

Abstract: This study explores the psychological impact and productivity challenges construction project management (CPM) professionals face due to extended work hours. Through a structured questionnaire survey involving 38 respondents, the research highlights critical stress factors, coping mechanisms, and motivational elements. Key findings reveal that 68.4% of respondents consistently work overtime beyond the standard 48hour week, with 89.5% reporting negative impacts on mental health and productivity. Symptoms of burnout, including sleep disturbances and irritability, are prevalent, while only 28.9% of respondents feel adequately supported by employers for mental health concerns. The analysis highlights that long work hours, tight time frames, and project overload have a significant impact on productivity, with 76.3% identifying extended hours as the primary detractor. Coping mechanisms, such as engaging in hobbies, exercise, and social interactions, offer moderate relief. However, job satisfaction remains mixed, with 42.1% of respondents satisfied and 23.7% considering leaving the CPM field within five years. The findings call for strategic interventions, including flexible work environments, enhanced mental health support, and a shift in workplace culture. These measures are crucial to retaining talent and ensuring sustainable project outcomes in the construction industry. Future research could focus on targeted interventions to alleviate stress and improve workforce resilience.

Keywords: Construction Project Management, Extended Work Hours, Mental Health, Productivity, Job Satisfaction.

Abbreviations:

CPMPs: Construction Project Management Professionals MNCs: Multinational Corporations

## I. INTRODUCTION

 $\mathbf{I}$  he construction industry is renowned for its high-pressure

environment and demanding deadlines, frequently resulting in extended work hours that exceed the standard 40-hour workweek. In India, 86% of men and 67% of women now -

Manuscript Received on 24 February 2025 | First Revised Manuscript Received on 27 February 2025 | Second Revised Manuscript received on 18 May 2025 | Manuscript Accepted on 15 June 2025 | Manuscript published on 30 June 2025. \*Correspondence Author (s)

Dr. Kranti Kumar Myneni\*, Department of Masters of Building and Engineering Management, School of Planning And Architecture, Vijayawada (Andhra Pradesh), India. Email ID: <u>kranti.myneni@spav.ac.in</u>, ORCID ID: 0000-0002-0753-5636

**Raqeebuddeen Ahmed,** Department of Masters of Building and Engineering Management, School of Planning And Architecture, Vijayawada (Andhra Pradesh), India. Email ID: <u>ar.raqeeb1999@gmail.com</u>

© The Authors. Published by Blue Eyes Intelligence Engineering and Sciences Publication (BEIESP). This is an <u>open access</u> article under the CC-BY-NC-ND license <u>http://creativecommons.org/licenses/by-nc-nd/4.0/</u>

work more than 40 hours a week, regardless of whether they receive pay for this extra time. "Excessive working hours impact individuals on both personal and professional levels." In many large multinational corporations (MNCs) in India, an 18-hour workday is not only normalised but also celebrated and expected of employees. Ironically, these same MNCs would not impose such demands outside of India [1].

Construction project managers (CPMs) frequently face high levels of stress due to tight timelines, uncertainties, and the complex social dynamics of construction projects [2]. These construction projects involve multiple stakeholders, including architects, structural engineers, surveyors, contractors, and suppliers, who must complete numerous unpredictable tasks within a complex, time-constrained process. CPMs play a pivotal role in project success, overseeing construction planning, organising workforce resources, managing operations and budgets, and anticipating potential challenges. Consequently, CPMs are consistently exposed to significant stress throughout the construction process [3].

#### A. Background

A study by the mental health in construction charity, Mates in Mind, found that 48% of construction professionals have taken time off work due to stress. In comparison, an overwhelming 91% have reported feeling overwhelmed at work. These figures indicate that the industry's demanding environment with long hours, strict deadlines, and physically challenging tasks can significantly impact the mental wellbeing of individuals in the construction [4].

Hence, project management professionals in construction are particularly vulnerable to overtime pressures due to their vital roles in completing complex projects. This extended workload negatively impacts their physical and mental health, raising concerns about productivity, efficiency, and the quality of their projects. The intricate relationship between work hours and employee well-being can lead to burnout and reduced job satisfaction, highlighting the need for a deeper exploration of the psychological and productivity effects of prolonged work hours. Understanding these dynamics is crucial for developing strategies that foster a healthier work-life balance while maintaining project efficiency.

