

Improving Mentoring Programs of Construction Graduates in South Africa

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SUMMARY

The construction industry is a major contributor to the economy of any country, including South Africa. As a result, the industry has to keep up with producing the required quality which can be achieved through continuous transfer of knowledge from experienced mentors to fresh graduate mentees. In view of this, there is a need to ensure continuous improvement in mentoring relationship, this study therefore examines the necessary measures for fostering and improving good mentoring relationship among mentoring participants for the continuous relevance and optimum performance of the industry. Existing and relevance literature materials in the areas of mentoring and improvement measures were reviewed and several variables were highlighted. These were further evaluated to arrive at thirteen major improvement measures that are peculiar to the construction industry in the study area, which were subjected to further mathematical analysis. Closed-ended questionnaire of various check-boxes were designed as research instrument for the study and 60 of them were administered on construction professionals from contracting and consulting sectors of the construction industry for balanced opinion. The professionals include architects, project managers, construction managers, engineers and quantity surveyors. Data gathered from the retrieved and completed 51 questionnaires were analysed using mean item score (MIS) and standard deviation (SD) methods. The analysis revealed that the need to define roles and responsibilities of mentoring participants as well as increase in quality of education and time spent on mentoring programs are the major improvement measures for effective mentoring relationships. The findings of this study is useful not only for mentors and mentees but also for management of consulting and contracting organisations in the construction industry in their quest for enhancing productivity of their workforce for subsequent performance of the organisations.