



# MANAGING WORK-LIFE BALANCE IN CONSTRUCTION



HELEN LINGARD  
AND VALERIE FRANCIS

# Managing Work Life Balance In Construction

**Helen Lingard, Valerie Francis**



## **Managing Work Life Balance In Construction:**

Managing Work-Life Balance in Construction Helen Lingard, Valerie Francis, 2009-04-09 Work in the construction industry is particularly tough. It demands excessively long hours and frequent weekend work. Other characteristics are particularly marked such as relocation, job insecurity and distinctive behavioural patterns which negatively affect employees' personal lives. Further, work-life balance has emerged as one of the most pressing management issues in the 21st century. For construction managers dealing with traditional models of work and rigid work schedules, the issue may be especially difficult to manage, and yet the work-life balance is now recognised as an issue of strategic importance to the construction industry. It is critical to the construction industry's continued ability to attract and retain a talented workforce and it is also inextricably linked to organizational effectiveness and employees' well-being. This book presents the argument for the management of work-life balance in the construction industry. It maps the changes to the workforce demographic profile and the changing expectations relating to work and personal life that occurred during the second half of the 20th century. Legal imperatives for managing work-life balance are set out. It also presents work-life balance theory and discusses the practical implications of research along with extensive empirical data collected from the industry. Lastly, practical advice is provided about what construction organizations can and should do to manage work-life balance. This provides a unique guide to a key issue.

Managing Work-Life Balance in Construction Helen Lingard, Valerie Francis, 2009-04-09 Work in the construction industry is particularly tough. It demands excessively long hours and frequent weekend work. Other characteristics are particularly marked such as relocation, job insecurity and distinctive behavioural patterns which negatively affect employees' personal lives. Further, work-life balance has emerged as one of the most pressing management issues in the 21st century. For construction managers dealing with traditional models of work and rigid work schedules, the issue may be especially difficult to manage, and yet the work-life balance is now recognised as an issue of strategic importance to the construction industry. It is critical to the construction industry's continued ability to attract and retain a talented workforce and it is also inextricably linked to organizational effectiveness and employees' well-being. This book presents the argument for the management of work-life balance in the construction industry. It maps the changes to the workforce demographic profile and the changing expectations relating to work and personal life that occurred during the second half of the 20th century. Legal imperatives for managing work-life balance are set out. It also presents work-life balance theory and discusses the practical implications of research along with extensive empirical data collected from the industry. Lastly, practical advice is provided about what construction organizations can and should do to manage work-life balance. This provides a unique guide to a key issue.

Work-Life Balance in Construction Low Sui Pheng, Benjamin K. Q. Chua, 2018-08-24 The book presents the latest studies on the work-life balance of millennials, also known as Generation Y, building professionals in Singapore and South Korea. Its main goal is to compare and contrast the workplace attitudes of millennials and to provide guidelines that help supervisors in

the construction industry manage their employees expectations regarding work life balance Accordingly it explains and links various principles regarding work life conflicts work life enrichments and the work life interface Furthermore the book introduces readers to coping strategies a dimension that has not yet been explored substantially and has the potential to contribute significantly to the study and understanding of work life balance The book makes recommendations for the top management on assigning a capable leader to drive the changes in the organization and on empowering the leader to implement effective strategies for promoting work life balance especially for the millennials who are now playing an increasing central role in the global construction sector

**Women in Construction** Patience Tunji-Olayeni, Clinton Aigbavboa, Abimbola Windapo, Ayodeji Oke, 2024-11-25 This edited book aims to provide a collection of scientific evidence on gender issues in the construction industry that contributes to discussions on equality gender diversity and inclusion in the built environment it also provides baseline data for policy design and future research on women in the built environment Presenting research findings from Africa India and Australia the aims of this book are broad and it begins with an assessment of the gender based challenges in the construction sector from the perspective of two generations of women It goes on to discuss the issues affecting the recruitment and career progression of women in construction and also to proffer solutions to the low turnout of women in the construction industry Further chapters cover issues on the retention and persistence of women in the sector despite the perceived gender rooted challenges Research into female leadership in the construction industry is also presented in this book with specific focus on the management of construction sites quantity surveying practice and digital leadership This book ends with a discussion on the impact of gender consideration on the sustainability of construction businesses accessibility of housing finance and infrastructure provisions such as markets The research in this book is key reading for scholars of construction management gender studies and DEI and the workplace

