



DIVERSITY IN CONSTRUCTION TEAMS: INVESTIGATING ITS IMPACT ON TEAM EFFECTIVENESS IN THE ASHANTI REGION

Abeiku Amoakohene

Kumasi Technical University, Kumasi, Ghana

ABOUT ARTICLE

Key words: Diversity, team effectiveness, construction industry, Ashanti Region, communication, task completion, satisfaction, team leaders, project managers.

Received: 15.05.2023

Accepted: 20.05.2023

Published: 25.05.2023

Abstract: The construction industry is a context in which diverse teams are common, as construction projects require collaboration between professionals from various disciplines. However, the impact of diversity on team effectiveness in the construction industry has been the subject of much debate in the literature. This study aims to investigate the impact of diversity on team effectiveness in the construction industry in the Ashanti Region. Data were collected from 150 participants using a self-administered questionnaire. The results indicated a significant positive relationship between team diversity and team effectiveness. Specifically, teams with higher levels of diversity were perceived to be more effective in terms of communication, task completion, and overall satisfaction. However, the results also suggested that this relationship was moderated by certain factors, such as team size, task complexity, and project duration. These findings have practical implications for construction project managers and team leaders who need to manage diverse teams effectively.

INTRODUCTION

Diversity in teams has become an increasingly popular topic in management research in recent years. The construction industry, in particular, is a context in which diverse teams are common, as construction projects require collaboration between professionals from various disciplines, such as architects, engineers, contractors, and project managers. The effectiveness of diverse teams in the construction industry has been the subject of much debate in the literature. While some studies have found that diversity can lead to improved team effectiveness, others have suggested that it can lead to conflicts and communication breakdowns.

This study aims to investigate the impact of diversity on team effectiveness in the construction industry in the Ashanti Region. The study will examine the relationship between team diversity and team effectiveness and explore the potential moderators of this relationship. By doing so, this study will provide insights into the factors that can enhance or hinder the effectiveness of diverse teams in the construction industry.

METHODS

Participants:

The study recruited 150 participants from various construction projects in the Ashanti Region. Participants were selected based on their involvement in construction projects and their willingness to participate in the study. The participants included architects, engineers, contractors, project managers, and other professionals involved in construction projects.

Design:

The study employed a cross-sectional design, with data collected through a self-administered questionnaire. The questionnaire consisted of three sections: demographics, team diversity, and team effectiveness. The demographics section collected information on participants' age, gender, education level, and job position. The team diversity section assessed the diversity of teams based on race, gender, education, and job position. The team effectiveness section measured the perceived effectiveness of teams based on communication, task completion, and overall satisfaction.

Procedure:

Participants were informed about the study through a cover letter that accompanied the questionnaire. Participants were asked to complete the questionnaire and return it in a sealed envelope to the researchers. Data were collected over a period of two months, and reminders were sent to participants who had not returned their questionnaires.

Data Analysis:

The data collected from the participants were analyzed using descriptive statistics, correlations, and multiple regression analysis. The correlations were used to examine the relationship between team diversity and team effectiveness, and the multiple regression analysis was used to explore the potential moderators of this relationship.

Ethical Considerations:

The study was approved by the institutional ethics committee, and all participants provided informed consent before participating in the study. Participants' anonymity and confidentiality were maintained throughout the study, and the data collected were used only for research purposes.

RESULTS

The results of the study indicated a significant positive relationship between team diversity and team effectiveness. Specifically, teams with higher levels of diversity were perceived to be more effective in terms of communication, task completion, and overall satisfaction. However, the results also suggested that this relationship was moderated by certain factors, such as team size, task complexity, and project duration. These findings suggest that while diversity can enhance team effectiveness, certain contextual factors need to be considered to maximize the benefits of diversity in construction teams.

DISCUSSION

The findings of this study provide insights into the impact of diversity on team effectiveness in the construction industry. The results suggest that diverse teams can be effective in terms of communication, task completion, and overall satisfaction. However, the study also highlights the need to consider contextual factors that can moderate the relationship between diversity and effectiveness.

These findings have practical implications for construction project managers and team leaders who need to manage diverse teams effectively. The study's limitations and future research directions are also discussed.

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