#### **B.** Need for the Study

Published By:

Despite these findings, the construction industry continues

to struggle with managing work hours effectively. The unique challenges project management

Blue Eyes Intelligence Engineering

& Sciences Publication (BEIESP)

© Copyright: All rights reserved.



professionals face, including the need to meet tight deadlines and manage unexpected project complexities, often necessitate extended work periods. This has Led to a persistent culture of overtime, which affects the mental health of professionals and has significant implications for productivity and project success.

## C. Research Gap

Existing research papers lack a detailed assessment of the psychological impact and productivity challenges linked to extended work hours for construction management professionals [5].

# D. Aim

The purpose of this study is to investigate the challenges faced by construction project management professionals (CPMPs) by identifying the key factors driving extended work hours, assessing their psychological impact, and analyzing the effects on productivity and efficiency.

# E. Objectives

- Identify Contributing Factors: Identify the key factors that contribute to stress and decreased productivity in construction project management.
- Assess the Psychological Impact: To evaluate the mental health effects of extended work hours on construction project management professionals (CPMPs), including stress, anxiety, and burnout.
- Analyse Productivity Outcomes: To investigate how prolonged working hours affect the productivity and efficiency of project management teams in the construction industry.

## F. Scope

This study focuses on understanding the psychological impact and productivity outcomes caused by extended work hours among construction project management professionals (CPMPs).

- The scope encompasses evaluating mental health factors, including stress, anxiety, and burnout, alongside productivity metrics such as task efficiency, error rates, and project success.
- The study will target construction projects in urban settings, focusing on large-scale residential, commercial, and infrastructure developments.
- Data will be gathered through surveys, involving project managers, site supervisors, and industry experts.

## G. Limitations

- Geographical Focus: The study is limited to urban construction projects in India, which may not fully capture the conditions and work practices in rural or suburban regions.
- Data Collection Constraints: The data collection through surveys involves participants from different urban cities across India.
- Time Constraints: The study will assess the impacts of extended work hours, potentially overlooking long-term psychological effects and productivity trends.

 Industry-Specific Focus: Although the study primarily focuses on the construction industry, its findings may not be directly applicable to other sectors with distinct work cultures and project management practices.

## II. LITERATURE STUDY

## A. Stress Contributing Factors

The construction industry is characterised by various stresscontributing factors significantly impacting professionals' mental health and job performance. Research has identified several key stressors, including long working hours, tight deadlines, project overload, and interpersonal conflicts. Understanding these factors is crucial for developing effective interventions to mitigate stress among construction professionals.

## i. Long Work Hours

Extended hours are prevalent due to competitive tendering and financial penalties for delays, leading to detrimental health effects [6]. Extended work hours are prevalent in construction, leading to fatigue and increased stress levels [7]. Research indicates that long hours correlate with higher rates of mental health issues, including anxiety and depression, highlighting long working hours and inflexible schedules as primary contributors to stress among construction professionals [8]. The construction industry has been slow to adopt such measures, especially in developing countries, where inflexible schedules and long hours remain the norm [5].

## ii. Tight Time Frames

The pressure to meet tight deadlines can exacerbate stress, resulting in poor decision-making and increased risk of accidents [10]. This urgency often leads to project overload, where professionals feel overwhelmed by their responsibilities [7]. The high job demands and tight deadlines also place construction workers under immense pressure, contributing to stress and decreased performance [5].

## iii. Project Overload

Overloading projects can lead to burnout, negatively affecting job performance and project outcomes. A study found that job burnout significantly impacts project success, highlighting the need for balanced workloads [11].

## iv. Poor Workgroup Relationships

Ineffective communication and collaboration among team members contribute to stress [7]. Poor relationships can lead to misunderstandings and conflict, further increasing stress levels Note that psychological well-being, supported by positive coworker relationships, plays a critical role in improving productivity [9].

