

HUMAN RESOURCE MANAGEMENT IN CONSTRUCTION PROJECTS

Strategic and operational approaches

Martin Loosemore,
Andrew Dainty and
Helen Lingard

Human Resource Management In Construction Projects Strategic And Operational Approaches

**Martin Loosemore, Andrew
Dainty, Helen Lingard**



Human Resource Management In Construction Projects Strategic And Operational Approaches:

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Human Resource Management in Construction Projects Martin Loosemore, Andrew Dainty, Helen Lingard, 2003-12-08 This book is aimed at project managers and students of project management who until now have been handed the responsibility for human resource management without adequate knowledge or training

Human Resource Management in Construction Andrew Dainty, Martin Loosemore, 2013-05-07 The construction sector is one of the most complex and problematic arenas within which to manage people As a result the applicability of much mainstream human resource management HRM theory to this industry is limited Indeed the operational realities faced by construction organizations mean that all too often the needs of employees are subjugated by performance concerns This has potentially dire consequences for those who work in the industry for the firms that employ them and ultimately for the prosperity and productivity of the industry as a whole In this new edition of their leading text Andrew Dainty and Martin Loosemore have assembled a collection of perspectives which critically examine key aspects of the HRM function in the context of contemporary construction organizations Rather than simply update the previous edition the aim of this second edition is to provide a more critical commentary on the ways in which the industry addresses the HRM function and how this affects those who work within the industry To this end the editors have gathered contributions from many of the leading thinkers within construction HRM to critique the perspectives presented in the first edition Each contributor either tackles specific aspects of the HRM function or provides a critical commentary on industry practice The authors explain using real life case studies the ways in which construction firms respond to the myriad pressures that they face through their HRM practices Together the contributions encourage the reader to rethink the HRM function and its role in defining the employment relationship This provides essential reading for students of construction and project management and reflective practitioners who are interested in theoretically informed insights into industry practice and its implications

Employee Resourcing in the Construction Industry Ani Raiden, Andrew Dainty, Richard Neale, 2009-03-04 This new book looks at employee resourcing in depth both analytically and in order to provide a practical insight into the strategic considerations and operational approaches which modern large contractors take in deploying their human resources It is a valuable resource for both students and managers

Human Resource Management in the Project-Oriented Organization Dr Martina Huemann, 2015-10-28 Organizations regularly assume that the culture values dynamic and organization of their temporary project organizations are merely a smaller version of the original parent Given that project organizations are made up of people and teams drawn in most cases from outside and inside the parent these assumptions are nonsensical But they do explain why the HR function finds it difficult to adapt to the project environment

Martina Huemann's research in Human Resource Management in the Project Oriented Organization offers insight into an approach that is designed to align HR to the needs of the project organization in terms of management structure reward recruitment and performance systems The text analyses how the modern HR organization stacks up alongside the temporary organization that is the project to identify the HR constraints and needs of the project organisation and offer a model of project oriented HRM Professor Huemann had a deep interest in how and why change processes come into existence and how to design and enable them In her book she endeavors to bridge theory and practice strategy and operations Human Resource Management in the Project-Oriented Organization Martina Huemann, 2016-03-03 Organizations regularly assume that the culture values dynamic and organization of their temporary project organizations are merely a smaller version of the original parent Given that project organizations are made up of people and teams drawn in most cases from outside and inside the parent these assumptions are nonsensical But they do explain why the HR function finds it difficult to adapt to the project environment Martina Huemann's research in Human Resource Management in the Project Oriented Organization offers insight into an approach that is designed to align HR to the needs of the project organization in terms of management structure reward recruitment and performance systems The text analyses how the modern HR organization stacks up alongside the temporary organization that is the project to identify the HR constraints and needs of the project organisation and offer a model of project oriented HRM Professor Huemann had a deep interest in how and why change processes come into existence and how to design and enable them In her book she endeavors to bridge theory and practice strategy and operations Construction Workforce Management in the Fourth Industrial Revolution Era Lerato Aghimien, Clinton Ohio Aigbavboa, Douglas Aghimien, 2024-02-12 Through a critical review of existing related theories and models the authors address gaps in existing workforce management studies and propose a conceptual model to improve the management of workers in the construction industry **Organization Management in Construction** Paul S. Chinowsky, Anthony D. Songer, 2011-01-12 Today's construction environment is changing at an unprecedented pace and executives are facing a diverse set of issues globalization economics workforce demographics and technology Moreover the traditional issues of competition and delivery are being challenged by new laws and new industry entrants and the tasks of project and organization management are being overhauled This all demands greater leadership from senior management Construction executives typically reach senior level after many years mastering the art of project management which has given them very little time or opportunity to learn the concepts and principles of organization leadership unlike their counterparts in other industries who have been steeped in this This book provides a comprehensive overview of the key issues that organization leaders must understand and address It provides concise summaries by leading international authorities of the ten key strategic management issues shows how they have emerged and outlines their potential impact on the construction organization **Construction Company Management** Abid Hasan, Asheem Shrestha, Kumar Neeraj Jha, 2024-09-23

