1.1 Conclusion and Recommendations for Productivity Improvement

Productivity in Indonesia is very important, therefore the increase in productivity that effective be followed by suppression costs. Many methods or aspects which need to be considered productivity improvement especially for construction projects. So that the evaluation is also required the program. It’s that underlying this study is to investigate the factors that influence productivity and giving recommendations for improvement and to know understanding of the productivity of workers. Following the conclusion of this study:

1. Understanding productivity
   - The majority of respondent agreed that productivity improvement was important. Collect education was found the most effective factor in perception of productivity importance. Then, training program are providing by company also effective factor in this perception.
   - Most respondent accepted that productivity improvement will reduce cost, shorten duration, higher quality.
   - In the opinion of respondents, they stated that the level of workers is critical to improving productivity is the site engineer and a construction worker. They do not think the level of other workers is not important, but the engineer and labor are the most important than other.
   - From the question about the best way to improve productivity were get result that more equipments was chosen as the first rank of the best way to improve productivity by respondent.

2. Construction Productivity factors
   - Among 16 factors ranked by respondent, showed that regular remuneration is the highest factor. Then, overtime payments, incentive payment, unskilled and inexperienced of labor, and motivation. These results differ from the previous research, this difference may be due to differences in the study so that the influence of the environment, politics and culture in Indonesia that finally change the mindset and working assumptions.

3. Recommendations
   As the relationships of productivity contribution, The recommendations for productivity improvement can be provided for each parties following:

   Site Engineer:
   - Improve the productivity and management knowledge, planning, scheduling, leadership and so on.
   - Delegate and share responsibility to subordinate and foremen in decision making.
   - Improving communication between labors to understand the real condition in site.
Foremen:
- Improve the productivity and management knowledge, planning, scheduling, leadership and so on.
- Good interpret between workers and management.

Top level management
- Support productivity improvement program with training program, reward system, financial incentive, and so on.
- Increase capital investment in productivity programs: equipments, tools and technology in construction methods.
- More concern and understand the company’s benefit from productivity improvement programs.

1.2 Recommendations for further study

Form the result in this study, the following are the recommendation for further study:
- This study only took 16 factors to determine the influence on the project construction. Can be used for further research of other factors that can be analyzed because of many factors used effects the productivity of workers.
- In this study only take sample of engineers and foremen. To improve further research can using other workers for an additional level of analysis such as owner, project manager, designer, and so on.
- To determine the effectiveness of the existing theory, can be done by comparing the increase in productivity before and after the implementation of this program.