## v. Poor Working Environment

A substandard working environment can heighten stress, impacting mental health and productivity [8]. Factors such as noise, safety hazards, and inadequate facilities are significant contributors [10]. Stressors such as poor work environments, inadequate support systems, and a lack of control over work

hours further exacerbate the stress levels among construction professionals, which in turn hinders their productivity [12].

Blue Eyes Intelligence Engineering

& Sciences Publication (BEIESP)

© Copyright: All rights reserved.

Published By:





## vi. Home-Work Conflict

Work-to-family conflict is a significant stressor that contributes to job burnout and reduced project success. This conflict arises when work demands interfere with

family responsibilities, creating additional stress [11]. Mental stressors in the workplace, including quantitative work overload, homework conflict, and poor organisational structures, are also prevalent in the industry, significantly affecting the psychological well-being and safety outcomes of workers [13]. Present a dual-process model that integrates positive and negative psychological factors, highlighting the significant impact of work-family conflict on job burnout and productivity [14].

#### vii. Project Role Conflict and Ambiguity

Unclear roles and responsibilities can lead to confusion and stress among construction professionals [7]. Role conflict and ambiguity are linked to increased anxiety and decreased job satisfaction [8]. Moreover, role ambiguity and role conflict are identified as significant stressors in project management, with unclear responsibilities and conflicting demands leading to higher levels of stress and job dissatisfaction [15].

#### **B.** Symptoms of Job Burnout

Job burnout among construction professional's manifests through various symptoms, significantly impacting their well-being and productivity. Research highlights several key symptoms associated with burnout, including irritability, sleep disturbances, disengagement, impaired concentration, decreased motivation, reduced job satisfaction, and chronic fatigue. Similarly, studies show that occupational stress negatively influences productivity due to burnout, depression, and anxiety, especially among project managers [5].

## i. Irritability and Frustration

High work pressure and organizational injustice contribute to emotional exhaustion, leading to irritability among civil engineers [16].

ii. Sleep Disturbances

Extended work hours are linked to increased sleep disturbances, with studies showing that longer shifts disrupt circadian rhythms, leading to fatigue [16].

## iii. Disengagement

Professionals often experience cynicism and detachment from their work due to prolonged stress [17].

## iv. Impaired Concentration

Chronic fatigue and emotional exhaustion hinder cognitive functions, affecting focus and decision-making [15].

v. Lack of Motivation

The overwhelming nature of construction tasks can diminish intrinsic motivation, leading to decreased job satisfaction [18].

## vi. Decreased Job Satisfaction

Continuous exposure to stressors results in lower job satisfaction levels among construction workers [18].

## vii. Chronic Fatigue

Persistent job demands contribute to a state of chronic fatigue, impacting both physical and mental health [15].

Retrieval Number: 100.1/ijmh.G180711070325 DOI: <u>10.35940/ijmh.F1807.11100625</u> Journal Website: <u>www.ijmh.org</u>

## C. Coping Strategies with Stress

Coping strategies are crucial for construction professionals to manage stress effectively, as they encounter unique challenges within their work environment. Various methods have been identified, including social support, physical activity, and mindfulness practices, which can significantly mitigate stress and enhance mental health. The following sections outline key coping strategies relevant to construction professionals.

## i. Talking to Friends or Family

Seeking social support from friends and family is crucial, as it provides emotional comfort and practical advice, which can alleviate feelings of isolation and stress. Positive reappraisal and seeking social support are linked to reduced anxiety symptoms among construction supervisors [19].

## ii. Exercise or Physical Activity

Regular physical exercise is emphasized as a significant strategy for developing mental toughness and resilience among construction professionals [20]. Physical activity is frequently mentioned as a coping strategy. Participants in studies noted that exercise helped them prioritize their mental health, despite the challenges of a demanding work environment [21].

## iii. Hobbies or Leisure Activities

Participation in leisure activities helps distract individuals from work-related stressors, allowing them to recharge. The absence of recreational activities has been identified as a significant stressor among professionals [22].

