

**Behavioural Pattern and Efficiency of Middle-Skilled Construction Workers in Selected LGAs in Lagos State**

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**Certification**

This is to certify that this thesis was carried out by **Mike Ademola OKE** with Matriculation number **LCU/PG/002294**, in the Department of Management & Accounting under my thorough supervision in the Faculty of Management and Social Sciences, Lead City University, Ibadan Nigeria and that this work had not been previously submitted.

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## **Dedication**

This thesis is dedicated to God Almighty.

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### **Acknowledgement**

I give all praise and adoration to God Almighty for guiding me through the course of study in this noble university, Lead City University, Ibadan. I wish to express my profound gratitude to Lead City University, Ibadan, Nigeria for the opportunity given me to undergo this degree. I appreciate the Vice-Chancellor of the University, Professor K.A. Adeyemo, Provost, Postgraduate Graduate College, Professor Oredein, the Registrar, Dr. Ayeni, Heads of Departments, Lecturers and other non-academic staff members of the University. The unquantifiable contribution of my supervisor, Dr. J. O. Olaleye, who created an enabling supervision environment towards the completion of this thesis, can never be ignored. He motivated me and helped by mentoring and coaching me throughout this entire process. My sincere gratitude is extended to Dr. T.M. Akinbo, (HOD, Department of Management & Accounting), Prof. G.E. Oyedokun, Dr. J.A. Adejuwon, Dr A.B. Onamusi, and Dr. F. Igbadumhe for their assistance. Dr. O. Ibikunle and Mr. Adewumi also contributed enormously to this study by giving me support and advice. I acknowledge the encouragement of the present Executive Director/CEO, Nigerian Institute for Oceanography and Marine Research, Victoria Island, Lagos, Professor Abiodun Sule, my Head of Department, Dr. Patience O. Obatola, the cooperation of all my colleagues and fellow students at the University, thank you all. Further, I say a big thank you to my wife, and my children for their support, understanding and encouragement.

“ Even though the above-mentioned institutions and persons have assisted in this research, I alone stand responsible for the errors, if any, found in this work”.

### **Abstract**

The study set out to investigate behavioural pattern on efficiency of middle-skilled construction workers in selected LGAs in Lagos State. The study was hinged upon two theories namely the stakeholder's theory and the social contract theory. The study adopted the cross-sectional survey design. The population of this study consists of Sixty-Two Thousand Four Hundred and Six (62496) middle skilled construction workers in Lagos. The purposive sampling technique was used to select the respondents. A total of four hundred (400) respondents across five (5) local governments in Lagos namely Lagos Island, Lagos Mainland, Eti Osa, Surulere and Apapa took part in this study. The study made use of one instrument which was a self-developed questionnaire and each item is rated using 5 Point Likert Scale. The study found that there was a significant relationship between behavioural pattern and efficiency of middle skilled construction workers. The study found that behavioural patterns such as motivation, safety and work ethics contributed to the efficiency of middle skilled construction worker. However behavioural patterns like self-discipline, risk assessment and quality control had the least influence on the efficiency of middle skilled construction worker respectively. The study also found that there was a moderate relationship between team work and efficiency of middle skilled construction workers. The study found that not all the components of efficiency had a significant impact on team work. Feedback, cooperation, coordination of material, Manpower, daily schedule and Time management positively influenced team work of middle skilled construction workers in Lagos. It was discovered that integrated procurement and machinery did not affect team work of middle skilled construction workers. Finally, the study found that integrity has a significant influence on efficiency of middle skilled construction workers in Lagos state.

**Keywords:** Behavioural patterns, Efficiency, Middle-skilled construction workers

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