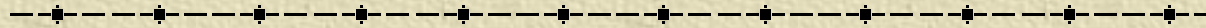
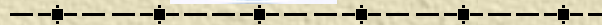


# Training Field Personnel For Small To Medium Construction Companies: An Alternative Tool To Increase Productivity



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# Construction Problems

- 
- Rely on medium to high levels of construction personnel.
  - Poor quality of construction personnel; Performance/efficiency; Reduce productivity.
  - Ineffective manpower training; No regular and proper training; Not willing to undertake training (4 reasons why).

# Research's Objectives

- 
- Investigate significant role of field personnel in minimising the amount of waste activities;
  - Investigate significant effect of on-site training program for field personnel on the construction productivity.

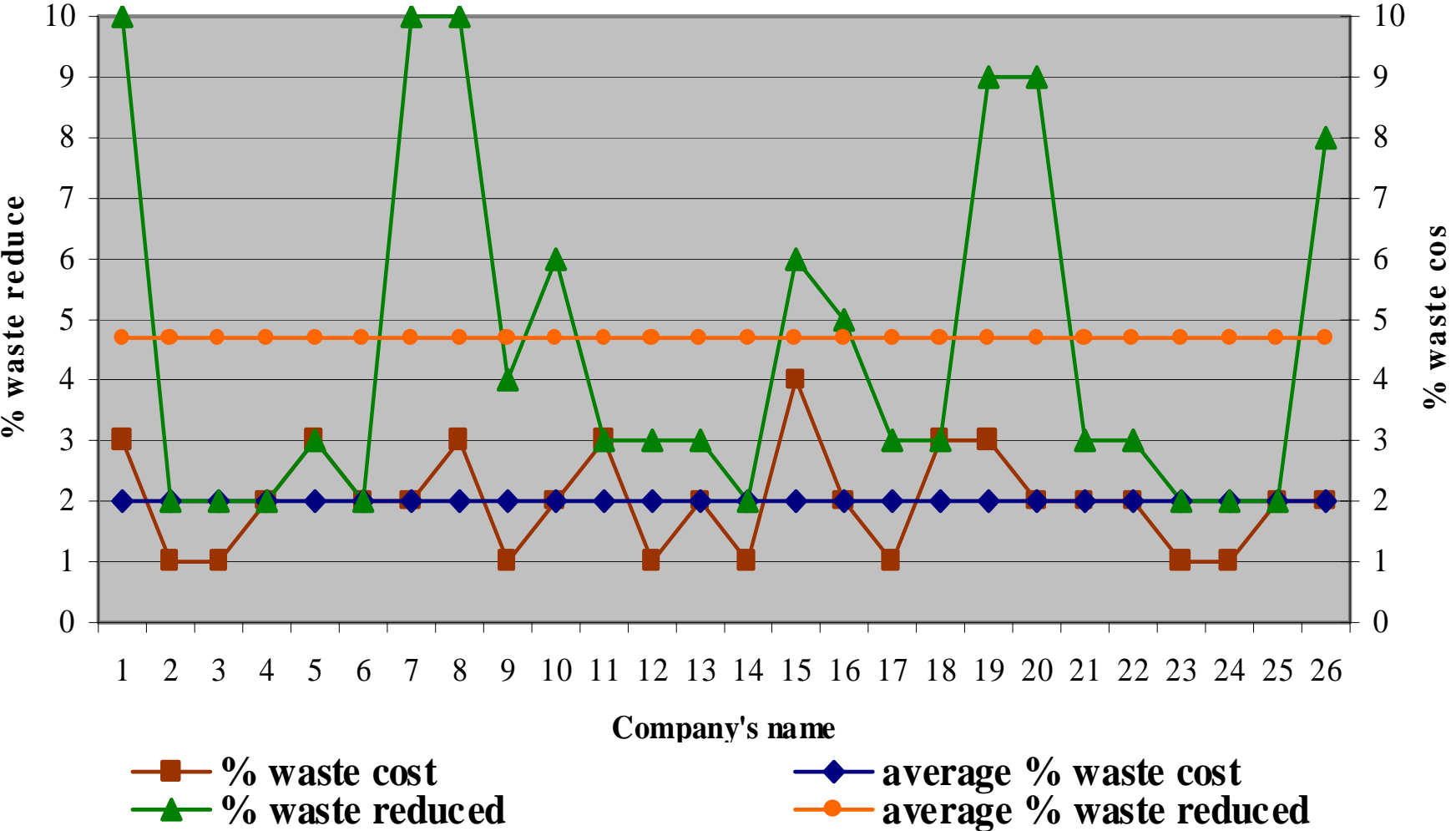
# Research Method

- Survey research and interviews towards 26 contractors to identify: waste cost, waste cost reduction and tools;
- Three case studies to identify the effects of on-site training programs on labour productivity:
  - ◆ Measuring PPC over the total of 26 weeks period,
  - ◆ Phase 1: week 1- week 18,
  - ◆ Phase 2: week 19-week 26.

