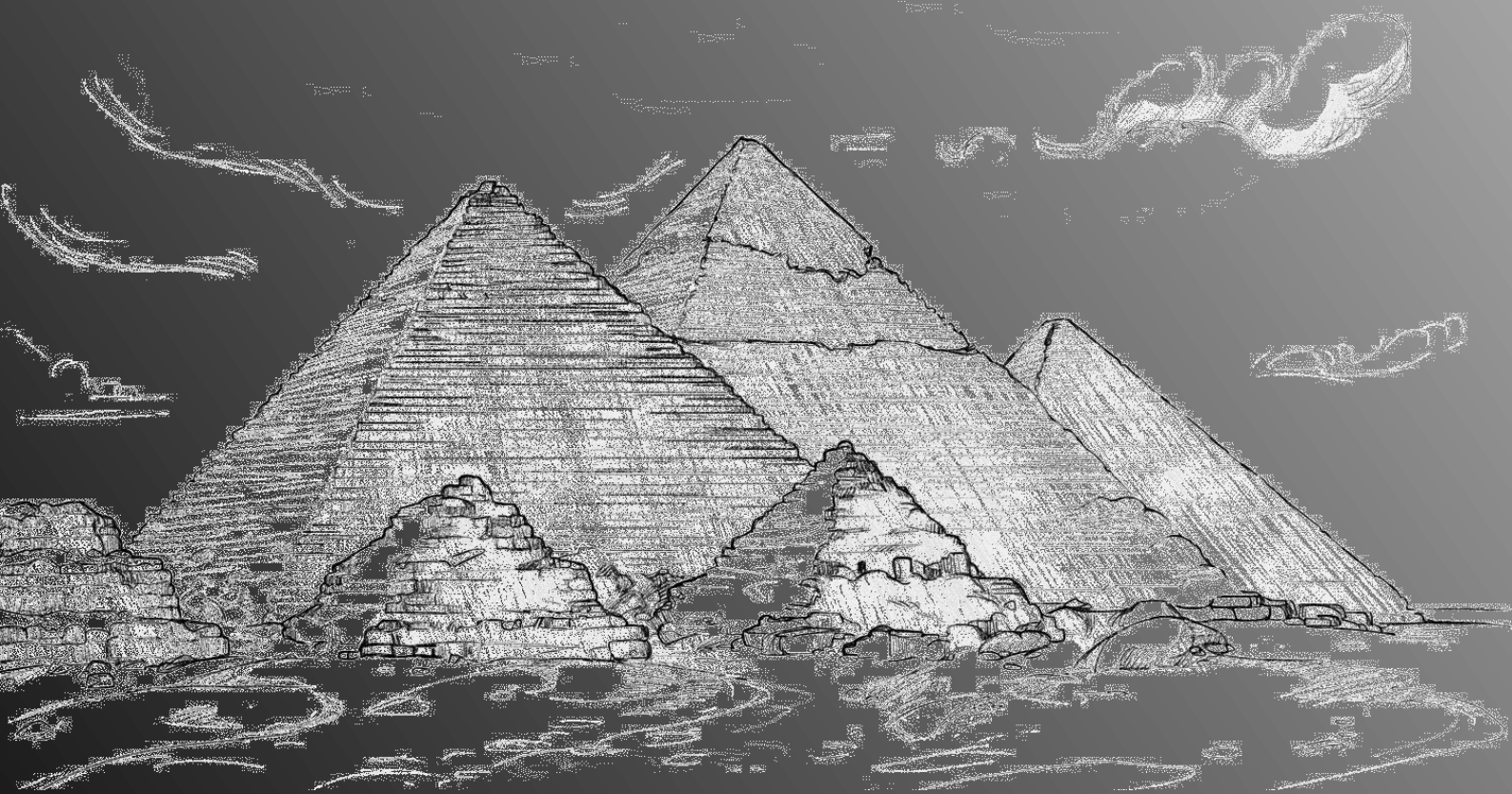


PROCEEDINGS BOOK

5th INTERNATIONAL AFRICAN CONFERENCE ON CURRENT STUDIES



February 2-5, 2022
Cairo, Egypt

Editors

Dr. Sheeba Sardar Ali
Samira KHADHRAOUI ONTUNC

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5th INTERNATIONAL AFRICAN CONFERENCE ON CURRENT STUDIES

04.02.2022 | SESSION-1 | HALL-1



Cairo Local Time: 09:00–11:30



Ankara Local Time: 10:00–12:30

MODERATOR: Asst. Prof. Dr. Abdussalam Ali Ahmed

Authors	Affiliation	Presentation title
Rania Saleh Mohammed Abdussalam Ali Ahmed	College Of Electronic Technology, BaniWalid, Libya Bani Waleed University, Bani Waleed, Libya	Iris Recognition Technology: Principles, Mechanism, and Market Forecasting (2022-2030)
Reham Ershaid Nusair Abdussalam Ali Ahmed	University Science Islam, Malaysia Bani Waleed University, Bani Waleed, Libya	The Role of Artificial Intelligence in Improving the Performance and Efficiency of Human Resource Management
Zafar Iqbal Zafar Dr. Abdul Waheed	NUST, Islamabad, Pakistan	The Development of Private Housing Schemes to Address the Housing Problem:A Case Study of Islamabad
Nadia LAARAJ Fatima-Zahra AAZI	University Mohammed V, Morocco University Hassan II, Morocco	Gender differences in IT entrepreneurship : comparing entrepreneurial intention/ behavior of women and men Evidence from Morocco
Małgorzata Waniek Rui Alexandre Castanho	WSB University, Dąbrowa Górnicza, Poland University of Johannesburg, South Africa	European Union Funding during a coronavirus pandemic
Res. TARIQ SAMIH HANANDEH Assoc. prof. Dr. Abdullah mohammad Ayedh	University Science Islam, Malaysia	The impact of the tax government on reducing tax evasion in Jordan
Ahmad ERSHAID SAMI NUSAIR Dr. Nur Hidayah Laili Reham Ershaid Nusair	University Science Islam, Malaysia	The Role of Applying Governance Principles in Reducing Financial and Administrative Corruption in Jordan
Ayman Fathullah Almabrouk Alfirjan	Bani Waleed University, Bani Waleed, Libya	THE EFFECT OF REPLACING THE POWDERED MIXTURE OF LIMESTONE AND BRICK ON THE MECHANICAL PROPERTIES OF THE CONCRETE
Fawzy Omran Mohammed El- karnawdy Abdullah Farag Mohamed Abogmiza Hajer Mohammed Makhzoum Alsouyid Khalifa Ahmed Khalifa Ajaj	Al-Asmarya Islamic University, Libya	Floristic Composition of Zygophyllum coccineum L. associates in Zliten Coast, Libya
