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Investigating Causes of Conflict and Rivalry among Professionals in Construction Industry in Nigeria

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Abstract
The Nigeria construction industry is a dynamic industry that has been plagued with different conflicts and roles rivalry. This is borne out of the fact that every professional body wants to arrogate all the activities in the construction industry to itself. These activities include the processes involved in designing and constructing a building. In other to reduce this conflict, this study investigates the causes, effects and remedies of conflict among the professionals in the built environment. They also investigate the core roles of these professionals. This study interviewed ten top professionals each from NOIB, NIQS, NISE and NIA. The aim of the study were to investigate causes and effect of conflict and rivalry among the professionals in construction industry in Nigeria, the core roles of each professional were identified in order to prevent overlapping of duties. It is also expected that the causes of conflict were identified so that they can be prevented from recurring. The remedies to the conflict and role rivalry were obtained from the professionals themselves and harmonised for industry's practitioners.
Keywords: Conflict, Professionals, Rivalry and Roles

1.0 Introduction

The professional plays a vital role within the construction industry. In fact, the professional are the backbone of the industry because without the professionals no activity can be achieved. This study aims at investing the key roles of four professionals that are usually involved in rivalry within the built environment. These professionals include the architect, builders, civil structural engineers and the quantity surveyors. The purpose of identifying the roles of these professionals is to examine whether there are overlapping roles that these professionals arrogated to their profession. The purpose is also to determine whether the rivalry is due to the nearness of the roles to one another or just as a result of other exogenous factors. This study evaluate on causes, effects and remedies of rivalry among the professionals in the construction industry. According to Olanrewaju and Okedare, (2014) stressed that 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. Rivalry is the relationship between two or people who regularly compete with each other. The performance of construction professionals is a factors that basically determines the long term effect of construction works they produced, (Olatunji , Akinola, Oke and Osakuade, 2014).

2.0 Literature review

2.1 The core roles of the professional in construction industry

In the construction industry, the professionals are the major players that made the construction projects successful. They represent the clients and take all responsibilities upon themselves to make sure that the project moved from inception to the completion stage. The core roles of the four professionals in construction industry will be disused as follows:

2.1.1 Architects

Architecture is the design side of construction which relies on professionals architects who provide a design service for clients and strives to produce a design that meet the needs of the client while being eye-catering and sustainable (Olatunji, et.al 2014). An architect however is a professional who is involved in the planning, designing and oversight of a building's construction, in other words, an architect is a person who translates the user's need into the builder's requirements. An architect must thoroughly understand the building and operational codes under which his or her design must conform.

The following are the roles of an architect:

1. The architect ensures that the buildability of the design. The architect must make sure that the drawings designed conform to what the builders or the contractor is carrying out on the building site.
2. The architect is responsible for contract administration. During the post contract stage, the architect issues instructions to the contractor or subcontractor in case there are additional works on the project, architect issues certificate of completion after the contractor has completed the project.
3. Architect is responsible for project coordination and coordination of other project team member by visiting the construction site on a regular basis as it is necessary to determine that the work is proceeding generally. The architect organizes site meetings so as to meet up with the deadline or

completion duration.

4. Architect prepares application for planning and building control. The application involves the scheduling of the project to ensure that.

2.2.2 Builders

Professional builder is defined as an academically trained specialist and statutorily registered professional responsible for building production management, construction and maintenance of buildings for the use and protection of mankind. (N1OB handbook, 2002). Building production management is the main professional service offered by builders to clients on building projects both in the public and private sectors of the national economy. The training and retaining of a builder makes it possible for builders to operate effectively in the following areas.

1. Consulting: this includes areas such as building maintenance management, project management building surveying, feasibility and viability studies, facilities management, project monitoring and evaluation, Arbitration, medication and expert witness.
2. Contracting: A builders can establish or work in any capacity in any building construction.
    1) Health and safety management the high rate of construction site accidents call for professional builder in this direction. This is because a builder needs to acquaint himself with the skills and knowledge of risk management and measures management of health.
    2) Builders write on the construction method and programmers': the construction methodology entails the ways a job will be carried out from inception to completion stage. Sometimes it is called method statement.

