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Behavioural Factors Affecting the Efficiency of Middle-Skilled Workers in Selected Construction Industry in Lagos-State

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Abstract

The efficiency of middle-skilled construction workers in Nigeria poses a significant challenge to the construction industry, hindering progress and development. This issue demands urgent attention. Hence, on the strength of stakeholder's and social contract theories this study examined the effect of behavioural pattern on efficiency of middle-skilled construction workers in selected LGAs in Lagos State. The study adopted the cross-sectional survey design. The population consists of 62,496 middle skilled construction workers in Lagos. The purposive sampling technique was employed. A total of 400 respondents across 5 local governments in Lagos namely Lagos Island, Lagos Mainland, Eti Osa, Surulere and Apapa took part in this study. The study made use of one instrument which was a self-developed questionnaire and validated through pilot study. Descriptive and Inferential Statistics was used to analyze the data collected. The study found that Behavioural factors has positive and significant effect on efficiency (R^2= 0.159, F(1,398)= 124.819, p= 0.000). Work ethics has positive and significant effect on efficiency (R^2= 0.128, F(1,398)= 58.553, p= 0.000). Sense of responsibility has positive and significant effect on efficiency (R^2= 0.079, F(1,398)= 34.062, p= 0.000). Discipline has positive and significant effect on efficiency (R^2= 0.137, F(1,398)= 63.209, p= 0.000). Integrity has positive and significant effect on efficiency (R^2= 0.147, F(1,398)= 68.611, p= 0.000). Team work has positive and significant effect on efficiency of middle-skilled construction workers in selected industry in Lagos State, Nigeria (R^2= 0.022, F(1,398)= 9.119, p= 0.000). The study concluded that the behavioral factors played an important role in the efficiency of middle skilled construction workers In Lagos State. The study recommend that construction companies should learn to incorporate organisational culture into their activities as this will help their workers align the needed behavioural factors into their activities which will enhance that efficiency at work.

Keywords: Behavioural factors, Efficiency, Middle-skilled construction workers, Lagos State

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1.0 Introduction

Behavioral Pattern is one of the most critical issues in business and in many organizations Management[1]. Good professional ethical culture in an organization will provide direction and guidance in various areas in order to build united, harmonious and ethical construction workers. The efficiency of middle-skilled workers in the construction industry holds significant importance on a global scale. These individuals, often occupying roles such as carpenters, electricians, and plumbers, play a crucial role in bridging the gap between skilled professionals and unskilled labor[2]. One key aspect contributing to their global relevance is their adaptability. Middle-skilled workers possess a versatile skill set that allows them to contribute effectively across various construction projects, making them essential components of the workforce.

Middle-skilled workers are instrumental in meeting daily basic demand, as they provide the necessary expertise to execute specific tasks without the need for extensive training or education. This efficiency becomes particularly evident in regions where rapid construction is a priority, such as emerging economies and areas undergoing extensive urban development.

Moreover, the efficiency of middle-skilled workers contributes to the overall cost-effectiveness of construction projects. Their ability to perform specialized tasks reduces the reliance on higher-paid skilled professionals, thus optimizing labour costs without compromising quality. This cost-efficiency aspect is vital in both developed and developing nations, where economic considerations strongly influence construction decisions. However, challenges such as skills gaps and the need for continuous training persist in ensuring the sustained efficiency of middle-skilled workers. Governments, industry stakeholders, and educational institutions globally must collaborate to address these challenges, ensuring that the workforce remains equipped with the necessary skills to meet the demands of an ever-changing construction environment.

Based on the above discussion, there is no Behavioural Pattern guidance or standard that is absolute, appropriate and applicable to organization. Behavioral Pattern facilitate construction workers' attitude towards hard work and their organization too[3.] To guarantee efficiency, construction Site worker must have a high sense of responsibility, integrity, discipline, quality, and sense of team work. In line with the following the goal of this study raised the question of

what relevance is understanding behavioral pattern in addressing the efficiency of meddled-skilled construction workers in selected industries in Lagos State, Nigeria.