Construction Company Management will give readers a detailed understanding of the critical aspects of managing a successful construction company in a dynamic and complex construction business environment characterised by intense competition supply chain disruptions and rapid changes in technology regulations client preferences and market conditions The book will introduce readers to different dimensions of construction company management The topics covered reflect current business practices in the construction industry including company strategy and business models stakeholder management contract management resource management risk management knowledge management company finance digital innovation organisational resilience and the regulatory environment The book also includes much needed discussions on ethics integrity and professional standards and diversity equity and inclusion in construction companies It explores the opportunities and challenges relevant to construction company management in global contexts with the help of case studies from different regions of the world Providing a concise book on this essential subject Construction Company Management serves both students and those educators who teach it in their built environment courses Practitioners will find the theory informed company management practices discussed in the book valuable and useful in their practical contexts

People and Culture in Construction Andrew Dainty, Stuart Green, Barbara Bagilhole, 2007-05-07 This important work sets out cutting edge social science and business oriented thinking derived from a major EPSRC research project Its interdisciplinary approach draws together industry and research and is international in its relevance

Work and Labor Relations in the Construction Industry Dale Belman, Janet Druker, Geoffrey White, 2021-02-16 The need for a skilled motivated and effective workforce is fundamental to the creation of the built environment across the world Known in so many places for a tendency to informal and casual working practices for the sometimes abusive use of migrant labor for gendered male employment and for a neglect of the essentials of health and safety the industry its managers and its workforce face multiple challenges This book brings an international lens to address those challenges looking particularly at the diverse ways in which answers have been found to manage safe and productive employment practices and effective employment relations within the framework of client demands for timely and cost effective project completions Whilst context history and contractual frameworks may all militate against a careful attention to human resource issues this makes them even more deserving of attention Work and Labor Relations in Construction aims to share understanding of best practice in the industries associated with construction and related activities recognizing that effective work organization and good standards of employee relations will vary from one location to another It acknowledges the real difficulties encountered by workers in parts of the developing world and the quest for improvement and awareness of some of the worst hazards and current practices This book is both critical and analytical in approach and seeks to alert readers to the need for change Aimed at addressing practical issues within the construction industry from a theoretical and empirical standpoint it will be of value to those interested in the built environment employment relations and human resource management