2.2.3 Quantity surveyors.

Quantity surveying practice enjoys uniqueness and ubiquitous expertise in construction cost management to generate value for client's money all through the construction process and other duties wherever adaptable. Despite quantity surveyor's traditional expertise in feasibility and viability appraisal of construction investment drafting, compilation and documentation of construction, Contracts preparation and subsequent analysis of construction contract bids, quotes or tenders. (Olatunji, 2007). Quantity surveying according Odeyinka(2006), was pioneered by Britain. The quantity surveyor, according to (Aje and Awodele 2006) is a professional, trained qualified and experienced in dealing with problems relating to construction cost, management and communication in the construction industry. The role of the quantity surveyor is in general terms to manage and control cost within construction projects and may involve the use of arrange of management procedure and technical tools to achieve this goal. The methods employed, however, cover a range of activities, which may include cost planning, value engineering, feasibility studies cost benefit analysis, lifecycle costing, valuation and cost estimate (Olatunji etal 2014).

The other roles that are performed by professional quantity surveyors are as follow.

1. Quantity surveyors prepared bill of quantities. After the architect finishes the drawing, the quantity surveyor uses the drawing to prepare the bill of quantities to know the volume of work to be carried out in the construction project and take the measurement of the job.
2. Schedule of materials of building of project the quantity surveyors schedule material to be use for the project by doing leveling.

2.2.4 The structural/civil engineers

Engineers involves in building constructions can be classified into three parts. The structural engineers provides design drawings which show the locations, sizes, reinforcement and details of structural elements at their appropriate scales, to enable the fabrication installation, and connection of the elements in a reasonable sequence by a reasonably competent general or subcontractor who is familiar with the techniques of construction for the specified materials (Olatunji et al 2014). According to Oke, (2013), construction engineers have a lot of responsibilities in their job. Certain tasks have to be completed everyday in order to get the job done correctly. Engineers have to calculate load and grade requirements, liquid flow rates and materials stress. The role of structural/ civil engineer comprises of the followings

1) Incorporating structural members and formulation. Structural/ civil engineers design the element of building which are beams, floor slab, columns and foundation to know the number of reinforcement bars to be used and the sizes of reinforcement bans. The structural / civil starts the structural calculations from the roof by the time it gets to the foundation the structural engineers would determine the sizes of reinforcement.

   Structural/civil engineers determine the suitability of the earth for construction. The structural engineers carried out soil test at the laboratory to know the type of foundation to be used for the construction project.

3.0 METHODOLOGY

This study was a combination of literature review and an interview among four professionals in the construction

site. The interviews were conducted among the professionals that work both in the public and private sectors in Ogun and Lagos State, Nigeria. The interviews were conducted among Architects, Builders, Quantity Surveyors and Civil/ Structural Engineers. These include the four professionals.

The Nigerian institute of Architects (NIA), the Nigerian Institute of Building (NIOB), the Nigerian Institute of Quantity Surveyors (NIQS) and the Nigerian Society of Engineers (NSE). A total of twelve top professionals were interviewed through telephone calls and oral interview were conducted. Based on the years of experience of the interviewees, it can be deemed, that the professionals interviewed have involved in many projects. This infers that they are knowledgeable relative to this research and information's obtained were relied.

4.0 Discussion of findings

4.1 Causes of conflicts and rivalries among the professionals in the construction industry

Rivalry among the professionals may manifest itself in a number of ways and the degree of rivalry in the construction industry is a function of a number of interacting structural features (Olarenwaju & Anifowose 2014). Rivalry itself is the relationship between two or more people who regularly complete with each. According to Mba, (2013) conflicts bring the mind image such as antagonism, struggles among parties, opposition process and threat to cooperation but not all conflicts come in these forms especially in the construction industry, they may come in form of needs to be met or desire to be satisfied, disagreements to be settled and ideas to be shared that eventually lead to change of attitude, feelings and perception. The following are causes of conflicts and rivalries among the professional in the construction industry.