2.0 Statement of the Research

The efficiency of middle-skilled construction workers in Lagos State, Nigeria, is influenced by a complex interplay of various factors. One significant gap in our understanding of this interaction lies in the limited research on the specific behavioral patterns that impact their performance. While there is a growing body of knowledge on the technical aspects of construction work and the broader economic landscape in Lagos, there is a dearth of research that delves into the behavioral pattern, such as work ethic, integrity, self-discipline, sense of responsibility, and team work, which can significantly affect the efficiency of middle-skilled construction workers. This gap in knowledge is a critical area that warrants further investigation to enhance the overall productivity and effectiveness of this vital workforce in the construction industry of Lagos State. Hence, this study examined the effect of behavioral pattern on efficiency of middle-skilled construction workers in selected LGAs in Lagos State.

3.0 Hypotheses

$H_0$1: Work ethic as no significant effect on efficiency of middle-skilled construction workers in selected industry in Lagos State

$H_0$2: Behavioural factors has no significant effect on efficiency of middle-skilled construction workers in selected industries in Lagos State

4.0 Conceptual Review

The concepts of the main variables under study were reviewed in this section.

4.1 Behavioral Pattern

The behaviorist movement, emerging in the early 20th century, marked a departure from introspective methods in psychology. Watson's call for a science of behavior, devoid of mentalistic constructs, laid the foundation for the objective analysis of behavioral patterns. Skinner further expanded on this by introducing operant conditioning, demonstrating how

behavior is shaped by consequences. Over time, cognitive and social perspectives enriched the understanding of behavioral patterns, contributing to a more comprehensive view that incorporates both internal and external influences.

Behavioral patterns refer to observable and repeatable sequences of actions or reactions exhibited by individuals or groups. They encompass a wide range of activities, from simple motor responses to complex social interactions. These patterns are identified through systematic observation and analysis, often with the goal of discerning regularities and predicting future behaviors. Characteristics of behavioral patterns include consistency, predictability, and the influence of environmental factors. These patterns can manifest in various contexts, such as learning, decision-making, and interpersonal relationships. Moreover, Behavioral patterns refer to the ways in which individuals or groups act or react in response to certain stimuli or situations. The concept of behavior has been defined in various ways by different scholars. Lazzeri [4]distinguishes different senses of the notion of behavior, with emphasis on behavior as the occurrence of an organism's action or reaction. Theories of behavior tend to be linear and explain the reasons why behavior may occur by considering a number of predictors and their associations with one another and how these could influence the likelihood of a particular behavior[5]. Routines are sequences of a series of habits, and habits are learned acts[6]. Recommendations for creating better concept definitions in the organizational, behavioral, and social sciences emphasize the importance of clear conceptual definitions for scientific progress[7]. The behavior change wheel is a new method for characterizing and designing behavior change interventions, which should be underpinned by a model of behavior and the factors that influence it[8].

One of the primary advantages of studying behavioral patterns lies in its empirical foundation. By focusing on observable behaviors, researchers can gather objective data, making it easier to quantify and analyze. This approach has practical applications in fields like psychology, marketing, and organizational behavior, where understanding and predicting behavior are crucial. Additionally, behavioral pattern analysis provides a basis for intervention and behavior modification strategies, facilitating positive changes in individuals or groups.

Despite its merits, behavioral factors analysis is not without limitations[9]. One notable weakness is its tendency to overlook internal cognitive processes and emotions that contribute to behavior.

Critics argue that a sole focus on observable actions may miss crucial nuances in understanding why people behave the way they do. Additionally, the deterministic nature of behaviorism has been criticized for neglecting individual agency and the role of free will. Behavioral patterns also run the risk of oversimplification, as human behavior is inherently complex and influenced by a multitude of factors.

