berthold Friedrich Brecht is a German poet, playwright and theatre director. An influential theatre practitioner of the 20th century, Brecht made equally significant contributions to dramaturgy and theatrical production, the latter particularly through the seismic impact of the tours undertaken by the Berliner Ensemble, the post war theatre company operated by Brecht and his wife and long time collaborator, the actress Helene Weigel with its internationally acclaimed productions.

Declaration

I hereby certify that the research dissertation entitled “Motivating Blue Collar Workforce towards Construction Industry” submitted by me in partial fulfillment of the requirements of MSc in Construction Project Management at the University of Moratuwa, is my original work and that it has not previously formed the basis of any other academic qualification at any other institution.


S P Wijewickreme

25 January 2010

I certify the above Statement.

UOM Verified Signature University of Moratuwa, Sri Lanka.

Dr L L Ekanayake 

Research Supervisor

25 January 2010

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Acknowledgement

It is of great pleasure for me to offer my sincere gratitude to all individuals who involved and helped me in various ways, to make this research a success. However, many names always remain in my mind and deserve my gratitude.

I would like to thank Dr Asoka Perera, the Course Coordinator, Dr L Ekanayake, the Supervisor, Dr Rangika Halwathura, Senior Lecturer of Department Civil Engineering and Mrs. Kokila Abeykoon, Senior Lecturer, Department of Textile Engineering at University of Moratuwa for giving me kind cooperation and guidance to make this MSc and the research a success.

Additionally, I place my graceful gratitude for all the professionals and the Blue Collar Workforce, working in different organizations who contributed to this research by fulfilling data collecting requirements.

Finally, I like to thank all my classmates of MSc in Construction Project Management at University of Moratuwa (Intake 2008/09), my employer M/s Tudawe Brothers and my family members who helped me in many ways to make this research a success.

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25 January 2010

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Abbreviations

CBSL - Central Bank of Sri Lanka

CIOB - Chartered Institute of Building

EPF - Employers Provident Fund

ETF - Employers Trust Fund

FIDIC - International Federation of Consulting Engineers

HRD - Human Resources Development

ICTAD - Institute of Construction Training and Development

IESL - Institute of Engineers, Sri Lanka

IQS (SL) - Institute of Quantity Surveyors, Sri Lanka

JICA - Japan International Corporation Agency

NAB - National Apprenticeship Board of Sri Lanka

NGO - Non-Governmental Organizations

PMBOK - Project Management Body of Knowledge

RCA - Root Cause Analysis

RICS - Royal Institution of Chartered Surveyors

UNIVOTEC - University of Vocational Technology

