

- iv. **Pay and Benefits:** Keeping workers motivated with good benefits is easy. Where to draw the line at generous benefits that motivate them, versus raises and larger salaries to retain and attract the best workers and keep them happy and motivated to be working for you, are more difficult. .
- v. **Company Culture:** Creating a positive and workers-friendly company culture is a great motivational tool.

3.0: Methodology:

The population of study constitute site-found construction operatives, 250 of such craftsmen found on the 40 sites and were therefore administered a well-structured questionnaires.

Table 3.1: Distribution of Questionnaire

Number of Respondents (Response Rate) Sample Frame						
Respondents Trade	Masons	Carpenters	Iron-fixers	G. Labour	Site Managers	Total
TOTAL	83	37	21	83	17	241

Source: Researchers field study (2018)

4.0: Results:

Comments	Mean	Rank
Benefits		
Getting work done as a result of feeling of being valued	4.86	1
Getting quality work in the workplace	4.789	2
Enabling craftsmen get skill through training	4.785	3
High talent and skill retention	4.72	4
High motivation breeding high productivity	4.72	4
Creating sincere work relationship of mutual benefits	4.69	6

. Table above shows that the most important benefit is that when craftsmen feel valued they tend to get work done (78.3%) and apply quality in the workplace through the skill they acquire through training. Other benefits are the fact that talent and skill are retained as craftsmen will feel committed to the organization and willing to bear with them during economic depression aside producing high productivity. The benefit of creating sincere work relationship of mutual benefits has the least beneficial advantage as supported by 10.3% of the respondents.

5.0: Conclusion & Recommendations

Due to the reviewed related literature gap observed and the provided research work the research work therefore has reached the following conclusion in the course of this study.

That training, belongingness and flexibility have a higher prospect for long term motivation over recognition, job enrichment and team working /empowerment. Hypothesis one alone proves that training alone influence workers to get work done in good quality from the feeling of being valued and also create sincere relationship of mutual benefits.

While job enlargement, fringe benefit, job rotation and chance to contribute have least prospect for motivating craftsmen to higher productivity. This will help in long term planning and relationship handling.

Recommendations. Based on the conclusions reached, the following recommendations were made:

1. Non financial incentives should be a necessary pre-requisite on all construction sites due to its attendant impacts and benefits in enabling construction craftsmen get their work done in good quality with higher productivity when the feel valued
2. That of all the non-financial incentives available and utilized on construction sites, craftsmen training, sense of belonging and flexibility of task should be made top priority due to its prospect for long term result cum motivation towards productivity.

Reference:

- Bergum, B and J. Lehr. 1984. "Monetary incentives and Vigilance." *Journal of Experimental Psychology*, No. 7: 197-198.
- Luthans, F. (1998). *Organisational Behaviour* . 8th ed. Boston: Irwin McGraw-Hill.

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