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**ENHANCING JOB SATISFACTION THROUGH
VESTIBULE TRAINING IN CONSTRUCTION
INDUSTRIES IN LAGOS STATE**

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ENHANCING JOB SATISFACTION THROUGH VESTIBULE TRAINING IN CONSTRUCTION INDUSTRIES IN LAGOS STATE

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Article Info	Abstract
<p><i>Article History</i></p> <p>Received: 06 March 2020</p> <p>Accepted: 07 June 2020</p> <hr/> <p>Keywords</p> <p>Construction Industries, Job Performance, Job Satisfaction, workforce, Vestibule Training</p>	<p><i>Training of workforce for skill development, productivity enhancement, and improved quality of work is crucial to the attainment of industrial goals and objectives. Such objectives become possible when workers are regularly trained and satisfied with their job. Training is undergoing continuous change, and this change poses challenges to construction industries. Despite the laudable role of training in job performance and satisfaction, construction industries are still having different perspectives on the training of craftsmen. Therefore, this paper aimed at investigating the perception of craftsmen on enhancing job satisfaction through vestibule training in construction industries in Lagos State using an exploratory survey research type of the ex-post facto design. The sample consisted of 108 craftsmen. A validated and piloted questionnaire based on a 4-point rating scale was used for data collection in the study. Data were analyzed using descriptive and inferential statistics including frequency, percentage, means, standard deviation, and ANOVA. Data analysis was facilitated using the Statistical Package for Social Sciences (SPSS). Findings revealed that craftsmen were satisfied with the use of vestibule training as it increases job performance and increases efficiency. It was recommended that construction industries should be given more attention to use vestibule training as a technique of showing trainees how to do a job and then allowing them to get on with the job.</i></p>

Introduction

Human resources are the leading assets in modern-day industries, which make the skills, mastered by workforces an important factor in determining the current situation as well as the future of industries. Industries are impacted by the performance of human resources. Training and development are important tools for human resources supervisors to direct workforces about the work. The method through which an organization trains its workforce can influence its efficiency (Iqbal, Ahmad & Javaid, 2014, Padamanaban & Shakeel-Ul-Rehman, 2013; Elanga & Imran, 2013). To maximize efficiency in construction industries, employers need to help their workforces develop a sense of belonging and improve productivity by investing in training. Appropriate training not only provides workforces with a safe work environment, but also positively improves industrial performance and effectiveness (Ping, Hank, & Robert, 2018; Maaly Mefleh, Abdallah, & Mohammed, 2015). If the workforce in construction industries experience positive outcomes, they may start to enjoy work more and foster organizational commitment (Ping et al, 2018). This possibly will potentially lead to a path for job satisfaction and organizational productivity.

Therefore, construction industries need to reevaluate their training strategies towards improving workforce productivity (Chambel & Sobral, 2011; Finegold, Levenson, & Van

Buren, 2005). Training is employed to achieve both organizational goals and individual values. Ping et al (2018) observed that training can bring positive or negative impressions and attitudes that will be exhibited at the workstation by workforces. Some workforces find the psychological values resulted from workplace learning more satisfying than financial rewards (Rowden & Conine, 2005). With newly-learned skills and knowledge, workforces can actively participate in the decision-making process, significantly enhance job performance and greatly increase job satisfaction (Byrne, Miller, & Pitts, 2010; Rowden & Conine, 2005; Schmidt, 2007). Workforces are more likely to experience job satisfaction when they are provided with well-designed training courses conducted by knowledgeable and professional trainers (Choos & Bowley, 2007). Thus, with effective training, workforces exhibit proper behaviour on the job following training instructions and produce higher job satisfaction. Several training practices can be used to enhance workforce job satisfaction, and these may result in improving the industries' productivity as a whole.

Thus, the training method adopted can be the main factor for the success of industry or organization. Some of the advantages that can be achieved through training among others include the improvement of job satisfaction among workforces, in addition to commitment and collective empowerment (Voegtlin et al, 2015; Ajibade & Ayinla 2014; Sung & Choi, 2014). An important factor related to training is the use of modern methods and new learning theories. Successful training depends on the use of successful training methods that are capable of attracting the attention of workforces and enhancing the learning process (Teck-Hua & Catherine, 2015; Mishra & Smyth, 2015). The paper, therefore, focusses on enhancing job satisfaction of the workforce through vestibule training in construction industries. This would be done through the lens of conceptual and empirical frameworks, geared towards determining the perception of craftsmen on using vestibule training to improve job performance and job satisfaction of the workforce in Lagos State.