Behavioural patterns enable employees to carry out their jobs in a more targeted and logical manner without bias or favour. Consequently, avoiding shady or unethical behaviour that, while it can improve performance in the near term, is avoided to maintain the company's reputation[10].

5.0 Efficiency

Efficiency, in a broad sense, refers to the ability to accomplish a task with minimum resources, including time, energy, and cost. In engineering, it often involves maximizing output while minimizing input, leading to improved productivity and performance. This definition underscores the multidimensional nature of efficiency, encapsulating not only quantitative aspects but also qualitative considerations.

Characteristics of efficiency vary across industries but commonly include streamlined processes, reduced waste, and enhanced output quality. In manufacturing, for instance, efficiency may be measured by the production rate and defect reduction, while in service industries, it may be associated with promptness and customer satisfaction. This adaptability highlights efficiency's dynamic nature, as its definition and characteristics are contingent on the specific context in which it is applied.

The advantages of efficiency are manifold and extend beyond the obvious economic benefits. Increased productivity, resource optimization, and cost savings are primary advantages that contribute to sustainable growth. Efficiency is also linked to innovation, as the pursuit of streamlined processes often drives the development of new technologies and methodologies. In organizational settings, efficiency can lead to improved employee morale and job satisfaction, fostering a positive work environment[10].

However, efficiency is not without potential weaknesses. Overemphasis on efficiency may result in unintended consequences, such as neglecting long-term sustainability or compromising product quality. In some cases, a relentless pursuit of efficiency may lead to employee burnout and reduced creativity, as workers may prioritize speed over thoughtful problem-solving. Additionally, efficiency measures may not always account for external factors or societal impacts, potentially contributing to negative environmental or social consequences.

Efficiency has undergone a significant historical evolution, adapting to the changing landscapes of various industries. Its definition, characteristics, advantages, and potential weaknesses are diverse and context-dependent. While efficiency remains a key driver of progress, it is crucial to strike a balance, recognizing that the quest for efficiency should align with broader goals of sustainability, innovation, and societal well-being.

6. Theoretical Framework

The study adopted the Stakeholder's Theory. Stakeholder's theory was first proposed by Edwards Freeman and he was the first to identify stakeholders in the organization in his book "Strategic management – a stakeholder's approach". The theory promotes a practical, efficient, effective, and ethical way to manage organizations in a highly complex and turbulent environment. It is a practical theory because all organizations and institutions have to manage stakeholders whether they are good at managing them is another issue.

It is applicable to this study because stakeholders that are treated well tend to reciprocate with positive attitudes and behaviors towards the organization, such as sharing valuable information (all stakeholders), buying more products or services (customers), providing tax breaks or other incentives (communities), providing better financial terms (financiers), or working hard and remaining loyal to the organization, even during difficult times (construction workers)[10].

The theory becomes relevant in this study because in other to ensure Behavioral factors in any industry, it must first come from stakeholders in the industry which include construction workers, etc. Stakeholders must be the first to display Behavioral factors while other stakeholders follow. Following Behavioral factors by stakeholders in an institution or organization brings about improved efficiencies.

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7. Methodology

Survey design was adopted in carrying out this study. The survey design was used to determine the relationships between the independent variables and dependent variables of this research. The population of this study consisted of Seven Thousand Four Hundred and ninety (7490) middle skilled construction workers of industries in the selected LGAs in Lagos state. The table below gives the summary of the population which includes:

Table 1: Population of Construction-Site Workers in the Selected LGAs in Lagos State.

S/N	Name of LGA	Estimated Population of Construction Workers	No of Samples
1	Lagos Island	441	38
2	Lagos Mainland	2583	114
3	Surulere	339	25
4	Apapa	381	27
5	Eti-Osa	3746	247
Total		7490	451

Source: Researchers Compilation, 2022.

Middle skilled construction worker in Selected LGAs in Lagos State were selected purposely based on the foregoing criteria:

- Selected LGAs in Lagos State is a developing state with quite a number of experienced Construction workers.
- They have engaged in one or more training programs in the course of their work.