## iv. Meditation or Mindfulness Practices

Mindfulness practices, including meditation, can enhance emotional regulation and reduce anxiety, contributing to better mental health outcomes [23]. These practices foster resilience, enabling individuals to cope more effectively with stress [19].

## v. Professional Counselling or Therapy

Professional counselling provides targeted support for managing stress and mental health issues, particularly in high-stress environments like construction [7]. Resiliencebuilding interventions are recommended to enhance coping strategies among construction professionals [19].

## **D. Motivation Factors**

Motivational factors have a significant influence on the job construction and satisfaction of productivity highlights professionals. Research various elements contributing to a motivated workforce, including work-life balance, salary, workplace culture, advancement opportunities, job security, and recognition. Understanding these factors can help organizations enhance employee engagement and performance.

## i. Better Work-Life Balance

A balanced work-life is crucial for job satisfaction and productivity, as it reduces stress and burnout [27]. Employees who perceive their work-life balance positively are more likely to be engaged and

committed to their roles, demonstrating that compressed work weeks not only enhance

Blue Eyes Intelligence Engineering

& Sciences Publication (BEIESP)

© Copyright: All rights reserved.

Published By:



3

employees' work-life balance but also improve task completion and overall job satisfaction [25].

#### ii. Increased Salary or Benefits

Fair compensation is consistently identified as a primary motivator, with timely payments

and competitive salaries are essential for job satisfaction [26]. Monetary rewards, while important, are often less impactful than intrinsic motivators, such as recognition [24].

## iii. Positive Workplace Culture

A respectful and supportive workplace culture fosters employee motivation and retention. Positive interactions among team members enhance cooperation and overall job satisfaction [26]. Positive workplace cultures that emphasize collaboration and team-building can reduce role conflict and enhance productivity by creating a more supportive environment for workers [9]. Additionally, implementing family-supportive supervisor behaviours has been shown to reduce work-family conflict and improve job satisfaction among construction professionals [14].

## iv. Opportunities for Advancement

Career development and personal growth opportunities are critical for motivating construction professionals. Organizations that provide clear pathways for advancement tend to retain talent more effectively [24].

## v. Job Stability and Security

Job security is a significant extrinsic motivator that influences employees' commitment and performance. A stable work environment encourages employees to invest in their roles and the organization [27].

## vi. Recognition and Appreciation

Recognition for achievements and contributions is vital for maintaining high levels of motivation [24]. Employees who feel appreciated are more likely to exhibit higher productivity and loyalty to their organization.

## **III. METHODOLOGY**

## i. Preliminary Research Assessment and Gap Identification

This phase involves identifying the literature gap and developing the research aims and objectives.

## ii. Intensive Literature Review

In this phase, a detailed search will be conducted for key factors, strategies, and results from previous research related to the topic. Objective 1 will be addressed here.

## iii. Research Design and Methodology

This step focuses on developing the research question model, designing the study, and selecting the appropriate methodology. Objective 2 & 3 will be addressed in this phase and the next.

## iv. Data Collection and Analysis

Data will be collected through a structured questionnaire survey and thorough analysis.

## v. Discussion and Synthesis of Results

The findings from the collected data will be combined and evaluated, integrating insights from previous studies to identify patterns and draw conclusions. This step also addresses Objectives 2 & 3.

Retrieval Number: 100.1/ijmh.G180711070325 DOI: 10.35940/ijmh.F1807.11100625 Journal Website: www.ijmh.org

#### vi. Conclusion and Recommendation

The study will conclude with a summary of the results, followed by recommendations for future research areas.



## **IV. QUESTIONNAIRE SURVEY RESULTS**

A total of 38 respondents, 28 male and 10 female respondents. The questionnaire survey results provide critical insights into the impact of extended work hours and working conditions on the mental health, productivity, and job satisfaction of professionals in the construction project management sector.



What type of projects do you primarily manage?

38 resp



Published By:





## International Journal of Management and Humanities (IJMH) ISSN: 2394-0913 (Online), Volume-11 Issue-10, June 2025

How would you describe the flexibility of your work schedule?

