

Title of Article: The Influence of Training on Bricklayers' Productivity in Nigeria

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Abstract: The global economic situation and the need for construction contractors to remain in business in this competitive environment have further uncovered the importance of productivity improvement. This study therefore investigated the impact of formal and informal trainings on the productivity of bricklayers in three commercial nerve centres of Nigeria (Lagos, Abuja and Port Harcourt). To achieve this, questionnaires, backed up with interviews and on-site measurements were conducted on the management and bricklayers of construction firms who were randomly drawn from the three categories of construction firms in the country (large-sized, medium-sized and small-sized firms). 90 and 180 structured questionnaires were distributed to the management and bricklayers in the study area while 72 and 118 questionnaires were respectively filled and returned in this regard. The results of the descriptive and inferential statistical techniques indicated that training had significant effect on the productivity of bricklayers in Nigeria. Other factors such as monetary and non-monetary incentives, planning and control, organizational strategy, supervision aspects and general management also had their contributory effects to bricklayers' productivity. The study concluded that the issue of training should be accorded a priority attention by the managements of construction firms in order to attain greater workers' productivity on construction sites.

Keywords: Bricklayers; Influence; Nigeria; Productivity; Training.