To determine the sample size, this study used Taro Yamane Sample size determination formula[2].

$$n = N1 + N(e)2$$

Where, n = sample size

N = population

e = 5% level of significance

Given; N = 7490, e = 0.05 at 5% level of significance

$$n = 74901 + 7490(0.05)2$$

$$n = 74901 + 7490(0.0025)$$

$$n = 74901 + 15.6225$$

$$n = 749016.6225$$

n = 451 respondents

Therefore, an exact sample size of 451 respondents was used to conduct the research. The main research instrument for this study was a questionnaire. Hence, data was gathered through the use of self-administered questionnaires. The questionnaires were administered to middle skilled Construction workers in the selected industries of LGAs in Lagos State, in order to generate adequate and valid information that accounted for the success of this study.

7. Findings

This section discuss the findings of the study showing the age distribution and education background of respondent.

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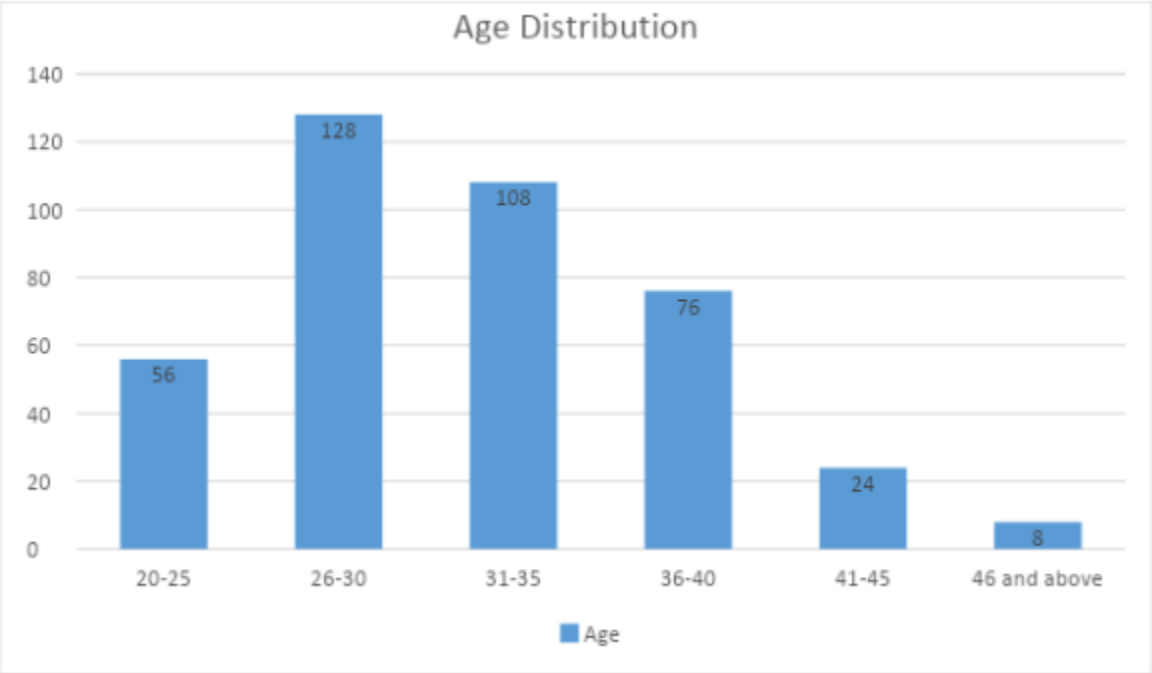
Figure 1: Age Distribution of the Respondents



Source: Researcher's Fieldwork 2023

The chart above shows the age distribution of the respondents for this study. From the chart, it was discovered that the age range of 20-25 years had 56 (14%), this was followed by 26-30 years with 128 (32%), 31-35 years had 108 (29%), 36-40 years 76 (19%), 41-45 years recorded 24 (6%) while 46 and above recorded 8 (2%). This result implied that the age range with the highest number of respondents with was 26-30 years with 128 (32%), this was followed by the age range 31-35 years with a total of 108 (29%), and was followed by 36-40 years with 76 (19%), 20-25 years had 56 (14%), 41-45 years recorded 24 (6%), while 46 and above recorded the lowest count with 8 (2%).