4.1.1 Mode of award of contract

In the construction industry there are different types of ways of awarding contract in the construction industry. The traditional method which is the first method among others in this method architect meets the clients first and determines the teams that would work with the architect. The architect is the project manager in the case of traditional method.

4.1.2 Government policies and regulations

Government also contribute to conflict and rivalries among the professionals in the construction industry due to the fact that government is not bringing the professional bodies in construction industry together to spell out the roles and responsibilities of the professional and regulatory bodies. Government is giving preference to some professional bodies at the expense of others.

4.1.3 Professional experience

In the construction industry, the experience counts the more the professional work in the industry make the professional have experience, experience cause conflict and rivalries among the professional.

4.1.4 Overlapping professional roles

Many roles and responsibilities among the professionals are overlapping and they cause conflicts and rivalries among the professionals in construction industry. It also causes delays and dispute among the professionals. This study will ensure the professionals bodies in difference profession bodies in difference profession to be enable to disguise their roles and responsibilities among the professionals.

4.1.5 Client's preference

Sometimes, the client gives preferential treatment to one professional than the other and this can cause conflicts and rivalries among the professionals in construction industry can start from polytechnic level are national Diploma, Higher National Diploma, Bachelor degree and master's degree and PhD level.

4.1.6 Payment professional service

The professional charges differ from one another due to the way some professional were rated. These always cause conflicts and rivalry among the professional in construction industry.

4.2 Effect of conflict and rivalries among in the professionals in the construction industry

When conflicts are not well managed it can result in reluctance of individual to continue to participate in task (Okunkade, 2014). According to Olanrewaju and Anifowosi, (2014), stated that the interplay of the force rivalry among the professionals could affect the team spirit, a necessary parameter, in the successful execution of a project within the planned project duration. The results after the interview conducted among the professionals in the construction industry discovered that, effect of conflicts and rivalries among the professional which are mentions as follows.

4.2.1 Abandonment of projects

Abandonment is the opportunities to halt the project before it is completed, usually because of difficulty, danger and rivalries among building professionals : Abandonment can be an owner ceasing to provide maintenance and operating services to building, or loss of an owner's legal right to a building or the demolition of building projects are usually abandoned in Nigeria due to any factors but mostly due to improper project management which could be rise from the rivalry among the professionals involved in executing the project.

4.2.2 Collapse of structure

According to Adenuga (2012), that right professionals are not appointed into the right positions in local authorities responsible for checking structural drawings, this are part of effect in conflict and rivalry among the professionals in construction overlapping of professional's job. As reported by Akeju (1984), in his paper lessons from Recent Structural failures: involvement of competent professionals to handle the planning and design of project does not entirely its stability. The project competently created on paper must be faithfully and accurately reproduced on the site.

4.2.3 Delay in delivery time of project

When there are conflicts and rivalries among the professionals on building construction project gives 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.

4.2.4 Defective structures

Improper supervision of project during construction which led to the defective of structures because of the syndrome of rivalry among construction professionals.

4.3 Remedies of conflict and rivalries among professionals in construction industry

1. Each member of the Profession should possess different personality roles, there the project managers or clients must be able to identify and invest into each profession personality roles so as to achieve success in any construction project.
2. The professionals' bodies or statutory bodies should be able to identify the roles and responsibilities of the member against overlapping.

5.0 Conclusion and Recommendation

The study investigated core roles of four professionals in the construction industry and causes, effect and remedies of conflict and rivalry among professionals in the construction industry. The causes of rivalry are discovered as mode of contract, government policies and regulation, professional's experiences, overlapping professional's roles, client preference, education/training and payment of professional services; however the effects were mentioned which delay in delivery in project, abandonment, collapse of structure and defective structure. The study concluded that the core roles of professionals are overlapping, which are causing conflict and rivalry among the professionals in the construction industry.

The study recommends that the professionals should stay away from others professional's roles and responsibilities. The government the Federal of Republic of Nigeria should established councils for the regulation of the practice areas of the distinct professional's bodies within the construction sector.

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