ABSTRACT

Abstract

Much effort has been directed towards understanding job-site performance in terms of conditions surrounding the construction site environment. While substantive progress has been made in accounting for such performance variance, corresponding studies on consultants are very rare, although, it is also important to raise understanding of the circumstances affecting the performance of the consultants, both the organizations and the various participants.

The Construction 21 Steering Committee (1999) suggested that the professionals in the industry should go through continuing education, and that skills should be raised in order to enhance the performance of the industry. However, training and development programs designed to increase task-relevant skills levels cannot be expected to substantially affect performance unless the work setting promotes the display of such attributes.

Hence, with the industry's aim to remain competitive and continue to produce a proficient workforce at both the organizational and industry level, as well as the parallel need to address any imperfections while the project is underway, this study examines the work climate of the consultant quantity surveyors.

Work climate refers to employee perceptions of their work environment. The study is based on a survey of quantity surveyors in consultancy organizations in Singapore. The results identified that job-related information, materials and supplies, time availability and task preparation is amongst the most critical working variable affecting the performance of the consultant surveyors. It is suggested that the industry should respond to the results and work with the consultants and other team members to make improvements in the work environment.