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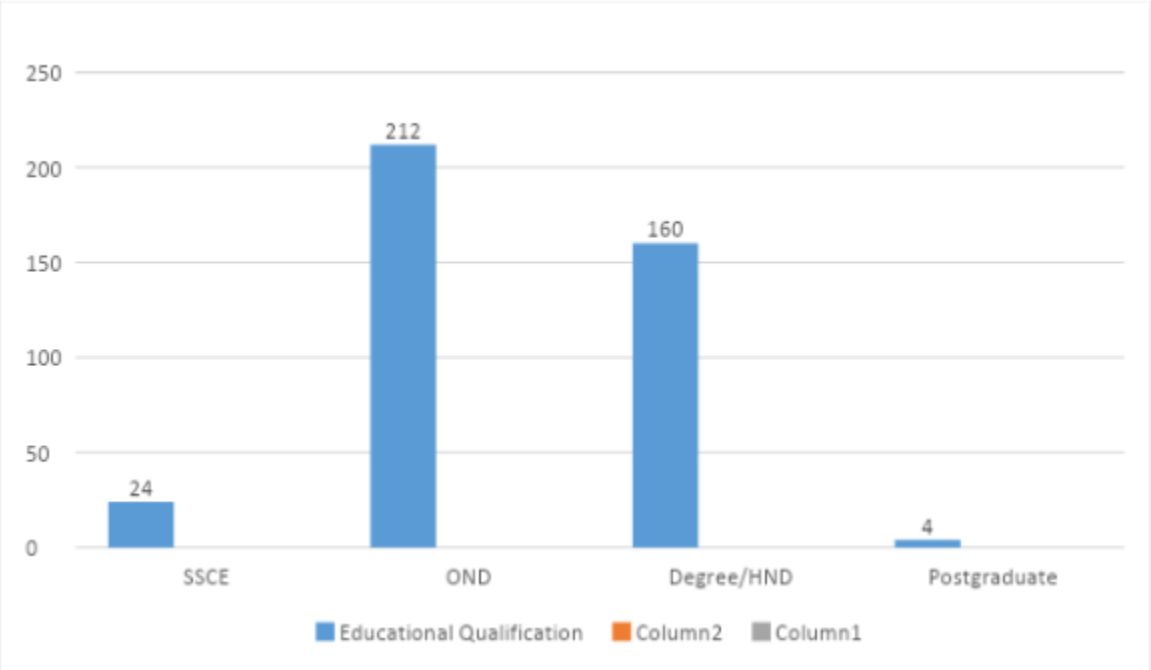
Figure 2: Educational Qualification



Source: Researcher's Fieldwork 2023

The chart above showed the distribution of the respondents according to their educational qualification. From the chart above, it could be seen that OND had the highest count with 212 (53%). This was followed by Degree/HND with 160 (40%), this was followed by SSCE 24 (6%) of the total number of the respondent and finally, Postgraduate had a total of 4 (1%) of the respondents.