Najah salama Mohamed Algamodi	Bani Waleed University, Bani Waleed, Libya	Society's view of divorced women The rights of women and their children in Libyan law and the consequences of cases of separation or the termination of the marital relationship

(All speakers required to be connected to the session 10 min before the session starts)

Moderator is responsible for ensuring the smooth running of the presentation, managing the group discussion and dynamics.

04.02.2022 | SESSION-1 | HALL-2



Cairo Local Time: 09:00–11:30



Ankara Local Time: 10:00–12:30

MODERATOR: **Prof. Dr. Fehim Findik**

Authors	Affiliation	Presentation title
Prof. Dr. Fehim Findik	<i>Sakarya Applied Sciences University, Sakarya, Turkey</i>	History of Powder Metallurgy
Selma Akçay	<i>Cankiri Karatekin University, Turkey</i>	ANALYSIS OF HEAT TRANSFER IN DIFFERENT CORRUGATED CHANNELS WITH BAFFLES
Ilincă Costin Tănase Maria	<i>Petroleum-Gas University of Ploiesti, Romania</i>	ANALYSIS OF STRESS STATE IN THE CASE OF STRUCTURAL TYPE ELEMENTS RELATED TO THE FIXED DOME TANK ROOF
İsmail Yılmaz Didem Yasin	<i>Eskisehir Osmangazi University, Turkey</i>	IDENTIFICATION OF GROUNDWATER POTENTIAL AREA USING REMOTE SENSING AND GIS TECHNIQUE: AN EXAMPLE FOR ESKISEHIR/İNÖNÜ PLAIN
Ammar Alazzawi Doç. Dr. Öznur Büyükturan Dr. Öğr. Üyesi Buket Büyükturan Arş. Gör. Mehmet Hanifi Kaya Uzm. Fzt. Mehmet Canlı	<i>Kırşehir Ahi Evran University, Turkey</i>	GAIT ASYMMETRIES IN ADOLESCENT IDIOPATHIC SCOLIOSIS
Bouzeriba Asma	<i>Tissemsilt University, Algeria</i>	ELASTIC ANALYSIS OF FUNCTIONALLY GRADED CYLINDERS SUBJECTED TO MECHANICAL LOADING
M. Karaoui M. Alami M. Assouag	<i>University Moulay Ismail, Morocco</i>	Synthesis and anticorrosive properties of a new epoxy polymer for carbon steel E24 in HCl 1 M.
Rodolfo Reda Alessio Zanza Maurilio D'Angelo Dario Di Nardo Luca Testarelli	<i>Sapienza University of Rome, Italy</i>	Ultrasound Imaging in Dentistry, What's New?
D.Mohanty G.Mohanta S.Shaw	<i>C.V.Raman Global University, India</i> <i>Botswana International University, Botswana</i>	EFFECT OF SOLAR THERMAL RADIATION AND MAGNETIC FIELD ON THE FLOW OF CASSON FLUID
Canser Gül Sevda Albayrak Hülya Durmuş	<i>Manisa Celal Bayar University, Turkey</i> <i>Gazi University, Turkey</i>	MOLYBDENE OXIDIZED LAYERS COATING OF WE43 MAGNESIUM ALLOY WITH RF SPUTTER METHOD
Canser Gül Sevda Albayrak Hülya Durmuş	<i>Manisa Celal Bayar University, Turkey</i> <i>Gazi University, Turkey</i>	THE EFFECT OF SURFACE ROUGHNES VALUES ON MOLYBDENE OXIDIZED LAYERS COATING OF WE43 MAGNESIUM ALLOY WITH RF SPUTTER METHOD

