

PERPUSTAKAAN

FAKULTI ALAM BINA



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**KESAN FAKTOR-FAKTOR ASAS MOTIVASI KE ATAS PRODUKTIVITI
PEKERJA BINAAN DI TAPAK BINA**

MOHAMED JAZLAN ARIFIN BIN JOHAN ARIFIN

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Jabatan Ukur Bahan
Fakulti Alam Bina
Universiti Teknologi Malaysia

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ABSTRAK

Pendekatan faktor motivasi amat penting bagi meningkatkan produktiviti kerja buruh binaan di tapak bina. Sungguhpun implementasi konsep asas motivasi tidak digunakan secara meluas dan optimum di dalam industri pembinaan Negara, kepentingan faktor motivasi kepada produktiviti adalah suatu fakta yang perlu kita sedar. Objektif kajian ini ialah untuk mengenal pasti faktor motivasi yang mempengaruhi produktiviti pekerja binaan dan mengenal pasti tahap produktiviti pekerja binaan mengikut tred iaitu tukang kayu, tukang konkrit dan tukang besi. Kajian tertumpu kepada pihak buruh binaan yang bekerja di bawah kontraktor yang melaksanakan projek pembinaan di Negeri Johor Darul Takzim. Borang soal selidik telah digunakan sebagai instrumen untuk tujuan mengambil data. Analisis telah dibuat dengan menggunakan kaedah analisis Frekuensi dan Skala Likert. Pendekatan faktor motivasi keperluan rendah didapati dapat meningkatkan produktiviti buruh binaan. Didapati amalan faktor motivasi yang tinggi dan relevan dengan keadaan kerja serta keperluan inidvidu akan memberi impak yang positif dan optimum kepada produktiviti buruh binaan sekaligus menyumbang kepada kelancaran projek pembinaan.

ABSTRACT

The motivational approach is significant to the productivity enhancement of construction worker on site. Construction workers who are capable of producing high productivity thus contribute to the smooth completion of construction projects will definitely capture the employer's attention as well as project managers. Although the basic motivational concepts are not being widely implemented in our construction industry, the importance of motivational factor towards productivity is a fact that should be realized by the industry. Systematic steps need to be taken by the industry in order to obtain maximum benefits from utilizing motivational concept. This research is conducted to study the effects of motivational factors to the construction worker productivity on site. The objectives of this research are to identify the motivation factors that influence the construction workers productivity on site and to know the level of targeted construction worker productivity. The respondents consist of consists of carpenters, molders and concreters. *This is in line with the Construction Industry Master Plan (CIMP) main principle.* Questionnaires have been used as an instrument to collect data. This reseach had been conducted by focusing on the construction workers who works with contractors that were handling construction projects in Skudai and Johor Bahru. Analysis has been made by using frecueny analysis method and likert scale. It was found that the effects of implementing a high and relevant motivational factors as well as in line with the working enviroment and individual needs, give an optimum and positive impact to the productivity of construction worker thus contribute to the smooth progress of constrcution projects.