

A STUDY ON JOB SATISFACTION AND TRAINING NEEDS AMONG CIVIL ENGINEERS IN CONSTRUCTION INDUSTRY

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ABSTRACT

In Construction Industry we can say tentatively 37 million people are involved in multiple cadres, where over 85% are serving as workers. There are acute shortage of workhands especially in skilled trades in employees and as well as workers. On account of Natural attrition and the need of skills for contemporary trades, Construction Industry needs infusion of at least 6 million persons year. The total training capacity is woefully inadequate. Skill-up gradation schemes launched by both State and Central Government level are not really adequate and the Industry needs to start several apprenticeship schemes. The funding requirements for training and skill-up gradation and extension of loans by NSKDF are neither practical nor workable. As a concluding remarks construction industry is very much depended on the performance of the engineers, so studying the quality of life and career advancement is very much essential. The study was conducted in M/s URC Construction (p) ltd., to find the present employees job satisfaction and understand their training need. Mostly employees are not satisfied in their present role due to their non-performance due to skill gap. The questionnaire was designed in such a way to understand the employee's present level of satisfaction in their job with respect to various parameters and what type of training required to elevate their skill form present level to next level.

KEYWORDS: Job Satisfaction, Training Need, Performance, GDP, and Career Development.