



**CONSTRUCTION ORGANISATIONAL PERFORMANCE AND THE  
AVAILABILITY OF ARTISANS AND TECHNICIANS AS IMPACTED BY  
TRANSPORTATION QUICK MONEY VENTURES IN NIGERIAN- A REVIEW.**

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**Abstract**

All over the world, transportation has become a key for the socio-economic development of a nation. A robust transportation system indicates a stronger economy and progressive development. Generally, transportation affects every sector directly or indirectly. In Africa, motorcycle and tricycle transport has become some business opportunity for youth as quick money-making ventures, making up at least 33% of all transport modes in sub-Saharan Africa. Small and medium-sized construction firms face difficulties accessing competent artisans and technicians in some demographic regions of Nigeria. This is due to the quick money associated with motorcycle and tricycle transport ventures on the youth who would otherwise have been available to work as competent and efficient artisans and technicians. This study reviewed primarily literature selected within the last decade that had analysed the impact of transportation business as quick money-making ventures on the availability of artisans and technicians on the construction organisational performance of small and medium firms in Nigeria with the view of establishing the effects of the scarce craftsmen on organisational performance and proposed strategies that will improve youth preference to construction works which will, in turn, enhance organisational performance. The literature reviewed indicated a general skill gap within the construction industry in Nigeria. Also, non-availability and accessible artisans impact the organisational performance of the construction industry. The study suggested strategies to improve youth preference for artistry and technical works on construction sites. These strategies were; improved standard rate for site works, shortened duration for specialised and artistry skill acquisition through technical and vocational training, Government partnership with Master-Lerner informal apprenticeship system with remuneration, among others.

**Keywords:** Availability, Artisans and Technicians, Construction Organizational Performance, Transportation, Quick Money-Making Ventures.



## INTRODUCTION

Construction project performances depend on many factors: funding strategy, stakeholders, technical know-how of the organisation, and available competent, effective, and accessible workforce. Artisans and Technicians form the bulky part of this workforce, and any gap within the workforce impacts the construction project performance, which affects the general organisational performance. One of those sections of the economy that creates a gap in the workforce supply chain in the Nigerian construction industry is the quick money-making ventures such as the Motor Cycle and Tricycle riding business by the youth from the transport sector.

Abayomi (2019) opined that 93.5% of motorcycle riders in the study area were artisans and technicians, while 62.5% of riders accepted that the motorcycle and tricycle business should be made legal Aranisola (2020), affecting the performance of the construction organisation. Therefore, low apprenticeship for craftsmen and artisans becomes the norm, impacting the availability of skilled and competent artisans and technicians, leading to poor artistry and low organisational performance of the construction sector (Kaoma & Muya, 2016). There is no doubt that one may find specific construction trades dominated by migrant craftsmen despite Nigeria's high unemployment index (Nathaniel & Chukwuemeka, 2018), contributing to delays, high cost of artistry, and low construction organisational performance. A visit to a typical auto-mechanic garage in Nigeria demonstrates that, unlike in the past, when a master auto-mechanic had between three and seven apprentices under his tutelage, one is lucky to find one or two learning the trade. Others will leave after three to six months to begin riding motorcycle taxis to earn money, while those who remain will not stay long enough to acquire the necessary skills to be proficient in the trade (Obiageli et al., 2021). Certain Nigerian legislators encourage this behaviour by donating motorcycles to youths in their districts under "Youth Empowerment." It is highly improbable that Nigeria will retain artisans and technicians in 20 to 30 years (Obiageli et al., 2021).

### Method

This study reviewed primarily literature selected within the last decade that analysed the impact of quick money-making ventures on the availability of artisans and technicians on the construction organisational performance of small and medium firms in Nigeria to establish the effects of the scarce resource artisans and technicians on organisational performance. The reviewed literature was as follows:

Artisans and technicians are the primary employees in the construction industry in Nigeria, as the majority of work in the sector is performed manually (Karfe et al., 2021). Due to the labour-intensive nature of the building construction process, the availability of skilled artisans and technicians has a significant impact on the performance of the construction project. These skills are also critical to completing a building project (Asiyanbola, 2018). The availability of these craftsmen affects all performance metrics associated with a project, including time, cost, quality, and performance (Asiyanbola, 2018).

