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A study on identification of coping strategies preferred by workforce in construction industry

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Abstract

The Indian development workforce is maturing as millions of child boomers move toward retirement age. More seasoned workers make a considerable commitment to development in terms of abilities and involvement. In any case, development is still one of the most physically requesting occupations, thus the wellbeing suggestions for more seasoned specialists. Depictions of wounds, sicknesses and fatalities among more seasoned specialists within the Indian development industry from recent literature are displayed at the side the down to earth health and security intercessions that have been proposed counting: ergonomic mediations, wellness programs, worksite housekeeping, training, and security climate. Understanding the dangers and risks in specific businesses seem offer assistance distinguish preparing and intervention requirements to meet the challenges confronting maturing labourers in these word related bunches.

1. Introduction

Construction projects are essential for the economic development of a country. Especially in the case of Greece, construction projects implementation could have a positive effect on the national economy and development. Such projects depend primarily on the human capital available. Project teams require coordination, guidance and control to reach peak performance. The person who orchestrates the construction personnel is the project manager. It is no coincidence that literature is greatly focused on the PM roles, duties, responsibilities, capabilities, knowledge, personality traits and facets. The effectiveness and productivity of organisations have always depended heavily on the quality of their workforce, or their human capital (Wolf and Jenkins 2006). Crawford (2000), Stevenson and Starkweather (2010) emphasize that the importance of the project manager has generated a significant body of research based literature. Project management practices are becoming increasingly crucial, as more and more work is organized through projects and programmes (Winter et al. 2006). It is true that PMs' field of expertise is quite extensive and this creates difficulty in defining the manager's responsibilities and required attributes (Carter 1988).

2. Literature review

on PMs Attributes Literature on PMs is quite extensive. PM is the person of interest when it comes to construction projects. The current section aims at briefly reviewing critical material



regarding the PMs. PM has been identified as the person responsible for orchestrating the entire construction process (Cheung et al. 2004).

Dzieko ński (2017) introduced a model of construction project managers' competencies in Poland. The findings involved acknowledged literature definitions of competence, such as the behaviourist, the generic and the cognitive but could not determine which ones have the greatest impact on the competence of construction project managers.

As far as gender is concerned, male and female PMs are equally good (Müller and Turner 2007b). Buckle and Thomas (2003) suggest that contemporary gender scholarship reveals that different skill sets are founded on inherently gendered logic systems. It is critical to examine the role of masculine and feminine logic systems in project management. Their study deconstructs portions of the Project Management Body of Knowledge (PMBOK) in order to investigate the means in which gendered logic systems play a role in generally-accepted project management practice. In the same context, Gale and Cartwright (1995) focus on women in project management.

Then, their research embarks on a discussion on gender and organizational culture. The authors wondered whether the quantification of individual differences in the abilities, attitudes and managerial style of men and women could lead to gender polarization. Their research advised that organizational cultures should nurture and promote the behaviours and values of team working.

Objectives

The objectives of this master thesis are the following:

1. Investigation of the employees' perceived level of occupational stress. Ø Identification of the main causes and effects of occupational stress.
2. Investigation of the efforts made by the company to deal with occupational stress.
3. Exploration of what factors and changes the employees consider need to be made in order to reduce the occupational stress experienced.
4. Formulation of recommendations on the areas that need to be further considered and call for a change.

Limitations of the study

The subjective nature of the thesis can be seen as one of the limitations in this study. As only two master's students conducted the study, it only relies on their knowledge and their perceptions on the data collected. An additional limitation was the time frame, as the students searched for appropriate literature, collected data and performed the study during the spring of 2017. The timeframe was also a limitation for the actions taken in regard to the interviews, as respondents were only interviewed once during the process. Performing more than one interview with each participant may have resulted in a higher credibility in their answers, which in turn could have strengthened the conclusions of the study. Moreover, a higher number of interview participants may have provided a wider perspective. With a more generous time frame some of the time related issues could have been avoided.

Data analysis

The present study has been attempted to know the coping strategy preferred by workforce in the construction industry in Puduchary area only. A slandered questionnaire



containing six variables namely, 1.Job based training, 2.Well performed person, 3.Appointment of mentor, 4. Meditation and yoga practices, 5.Supportive organisational climate, 6.Treatment and Ethical importance are questioned by the 75 respondent of the total population of 103 in the Puduchary. The result of the respondents presented in the following table.