**Advances in Construction Management** Anil Kashyap, Rajesh Goyal, Rita Yi Man Li, Gangadhar Mahesh, M. D. Deepak, 2025-03-29 This book presents the select proceedings of the 7th International Conference on Construction Real Estate Infrastructure and Project Management ICCRIP 2023 and explores recent and innovative developments in all aspects of the CRIP sector The book covers various issues in construction management advancements in construction technologies and materials sustainable construction practices managerial issues in the CRIP sector construction 4.0 project management real estate and urban planning energy environment and sustainability The book will be useful for researchers and professionals involved in construction management civil engineering and related fields

**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

*Integrating Work Health and Safety into Construction Project Management* Helen Lingard, Ron Wakefield, 2019-07-22 Provides insights into how health and safety can be more effectively integrated into the

procurement design and management of construction projects This book aims to explore the ways in which technological organizational and cultural strategies can be combined and integrated into construction project management to produce sustained and significant health and safety H S improvements It looks at design and safety practices work organization workforce engagement and learning and offers ideas for producing systemic change Integrating Work Health and Safety into Construction Project Management addresses how best to achieve safety in design through the adoption of a stakeholder management approach It instructs on how to drive H S improvements through supply chain integration and responsible procurement and project management practices It examines the components of a culture for health and safety and the development of a cultural maturity model The book discusses the potential to improve H S through the provision of conditions of work that afford workers a positive work life balance It also covers how advanced technologies and the application of techniques developed from health informatics can support real time analysis and improvement of H S in construction Lastly it looks at the benefits associated with engaging workers and using their tacit H S knowledge to inform work process improvements This text also Provides new and non traditional ways of thinking about H S Focuses on technological organizational and cultural integration Offers a multi disciplinary perspective provided by an internationally recognized research team from the social sciences engineering construction project management and psychology Presents in detail the collective analysis from a broad ranging ten year program of collaborative research Contains a rich range of industry case studies Integrating Work Health and Safety into Construction Project Management is an excellent resource for academics and researchers engaged in research in construction H S as well as for postgraduates taking construction project management and H S courses It will also be beneficial to consultants policy advisors construction project managers and H S professionals

**Work Stress Induced Chronic Diseases in Construction** Imriyas Kamardeen, 2021-04-30 This book aims to fill a gap in the current construction health and safety research and discover new knowledge about work stress induced chronic diseases among construction industry professionals In achieving these aims the book investigates the nature and extent of psychosocial stressors experienced by construction professionals stress management tactics applied and the impact on mental health the prevalence and occurrence patterns of serious chronic conditions such as insomnia obesity musculoskeletal disorders and vision impairment aetiological pathways from job stressors through chronic diseases to job performance While there are many studies policies and regulations aiming to look after the health of construction workers little attention is paid to construction professionals By applying advanced analytical methods to data collected in a national survey of construction professionals in Australia the author presents new scientific evidence which can be used to help establish equitable workers compensation treatments and outcomes for construction professionals in line with other professions Moreover the research and analysis are underpinned by theories and literature from public health and epidemiological disciplines in addition to literature from construction and work health safety and wellbeing domains It is

essential reading for any health policy makers and researchers in the fields of health and safety and construction management *The Construction Industry in the Fourth Industrial Revolution* Clinton Aigbavboa, Wellington

Thwala, 2019-08-09 This book gathers papers from the 11th Construction Industry Development Board cidb Postgraduate Research Conference held on 28-30 July 2019 in Johannesburg South Africa. The conference provided an essential forum for reviewing and generating knowledge on Construction 4.0 and consequently highlighted processes and practices that allow us to deliver and operate built environment assets more effectively and efficiently by focusing on physical to digital and digital to physical transformation. The event addressed three broad themes: Industrial production, prefabrication, 3D printing and assembly offsite; and advanced manufacturing, Cyber physical systems, actuators, sensors, IoT, robots and cobots for repetitive and dangerous tasks; and drones for mapping, progress monitoring, safety and quality inspections, lifting, moving and positioning. Technologies: digital ecosystems, digital platforms, BIM, video and laser scanning, AI and cloud computing, big data and data analytics, reality capture, blockchain, simulation, virtual and augmented reality, data standards and interoperability and vertical and horizontal integration. Given its scope, the book will be of interest to all construction industry and architectural professionals who want to learn about cutting edge technologies applied to construction. **Managing**

