Civil and Environmental Research
ISSN 2224-5790 (Paper) ISSN 2225-0514 (Online)
Vol.6, No.11, 2014

Effects of Rivalry among Professionals in the Nigeria's Construction Industry

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Abstract
The effect of the rivalry among professionals is a fact that occurs in construction industry of Nigeria. The study first traces the history of construction industry, then survey its development at the present time and also describes the intensity of competition and rivalry among the existing professionals in the Nigeria's construction industry. Data for the study were collected through well-structured questionnaire directed to construction professionals in the construction firm and government ministries. Data collected were analyzed using frequency distribution table and relative significance index. The findings also revealed the level of severity of the effects of the causes of rivalry among the professionals. Abandonment of projects was observed to be the most significant effect in Nigeria with 89% significance and some others like loss of trust among participant in the project, collapse of structures, delay in delivery time of project, defective structures, exceeding estimated costs of project, disputes between client`s representative, workers may be demotivated, loss of future chances of work, and loss of confidence of the client. The study recommended the strict regulation and implementation of laws by the local authorities of each profession and the abolishment of discrimination of professional certificates by the government.

1. Construction Industry in Nigeria

The construction industry is one of the largest industries in Nigeria that it employs either directly or indirectly approximately one in ten of our working population (Odunlami 1997). The construction sector is responsible for building new houses, apartment, factories, offices and schools. It also builds roads, bridges, ports, railroads, sewers and tunnels, among many other things. In addition, it maintains and repairs all of those structures and procedures the basic materials such as concrete that are used to make them. The industry's significance is due not only to the fact that it provides the buildings and infrastructure on which virtually every other sector depends, but to the fact that it is such a sizeable sector in its own right (OECD 2008). Mu'azu (2002) reports that construction is one of the most important activities of any economy and a large proportion of the country's resources are usually used in the construction and maintenance of building. The construction sector in Nigeria accounts for 3-8% of Gross Domestic Product (GDP), about 5% of the labour force, 40-70% of the gross fixed capital formation and about 12% of industrial sector production (Omole 2000). This enormous amount of wealth is managed or generated by the construction industry through the various contributions of its professional members. Buildings are required to provide conducive and safe environment for various human activities. Naturally, one of the basic needs of man is shelter, which is universally accepted and recognized as essential for life sustenance and survival (Adenuga 1999). The history of construction industry is marked by number of trends. the increasing durability of the materials used, more durable natural materials and synthetic materials such as clay, stone, timber, brick, concrete, metals ,and plastic were used. Another is a quest for infrastructure of ever greater height and span, this was made possible by the development of stronger materials, the use of heavy construction equipment and knowledge of how material behave and how to exploit them to greater advantage.

Construction industry plays a substantial role in a country's economy, irrespective of the country's level of development. The construction sector in a country's economy is an important employer of a nation's workforce as it employs most (Abdul-Rashid & Hassan 2005). Nigeria had gained an impressive economic growth during the last decades. Shelter is the third universally accepted basic need of all human being, after food and clothing. It is, however the most difficult to satisfy because of the intrinsic factors involved in the provision of human habitats. Several studies on the developmental programmers' in the country have indicated the dire need for professional in construction research, planning and development sectors of the economy (Adesanya 2011).

2. Literature Review

Rivalries among the professionals in the construction industry refer to the degree of which professionals in the construction industry respond to competitive moves of other professionals in the industry (Olanrewaju 2011). Rivalries among the professionals may manifest itself in number of way and the degree of rivalry in the construction industry is a function of a number of interacting structural features. A starting point to analyzing the construction industry is to look at competitive rivalry. Rivalry is the relationship between two or more people

