

The effect of Human Resources Management in construction projects performance in Syria

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Abstract

This research project investigates the Human Resources Management (HRM) functions and implementation in the construction projects in Syria specially during the construction phase of the project life cycle.

The work introduced the concept of HRM in general and in the construction projects in particular. Six key performance indicators namely: time, cost, labor productivity, labor turn over, work satisfaction and health & safety were used to evaluate the performance of the construction projects. Data were collected from selected construction firms using questionnaire and interview techniques. The collected data were analyzed using the SPSS package.

The analysis results revealed that there are strong relationships between the implementation of HRM functions and the used KPIs. These strong relationships appear clearly in the productivity rate work satisfaction, turnover rate, and in reducing the project delay and work accidents.

For the abstract in Arabic see pages (243-256).

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