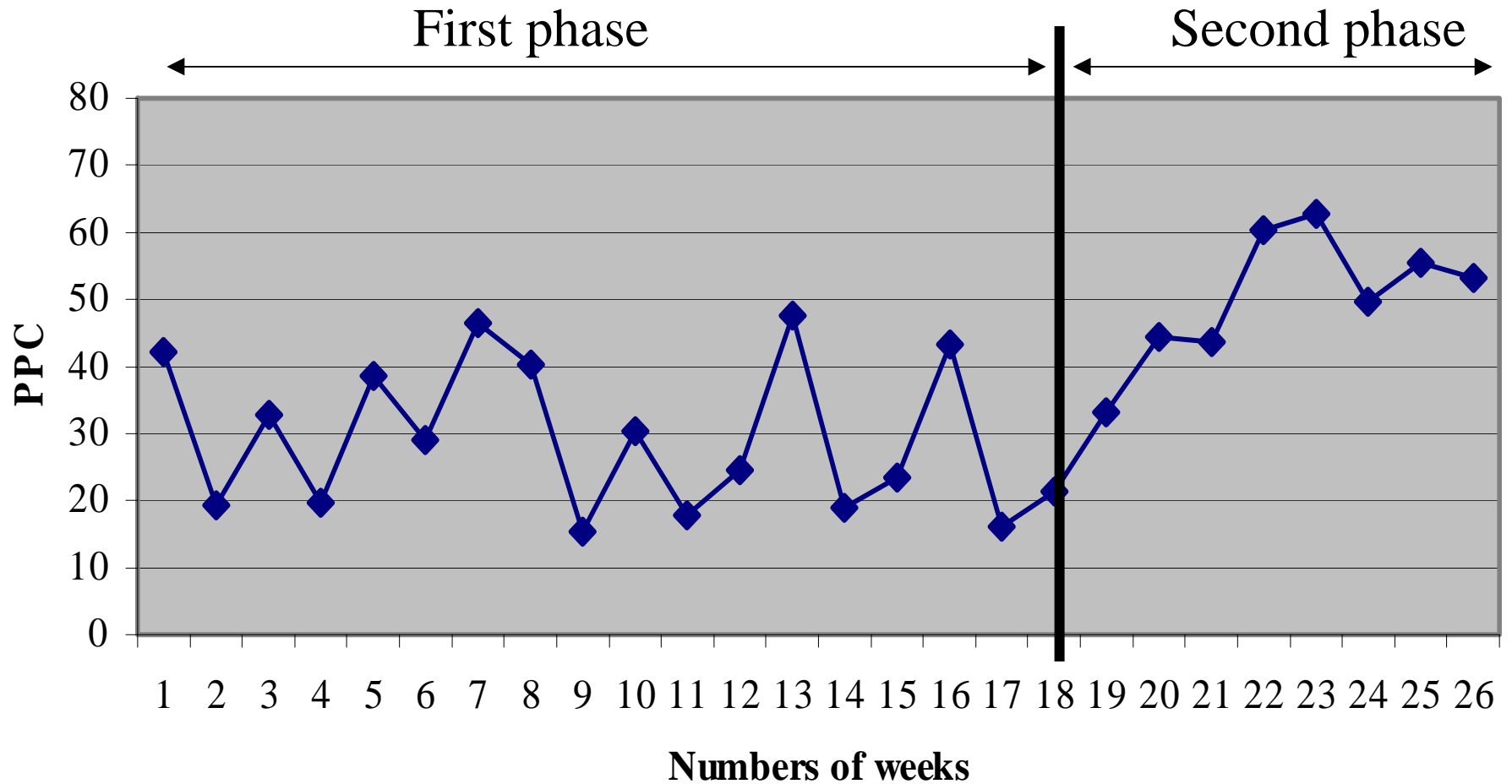
# On-site Training Program

- Quality Control Department (QCD).
- On-the-job training; receiving one-on-one instruction.
- Educating the field personnel to:
  - ◆ Complete jobs effectively and efficiently,
  - ◆ Identify errors occurred asap.
- Form of training:
  - ◆ Explanation or theory,
  - ◆ Showing how to do it and practice.
- 12 people; 30-60 minutes length.