38 responses

How many years of experience do you have in construction project management? 38 responses

1 - 5 years

5 - 10 years

More than 10 years



#### [Fig.4.1: Section 1 – Demographic Information]

In your view, does working overtime affect mental health and productivity in construction projects? 38 responses

Yes



How would you rate the personal benefits you receive from working overtime? (0 = None, 5 = Very High)





## [Fig.4.2: Section 2 – Working Overtime and Benefits]

Could you indicate your average weekly work hours? 38 responses



Do you often find yourself working on weekends or holidays? 38 responses



Very flexible

Somewhat flexible

Not flexible at all

## [Fig.4.3: Section 3 – Work Hours and Schedule]

How would you rate your overall stress level at work? (1 = Very Low, 5 = Very High) 38 responses



In the past month, how often have you felt overwhelmed by your workload?  ${\scriptstyle 38\, \rm responses}$ 



How often do you experience anxiety related to work?





Retrieval Number: 100.1/ijmh.G180711070325 DOI: <u>10.35940/ijmh.F1807.11100625</u> Journal Website: <u>www.ijmh.org</u>

How would you describe your overall well-being in relation to work-related stress? (1 = Very Poor, 5 = Excellent) 38 responses



Do you experience symptoms of burnout? (Select all that apply) 38 responses



Do you feel supported by your employer regarding mental health and well-being? 38 responses



## [Fig.4.4: Section 4 – Psychological Impact]

How would you rate your productivity at work under stress? (1 = Very Low, 5 = Very High) 38 responses



Do you feel that extended work hours have a positive or negative impact on your productivity? 38 responses

No effect

Most of the time
Sometimes
Rarely



How frequently do you meet project deadlines? 38 responses



Could you please share the factors that, in your experience, have the most significant impact on your productivity? (Select up to five)



# [Fig.4.5: Section 5 – Productivity Assessment]

What coping strategies do you use to manage work-related stress? (Select all that apply) 38 responses



How frequently do you participate in social activities outside of work? <sup>38 responses</sup>



# [Fig.4.6: Section 6 – Coping Mechanisms and Support Systems]

How satisfied are you with your current job role? (1 = Very Dissatisfied, 5 = Very Satisfied) 38 responses



Do you envision continuing in construction project management for the next five years?







Retrieval Number: 100.1/ijmh.G180711070325 DOI: <u>10.35940/ijmh.F1807.11100625</u> Journal Website: <u>www.ijmh.org</u>



International Journal of Management and Humanities (IJMH) ISSN: 2394-0913 (Online), Volume-11 Issue-10, June 2025

What factors would motivate you to remain in your current position or field? (Select up to four) 38 responses



#### [Fig.4.7: Section 7 – Job Satisfaction and Future Outlook]

#### A. Inference from Questionnaire Survey Results

The questionnaire survey, conducted among 38 construction project management professionals (CPMPs), offers valuable insights into their demographic background, work habits, psychological health, productivity, coping strategies, and job satisfaction.

- **Demographic Information:** Most respondents are male (73.7%), with the majority holding positions as project managers or assistant project managers. A significant portion (76.3%) has 1-5 years of experience, indicating a relatively early-career respondent pool. The survey predominantly reflects experiences from residential and commercial projects.
- Working Overtime and Benefits: Overtime is a significant concern, with 89.5% of respondents stating that it negatively impacts their mental health and productivity. Despite working extra hours, 71% of respondents receive low to no personal benefits, indicating dissatisfaction with compensation for overtime efforts.
- Work Hours and Schedule: A significant portion (68.4%) works beyond the standard 48-hour workweek, with 15.8% exceeding 60 hours per week. Overtime is frequent, with 42.1% working extra hours 1-2 times a week and 23.7% every week. Although 68.4% report some schedule flexibility, weekend work is common, and 65.8% often feel exhausted.
- **Psychological Impact:** Stress and anxiety are prevalent, with 52.6% experiencing high stress and 36.8% feeling overwhelmed. Burnout symptoms such as sleep disturbances and irritability are reported. Despite these issues, only 21.1% feel unsupported, while 71.1% receive limited support from their employer.
- Productivity Assessment: 76.3% of respondents cite long work hours as the primary cause of reduced productivity. Under stress, 39.5% rate their productivity as low. Additionally, tight deadlines and project overload further hinder performance, as only 26.3% report high productivity under stressful conditions.
- Coping Mechanisms and Support Systems: Social support is a key coping mechanism, with 63.2% talking to family or friends and 57.9% engaging in physical activities. However, participation in social activities outside work is limited, with 42.1% participating rarely.

