AN ANALYSIS OF THE INFLUENCE ON LOW QUALITY HUMAN RESOURCE TOWARD THE DICLINE OF PROJECT PERFORMANCE IN SURABAYA

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ABSTRACT

On various construction projects, resources are needed both in building construction projects as well as in infrastructure. Human resources is the main resource that must be available in the projects. Construction projects in Indonesia that keeps growing year by year have not been balanced by decent quality human resources as it is dominated by unskilled manpower. On the other hand, Indonesia is a country with abundant workers or manpower in every region. The quality of human resources that have not been adequate affects project performance. It can be seen from the projects completion delays because of the low quality human resources available on the projects.

Considering the existence of low quality human resources influence on project performance therefore this research aims to analyze the rate of influence of low quality human resources toward project performance in Surabaya. This research is conducted by distributing questionnaire to contractors of small to medium qualification construction work and the respondents are director, manager, supervisor, and so on. This research uses statistic model with several independent variables and one dependent variable. The model of this statistic is multiple regression analysis model.

The result of this research is that the rate of influence of low quality human resources toward project performance in Surabaya is 59.3%. Variables that influence project performance are the lack of workers motivation and engineering factor.

Key words: Human Resources, Human Resources Quality, HR, Project Performance, Multiple Regression