Emerging Issues in the Natural and Applied

Sciences , **Occupational Health and Safety in Construction Project Management** Helen Lingard,2005 This book addresses an increasingly important area in the construction industry Case studies are used extensively to illustrate important points and refer to current successful safety management techniques Communication in Construction Andrew Dainty,David Moore,Michael Murray,2007-01-24 Communication within project based environments presents special challenges This is especially true within the construction industry where interaction tends to be characterised by unfamiliar groups of people coming together for short periods before disbanding to work on other endeavours This book examines communication at a number of levels ranging from interpersonal interactions between project participants to corporate communication between organizations Several non typical perspectives on the process of communication are introduced to encourage the reader to think about communication in a more innovative manner The combination of differing perspectives illustrates the diversity of communication problems facing those working within project based environments Practical guidance is provided on possible solutions to communication problems and a number of examples and case studies are presented *Handbook of Research on Leveraging Risk and Uncertainties for Effective Project Management* Raydugin, Yuri,2016-11-29 The proper understanding and managing of project risks and uncertainties is crucial to any organization It is of paramount importance at all phases of project development and execution to avoid poor project results from meager economics overspending reputation and environmental damage and even loss of life The Handbook of Research on Leveraging Risk and Uncertainties for Effective Project Management is a comprehensive reference source for emerging perspectives of managing risks associated with the execution and development of projects Highlighting innovative coverage written by top industry specialists such as complexity theory psychological bias and risk management fallacies probabilistic risk analysis and various aspects of project decision making this book is ideally designed for project and risk managers project engineers cost estimators schedulers safety and environmental protection specialists corporate planners financial and insurance specialists corporate decision makers as well as academics and lecturers working in the area of project management and students pursuing PMP PMI RMP ISO 31000 etc certification *Construction Safety: Economics and Informatics Perspectives* Rita Yi Man Li,2022-11-30 This book covers the economics of construction safety such as the asymmetric information of different construction practitioners in Hong Kong studies feminism in Australia s traditionally male dominated construction industry and researches an efficient Small Scale Contractors construction health and safety performance management in Zambia It also constructs the risk rating matrix and assesses occupational hazards identification and risk Assessment in Kaligandaki s Construction Project Besides it throws light on construction safety informatics such as scaffolds safety via rule based safety checking and BIM It compares safety awareness in academic databases in construction manufacturing traffic and health and food industries It studies construction real estate hazard and urban renewal hazard articles indexed on the Web of Science It conducts a systematic literature review on safety culture Lastly it reviewed

refurbishment and demolition work in Hong Kong's legal databases Knowledge Management in the Construction Industry Abdul Samad Kazi, 2005-01-01 Annotation Presents a portfolio of concepts methods models and tools supported by real life case studies from various corners of the globe providing insights into the management of knowledge in the construction industry Social Value in Construction Ani Raiden, Martin Loosemore, Andrew King, Chris Gorse, 2018-12-07 While the concept of social value is not new recent interest in social value in construction has grown because of new social procurement legislation around the world and an increasing acceptance of the need to ensure construction projects provide social value rather than simply economic value Despite this growing recognition literature and professional guidance on the subject is hard to find This is the first book looking at social value in construction and it sets the agenda by asking and answering important questions like How is the construction industry developing and supporting social enterprise and social value and for who How and when is the industry recording and measuring social value and its effect Which organisations are doing things well and what can we learn from their experiences What can industry players do together to consolidate efforts and drive improvements What are the key challenges in the field and what does the future look like Drawing on a variety of professional and academic experiences and disciplines the authors present global perspectives and lay the foundations for creating social value in the construction industry This timely book makes use of real life case studies and examples of best practice to demonstrate how innovative companies can utilise contemporary research to create social value through their projects It is time the construction industry viewed community involvement and corporate social responsibility as an opportunity rather than a risk and this is the book that shows the industry how This is essential reading for all professionals in the construction engineering architecture and built environment sector In particular project managers clients contract managers quantity surveyors CSR and HR personnel will gain a lot from reading this book *Construction Management* Denny McGeorge, Patrick X. W. Zou, 2012-10-10 The construction industry faces continual challenges and demands due to market conditions and coercion by governments for improvements in safety quality and cost control and in the avoidance of contractual disputes To meet these challenges construction enterprises need to constantly seek new directions and business models in construction management A number of tools methods and concepts have been developed and advocated as aids to achieving improved performance but many in the industry find them confusing or are sceptical of their relevance The third edition of Construction Management New Directions brings together in a single volume detailed discussion of a range of contemporary management concepts which are relevant to the construction industry including strategic management benchmarking reengineering partnering and alliancing enterprise risk management total safety management total quality management value management and constructability It provides a straightforward accessible and objective account of these concepts showing how they interrelate and can be used to improve the performance of the construction firm This research based text will be essential reading for industry leaders and practitioners as well as researchers postgraduate and senior

undergraduate students From a review of previous editions I am in no doubt that this book will quickly become a favourite among students and practitioners alike Construction Manager **Innovation, Strategy and Risk in Construction** Martin Loosemore, 2013-12-04 1 Serendipity and innovation 2 The innovation process 3 Innovation in construction 4 The history and future of innovation in the construction industry 5 Strategy and innovation 6 Organizing for innovation 7 Managing the risks of innovation 8 Conclusion we need a reality check

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