7.1 Test of Hypothesis

$H_0$1: Work ethic as no significant effect on efficiency of middle-skilled construction workers in selected LGAs in Lagos State

The null hypothesis one which states that Work ethic as no significant effect on efficiency of middle-skilled construction workers in selected industries of the LGAs in Lagos State was tested using simple regression analysis. In the analysis, the value of work ethics was regressed on the values of efficiency. The data for work ethics (independent variable) was generated by summing

responses of all items while that of efficiency (dependent) was generated by adding responses of all items used to measure the variable. The regression test results are presented in Tables 2 below

Table 2: Summary of Regression Analysis for the effect of work ethicson efficiency of middle-skilled construction workers in selected LGAs in Lagos State, Nigeria

a.**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.358[a]	.128	.126	.41511

a. Predictors: (Constant), Work ethics

b. ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10.090	1	10.090	58.553	.000[b]
	Residual	68.584	398	.172		
	Total	78.673	399			

a. Dependent Variable: Efficiency

b. Predictors: (Constant), Work ethics

c. Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.522	.080		56.316	.000
	Work_ethics	.176	.023	.358	7.652	.000

a. Dependent Variable: Efficiency

Source: Field Survey Results (2023)

Table 2 presents the results of the regression analysis for the effect of work ethics on efficiency of middle-skilled construction workers in selected LGAs in Lagos State, Nigeria. Table 4.6a presents a model summary which establishes how the model equation fits into the data. The R^2 was used to establish the predictive power of the study's model.

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From the results, work ethics has a significantly weak relationship with efficiency of middle-skilled construction workers in selected LGAs in Lagos State, Nigeria (R = .358[a]). The coefficient of determination (R^2) of 0.128 shows that work ethics explained 12.8% of the changes in efficiency while the remaining 87.2% variation in efficiency is explained by other exogenous variable different from those considered in this study. This result suggests that work ethics influence 12.8% of efficiency of middle-skilled construction workers in selected industries of the LGAs in Lagos State, Nigeria. It is important to stress that the effect predicted by work ethics is positive and small.

Table 2 shows the results of ANOVA (overall model significance) of regression test which revealed that the work ethics has a significant influence on efficiency of middle-skilled construction workers in selected LGAs in Lagos State, Nigeria. This can be explained by the F-value (58.553) and p=0.000 which is statistically significant at 95% confidence interval. Furthermore, the results of regression coefficients in table 4.3c, revealed that at 95% confidence level, a unit change in work ethics will lead to a 0.176 increase in efficiency of middle-skilled construction workers in selected industries of LGAs in Lagos State, Nigeria, given that all other factors are held constant. On the strength of this result (R^2= 0.128, F(1,398)= 58.553, p= 0.000), this study reject the null hypothesis one ($H_0$1) which state that work ethics has no significant effect on efficiency of middle-skilled construction workers in selected industries of LGAs in Lagos State, Nigeria.

7.2 $H_0$2: Behavioural pattern has no significant effect on efficiency of middle-skilled construction workers in selected industries of the LGAs in Lagos State The null hypothesis six which states that behavioural pattern has no significant effect on efficiency of middle-skilled construction workers in selected LGAs in Lagos State was tested using simple regression analysis. In the analysis, the value of Behavioural pattern was regressed on the values of efficiency. The data for Behavioural pattern (independent variable) was generated by summing responses of all items including work ethics, integrity, self-discipline, sense if responsibility and team work while that of efficiency (dependent) was generated by adding responses of all items used to measure the variable. The regression test results are presented in Tables 3

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Table 3: Summary of Regression Analysis for the effect of Behavioural pattern on efficiency of middle-skilled construction workers in selected industries of the LGAs in Lagos State, Nigeria

Table 3: Summary of Regression Analysis for the effect of Behavioural pattern on efficiency of middle-skilled construction workers in selected industries of the LGAs in Lagos State, Nigeria

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.542[a]	.159	.156	.43136

a. Predictors: (Constant), BehPatternNEw

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.618	1	4.618	124.819	.000[b]
	Residual	74.055	398	.186		
	Total	78.673	399			

a. Dependent Variable: EfficiencyNew
b. Predictors: (Constant), BehPatternNEw

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	5.016	.219		22.877	.000
	BehPatternNEw	0.379	.076	.242	4.982	.000

a. Dependent Variable: Efficiency

Source: Field Survey Results (2023)

Table 3 presents the results of the regression analysis for the effect of Behavioural pattern on efficiency of middle-skilled construction workers in selected industries in the LGAs in Lagos State, Nigeria.

