

## Labor Productivity and Organization Performance in Specialty Trade Construction: The Moderating Effect of Safety

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**Abstract :** The notion of performance measurement has held great appeal for the industry and research communities alike. This idea is also true for the construction sector, and some propose that performance measurement and productivity analysis are two separate management functions, where productivity is a subset of performance, the latter requiring comprehensive analysis of comparable factors. Labor productivity is considered one of the best indicators of production efficiency. The construction industry continues to account for a disproportionate share of injuries and illnesses despite adopting several technological and organizational interventions that promote worker safety. Specialty trades contractors typically complete a large fraction of work on any construction project, but insufficient body of work exists that address subcontractor safety and productivity issues. Literature review has revealed the possibility of a relation between productivity, safety and other factors and their links to project, organizational, task and industry performance. This research posits that there is an association between productivity and performance at project as well as organizational levels in the construction industry. Moreover, prior exploration of the importance of safety within the performance-productivity framework has been anecdotal at best. Using structured questionnaire survey and organization- and project level data, this study, which is a combination of cross-sectional and longitudinal research designs, addresses the identified research gap and models the relationship between productivity, safety, and performance with a focus on specialty trades in the construction sector. Statistical analysis is used to establish a correlation between the variables of interest. This research identifies the need for developing and maintaining productivity and safety logs for smaller businesses. Future studies can design and develop research to establish causal relationships between these variables.

**Keywords :** construction, safety, productivity, performance, specialty trades

**Conference Title :** ICCMT 2019 : International Conference on Construction Management and Technology

**Conference Location :** Paris, France

**Conference Dates :** January 24-25, 2019