Therefore, competent and efficient artisans and technicians are needed for the high-quality job to be carried out on time and within budget for optimal organisational performance. Often, this is not the case because such quality artisans and technicians may not be readily available at all geographical locations of the country (Kareem et al., 2018). Hence, some highly needed competent artisans have to be sourced from elsewhere (Nambah et al., 2021), leading to cost and time overrun. Effective management of cost and profitable production outcomes in the construction industry depends on reliable, qualified and capable artisans



(Bilau & Bamgbade, 2021), improving organisational performance. It takes time and a rigorous process to develop reliable, qualified and skilful artisans.

Additionally, because construction projects involve complex processes during the physical production of the project, a variety of factors may result from reworking and, most likely, maintenance during the structure's life cycle. The issue above constitutes a significant challenge when artisans and technicians must be sourced from a distance for rework or maintenance (Amusan et al., 2020).

### Discussion of Result

In a tabular form below, different pieces of literature were presented:

S/No	Title	Author(s)	Findings	Remarks
1.	EFFECT OF SKILLS SHORTAGE ON SUSTAINABLE CONSTRUCTION	Ayodeji Oke, Clinton Aigbavboa, and Tshinakaho Khangale.	Project cost increases, project delays, quality reductions, increased frequency of on-site accidents, rework, and low labour productivity is all difficulties resulting from a skills shortage in the construction sector. Other repercussions include a deterioration in an organisation's competitiveness, a complete failure of the firm, an increase in the compensation of construction employees, and a drop in the quantity and size of construction workers.	Shortages in available skilled workers in the construction industry in Nigeria have been well established, and its effects on the project performance and organisational performance as well.
2.	AN ASSESSMENT OF EDUCATION AND TRAINING NEEDS OF SKILLED OPERATIVES WITHIN THE NIGERIAN CONSTRUCTION INDUSTRY	Ezekiel M. Awe, Paul Stephenson and Alan Griffith.	Skilled construction employees are migrating to more profitable markets. Some of the trained artisans who should be working on building projects have moved on to other ostensibly more profitable ventures, such as 'okada' commercial motorcycle transportation.	Even workforces already in the construction industry are migrating to other more profitable businesses such as the transport business, how much more of those that are yet to go into craftsmanship in the industry.



3	OCCUPATIONAL MOBILITY IN ENGINEERING PROFESSION (CRAFTSMAN AND ARTISAN) IN OYO STATE, NIGERIA.	Ilori, T.A., Dauda.,T.O., Raji.A.O, and Kilanko,. O. O	Motorcycle transportation is the cheapest, most accessible, and fastest way to avoid traffic congestion, even for short-distance travel, and the money earned may be done daily with minimal effort. Unfortunately, the increased use of motorcycles for business purposes has resulted in individuals leaving other occupations (particularly engineering).	The movement of artisans from the engineering sector to other sectors presume more earnings per short time. The rise in the Motorcycle taxi business has contributed more to this effect.
4.	ARTISANSHIP DISCONNECT: DECLINING TECHNICAL APPRENTICESHIP AND ARTISAN SERVICE AND THE IMPLICATIONS FOR NIGERIA'S FUTURE DEVELOPMENT	Onyenekenwa Cyprian Eneh	Barbering/hairdressing was the most popular trade, followed by garment production and service (17%), catering (16%), arts (fine and performing) (11%), electrical (11%), metal works (including aluminium fabrication) (8%), printing (6%), auto (mechanic, driving, electrical, panel beating and vulcanising) (5%), woodworks (2%), construction (masonry, tiling, roofing, plumbing, etcetera) (2%), and other (1%). (1 per cent).	Construction taking 2% in the study is alarming. It indicated how bad the construction industry performs in gaining more artisans through technical apprenticeship.
5	TECHNICAL AND VOCATIONAL SKILLS DEPLETION IN NIGERIA AND THE NEED FOR POLICY INTERVENTION	Oluwale, B.A., Jegede, O.O. and Olamide, O.O	The motorcycle taxi business has decreased the amount of craftsmanship in Nigeria's technical and vocational education and training (TVET). Many developing nations' development programs included technical and vocational education and training (TVET) a few decades ago. TVET became marginalised within the educational landscape due to the emphasis on primary education, and it was hampered by unfavourable attitudes	The impact of the transport quick-money venture on the available artisans for the construction industry is well documented.