Conceptually, vestibule training is commonly used for training of personnel for semi-skilled jobs. The duration ranges from few days to few weeks. It refers to a training school established within the industrial premises, the working conditions and facilities resemble the actual workplace (Business Jagons, 2019). The emphasis is on instruction rather than production. It is one of the methods of training where the technical staff, especially those who deal with tools and machinery are given the job education training in the workplace other than the main production plant. In other words, vestibule training is called near the job training which means the simulated setup is established, proximate to the main production plant, wherein the technical staff learns how to operate the tools and machinery that may be exactly familiar to what they will be using at the actual workplace (Smriti, 2008; Business Jagons, 2019). Vestibule training is a method that combines the benefits of the classrooms with the benefits of on-the-job training. The classroom is located as close as conditions allow the department for which workers are being trained. It is furnished with the same machines as used in production. There are many advantages of vestibule training. The workers are trained as if on-the-job, but it does not interfere with the more vital task of production. The transfer of skills and knowledge to the workplace is not required since the classroom is a model of the working environment, in which classes are small so that the learners receive immediate feedback and ask questions more easily than in a large classroom (Clark, 2014).

Empirically, researchers have shown that industries committed to training have helped their workforces to improve their skills, enhance job satisfaction, and productivity. The advantages and importance of training are incontestably important to the achievement of construction industry objectives through maintaining high standards and consistency as well as keeping

abreast of the fast-changing external environment. In line with this Ping et al (2018) carried out a study on the effects of training on job satisfaction and service quality among temporary employees: the mediating role of affective commitment. The study explored the causal relationships among temporary employees' training, job satisfaction, affective commitment, and employee perceived service quality based on Kirkpatrick's four-level training model. Through training reaction and training learning, trainees would modify their behaviours and change their results accordingly. Job satisfaction was used to indicate training behaviour, and affective commitment and employee perceived service quality were used to measuring training results. The hypotheses were tested on a sample of 114 college students interning at an American hospitality company for six months. Exploratory factor analysis was performed to identify five factors, and confirmatory factor analysis was conducted to analyze whether the factorial structure could be retrieved in the college intern sample. The findings from structural equation modelling supported that training was positively related to affective commitment and employee perceived service quality respectively. Also, job satisfaction was positively associated with affective commitment. The research results highlighted that employers should implement training and use it as a strategic practice to improve job satisfaction for both temporary employees and organizations.

The objective of the study carried out by Maaly, Abedallah, and Mohammed (2015) was to examine the attitudes of administrative leaders and administrative employees concerning the training courses provided, as well as the impact of training on employee job performance at Yarmouk University in Jordan. The tools of the study included two questionnaires, the first questionnaire is related to the attitudes towards the components of the training programs, while the second questionnaire is concerned with the relationship between training and performance of employees, which were designed by the researchers. The sample of the study consisted of two groups taken from the population of the study, which incorporated the administrative leaders and employees at Yarmouk University in the academic year 2014-2015. Findings indicated that training courses are related to the training needs of the employees to a medium degree and that there are several conditions, which determine to select eligible employees for training. Results indicated also that there is a relationship between effective training and employees' job satisfaction.

The major purpose of the study carried out by Falola, Osibanjo, and Ojo, (2014) was to examine the effectiveness of training and development on employees' performance and organization competitive advantage in the Nigerian banking industry. The researchers used the descriptive research method using two hundred and twenty-three valid questionnaires that were completed by selected banks in Lagos State, South-West Nigeria using a simple random sampling technique. The data collected were analyzed using descriptive statistics to represent the raw data in a meaningful manner. The results showed that a strong relationship exists between training and development, employees' satisfaction, and competitive advantage. The summary of the findings indicates that there is a strong relationship between the tested dependent variable and an independent construct.

Job satisfaction according to Ping et al (2018) is the pleasurable emotional state resulting from the appraisal of one's job as achieving or facilitating the achievement of one's job values. It is generally considered as workers' attitude towards the job situation. According to Adeyemi, Atsua, and Adewoyin (2019) job satisfaction is the level of the individual likeness of the job. Some workforces considered that job is an essential part of their lives; they enjoy their work while others do their jobs because they have to. The most important aspects are related to operational conditions and the nature of work. Job satisfaction is typically defined as an

employee's affective reactions to a job based on comparing desired outcomes with actual outcomes (Cranny, Smith, & Stone cited in Wiess, 2002). Job satisfaction is generally recognized as a multifaceted construct that includes both intrinsic and extrinsic job elements: the intrinsic factors are associated with ability utilization, achievement, authority, responsibility, among others, while extrinsic factors are related to compensation, advancement, workplace relationships, among others. Ping, Hank, and Robert, (2018).

