EMPLOYERS' PERCEPTION ON THE EMPLOYABILITY SKILLS OF BUILDING TECHNOLOGY GRADUATES IN THE CONSTRUCTION INDUSTRY

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A DISSERTATION SUBMITTED TO THE DEPARTMENT OF BUILDING TECHNOLOGY, COLLEGE OF SCIENCE AND TECHNOLOGY IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE AWARD FOR MASTER OF SCIENCE (M.Sc.) DEGREE IN BUILDING TECHNOLOGY OF COVENANT UNIVERSITY OTA, NIGERIA

OCTOBER, 2020

ACCEPTANCE

This is to attest that this dissertation is accepted in partial fulfilment of the requirement for the award of a Master of Science degree (MSc.) in Construction Management in the Department of Building Technology, College of Science and Technology, Covenant University, Ota, Ogun State, Nigeria.

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DECLARATION

I, **DANTONG, DANG GYANG (10CB010877)** declare that I carried out this research under the supervision of Prof. O.I. Fagbenle of the Department of Building Technology, College of Science and Technology, Covenant University, Ota, Ogun State, Nigeria. I attest that the dissertation has not been presented either wholly or partially for the award of any degree elsewhere. All sources of data and scholarly information used in this dissertation are duly acknowledged.

DANTONG, DANG GYANG

Signature and Date

CERTIFICATION

We certify that this dissertation titled **"EMPLOYERS' PERCEPTION ON THE EMPLOYABILITY SKILLS OF BUILDING TECHNOLOGY GRADUATES IN THE CONSTRUCTION INDUSTRY"** is an original research work carried out by **DANTONG, DANG GYANG (10CB010877)** in the Department of Building Technology, College of Science and Technology, Covenant University, Ota, Ogun State, Nigeria under the supervision of Prof. O.I. Fagbenle. We have examined and found this work acceptable as part of the requirements for the award of Master of Science in Construction Management.

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DEDICATION

I dedicate this research work first to the glory of God Almighty the Creator of Heaven and Earth and everything in between who has guided and protected me throughout my academic journey.

I also dedicate this project to my beloved mother and sisters Mrs. Hanatu Dantong, Kaweng Dantong and Keziah Dantong for their support, words of encouragement and understanding throughout this academic journey.

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LIST OF ABBREVIATIONS

ANOVA	**:**	Analysis of Variance
CAC	**:**	Corporate Affairs Commission
GDP	**:**	Gross Domestic Product
ITF	**:**	Industrial Training Fund
ICT	**:**	Information Communication Technology
MSc.	**:**	Master of Science
NIA	**:**	Nigerian Institute of Architects
NIOB	**:**	Nigerian Institute of Building
NIESV	**:**	Nigerian Institute of Estate Surveyors and Valuers
NIQS	**:**	Nigerian Institute of Quantity Surveyors
NIS	**:**	Nigerian Institute of Surveyors
NITP	**:**	Nigerian Institute of Town Planners
NSE	**:**	Nigerian Society of Engineers
NUC	**:**	National Universities Commission
PGD	**:**	Postgraduate Diploma
PhD	**:**	Doctor of Philosophy
PPP	**:**	Public-Private Partnership
SPSS	**:**	Statistical Package for the Social Sciences

ABSTRACT

This research study reports on the required employability skills as perceived by professional employers of Building Technology graduates in the construction industry. As a guide to a practical study, four research questions were formulated and resolved which include the identification of the required employability skills of Building Technology graduates by various types of organisations' employers, the examination of major firm size employer's perception on the important employability skills required of Building Technology graduate, exploration of the methods used by professional employers in recruiting Building Technology graduates and finally the determination of factors affecting the employment of Building Technology graduates in the construction industry. Data for this study were collected with the aid of structured questionnaires and distributed to two hundred and fourth (240) professional employers in the construction industry ranging from client, consultancy, construction and design organisations which are small, medium or large firms in the construction industry. Only one hundred and ninety-three (193) questionnaires representing 80.4% of the total distributed were retrieved and found useful. The data obtained from the retrieved questionnaires were computed with the aid of SPSS (Version 25.0). Subsequently, the data collected for this research were analysed descriptive statistics (means, percentages and frequencies) and means of dispersion (standard deviation, range and variance) were used to summarise the features of the collected data. Principal component factor analysis and a VARIMAX rotation technique were used to generate the factors underlying forty-two (42) attributes. The Eigenvalues which were greater than one suggested a two-factor solution explained 69.2% of the cumulative variance. Factor 1 was identified as the most significant factor that explained 52.34% of the cumulative variance, and factor 2 explained 16.86% of the variance. Also, Cronbach's Alpha value was assessed to ascertain how reliable each factor is. The results revealed that the Cronbach's Alpha values of all the seven factors ranged from 0.66 to 0.82, which are obviously above the minimum value of 0.50, indicating the reliability of the factors. Four hypotheses were formulated and analysed using one-way ANOVA. All the hypotheses formulated for this study were tested at a 0.05 level of significance. The results found that the most important employability skill required of Building Technology graduates in the construction industry is "interpretation of building drawing' with a mean score of 4.8187. This indicates that professional employers positively expect Building Technology graduates to know how to interpret building drawings in any given project. It was also found that the most used method of recruitment by employers in the construction industry is through 'Internet/Social media advertisements' with a mean score of 4.0622. The study also revealed that 'Technical know-how/Qualification of applicants' has a very significant influence on the employability of Building Technology graduates in the construction industry. It was recommended that Building Technology graduates should get themselves acquainted with the skill of 'Interpreting Building Drawings' and position themselves to acquire more and better employability skills by attending 'Career Workshops/Seminars' which exposes them to the nature of the professional workplace in boosting their chances of being gainfully employed and efficient in the construction industry.

Keywords: Building Technology graduates, construction industry, employability skills, professional employers.