- Job Satisfaction and Future Outlook: Job satisfaction is moderate, with 50% feeling neutral and 42.1% satisfied. Despite challenges, 55.2% intend to stay in CPM for the next five years, primarily motivated by the prospect of a better work-life balance (65.8%) and improved salary or benefits (52.6%).
- Overall Inference: The survey highlights a significant strain on mental health and productivity resulting from extended work hours and inadequate benefits. Despite this, many professionals remain committed to their field, provided their key concerns, such as work-life balance, compensation, and career growth, are addressed. Employers can improve outcomes by offering better support systems, reducing overtime, and fostering a healthier workplace culture.

#### V. CONCLUSION

The findings underscore the pressing challenges construction project management professionals (CPMPs) face, including extended work hours, limited employer support for mental health, and the adverse impact of stress on productivity. While job satisfaction levels are moderate, many professionals consider leaving the field due to worklife balance issues, anxiety, and inadequate compensation.

Addressing these challenges requires a multi-faceted approach, including fostering flexible work environments, enhancing employer support systems, promoting stress management initiatives, and offering competitive benefits. Strategies to strengthen workplace culture and career advancement opportunities are essential for retaining talent in CPM and ensuring the sustainable delivery of projects in the construction industry.

Future research could explore tailored interventions to alleviate stress and improve productivity, ultimately contributing to a more resilient and satisfied workforce in the sector.

#### **DECLARATION STATEMENT**

After aggregating input from all authors, I must verify the accuracy of the following information as the article's author.

- **Conflicts of Interest/ Competing Interests:** Based on my understanding, this article has no conflicts of interest.
- Funding Support: No organisation or agency has sponsored or funded this article. The independence of this research, as it has been conducted without any external sway, is crucial in affirming its impartiality.
- Ethical Approval and Consent to Participate: The data provided in this article is exempt from the requirement for ethical approval or participant consent.
- Data Access Statement and Material Availability: The adequate resources of this article are publicly accessible.
- Author's Contributions: The authorship of this article is contributed equally to all participating individuals.

## REFERENCES

 Bandyopadhyay, O. (2024, October 7). Long working hours: a growing problem for India. Retrieved from



Retrieval Number: 100.1/ijmh.G180711070325 DOI: <u>10.35940/ijmh.F1807.11100625</u> Journal Website: <u>www.ijmh.org</u>

7

#### British

Safety Council India: <u>https://www.britsafe.in/safety-management-news/2024/long-working-hours-a-growing-problem-for-india</u>

- Mei-Yung Leung, Y.-S. C. (2008). Impact of Stress on the Performance of Construction. Journal of Construction Engineering and Management, 134, 644-652. Retrieved from DOI 10.01/(A DOI 10.0000)124.0/(A4)
- DOI: https://doi.org/10.1061/(ASCE)0733-9364(2008)134:8(644)
- Mei-Yung Leung, Y.-S. C. (2009). Integrated Model for the Stressors and Stresses. Journal of Construction Engineering and Management, 135, 126-134. Retrieved from DOI: https://doi.org/10.1061/(ASCE)0733-9364(2009)135:2(126)
- Singh, R. P. (2024, April 15). Concrete Challenges: Prioritizing mental health in construction. Retrieved from ETHRWorld.com: <u>https://hr.economictimes.indiatimes.com/news/workplace-4-</u> 0/employee-wellbeing/concrete-challenges-prioritizing-mental-healthin-construction/109312831
- J Manivannan, S. L. (2022). Investigating the Relationship between Occupational Stress and Work-Life Balance among Indian Construction Professionals. Construction Economics and Building, 22(2). Retrieved from DOI: <u>https://doi.org/10.5130/ajceb.v22i2.8052</u>
- Lingard, H., & Turner, M. (2022). Making time for life: A whole-ofindustry initiative to reduce work hours and promote health and gender inclusion in project-based construction work. Project Leadership and Society, 3, 100065. DOI: <u>https://doi.org/10.1016/j.plas.2022.100065</u>
- Ajayi, S. O., Jones, W., & Unuigbe, M. (2019). Occupational stress management for UK construction professionals. Journal of Engineering Design and Technology, 17(4), 819–832. DOI: <u>https://doi.org/10.1108/jedt-09-2018-0162</u>
- Chan, A. P. C., Ph. D., Nwaogu, J. M., & John A. Naslund. (2020). Mental Ill-Health Risk Factors in the Construction Industry: Systematic Review. In Journal of Construction Engineering and Management (Vols. 146–3, pp. 04020004–1) [Journal-article]. American Society of Civil Engineers.