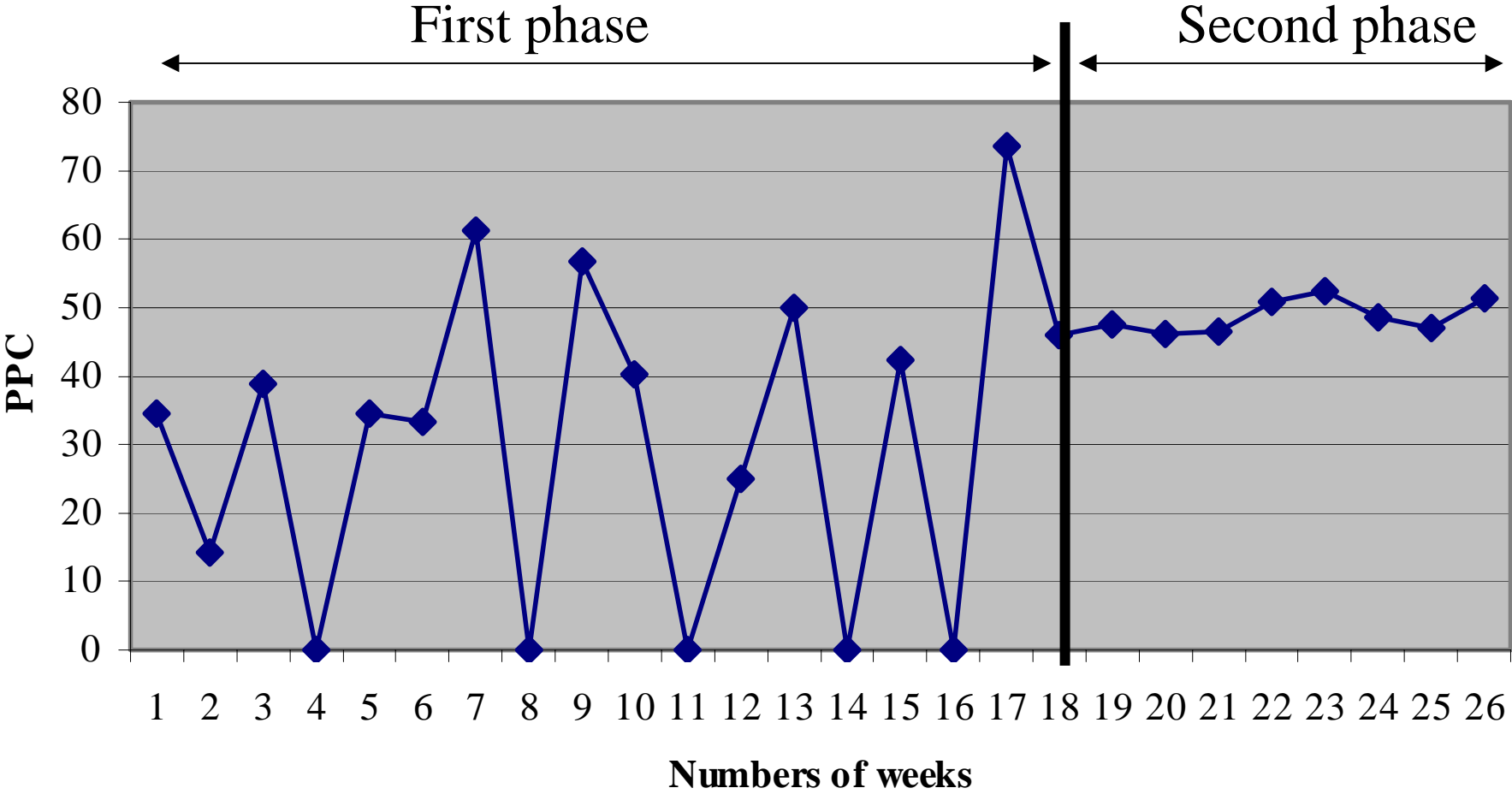
# Waste Cost and Reduction



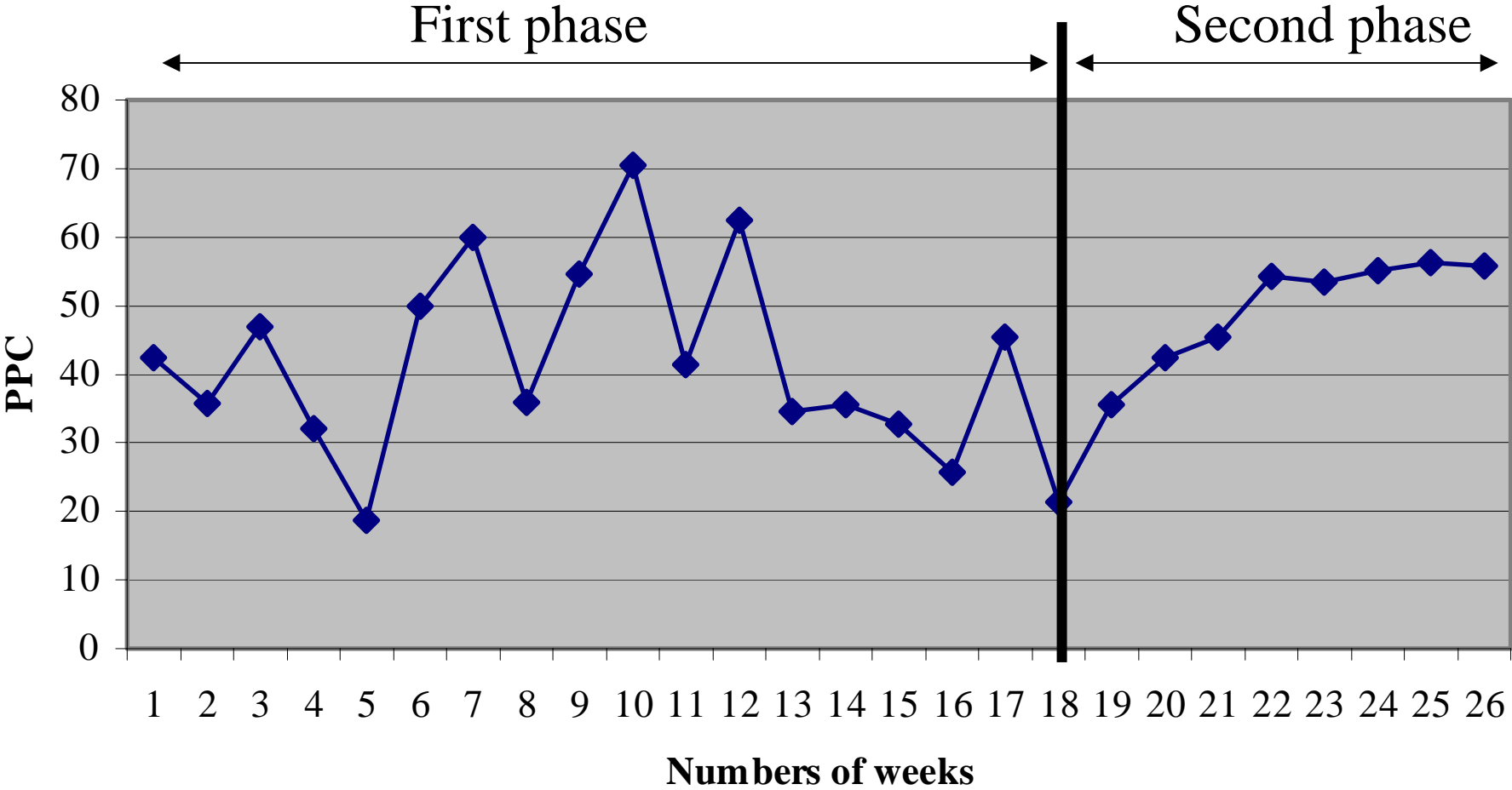
# PPC Data of Company-A



# PPC Data of Company-B



# PPC Data of Company-C



# Conclusions and Contributions

- The need of regular training at the field personnel level is obvious and can improve productivity.
- Training is more useful if it is designed to address a specific problem.
- Waste cost is reduced up to 90% (40%).
- Reduce the PPC fluctuations, increase PPC.
- The survey was based on respondents' perceptions.