			<p>that portray TVET as a low-status, low-quality educational track. The above suggests that most persons in commercial motorcycling, especially teenagers, have some absorptive potential to be taught formally and informally for employment with added value in the informal sector. Furthermore, nearly all interviewees stated that they could read and write. The above demonstrates that many educated youngsters without office positions are working in commercial jobs that offer little value to the country. According to the survey, the majority of commercial motorcyclists were creative people who had been trained in numerous occupations.</p>	
6	<p>TECHNICAL AND SKILLED MANPOWER AS PREREQUISITE FOR ENHANCED PRODUCTIVITY IN THE CONSTRUCTION INDUSTRY</p>	<p>Aigbe Fortune, Ikpefan, Ochei Ailemen and Egolum, C.C</p>	<p>Low pay, high training costs, insufficient apprenticeship plan, a lack of interest in skill development, and other factors are all cited by respondents as contributing factors to the building industry's talent shortage in Nigeria. The above is in line with Awe et al. (2010), who discuss the lack of a well-organised apprentice scheme; and Odusami et al. (2010), who state that low wages and mass migration of skilled construction workers into more profitable ventures, such as transportation, are some of the reasons for the shortage of construction skills in Nigeria, both in terms of quality and quantity.</p>	<p>Transportation as a more profitably paying sector is one of the significant sectors hindering the availability of artisans in the Nigerian construction industry.</p>
7	<p>PROFESSIONALS' PREFERENCE FOR MIGRANT CRAFTSMEN IN LAGOS STATE</p>	<p>Adedeji Afolabi, Ijeoma Emeghe, Opeyemi Oyeyipo, and Raphael Ojelabi.</p>	<p>Craftsmanship plays a critical role in the building business. The desire for migrant artisans for professional building projects is increasing. Craftsmen</p>	<p>Transportation Business is again an option for the existing artisans in Nigeria</p>



			either roam or enter the 'okada' or 'Napep' transportation industry, believing that migrant labourers have arrived to take their employment.	
8	A REVIEW OF THE SKILL SHORTAGE CHALLENGE IN THE CONSTRUCTION INDUSTRY IN SRI LANKA	Silva G A S K, Warnakulasuriya B N F, Arachchige B J H	By 2015, the three-wheeler population will approach one million, with over 500 000 engaged in passenger transport (Sunday Times, 2016). Accordingly, the population of three-wheelers climbed by 162 per cent between 2008 and 2015. The majority of three-wheeler drivers are estimated to be between 18 and 35. The above indicates that youths capable of contributing to industries prefer to work as Trishaw drivers rather than as craftsmen or technicians in this business.	In Nigeria and other countries both Africa and Asia, the construction industry suffers from the impact of the transport business.

### Conclusion

The literature reviewed above indicated a general skill gap within the construction industry in Nigeria influenced by the transportation business, which attracts the youth because of the quick-money effect associated with the taxi business. Furthermore, the non-availability and accessible artisans impact the organisational performance of the construction industry, leading to cost and time overrun. An effective team determines project performance, and artisans are part of the team.

### Strategies

The following strategies were suggested:

1. The improved standard rate for site works.
2. The duration for specialised and artistry skill acquisition through technical and vocational training should shorten.
3. Government should partner with Master-Lerner informal apprenticeship system with remuneration.
4. The current curriculum should be modified to allow for additional time in the workplace. It is planned that two years of the four-year curriculum be spent.
5. The national construction strategy, mainly unimplemented, should be updated to reflect the requisite skills to satisfy the vision's workforce requirements.
6. The government and other stakeholders should implement the national building policy.



7. In collaboration with all stakeholders, the government should create the Constitution Skills Council to assure the provision, accreditation, regulation, and funding of training programs to match the vision's building skills (Musa, N.A. *et al.*, 2012).

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