DOI: https://doi.org/10.1061/(ASCE)CO.1943-7862.0001771

- Cao, J., Liu, C., Zhou, Y., & Duan, K. (2020). Work-to-Family Conflict, Job Burnout, and Project Success among Construction Professionals: The Moderating Role of Affective Commitment. International Journal of Environmental Research and Public Health, 17(8), 2902. DOI: <u>https://doi.org/10.3390/ijerph17082902</u>
- Zheng, J., Gou, X., Li, H., Xue, H., & Xie, H. (2020). Linking Challenge–Hindrance Stressors to Safety Outcomes and Performance: A Dual Mediation Model for Construction Workers. International Journal of Environmental Research and Public Health, 17(21), 7867. DOI: https://doi.org/10.3390/ijerph17217867
- Ahiabu, M. K., Adzivor, E. K., Attipoe, J. A., Agyapong, J. M. K., & Abiemo, M. K. (2024). Beyond bricks and mortar: Work-life balance and project performance of Ghana's construction professionals. DOI: https://doi.org/10.1016/j.ssaho.2024.100940
- Yu, J., & Leka, S. (2022). The effect of worktime control on overtime, Employees' mental health, and Work-Family conflict: The mediating role of voluntary overtime. International Journal of Environmental Research and Public Health, 19(7), 3767. DOI: https://doi.org/10.3390/ijerph19073767
- Tijani, B., Jin, X., & Osei-Kyei, R. (2020). A systematic review of mental stressors in the construction industry. International Journal of Building Pathology and Adaptation, 39(2), 433–460. DOI: https://doi.org/10.1108/ijbpa-02-2020-0011
- Li, X., Wang, R., Zhao, Y., Yang, F., & Wang, X. (2022). An interwoven psychological syndrome of job burnout and work engagement in construction project management professionals due to work–family imbalance. International Journal of Environmental Research and Public Health, 19(21), 14111. DOI: <u>https://doi.org/10.3390/ijerph192114111</u>
- Wu, G., Hu, Z., & Zheng, J. (2019). Role stress, job burnout, and job performance in construction project managers: the moderating role of career calling. International Journal of Environmental Research and Public Health, 16(13), 2394.
  - DOI: https://doi.org/10.3390/ijerph16132394
- Phegley, K. (2017). Consequences of Fatigue and Sleep Deficiency in the Workplace: Implications for the Construction Industry. <u>https://corescholar.libraries.wright.edu/mph/209/</u>
- 17. Ayalp, G. G. (2021). Critical predictors of burnout among civil engineers at construction sites: a structural equation modelling.

