Appraisal of Systematic Training Practices by Construction Firms in Nigeria

Calistus Ayegba 1*, W. E. Dzasu 2

1Department of Building, Federal University of Technology Minna Niger State, Nigeria.

2Department of Building, Federal University of Technology Yola, Nigeria

Abstract

The study investigated the frequency of training programmes, organizations that meet firms training needs, funds reimbursement by the ITF to firms for training, the constraints and strategies that could be adopted to enhance the practice of systematic training by construction firms in the development of their workers. In the study 89.65% and 91.38% of the respondents agree that management and technical staff training is only embarked on when needed, that ITF provides 24.49% of the firms training needs for operatives/semi skilled workers. Also in the study, lack of funds and lack of training/staff development policies with combined mean of 4.2 respectively was identified as chief amongst factors discovered to be militating against the practice of systematic training. The study has shown that systematic training does not only serve as an agent of change, but also a means of maintaining standards and ensuring that those who are newly engaged into existing jobs and practices are able to adapt quickly.

Key words: Systematic training, practice, productivity.

*E-mail: calistus.ayegba@futminna.edu.ng