Ping, Hank, and Robert, (2018), stressed that when workforces are not happy about their jobs, it can lead to absenteeism and turnover, creating both economic and moral issues in construction industries. Porter, Angle, and Allen (2003) argued that the extent of worker's job satisfaction reflected the cumulative level of met workforce expectations. That is, the workforce expects their job to provide a mix of features (such as safety, promotion, pay, or autonomy) for which each worker has certain preferential values. The range and importance of these preferences vary across individual, but when the accumulation of unmet expectations become sufficiently large, there is less job satisfaction and the greater probability of withdrawal behaviour (Pearson, 2007).

Statement of the Problem

Studies have shown that construction industries that are committed to the training of their workforce will improve their skills, enhance job satisfaction, and develop a commitment workforce (Ping, Hank, & Robert, (2018); Teck-Hua, & Catherine, 2015). Therefore, efforts are required for construction industries to make training accessible to workforces, to bridge the gap between expected job satisfaction and actual job satisfaction among semi-skilled personnel in construction industries. This gap can be bridged through vestibule training. Generally, vestibule training is conducted when any new technology is launched, and the workforces are required to learn about its operations in the simulated work environment, thereby, not hampering the actual production process. Thus, the present study explores the perception that workforce (semi-skilled) holds about how vestibule training in their work environment affects their feelings and place of work. To enhance job performance and satisfaction of workforces, there is a need to ensure proper training of the workforce through vestibule training in construction industries in Lagos State.

The objective of the Study

The study enhanced job performance and satisfaction of workforces through vestibule training in construction industries in Lagos State. The study specifically examined;

1. the perception of craftsmen on the impact of vestibule training in improving job performance in the construction industries?
2. the perception of craftsmen on the impact of vestibule training in enhancing job satisfaction of the workforce?
3. the difference in the perception of craftsmen on the impact of vestibule training in enhancing job performance in construction industries by (a) gender and (b) trades?
4. the difference in the perception of craftsmen on the impact of vestibule training in enhancing job satisfaction of the workforce by (a) gender and (b) trades?

Research Questions

The study sought to provide answers to the following questions:

1. What is the perception of craftsmen on the impact of vestibule training in improving job performance in the construction industries?
2. What is the perception of craftsmen on the impact of vestibule training in enhancing job satisfaction of the workforce?
3. Is there any significant difference in the perception of craftsmen on the impact of vestibule training in enhancing job performance in construction industries by (a) gender and (b) trades?
4. Is there any significant difference in the perception of craftsmen on the impact of vestibule training in enhancing job satisfaction of the workforce by (a) gender and (b) trades?

Methodology

An exploratory survey research type of the ex-post facto design was adopted for the study because the variables had already occurred as such the researcher had no control over them. All the craftsmen in construction industries that had training facilities participated in the study. To obtain the sample for the study, a purposive sampling technique was used to select all those who had training on the use of new technology devices which give a total of one hundred and twenty participants. The instrument used for data collection was a structured questionnaire designed by the researcher. The questionnaire had three sections A to C. Section "A" sought information on personal data of the respondents such as gender and trade area. Section B & C sought information on the research questions. Section B was used to provide the answer to research question one which contains 14 items that sought to find out the perception of craftsmen on the impact of vestibule training to enhance job performance. Section C provides the answer to research question two, which determines the perception of craftsmen on the impact of vestibule training to enhance job satisfaction. The questionnaire was structured on a four-point rating scale of SA = Strongly Agree (4); A= Agree (3); DA= Disagree (2); SD= Strongly Disagree (1) and was subjected to face and content validation by three experts. The internal consistency of the instrument was determined using Cronbach Alpha. The reliability coefficient was $\alpha = .86$. The instrument was administered to the respondents through research assistants and personal contact. Out of 120 questionnaires administered, 108 were duly filled and returned. These represented a 90% rate of return. Data generated from the questionnaire were analyzed using, frequency count, percentage, mean, and t-test statistics at .05% level of significance, using SPSS version 20. Any item with the mean value of 3.00 and above was considered as accepted, while any item with the mean value of less than 3.00 was considered not accepted and a percentage of 50% above was considered substantial while less than 50% was considered not substantial. The independent t-test was used to test hypotheses at a 5% level of significance. Any item where the calculated significance value is greater than 5%, the hypotheses of no significant difference was upheld at the probability of .05% level of significance, but where the calculated significance value is less or equal to .05, the hypotheses of no significant difference was rejected at .05% level of significance.