who regularly compete with each other. Rivalry is intense and sometimes angry competition, action or position among individual or group who are given activity. This term describes the intensity of competition among existing professionals in the construction industry (Neil 2006). One of the most precious resources that professionals fight about is the approval of their client (Olanrewaju 2011). If the clients show favoritism toward a particular professional it may escalate rivalry among the professionals. If entry to the industry is easy then competitive rivalries will likely be too high. Generally rivalry will be high if the professionals all have similar strategies. Rivalry is competing for the same objectives or for superiority in the same field. On the basis of our arguments with respect to the relational nature of competition, we predict that, in a given competitive environment, perceptions of rivalry between actors will vary meaningfully at the relationship, or dyad (couple), level. That is, actors will reliably identify certain opponents as rivals because of the relationships they have with these opponents. Again, this notion stands in contrast to the idea that competition is driven purely by the characteristics of a given competitive environment that is, by the extent to which competitors are vying for scarce resources. Further, this prediction implies that the attributes of the individual actors cannot fully predict rivalry, and hence, competitive intensity (Gavin *et al.* 2010). Delay in delivery time of project as one of the effect that cause the rivalry among professionals give rise to disruption of work and loss of productivity, late completion of project increased time related costs, and third party claims and abandonment or termination of contract (Kasimu & Usman 2013). Delay in delivery time of project is also caused by some fundamentals and things which go wrong during the construction project (Hasseb *et al.* 2011). Delay in delivery time of project completion is also caused by equipment breakdowns, and labour disputes. Abandonment is the opportunity to halt the project before it is completed, usually because of difficulty, danger and rivalries among building construction professionals. Abandonment can mean an owner ceasing to provide maintenance and operating services to a building, or loss of an owner's legal right to a building, or the demolition of a building (Olalusi & Otunola 2012). Previous studies by Kolawole (2006) have shown that a good number of building project initiated with good intentions are abandoned at different stages of the design and construction process. Effect of rivalries among the professionals caused the abandonment of project. Abandonment of project has become a menace in Nigeria's infrastructural development. Projects are usually abandoned in Nigeria due to any factors but mostly due to improper project management which could rise from the rivalry among the professionals involve in executing the project. If we accept that workers are either motivated or unmotivated. Pyszczynski & Greenberg (1987) and Baumeister & Newman (1994) show that a motivated worker is driven by motivation to work while unmotivated worker is driven by motivation to ignore, i.e. If the working condition seem not friendly on construction site due to the unavoidable jealous and envy among the professionals on site workers may seem de-motivated making them that their effort might not be notice or appreciated. Improper supervision of project during construction which led to the defective of structure because of the syndrome of rivalry among the construction professionals and it was reported by Akeju (1984) in his paper, Lesson from Recent Structural Failures; involvement of competent professionals to handle the planning and design of a project does not entirely generate its stability. The project competently created on paper must be faithfully and accurately reproduced on the site. A good structure is said to be as good as its construction and not its design. An appropriate qualified professional must supervise every stage of the work.

3. Methodology

The review of related works was done first and then the opinions and view of construction professionals were taken. The questionnaire survey was done on the behalf of the effects of rivalry among professional in the Nigeria construction industry. A well-structured questionnaire was the main research instrument used and this supplemented personal interview by the professionals that are involved in the construction industry. A survey was conducted through mailed one hundred questionnaire were distributed in Government, private and public organisation out of which eighty were given response.

The statistical tools used for this study include percentage, mean, and relative significance index RSI (also known as Index of Relative Importance, IRI or Relative Importance Index, RII) to determine which of the stated effects of rivalry is the most prevalent among the professionals in Nigerian construction industry. The relative significance index ranking (RSI) was used for ranking of the factors studied. These methods have been used in construction research by authors such as, Elhag & Boussabaine (1999), Faniran (1999), Idrus & Newman (2002), Kangwa & Olubodun (2003), Oladapo (2006) among others.

The responses of the items on the questionnaire were obtained on a 5-point scale ranging from 1 to 5. ''Strongly Agree'' were scored 5, ''Agreed'' were scored 4, ''Undecided'' were scored 3, ''Disagreed'' were scored 2 and ''Strongly Disagreed'' were scored 1. Bakhary (2005) gave an equation that could be useful for determining Relative Importance Index (RII) in prevalence data as:

$$RSI = \frac{\sum \mu}{AN}$$

Where μ is the weighting given to each factor by respondents;

A is the highest weight (i.e. 5 in this case);
N is the total number of respondents

For this type of research work of a 5-point scale, the RSI shall be calculated via the equation:

$$RSI = \frac{5a + 4b + 3c + 2d + 1e}{jN} \qquad (0 \leq \text{index} \leq 1)$$

Where: a = number of responded "strongly agree",
b = number of responded "agreed"
c = number of responded "undecided"
d = number of responded "disagreed"
e = number of responded "strongly disagreed"
N = sample size = 80
j = number of response categories = 5

4. Data Presentation and Analysis

The data obtained are hereby presented and analysed.

4.1 *Respondents' Profile*

Table 1 showed the professional qualifications of respondents. It showed that respondents have various professional qualifications such as NIQS, NIA, NIOB, NSE, and other related professional qualifications.