Table 1

Coping strategies – Job based Training – Opinion of the construction workers.

Rank	No of construction workers	Percentage
1	16	21.33
2	11	14.67
3	9	12.00
4	10	13.33
5	8	10.67
6	21	28.00
Total	75	100

Source: Primary data.

It can be informed the table 1 that nearly 21.33 percentages of the total respondents opined that job based training as a coping strategy for the improvement of workforce ranked 1 and nearly 28 percentages of the respondents gave a rank of 6 to this. 14.67 percentages of the respondents gave rank 2 to this. 13.33 percentage of the workforce in the construction industry ranked this as rank 4 12 percentages of the respondents gave the rank 3 to this. Only 10.67 percentages of the respondents gave rank 5 to this.

Hence, it may be concluded most of the respondents (28) gave rank 6 to the Job based training as a coping strategies to the construction workers.

Table 2

Coping strategies – Personal welfare programme – opinion of the construction workers.

Rank	No of construction workers	Percentage
1	9	12.00
2	16	21.32
3	21	28.00
4	9	12.00
5	10	13.34
6	10	13.34
Total	75	100

Source; Primary data

From Table no 2 it can be net 28 percentage of the respondents have rank 3 to the personal welfare programme as a company strategy to the work force in the construction industry 21.33 percentage of the respondents gave rank 2 to this. Another 12 percentage of the respondents gave rank 4to this. Nearly 13.34 percent of the respondents gave rank 5 to the personal welfare programme of a coping strategy. Next 13.33 percent of the respondents gave rank 6 to this. Hence it may be inferred that majority of the respondents (28 percentage) gave rank to this.



Table 3

Coping strategies – Appointment of Mentos – Opinion of the construction workers

Rank	No.of construction workers	Percentage
1	15	20.00
2	16	21.33
3	17	22.67
4	9	12.00
5	8	10.67
6	10	13.33
Total	75	100

Source; Primary data

It can be seen from Table no 3 that 22.67 percentage of the respondents ranked 3 to the appointment of mentor as a coping strategy to the work force in construction industry 21.33 percentage of the total gave rank 2 to this. Only 20 percentages of the respondents gave rank 1 to appointment of mentor as a coping strategy to the work force in the construction industry nearly 28 percentage of the total gave rank 4 to this. 13.33 percentage of the respondents appointment of mentor as a coping strategy to the work force in this industry. Lastly 10.67 percentage to the total gave rank 5 to this. Hence it may be viewed that majority of the respondents (i.e. 22.67%)gave rank 3 to this.

Table 4

Coping strategy – Meditation and yoga practice – opinion of the construction workers

Rank	No.of construction workers	Percentage
1	13	17.33
2	15	20.00
3	16	21.33
4	10	13.33
5	11	14.68
6	10	13.33
Total	75	100

Source; Primary data

From table no 4 it can be seen meanly 21.33 percentage of the total respondents viewed as rank 3 to the meditation and yoga practices as coping strategy related to the work force in construction industry 20 percentage of the respondents gave total has given rank 2 to this 17.33 percentage to the total has given rank 1 to this strategy 14.68 percentage of the respondents of the total gave rank 5 strategy this. 13.33 percentages of the total gave rank total 4 to this. Another 13.33 percentage of the total gave rank 6 to this strategy so it may be inferred that majority of the respondents gave rank 3 to the meditations and yoga practice as a coping strategies to the work force to this industry.

Recommendations

Stress is inevitable in a human's life. It is not inherently bad and harmful to individuals, and it can be managed. By reviewing the opinions of the interviewees at Hestia Construction



regarding the area of occupational stress, the authors of the thesis have analyzed potential improvement areas and future challenges for the case company, but also for the construction industry as a whole. These changes are important for the company to ensure a healthy work climate and satisfied employees, who will retain a position within the company.

Personal reflections

The thesis topic has provided the authors with valuable information and the knowledge regarding the issue of occupational stress in the construction industry. It has been an interesting process, where many various opinions and points of views were brought up. Moreover, the authors collaborated well throughout the process. They had certain areas that they were more responsible for, which facilitated the writing process and made it more efficient. Discussion, conclusions and recommendations were discussed and written together.

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