Engineering Construction & Architectural Management, 29(9), 3547–3573. DOI: <u>https://doi.org/10.1108/ecam-12-2020-1066</u>

- Ni, G., Miao, X., Li, L., Li, H., Wang, S., & Niu, M. (2022). Can Professionalization Alleviate Job Burnout in Construction Workers in China? A Multivariable Mediating Model. International Journal of Environmental Research and Public Health, 19(21), 13879. DOI: <u>https://doi.org/10.3390/ijerph192113879</u>
- Nwaogu, J. M., & Chan, A. P. C. (2022). The Impact of Coping Strategies and Individual Resilience on Anxiety and Depression among Construction Supervisors. Buildings, 12(12), 2148. DOI: <u>https://doi.org/10.3390/buildings12122148</u>
- Mireku, E. K., Kissi, E., Abu, I. M., Acheampong, A., & Armah, N. K. P. (2024). Strategies for the development of mental toughness of construction professionals: the case of Ghana. Journal of Engineering, Design and Technology. DOI: https://doi.org/10.1108/jedt-07-2023-0324
- Hulls, P. M., de Vocht, F., Martin, R., & Langford, R. (2022). We are our own worst enemy: a qualitative exploration of work-related stress in the construction industry. International Journal of Workplace Health Management, 15(5), 609–622.
  DOI: https://doi.org/10.1108/ijwhm-11-2021-0213
- Deen, N., Jaffer, A., Waheed, N., Uzair, R., & Tasneem, S. (2023). Adopted Coping Strategies among Professionals in Stress Management-A Questionnaire-Based Survey. Pakistan Journal of Medical & Health Sciences, 17(6), 29–33. DOI: https://doi.org/10.53350/pjmhs202317629
- Liu, Q., Feng, Y., London, K., & Zhang, P. (2023). Coping strategies for work and cultural stressors in multicultural construction workplaces: a study in Australia. Construction Management and Economics, 41(7), 537–553. DOI: https://doi.org/10.1080/01446193.2023.2171450
- Mustapha, Z., Akomah, B. B., Mensah, D., Wisdom, G., & Tieru, C. K. (2024). Boosting Construction Workers' Performances Through Motivation: A Study in Ghana. Built Environment Journal. <u>https://www.researchgate.net/publication/381861245</u>
- 25. Lingard, H., Francis, V., & Turner, M. (2011). Work–life strategies in the Australian construction industry: Implementation issues in a dynamic project-based work environment. International Journal of Project Management, 30(3), 282–295.

DOI: https://doi.org/10.1016/j.ijproman.2011.08.002

- Al-Abbadi, G. M., & Agyekum-Mensah, G. (2019). The effects of motivational factors on the productivity of construction professionals in Jordan. International Journal of Construction Management, 22(5), 820– 831. DOI: <u>https://doi.org/10.1080/15623599.2019.1652951</u>
- Rachmawati, E., Sumartono, E., Rini, A. S., Wiliana, E., & Faqih, M. (2024). The Interplay Between Employee Motivation, Work-Life Balance, and Job Satisfaction in Enhancing Workplace Productivity. Global International Journal of Innovative Research, 2(6). Retrieved from <u>https://www.researchgate.net/publication/383602066</u>

## **AUTHOR'S PROFILE**



**Raqeebuddeen Ahmed** is dedicated to delivering projects efficiently while incorporating sustainable practices. With a solid foundation in construction management, I focus on optimizing processes to enhance quality and performance. My hands-on experience in project execution allows me to bridge technical expertise

with practical implementation, ensuring environmentally responsible and efficient project delivery. By fostering collaboration and Innovation, I strive to streamline execution while minimizing environmental impact, contributing to a more sustainable and effective built environment.



**Dr. Kranti Kumar Myneni**, received B.Arch degree from JNTU, Hyderabad, Telangana, India in 2001, pursued Master's (M.Sc. - Construction Management) from South Bank University, London in 2003 and received a doctorate from the School of Planning and Architecture, Vijayawada. Currently working as an Assistant Professor in the School of Planning and

Architecture, Vijayawada. Member of the Council of Architecture and a Fellow of the Indian Institute of Architects. Published nearly 26 articles and presented papers in 5 international conferences.3 chapters.





**Disclaimer/Publisher's Note:** The statements, opinions and data contained in all publications are solely those of the individual author(s) and contributor(s) and not of the Blue Eyes Intelligence Engineering and Sciences Publication (BEIESP)/ journal and/or the editor(s). The Blue Eyes Intelligence Engineering and Sciences Publication (BEIESP) and/or the editor(s) disclaim responsibility for any injury to people or property resulting from any ideas, methods, instructions, or products referred to in the content.