Table 1: Professional Qualification

Research subjects	**Descriptions**	**Frequency**	**Percent**
Professionals	NIQS	20	25
	NIA	15	18.75
	NIOB	25	31.25
	NSE	12	15
	OTHERS	8	10
	TOTAL	80	100

Table 1 showed that respondents have various professional qualifications such as 25 (20) percent of the respondent have NIQS, 15 (18.75) percent have NIA, 31.25 (25) percent have NIOB, 15 (12) percent have NSE, and 8 (10) have other related professional qualifications.

4.2 Academic Qualification of the Respondents

Table 2 showed that respondents have various academic qualifications such as MSc., PGD, B.Eng., BSc., HND, ND academic qualifications.

Table 2: Academic Qualification

Qualification	**Frequency**	**Percentage**
B.Eng	10	12.5
B.Sc.	12	15
HND	28	35
M.Sc.	8	10
ND	10	12.5
PGD	12	15
Total	**80**	**100**

Table 2 showed that 35 (28) percent of the respondents have Higher National diploma degrees, 15 (12) percent have Bachelor of Science (B.Sc.) degrees, 15 (12) have Post-graduate (PGD) degrees, 12.5 (10) percent have Bachelor of Engineering (B.Eng.) degrees, 12.5 (10) percent have National Diploma degrees, and 10 (8) percent have Masters (M.Sc.) degrees.

EFFECTS OF RIVALRIES AMONG PROFESSONAL IN THE NIGERIA'S CONSTRUCTION INDUSTRY ON THE INDUSTRY

Table 3 identifies the various effects of rivalry among the professionals in the construction industry and the ranking of the factors through the use of Relative Significance Index (RSI).

Table 3: Effects of Rivalry among Professionals in the Nigerian Construction Industry

TWV = Total Weight Value
RSI = Relative Significance Index

EFFECTS	1	2	3	4	5	Total	TWV	RSI	Rank
Delay in delivery time of project	4	3	3	32	38	80	337	0.843	3
Exceeding estimated costs of project	0	4	24	24	28	80	316	0.790	5
Disputes between client`s representative	6	16	12	10	36	80	294	0.740	6
Loss of trust among participant in the project	0	2	6	44	28	80	338	0.850	2
Workers may be demotivated	2	22	8	26	22	80	284	0.710	7
Loss of confidence of the client	12	6	36	26	0	80	236	0.590	9
Loss of future chances of work	0	8	34	34	4	80	274	0.690	8
Defective structures	0	2	0	66	12	80	328	0.820	4
Collapse of structures	2	4	12	16	46	80	340	0.850	2
Abandonment of projects	2	2	2	26	48	80	356	0.890	1

Abandonment of projects is the most significant effects of rivalry and ranked first with RSI value of 0.89. Loss of trust among participant in the project; and collapse of structures ranked second with RSI value of 0.85, delay in delivery time of project ranked third with RSI value of 0.843.. Among the factors considered, loss of confidence of the client and loss of future chances of work contribute the lowest to the effects of rivalry with RSI of 0.59 and 0.69 respectively.

5.0 DISCUSSION OF FINDINGS

This paper presented the findings of the analysis of the questionnaires distributed to professionals in the construction industry to know their perceptions about the effects of rivalry among the professionals. The findings revealed the level of severity of the effects of the causes of rivalry among the professionals. Abandonment of projects was observed to be the most significant effect with 89% significance followed by loss of trust among participant in the project, and Collapse of structures (85%), delay in delivery time of project (84.3%), defective structures (82%), exceeding estimated costs of project (79%), disputes between client`s representative (74%), workers may be demotivated (71%), loss of future chances of work (69%), and loss of confidence of the client (59%).

6.0 CONCLUSION AND RECOMMENDATION

In conclusion, lack of mutual trust, understanding and dedication to same ideal of executing a construction project to a successful completion in an efficient, economical and to a specified standard is the bane of rivalry among the professionals in the construction industry. It is noteworthy to note that the conglomeration of professional bodies saddled with the responsibility of understanding and construction of components and sub-assemblies of construction material from the construction industry in Nigeria, hence, rivalry among these trained professionals can lead the nation to infrastructural instability and the construction industry herself loosing face among their equals in other parts of the world.

This paper work critically examined the causes of rivalry among the professionals and the effect of such rivalry on construction work in the Nigeria's construction industry. It is highly recommended (among others) that there should be regulations/laws by the body of each profession guiding against some particular overlapping and obvious causes of rivalry among professionals.

Government should also endeavour to eradicate the discriminatory tendencies of dichotomy prevalent now in certificates. Government should be mindful of the fact that the students went through the same tutelage from different schools before become professionals. This act might go a long way of improving the Nation's infrastructural stability and raising the standard of the Nigeria's construction industry to a level which can be reckoned with among with others in the world.

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