**Diversity and Equality in Construction** Andrew W. Gale, Marilyn J. Davidson, 2006-07-28 With women in the UK construction industry constituting just thirteen per cent of the workforce and black and Asian workers numbering less than two per cent despite representing more than six per cent of the working population, diversity is a problem that the construction industry needs to tackle directly. In this title, diversity management is presented as an opportunity for the construction industry. Work is presented from several different countries and regions in North America, Australia and Europe to provide a comprehensive picture of this complex and often sensitive issue. Going beyond the traditional topics of gender and racial discrimination, contributions encompass a wide range of diversity issues facing the construction industry including sexual orientation, disability and the work-life balance. Essential reading for construction managers and a valuable resource for postgraduate researchers, this key title provides not only a thorough exposition of contemporary research but also supplies the practical diagnostic tools and techniques to successfully manage diversity in construction and the information to adhere to the law. 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. Engaged Learning and Innovative Teaching in Higher Education Will W. K. Ma, 2024-04-27 This book presents research studies investigating innovative curriculum design, effective teaching pedagogies, skilling and assessment of relevant competencies and innovative and learning associated technology. The book is categorized into three sections: I Innovative and digital learning environments; II Assessment and development of future professional competencies; and III Innovative curriculum design and teaching.

pedagogies It serves as a useful resource for academic instruction in higher education Employers administrators practitioners postgraduate students and postsecondary students in general will also find it informative

**Valuing People in Construction** Fidelis Emuze, John Smallwood, 2017-08-09 Valuing People in Construction provides contemporary perspectives on the glue that binds the construction process together people The book addresses people issues in the construction industry where behavioural outcomes impact upon business and project performance The main proposition of the book is that as people continue to lead the completion of construction activities their health safety and well being should be seen as a priority and valued by stakeholders As employers and employees the role of people in construction must be to strive for the improvement of individual lives and society This edited collection which is the first book to focus specifically on placing value on people in construction focuses on people at work gender at work conditions at work and respect at work In addition to an editorial overview the book presents tested and refined empirical work and case studies by leading construction researchers from Africa Australia and Europe Essential reading for researchers students and professionals interested in construction management the sociology of construction HRM in construction gender work and health studies

CIB W99“””””””””””””””” Rafiq M. Choudhry, Jimmie W. Hinze, 2006 CIB W99 75 *Construction Workforce Management in the Fourth Industrial Revolution Era* Lerato Aghimien, Clinton Ohis 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

*Corporate Social Responsibility in the Construction Industry* Michael Murray, Andrew Dainty, 2013-01-11 The construction process right through from planning and design to use and demolition has a major impact on society Traditionally concern has been focused on its environmental impact and the quest for sustainability but this has now extended into the wider remit of Corporate Social Responsibility CSR Essentially this means that businesses must act voluntarily in a socially ethical manner by developing a policy that encompasses the core principles enshrined by CSR A unique presentation on a topic of emerging importance Corporate Social Responsibility in the Construction Industry is essential reading for all built environment undergraduate and post graduate courses as well as CEOs and senior managers within construction businesses who may be about to embark on developing a CSR strategy

**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

### **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

### **Handbook of Drivers of Continuous Improvement in Construction Health, Safety, and Wellbeing**

Nnedinma Umeokafor, Fidelis Emuze, Che Khairil Izam Che Ibrahim, Riza Yosia Sunindijo, Tariq Umar, Abimbola Windapo, Jochen Teizer, 2024-11-29 This Handbook presents opportunities best practices and case studies backed by cutting edge research on the drivers of continuous improvement of health safety and wellbeing in the architecture engineering construction and facility management sector The book consists of 23 chapters with six themes covering Drivers of the business case for healthier and safer construction Opportunities and drivers of digital technologies for improving health and safety Drivers of human factors for improving health and safety Drivers of safer design and procurement Drivers of better health and wellbeing for construction Opportunities for driving equality and inclusivity for safer construction The book will be beneficial to academics undergraduate and postgraduate research and taught students professional institutions such as the Institution of Occupational Safety and Health health and safety professionals health and safety officers consultants and managers occupational health professionals mental health and wellbeing professionals construction managers architects project professionals engineers design construction project site electrical mechanical civil building



services and structural facilities managers quantity surveyors and site managers The aim of the book is to provide critical perspectives alongside evidence based practical examples of success stories that should inspire readers and engender continuous improvement in health safety and wellbeing in the construction industry      **Procurement Systems** Derek Walker, Steve Rowlinson, 2007-10-31 Innovative and novel this book extends its coverage of the topic well beyond the conventional themes of project solicitation and proposal evaluation Using extensive experience gathered over five years of teaching postgraduate courses Walker and Rowlinson build on Procurement Systems A Guide to Best Practice in Construction to present a comprehensive and coherent volume that is invaluable to the wider project management community Cross disciplinary in approach coverage includes general historical issues and practical discussions of different types of projects and their procurement needs It provides and discusses cutting edge research and thought leadership on issues such as stakeholder management ethics and corporate governance issues business strategy implications on procurement e business innovation and organizational learning cultural dimensions human resource development Helping readers to design project procurement implementation paths that deliver sustainable value this indispensable volume is key reading for students lecturers and professionals working in or studying project management

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