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04.02.2022 | SESSION-1 | HALL-3



Cairo Local Time: 09:00–11:30



Ankara Local Time: 10:00–12:30

MODERATOR: Bello Abdulkabir Opeyemi

Authors	Affiliation	Presentation title
Bello Abdulkabir Opeyemi Calistus Ayegba Oludolapo Ibrahim Olanrewaju Oladayo Afolabi Ihedigbo Kingsley Sunday	Federal University of Technology Minna, Nigeria Victoria University of Wellington, New Zealand King Fahd University of Petroleum and Minerals, Saudi Arabia	A REVIEW ON THE AWARENESS AND CHALLENGES OF BUILDING INFORMATION MODELLING FOR POST CONSTRUCTION MANAGEMENT IN THE NIGERIAN CONSTRUCTION INDUSTRY
Idris Abdullahi Bamgbade Adebisi Abosedo Bello Abdulkabir Opeyemi	Federal University of Technology Minna, Nigeria	CONSTRUCTION ORGANISATIONAL PERFORMANCE AND THE AVAILABILITY OF ARTISANS AND TECHNICIANS AS IMPACTED BY TRANSPORTATION QUICK MONEY VENTURES IN NIGERIAN CONSTRUCTION INDUSTRY - A REVIEW
Ihedigbo Kingsley Sunday Bello Abdulkabir Opeyemi Idris Abdullahi Oladayo Afolabi Semiu Mudasiru Abiodun	Federal University of Technology Minna, Nigeria King Fahd University of Petroleum and Minerals, Saudi Arabia	EFFECT OF TIME PERFORMANCE ON EDUCATIONAL BUILDING PROJECTS IN NIGERIA
Yusuf Babangida Attahiru Azman Mohamed Aliyu Abubakar Burga	Universiti Teknologi Malaysia Kebbi State University of Science and Technology, Nigeria	Engineering effects of sugar for monitoring the hydration heat on cementitious material to form a crystalline structure
Bello Abdulkabir Opeyemi Ihedigbo Kingsley Sunday Idris Abdullahi Semiu Mudasiru Abiodun Daniel Ichekani Agada	Federal University of Technology Minna, Nigeria	AN ASSESSMENT OF THE FACTORS INFLUENCING TIME PERFORMANCE OF EDUCATIONAL BUILDING PROJECTS IN ONDO STATE, NIGERIA
Daniel Ichekani Agada Calistus Ayegba Sunday Segbenu Nunayon Bello Abdulkabir Opeyemi	Federal University of Technology Minna, Nigeria The Hong Kong Polytechnic University	A REVIEW OF THE INFLUENCE OF STAFFING METHODS ON CONSTRUCTION LABOUR PRODUCTIVITY IN ABUJA
Ouldyeou Abdelhak Laid AMINALLAH Ali MERDJI	University of Mascara, Algeria	Biomechanical Evaluation Of Bone Type And Dental Implant Macro Design Effect On Stress And strain Distribution: 3D FE Analysis
Durane Tchatchouang Chougong Armel Zacharie Ekoa Bessa	SERECOMA IRAD-KRIBI, Cameroon University of Yaoundé, Cameroon	SPATIAL AND VERTICAL DISTRIBUTION OF HEAVY METALS AND RADIONUCLIDES CONTAMINATION IN LOBÉ RIVER SEDIMENTS, SOUTH-WEST CAMEROON
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Ebru AYKAN Ahmet NAVRUZ	Kayseri University, Turkey	THE EFFECT OF STUDENTS' SOCIAL MEDIA USE ATTITUDES ON ALIENATION BEHAVIOR: AN APPLICATION IN KAYSERİ

