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Motivation of the skilled workforce in the construction industry of South Africa

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APPENDIX A

Covering letter from the school of Construction Economics and Management

University
of the Witwatersrand,
Johannesburg

School of Construction Economics and Management

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20 April 2005

Dear Sir/Madam

To Whom It May Concern

Mr SJ Kposowa student number 0307585K one of our postgraduate students. He is conducting an investigation in partial fulfillment of his MSc (Building) Construction Management degree into **"Motivation of the skilled workforce in the Construction (Building) Industry".**

As part of his investigation he is conducting a survey on the subject. The School will be very grateful for your assistance by giving him time for an interview with you and furnishing him with any information he might need to assist him in conducting his investigation.

You are assured that all the information supplied will be treated in full confidentiality and if you wish to verify her identity, do not hesitate to contact the Head of School, Prof E Pienaar.

Yours faithfully

Prof E Pienaar
Head
School of Construction Economics and Management

APPENDIX B

Interview questionnaire

1) Do your company use any kind of motivation in the form of incentive such as reward (monetary or non monetary) e.g. bonuses?

2) Do you set goal for performance and completion date for every project?

3) Do you reward good performance and prompt completion of projects? If yes what types of rewards system do you use (monetary or non monetary)?

4) What type of managerial style do you use on your project sites?

a) Autocratic/Authoritarian
b) Democratic
d) Laissez faire

5) In terms of equity are the salaries of the skilled workforce comparatively equal to salaries of other construction company?

6) Are the skilled workers generally satisfied with their job with respect to, achievement, recognition or the chance to advance or are they dissatisfied with working condition, salary, and relationship with supervisors or company policy?

7) Maslow's hierarchy of needs consist of needs such as:

- Self actualization needs – development with respect to career needs
- Esteem need - self respect and respect for others
- Love – socialization, friendship etc
- Safety/security needs – security and freedom from harm.

- Physiological – survival need of the body, food, clothing, sleep etc.

With reference to these needs which one does the skilled worker give first priority to and which one follow down the hierarchy of needs.

8) Please can you kindly give a brief background/profile of your company? And how long have the company been in existence