

Motivation and its Effect on Productivity of Workers in the Kenyan Construction Industry

Abstract:

Human resource today has a strategic role for productivity increase of any organization. Effective and optimum use of human resource could result to enhanced productivity. Therefore, this study examined motivation as one of the major factors that is responsible for construction productivity in Kenya. Questionnaires were used to obtain information from contractors registered by Ministry of Works in categories A to D. There was a response rate of 88%. The data was analysed using descriptive statistics. The null hypothesis was also tested. The study established that motivation impacts productivity although most of the respondents did not have motivation policy. The objectives of the study found out that motivation incentives existed with wage, fringe benefits and job security topped the list. Ninety seven (97%) of respondents stated that they did not have motivation policy in place. The hypothesis showed that there is a direct relationship between motivation and productivity. The study concluded that there was need for stakeholders to educate their management through seminars on the importance of motivating staff since it has a direct relationship on productivity. These seminars would discuss issues related to motivation theories and their application to the work force. It was recommended that physical measurements on construction sites should be undertaken to ascertain productivity level.