From the results, Behavioural pattern has a significant relationship with efficiency of middle-skilled construction workers in selected industries of the LGAs in Lagos State, Nigeria (R = 0.542). The coefficient of determination (R^2) of 0.159 shows that Behavioural pattern predicted 15.9% of the changes in efficiency while the remaining 84.1% changes in efficiency is explained by other external factor not considered in the present study. This result suggests that behavioural pattern influence 15.9% of efficiency of middle-skilled construction workers in selected industries of the LGAs in Lagos State, Nigeria. It is important to emphasize that the effect predicted by behavioural pattern on efficiency is small.

8. Discussion of Findings

This study recognised six components of behavioural patterns and how they affected the efficiency of these workers. The six components of behavioural patterns includes motivation, safety, and work ethics had the most influence by contributing to the efficiency of middle skilled construction workers. It was discovered that behavioural patterns like self-diciple, risk assessment and quality control contributed less to the efficiency of middle skilled construction workers.

It is important to state that behavioral patterns can have a significant influence on the efficiency of middle skilled construction workers[1]. Scholars have discovered that middle skilled construction workers who have good time management skills, are able to prioritize tasks, set realistic deadlines, and stay focused on their work, develop effective communication, pay attention to detail, develop a positive attitude and maintain some level of flexibility tend to be more efficient on the job[11]. They are able to prioritize tasks, set realistic deadlines, and stay focused on their work. Effective communication is essential in the construction industry. Middle skilled workers who are able to communicate clearly and effectively with their colleagues and supervisors can avoid misunderstandings and work more efficiently. Attention to detail is crucial in construction work, especially in tasks that require precision.

Middle skilled workers who are able to pay close attention to details tend to make fewer mistakes and complete tasks more efficiently[12]. The construction industry can be unpredictable, and workers who are able to adapt to changing situations tend to be more efficient. Middle skilled

workers who are able to quickly adjust to changes in plans or unexpected challenges can keep projects on track and avoid delays. Middle skilled construction workers with a positive attitude tend to be more productive and efficient. They are able to work well with others, stay motivated, and maintain a high level of energy throughout the day. Overall, the behavioral patterns of middle skilled construction workers can have a significant impact on their efficiency and productivity on the job. Employers should strive to hire workers who demonstrate these positive behavioral patterns, and provide training and support to help workers develop these skills[13].

Self-discipline can have a significant impact on the efficiency of middle skilled construction workers[14]. Self-discipline allows middle skilled construction workers to focus their attention and energy on the task at hand. They are able to block out distractions and maintain their focus on their work, which helps them to work more efficiently. Middle skilled construction workers who have self-discipline are better able to manage their time[14]. They are less likely to waste time on non-work-related activities and are more likely to prioritize their tasks effectively, which can help them to complete their work more efficiently. Middle skilled construction workers who have self-discipline are better able to set and achieve their goals. They are able to set clear and achievable goals for themselves and then work diligently to achieve them, which can help them to complete their work more efficiently[15]. Self-discipline helps middle skilled construction workers to be more responsive to the needs of their colleagues and supervisors. They are able to respond quickly to requests for assistance or information, which can help to prevent delays and ensure that projects are completed on time. Middle skilled construction workers who have self-discipline are able to maintain a high level of professionalism on the job[16]. They are able to demonstrate reliability, accountability, and a strong work ethic, which can help to build trust and respect among their colleagues and supervisors. Overall, self-discipline is an important trait for middle skilled construction workers. It can help them to work more efficiently, manage their time effectively, achieve their goals, be responsive to the needs of others, and maintain a high level of professionalism on the job[16].

