



The Successful Delivery of Public Sector Construction Project through Motivational Human Resource Incentives

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Structure of Presentation

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- Preliminary Findings
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Introduction

- The construction industry and the projects executed within it are important to the socio-economic wellbeing of Scotland and the United Kingdom.
- Public sector organisations and construction projects are important contributors to the socio-economic goals of Scotland and the United Kingdom.
- The construction industry is largely dependent on human resources therefore the success or failure of public sector construction projects is significantly influenced by human resource factors.
- The motivation of construction human resources through incentivisation is an important tool in managing human resource behaviours toward construction project delivery.

Literature Review

- Human resource incentivisation is regarded as a critical process aimed at aiding the successful delivery of construction projects
- This research adopts a social viewpoint that recognises that this process is experienced by individuals and interpreted into five classifications of human resource incentives, namely;
 - Intrinsic Incentives: These are incentives derived from internally generated behaviours;
 - Extrinsic Incentives: These are incentives derived from externally influenced behaviours;
 - Financial Incentives: These are incentives in the form of financial/monetary items;
 - Non-Financial Incentives: These are incentives experienced in non-monetary forms; and
 - Disincentives: These are incentives experienced in the form of penalties or deterrents.

Preliminary Findings

- Early findings reveal that construction project delivery is largely illusive in meaning and accomplishment across stakeholders in construction projects; this situation questions the validity and efficacy of the incentivisation process towards the achievement of project delivery;
- Construction professionals exhibit a defensive and negative attitude towards the subject of human resource incentives in public sector construction delivery; this research seeks to understand the reason for this and this attitude can be re-orientated towards a positive incentivisation process;

Preliminary Findings (Cont'd)

- In line with the reviewed literature, the dominance of financial items and influences is prevalent in the human resource incentivisation process and public construction project delivery evaluation;
- This research has further revealed the importance of new incentivisation approaches such as community benefits, repeat business relationships between public sector clients and private contractors, employability and apprenticeships and the love and passion for the construction profession.

Research Participants

- Construction professionals with experience in the delivery of public sector construction projects.



Ethical Responsibilities

Participation in this research guarantees;

- Confidentiality
- Privacy
- Anonymity
- Data Security and Protection
- Use of collected data for academic research
- The destruction of collected data after research

Data Collection

The data collection process would involve;

- One-on-one interviews
- Convenient interview venue
- Preferably audio-taped interviews, the option of note taking exists
- Transcription and analysis of interviews

Contribution to Knowledge and Practice

Your participation in this research will contribute to the knowledge and practice in;

- Successful delivery of public sector construction projects
- Human resource management in construction projects
- Stakeholder representation and relationships
- Community benefit schemes in public sector construction projects
- Sustainable human resource incentivisation schemes
- Inter-relationships between public and private sector projects and organisations
- Public sector construction procurement and supply chain management

End of Presentation – Questions?