

The Sustainability of Human Resource Planning for Construction Projects

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Abstract : The construction industry is considered to work by diversifying personnel. Hence managing human resource is an issue considered to be a highly challenging task. Nonetheless, HR planning for the construction project is a very critical aspect of managing human resource within an expanding nature of construction industry, and there are rising concerns over the failure of construction planning to achieve its goals in spite of the substantial resources allocated to it and as a result of different planning strategies. To justify the above statement, this research was carried out to examine the sustainability of HR planning for construction project. Based on the researcher's experience, a quantitative approach was adopted that provided a broader understanding of the research and was analysed using descriptive statistics and inferential statistics. The Statistical Package for the Social Sciences (SPSS) was used to obtain the descriptive and inferential statistical analysis. However, research findings showed that literature sources agreed with varying challenges of HR planning on construction projects which were justified by empirical findings. Also, the paper identified four major factors and the key consideration for Project HR Planning (Organisation's structure with right individuals at right positions and evaluation current resources) will lead to the efficient utilisation implementation of new HR Planning technique and tools for a construction project. Essentially the main reoccurring theme identified was that management of the construction organisations needs to look into the essential factors needed to be considered at the strategic level. Furthermore, leaders leading a construction project team should consider those essential factors needed at the operational level to clarify the numerous functions of HRM in the construction organisations and avoid inconsistencies among several practices on construction projects. The Sustainability of HR planning for construction project policy was indicated and recommendations were made for further future research.

Keywords : construction industry, HRM planning in construction, SHRM in construction, HR planning in construction

Conference Title : ICCMBT 2017 : International Conference on Construction Management and Building Technologies

Conference Location : London, United Kingdom

Conference Dates : July 24-25, 2017