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A REVIEW OF THE INFLUENCE OF STAFFING METHODS ON CONSTRUCTION LABOUR PRODUCTIVITY IN ABUJA

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Abstract

The construction industry (CI) contributes significantly to the overall GDP of every nation. Thus, for any country to grow its economy, adequate attention must be given to the growth of the CI. Without effective labour productivity, no construction company can grow. Over the years, the poor productivity of the construction labour force has been a thing of concern both at the construction and maintenance stages. The goals or objectives of any construction project may not be met unless labour productivity is not enhanced. There have been several studies regarding the labour productivity of skilled and non-skilled labour and professionals on construction sites. These extant studies focused on the issue of labour productivity and the factors affecting such. This paper reviewed selected CI-related labour productivity studies published from 2011 to 2021. The focused themes of this critical review include the effect of contract staffing on labour productivity, factors affecting the productivity of artisans, and the contribution of labour productivity to the growth of construction firms. According to the literature review findings, the mode of staffing has a significant impact on labour productivity in the construction industry. The factors influencing on-site workers' productivity vary by location, and the standards of each construction company determine its workers' retention ability. The more attention paid to workers' welfare, the more likely the construction industry's productivity will improve. This review suggests that choosing the suitable staffing method required for each unique form of contract is necessary to achieve appreciable labour productivity on construction sites. Other recommendations of this study include determining the most appropriate staffing methods, various factors affecting different staffing methods, and the effect of the choices made.

Keywords: Staffing Methods, Construction Industry, Influence, Labour Productivity.

INTRODUCTION

The construction industry (CI) is an important sector of the national economy in all countries around the world (Rabia *et al.*, 2020). Also, the contribution of the CI to social growth and long-term national development is widely acknowledged in the open literature. However, the construction industry (CI), by nature, faces a plethora of special problems. Many topical issues with implications for the CI have, so far, been given ignored. Those issues that have received little attention were discussed primarily in the context of developed countries. It is commonly assumed that these issues do not concern developing countries. However, for the benefit of developing countries, it is also important to address these contextually. One of the



most significant challenges of the CI in Nigeria is low productivity (Badmus *et al.*, 2020). Productivity is one of the essential aspects of the CI, which helps its survival and growth (Frefer, 2017).

One of the major factors on which the productivity of construction workers can be anchored is the quality of staff, which is often determined by the mode and process of staffing adopted. This study discusses how staffing methods and other factors influence the productivity of construction workers. It also discusses how labour productivity impacts the economic growth of construction firms and nations. The findings of this study will go a long way in helping construction firms to standardize their staffing methods and improve their contribution to national socio-economic development.

METHODS

One of the decisions to be made in collecting science domain information such as those reported in this report is to determine the research sources to be used. Scopus, the ISI web of Science (WoS) and Google Scholar are the three main academic repositories. Likewise, several key journals publishing houses have their databases including those of ASCE Library, Elsevier- Science Direct, Emerald, Springer Link, Taylor & Francis, Wiley Online Library, and a host of others available for Journal Search and Retrieval (JSR). Nevertheless, the core collection database of WoS has been adopted for the JSR of this study because WoS is the most comprehensive and contains the most relevant and influential journals in its database. Another important reason for selecting the WoS is its scientific robustness. Using the search string "labour productivity" and "staffing of construction workers", a comprehensive literature search, retrieval and indexing was performed on the WoS core collection. The results of the search were narrowed to include only journal articles from 2011 to 2021, which were written in English as published journal articles would have undergone a rigorous peer review process and most researchers eventually republish their conference papers and dissertation in academic journals. Journal papers are sources of information with greater quality and credibility, thereby graded as "certified information". Also, they are more detailed than other sources of information. In addition, we excluded areas of labour productivity and staffing that are not relevant to the CI from the search results.

LITERATURE REVIEW

This section addresses some of the issues of the CI and analyses them from the perspective of the developing countries. It starts with the effect of staffing methods on labour productivity which, paradoxically, is usually viewed as a need for only developing countries, despite the fact that it is also relevant to developed countries. It then proceeds to discuss factors affecting the productivity of artisans or craftsmen, and the contribution of labour productivity to the growth of construction industry and in return the nation's economy. We highlighted the relevance of the topic in each case. We further discussed each of these issues in the penultimate section and highlighted issues, which researchers should investigate further.