Risk assessment is an important aspect of the construction industry and can have a significant impact on the efficiency of middle skilled construction workers. Risk assessment helps to identify potential hazards and risks on the job site. By identifying these risks early on, workers

can take steps to mitigate them and reduce the likelihood of accidents or injuries. This can help to improve efficiency by avoiding delays due to accidents or injuries. Risk assessment often involves regular communication among team members, supervisors, and clients. This can help to improve communication and ensure that everyone is aware of potential risks and hazards on the job site. This can help to prevent errors and delays. When risk assessment processes are in place, workers are held accountable for their actions on the job site. This can help to ensure that everyone is completing their tasks correctly and efficiently, which can help to improve overall project efficiency. Risk assessment processes often involve training and development opportunities for workers. This can help to improve their skills and knowledge, which can lead to increased efficiency on the job. By prioritizing risk assessment and safety, workers can contribute to a culture of safety on the job site. This can help to create a more efficient and productive work environment by reducing accidents and injuries. Overall, risk assessment is an essential component of the construction industry, and it is closely tied to the efficiency of middle skilled construction workers. By identifying potential hazards, improving communication, increasing accountability, providing training opportunities, and promoting a culture of safety, workers can improve their efficiency and contribute to a more successful construction project.

Motivation is an important factor that can have a significant impact on the efficiency of middle skilled construction workers. Motivated workers tend to be more productive. They are driven to complete tasks efficiently and effectively, which can lead to increased productivity on the job. Motivated workers tend to have better morale, which can help to create a positive work environment. This can lead to improved communication, teamwork, and overall job satisfaction, all of which can contribute to increased efficiency. Motivated workers tend to be more creative and innovative in their problem-solving. They are more likely to come up with solutions to challenges on the job site, which can help to improve efficiency and reduce delays. Motivated workers tend to be more accountable for their work. They take responsibility for their actions, admit mistakes, and are willing to learn from their experiences. This helps to ensure that tasks are completed correctly and efficiently. Motivated workers tend to produce higher quality work. They are driven to do their best, which can lead to better workmanship and fewer errors. Overall, motivation is a critical component of the construction industry, and it is closely tied to the efficiency of middle skilled construction workers. By increasing productivity, improving morale,

enhancing problem-solving skills, increasing accountability, and improving quality, workers can improve their efficiency and contribute to a more successful construction project.

Teamwork is a crucial aspect of the construction industry, and it has a significant impact on the efficiency of middle skilled construction workers[14,16]. Effective teamwork requires clear and open communication among team members. This can help to ensure that everyone is on the same page and that tasks are completed efficiently and effectively. Improved communication can also help to prevent errors and reduce delays on the job site. When team members work together effectively, they can divide tasks and responsibilities based on their skills and strengths. This can help to ensure that tasks are completed efficiently and that workers are not wasting time on tasks that are not suited to their skillset. Effective teamwork can lead to increased productivity[14,15,17]. When team members are working together towards a common goal, they can often complete tasks more quickly and efficiently than when working alone. Working in a team can provide multiple perspectives and ideas for problem-solving.

Team members can brainstorm together, share their experiences and knowledge, and come up with creative solutions to challenges on the job site. This can help to improve efficiency and reduce delays. When team members work well together, they tend to have better morale. This can create a positive work environment, which can help to improve efficiency and job satisfaction. Overall, teamwork is an essential component of the construction industry, and it is closely tied to the efficiency of middle skilled construction workers. By improving communication, dividing tasks based on skills, increasing productivity, enhancing problem-solving skills, and improving morale, workers can improve their efficiency and contribute to a more successful construction project[18].

In line with following, the findings shows the connection between behavioral patterns and the efficiency of middle skilled construction worker in Lagos State. The study further showed that there was a relationship between integrity and the efficiency of middle skilled construction worked middle skilled construction workers[19].

9. Concluding Remarks/ Recommendation

Based on the outcomes of the findings, the study concluded that behavioral factor have a significant influence on the efficiency of middle skilled construction workers, therefore companies should endeavour to ensure that they train middle skilled workers on the needed behavioural patterns that are expected of these workers.

10. Endnote

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