

Examining the Factors Influencing Labour Output on Construction Projects in Ghana

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Key words: Cost management; Professional practice; Quantity surveying

SUMMARY

Labour output plays a crucial role in the successful completion of construction projects, particularly in developing countries where labour-intensive methods dominate project execution. This study investigates the factors influencing labour output, its impacts on construction project performance and the measures that can enhance output within the construction sector in Ghana, with a focus on Cape Coast Metropolis. The research was guided by three objectives: to identify the key factors influencing labour output, to assess the impact of labour output on construction projects, and to determine measures to improve output levels. A quantitative research design was chosen and data were gathered through structured questionnaires delivered to 200 respondents, including quantity surveyors, site supervisors, foremen and masons. Descriptive statistics, such as frequencies, percentages, mean scores, standard deviations, and rankings, were used to summarise the data. Principal Component Analysis (PCA) was carried out to derive the underlying dimensions of labour output. The findings revealed that labour output is influenced by three interrelated dimensions: human capacity, management practices and health and safety measures. Training on modern tools, worker skills and competencies, experience, effective planning, coordination, and incentive schemes were underlined as key determinants of labour output. In contrast, worker fitness, wellness, and maturity were also considered as significant contributors. The study further found that labour output influences project performance through two main dimensions: time and cost efficiency, as well as quality and client satisfaction. High output was associated with timely delivery, decreased cost overruns, and improved client outcomes, while low output resulted in delays, rework and wastage of resources. The study contributes to existing knowledge by providing an integrated framework for understanding and improving labour output in Ghana's construction sector, and also highlighting the understudied influence of institutional and policy support. These findings are valuable for construction practitioners, policymakers and other researchers seeking to address the persistent challenges of low labour output, cost overruns and project delays in the Ghanaian construction sector.

Examining the Factors Influencing Labour Output on Construction Projects in Ghana (14082)
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FIG Congress 2026
The Future We Want - The SDGs and Beyond
Cape Town, South Africa, 24–29 May 2026