

# QUESTIONNAIRE

## Factors Motivating Team Performance to Mitigate Construction Project Failure at a Selected Site in George [Municipal Environment]

*Management needs to understand employees' needs in order to motivate them*

The target population is managers and employees / or anyone who are employed in the construction industry. This is an academic exercise, do not write your name or that of your firm.

### SECTION A – BIOGRAPHY

*Please cross the applicable boxes*

#### 1. Gender

Male	Female
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#### 2. Age .....

#### 3. Education level:

Primary school	Middle school	Junior school	Matric	College	Diploma	Degree	Other
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If other, please state .....

#### 4. Years working for the firm?

0-5 years	6-10 years	11-15 years	16 – more years
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#### 5. Years of experience?

0-5 years	6-10 years	11-15 years	16 – more years
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#### 6. What is your position in the organisation? (Skilled and unskilled)

Foreman	Electrician	Carpenter	Other
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If other, please state .....

#### 7. What is your position in the organisation? (Professionals)

Project Manager	Engineer	Quantity surveyor	Other
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If other, please state .....

**8. Terms of employment?**

Permanent	Casual	Contract	Other
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**9. Are daily targets set for you?**

Yes	No
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**10. If yes, do you always meet your target at the end of every day?**

Yes	No
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**If No, please state why?**

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**11. Do you always feel happy when you are working?**

Yes I always happy	Not always happy	Not at all
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**12. If Yes, do you always give out your best when you feel happy?**

Yes	No
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**13. If Not always, do you always give out your best when you feel happy?**

Yes	No
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**14. If Not at all, do you always give out your best when you feel happy?**

Yes	No
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**15. Have you ever gone on a strike? Yes / No**

Yes	No
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**15. If Yes, please state why?**

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*On the next page are factors that normally affect motivation and productivity at work in the construction industry. From your experience please of degree of effect in occurrence as well as the degree of significance to productivity on your employees.*

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Tick once ( $\sqrt{X}$ ) as appropriate the following:

i. In order of effect in occurrence.

ii. In order of degree of significance on productivity

✓ Effect: 1 = low; 2 = medium; 3 = high

✓ Significance: 1 = strongly not significant; 2 = not significant 3 = average; 4 = Significant; 5 = Strongly significant

## SECTION B

**Motivation by management increases productivity of employees in the organisation**

**Please rank the importance by crossing the most applicable, 1 - least to 5 – most applicable.**

Item	Factors that affect motivation and productivity in the workplace.	Effect LOW	Effect MEDIUM	Effect HIGH	Strongly not significant	Not Significant	Average	significant	Strongly Significant
1.	Material shortage on site (materials getting finish while working)	1	2	3	1	2	3	4	5
2.	Late issuance of construction drawings by consultant (detail set of drawings not deliver in bulk leading to the work done in bits or small sections)	1	2	3	1	2	3	4	5
3.	Inadequate site planning (site layout which leads to difficulty in movement)	1	2	3	1	2	3	4	5
4.	Late payment of interim certificate	1	2	3	1	2	3	4	5
5.	Rework due to construction error (Making corrections on wrong work done)	1	2	3	1	2	3	4	5
6.	Workers strike due to unpaid work	1	2	3	1	2	3	4	5
7.	Unrealistic deadline for project set by client (deadline that is not easy to attain)	1	2	3	1	2	3	4	5
8.	Slow response of consultant's site staff attending to inspection work	1	2	3	1	2	3	4	5
9.	Inadequate site staff. (less labour for a task leading to excessive workload)	1	2	3	1	2	3	4	5
10.	Waiting for other crew (waiting for gang of different trade to finish before another can continue)	1	2	3	1	2	3	4	5
11.	Poor weather condition	1	2	3	1	2	3	4	5
12.	Poor buildability design (design which is difficult to construct)	1	2	3	1	2	3	4	5
13.	Contractor staff absenteeism (Crew members not being present for work)	1	2	3	1	2	3	4	5
14.	Job security (Permanent job, Job all the time, etc)	1	2	3	1	2	3	4	5
15.	Safety plans (Availability of first aid, provision of safety kits etc)	1	2	3	1	2	3	4	5
16.	Provision of equipment for work (Adequate equipment to work with, quick replacement and repairs of broken down and old equipment)	1	2	3	1	2	3	4	5

17.	Transportation (Vehicle at your disposal, allowance for transportation, transportation from a location to site and back)	1	2	3	1	2	3	4	5
18.	Salary (Pay, wage, etc)	1	2	3	1	2	3	4	5
19.	Bonus at the end of project or year (showing appreciation at the end of the project and year)	1	2	3	1	2	3	4	5
20.	Overtime (Provision of extra money after normal working time)	1	2	3	1	2	3	4	5
21.	Teamwork (Everyone contributing in the work, all hands-on deck)	1	2	3	1	2	3	4	5
22.	Worker participation in decision making (Making suggestions)	1	2	3	1	2	3	4	5
23.	Work based on contract (Finish and go)	1	2	3	1	2	3	4	5
24.	Peers take my instructions because I am a nice person	1	2	3	1	2	3	4	5
25.	Peers take my instructions because I have political connections	1	2	3	1	2	3	4	5
26.	Rank the importance of negotiating skills to get peers to perform	1	2	3	1	2	3	4	5
27.	Rank the importance of technical ability to get peers to perform	1	2	3	1	2	3	4	5
28.	Rank the importance of 'favours' skills to get peers to perform	1	2	3	1	2	3	4	5
29.	Rank the importance of political connections to get peers to perform	1	2	3	1	2	3	4	5
30.	Rank the importance of interpersonal skills to get peers to perform	1	2	3	1	2	3	4	5
31.	Promotion (elevation, example from mason to mason foreman)	1	2	3	1	2	3	4	5
32.	Disrespect from co-workers (use of abusive language from colleagues, impolite speeches etc)	1	2	3	1	2	3	4	5
33.	Equity (Fair treatment)	1	2	3	1	2	3	4	5
34.	Communication (Easy flow of information, being well communicated)	1	2	3	1	2	3	4	5
35.	Opportunity to undertake challenging task (Being given goal to work towards it through your own directives)	1	2	3	1	2	3	4	5
36.	Identification with goal (Being honoured for a particular attained target)	1	2	3	1	2	3	4	5
37.	Congestion (overcrowding in a work area, improper site planning)	1	2	3	1	2	3	4	5
38.	Canteen for employee (having a place within the premise where food is given at break for free or at a reduced price)	1	2	3	1	2	3	4	5
39.	Medical care (Having a particular hospital to attend in case of illness or subsidising the cost of hospital bills)	1	2	3	1	2	3	4	5
40.	Accommodation (Provision of physical accommodation, package as subsidy to rent apartment)	1	2	3	1	2	3	4	5

***THANK YOU FOR PARTICIPATING IN THE RESEARCH***

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