



Human Ressource Management in construction - Critical success factors in people management for construction companies

Adrian August Wildenauer

[Download now](#)

[Click here](#) if your download doesn't start automatically

Human Ressource Management in construction - Critical success factors in people management for construction companies

Adrian August Wildenauer

Human Ressource Management in construction - Critical success factors in people management for construction companies Adrian August Wildenauer

Masterarbeit aus dem Jahr 2003 im Fachbereich BWL - Personal und Organisation, Note: 77%, Waterford Institute of Technology, 35 Quellen im Literaturverzeichnis, Sprache: Deutsch, Abstract: ABSTRACT

Many construction organisations promote their "soft" approach to Human Resource Management in company brochures and annual reports. This style focuses on treating employees as highly valued assets and a major source of their competitive advantage.

Advocates of this application of HRM argue that this way leads to a seamless company, improved employer-employee relations and greater efficiency. Critics argue that these techniques are not new methods. Nevertheless, reality shows that there is a gap between rhetoric and reality. Organisational reality appears "hard" with an emphasis on the quantitative, calculative and strategic aspects of managing people.

In order to explore the importance of Human Resource Management in the construction industry and to illustrate the gaping disparity between theory and practice, this study is based on the findings of broad-spectrum interviews and questionnaires.

Results have shown that a majority of construction companies have an in-house HRM department. This number was the highest in medium-sized companies. In corporations with a HRM department, employees were more satisfied with the overall situation and better motivated.

Another finding is the relatively low amount of training. This reflects the trend towards the outsourcing of work to specialised sub-contractors. However, some companies fear that their subcontractors are not qualified enough and demand more training from them.

Another result showed that monetary remuneration is not the single key motivator for employees in this business. Social empowerment and managerial recognition both scored highly as motivating factors.

Induction seminars for new employees are no longer considered important to construction professionals.

Teamwork within the industry is seen as vital but should be improved and further developed.

However, this study found the application of HRM principles not to be a prerequisite. Some companies apply little or no HRM principles and yet, they are still successful. Further research is required to explore the consequences of this gap for organisations and employees.

The findings of this study support the demand for increased practices of empowerment, higher involvement of employees in decision-making and improved communication in all levels of the hierarchy and training.

 [Download Human Ressource Management in construction - Crite ...pdf](#)

 [Read Online Human Ressource Management in construction - Cri ...pdf](#)

Download and Read Free Online Human Ressource Management in construction - Critical success factors in people management for construction companies Adrian August Wildenauer

From reader reviews:

John Enriquez:

Book is usually written, printed, or highlighted for everything. You can learn everything you want by a publication. Book has a different type. We all know that that book is important factor to bring us around the world. Alongside that you can your reading proficiency was fluently. A reserve Human Ressource Management in construction - Critical success factors in people management for construction companies will make you to become smarter. You can feel far more confidence if you can know about every thing. But some of you think that will open or reading any book make you bored. It is far from make you fun. Why they might be thought like that? Have you in search of best book or ideal book with you?

Diane Worrell:

Here thing why this Human Ressource Management in construction - Critical success factors in people management for construction companies are different and reliable to be yours. First of all looking at a book is good nevertheless it depends in the content of the usb ports which is the content is as delightful as food or not. Human Ressource Management in construction - Critical success factors in people management for construction companies giving you information deeper and in different ways, you can find any publication out there but there is no reserve that similar with Human Ressource Management in construction - Critical success factors in people management for construction companies. It gives you thrill examining journey, its open up your eyes about the thing which happened in the world which is maybe can be happened around you. You can bring everywhere like in park your car, café, or even in your way home by train. If you are having difficulties in bringing the imprinted book maybe the form of Human Ressource Management in construction - Critical success factors in people management for construction companies in e-book can be your substitute.

Corinna Edwards:

The event that you get from Human Ressource Management in construction - Critical success factors in people management for construction companies may be the more deep you excavating the information that hide in the words the more you get interested in reading it. It doesn't mean that this book is hard to recognise but Human Ressource Management in construction - Critical success factors in people management for construction companies giving you enjoyment feeling of reading. The article author conveys their point in a number of way that can be understood by anyone who read the item because the author of this publication is well-known enough. This particular book also makes your own personal vocabulary increase well. Therefore it is easy to understand then can go with you, both in printed or e-book style are available. We recommend you for having this Human Ressource Management in construction - Critical success factors in people management for construction companies instantly.

Patrick Bodin:

You can spend your free time you just read this book this e-book. This Human Ressource Management in construction - Critical success factors in people management for construction companies is simple bringing you can read it in the playground, in the beach, train along with soon. If you did not have got much space to bring the printed book, you can buy the e-book. It is make you much easier to read it. You can save typically the book in your smart phone. Consequently there are a lot of benefits that you will get when one buys this book.

**Download and Read Online Human Ressource Management in construction - Critical success factors in people management for construction companies Adrian August Wildenauer
#XVCQSFG6OR4**

Read Human Ressource Management in construction - Critical success factors in people management for construction companies by Adrian August Wildenauer for online ebook

Human Ressource Management in construction - Critical success factors in people management for construction companies by Adrian August Wildenauer Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Human Ressource Management in construction - Critical success factors in people management for construction companies by Adrian August Wildenauer books to read online.

Online Human Ressource Management in construction - Critical success factors in people management for construction companies by Adrian August Wildenauer ebook PDF download

Human Ressource Management in construction - Critical success factors in people management for construction companies by Adrian August Wildenauer Doc

Human Ressource Management in construction - Critical success factors in people management for construction companies by Adrian August Wildenauer Mobipocket

Human Ressource Management in construction - Critical success factors in people management for construction companies by Adrian August Wildenauer EPub