

## **RESTRICTED**

### **ABSTRACT**

Construction projects endure various problems and complex and dynamic factors such as cost, duration, quality and safety. Construction sector in military has significant distinguish from civil sectors because contractor, owner and consultants parities are representing from military personnel. Shift work practice is common among many the industries and field, but it has considerable impact on its employees. Therefore, this paper determines the irregular work design and its impact on labour efficiency of tradesmen in Sri Lanka. There are very few researches have been conducted on shift work. Therefore, findings of this research will be benefited to formulate sound working schedule for the CES tradesmen. The study is based on three main research questions and two research hypothesis. Relevant primary and secondary data were collected through questionnaires, interviews, policy documents and other literature on the subject with the focus on answering the said research questions. Two set of questionnaires were distributed among the construction tradesmen and supervisors. Stratified random sampling method is used in this study. IBM SPSS software is used to analysis the collected data. Based on the level of significance, the selected research hypothesis was proven to declare that the irregular work design does not lead to improve the labour efficiency of CES tradesmen of SLA, null hypothesis of this research is rejected while accepting the alternate hypothesis, 'Irregular work design does not lead to improve the labour efficiency of CES tradesmen of SLA'. However, it is observed that completely get away from the irregular work practice is not possible within army since military construction tradesmen are bound to devote their services during 24 hour basis. Therefore, recommendations are made keeping view to improve the labour efficiency while performing the irregular work practice in order to effective utilisation of limited tradesmen in CES.

**Keywords:** Labour efficiency, Shift work design, Project duration, labour skills