Effects of staffing methods on labour productivity

Construction work is generally labour-intensive. The construction labour force can be categorized into: technical, administrative, professional, and managerial staff, and workers. The characteristics of construction demand have a direct impact on labour staffing. Staffing is a part of the employee recruitment, evaluation, and selection process that takes place within an organization to fill a job opening. The human resources department of the CI typically handles staffing tasks (Pahos & Galanaki, 2019). This function is occasionally outsourced.



While small institutions handle staffing, one case at a time, bigger organizations may have multiple staffing processes in the year. CIs use the staffing process to gain temporary or permanent employees (Choi et al., 2021; Pahos & Galanaki, 2019). Implementing an effective staffing process is positively related to the performance of CIs (Delery & Roumpi, 2017). It also provides CIs with employees that fit into their existing social framework, reducing training expenses (Abdelrahman *et al*, 2021). The above impacts are only possible if the staffing process is properly handled. However, the staffing process can be mismanaged. Sometimes, managers of the staffing process place familiarity above competence and technical know-how. A faulty staffing process produces weak, incompetent, and scrupulous workers, resulting in low productivity, unnecessary rework, and avoidable time-cost overrun.

Factors affecting the productivity of construction workers on site

The productivity of construction workers is of great interest to the construction practitioners because it affects project cost and time. Anu and Sudhakumar (2014) studied the factors affecting the productivity of construction workers in India. The top five factors identified include: (1) timely availability of materials at the worksite, (2) delayed material delivery by the supplier, (3) strikes called by political parties or haters, (4) frequent revisions of drawings/design, resulting in additional work/rework and (5) timely availability of drawings at the worksite. According to Opara, (2019) Using a field survey, Opara (2019) investigated different variables affecting labour productivity in Imo and Abia states of Nigeria. The findings of this study showed that, about 65% of the factors affecting labour productivity were administrative issues while 35% were technological problems. Among these factors, motivation of workers was ranked the highest while political factors were ranked the least. In Zimbabwe, Thabani and Wellington (2016) identified the following as the most significant factors influencing construction labour productivity: late and/or non-payment of wages and salaries, suitability and/or adequacy of capital, non-payment to suppliers, availability of experienced labour as well as education and training. Kazaz *et al* (2016) summarized the nature of these factors as organizational, economical, physical, and socio-Physiological. Kazaz and colleagues also identified that organizational factors group economical, and physical factors highly important, but socio-psychological factors were less important.

The contribution of labour productivity to the growth of construction industry and in return, the nation's economy

David and Sunday (2015) viewed productivity as a complex phenomenon at all levels (individual, organized private, or public sector) of human endeavor, particularly in construction project delivery. Productivity is a fundamental concept in assessing the economic performance of CIs (Salehi *et al.*, 2013). Key factors that lead to productivity improvement in construction project delivery include project planning, productivity measurement, avoidance of construction site congestion, motivation of workforce and good communication etc.

Labour productivity affects both CIs and national economies. For the CIs, increased productivity of construction workers brings higher profit and opportunity for more investment. It can also result in higher remuneration and improved working conditions. Furthermore, a highly productive construction industry drives the economic growth of nations.

DISCUSSION

According to the current review, it is worthy of note that no country, developing or developed, can make any significant progress economically without the import of the CI. It is



observed that the construction industry plays an indelible role in the growth and development of every nation. For the CI to grow there is an obvious role of the human and material resources management for which this study only considered the human resource aspect. The study was able to bring to light the great role of labour productivity in the growth of any construction firms, which consequently affects the growth of the industry at large. When discussing the labour productivity of onsite construction workers such as craftsmen and professionals, it is important to consider the influencing factors and the methods of employing them.

Numerous factors were identified from this study. The factors influencing on-site workers' productivity vary from one location to another. However, the welfare of construction workers and condition of the site are of paramount to the productivity of construction workers. There are various types of contractual arrangements, just as there are various methods for engaging the labour force required to carry out the work, which range from permanent or contract staff to labour only, and casual staff. The nature and length of contracts strongly influence the staffing method employed by construction firms. Finally, the standards of each construction company determine its workers' retention ability.

CONCLUSION

The CI in Nigeria is facing major challenges. Those which are highlighted and considered in this study relate to the low productivity of workers in the industry. The mode of staffing can have significant impacts on labour productivity in the CI. This review suggests that choosing the suitable staffing method required for each unique form of contract is necessary to achieve appreciable labour productivity on construction sites. The more attention paid to workers' welfare; the more likely it is that productivity in the CI will improve. It is necessary for more work to be done on the issues of labour productivity, staffing of construction workers, and various issues that relate to the CI in developing countries. The overarching issue of CI development should include all issues.

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