Results

Research question one: What is the perception of craftsmen on the impact of vestibule training in enhancing job performance in the construction industries?

Answer to the research question was obtained from responses of craftsmen on the questionnaire which was analyzed using frequency count, percentage, and mean to determine their response on how they perceive the use of vestibule training in enhancing job performance. The result is presented in Table 1

Table (1):

Percentages, frequency, and means of perception of craftsmen on the impact of vestibule training in enhancing job performance

S/N	Impact of vestibule training in enhancing job performance	SA		A		D		SD		Mean
		F	%	F	%	F	%	F	%	
1	Time of the training sessions is suitable for the working hours	24	22.2	83	76.9	1	0.9	0	0.0	3.34
2	I am satisfied with the kind of work I am currently doing.	33	30.6	75	69.4	0	0.0	0	0.0	3.31
3	The activities in the training program gave me sufficient practise and feedback.	39	36.1	69	63.9	0	0.0	0	0.0	3.36
4	I found the training program overall to be very challenging.	30	27.8	77	73.1	1	0.9	0	0.0	3.27
5	I had plenty of time to complete all the modules of the training program.	14	13	94	87	0	0.0	0	0.0	3.13
6	The training program exceeded my expectations	24	22.2	83	76.9	1	0.9	0	0.0	3.21
7	Training programs through vestibule improves job performance of the trainees	51	47.2	57	52.8	0	0.0	0	0.0	3.34
8	The repetition of the content of the training courses enhances the mastery of the skills learned	78	27.8	30	72.2	0	0.0	0	0.0	3.31
9	The impact of training courses on the performance of employees is assessed	40	37.0	68	63.0	0	0.0	0	0.0	3.36
10	Training programs are designed to achieve the aims and objectives of construction industries	39	36.1	69	63.9	0	0.0	0	0.0	3.27
11	Training courses increase the efficiency of workforces	16	14.8	89	82.4	3	2.8	0	0.0	3.13
12	Training courses through vestibule improve the self-confidence of trainees	47	43.6	60	55.6	1	0.9	0	0.0	3.21
13	Performance of the worker prior and after training are compared to evaluate the impact of training	0	0.0	100	100	0	0.0	0	0.0	3.03
14	Trainees are assessed at work to evaluate their mastery of relevant skills acquired	55	50.9	53	49.1	0	0.0	0	0.0	3.51

Key: SA = Strongly Agree (4); A= Agree (3); DA= Disagree (2); SD= Strongly Disagree (1)
 Table 1 above showed that the respondents were of the view that the time of the training sessions was suitable for the working hours. They were satisfied with the kind of work they are currently doing. The activities in the training program gave them sufficient practice and feedback and that they found the training program overall to be very challenging. The findings further revealed that training programs were designed to achieve the aims and objectives of construction industries and that training courses increase the efficiency of workforces. They agreed that the performance of the worker prior and after training were compared to evaluate the impact of training and trainees were assessed at work to evaluate their mastery of relevant skills acquired. The items on the four-point scale had mean values ranging from 3.03 to 3.51 above the cut-off point of 3.00. This signifies that vestibule training enhances the job performance of the construction workforce.

Research question two: What is the perception of craftsmen on using vestibule training in enhancing job satisfaction of the workforce?

Answer to the question was obtained from the responses of craftsmen in construction industries on the questionnaire which was analyzed using frequency count, percentage and mean to determine their response on how they perceive the use of vestibule training in enhancing job satisfaction. The result is presented in Table 2

Table (2)

Frequency, percentage, and mean perception of craftsmen on the impact of vestibule training in enhancing job satisfaction

S/N	Impact of vestibule training in enhancing job satisfaction	SA		A		D		SD		Mean
		F	%	F	%	F	%	F	%	
1	I was satisfied with the support offered to me by my trainer towards achieving stated aims and standards	36	33.3	74	66.7	0	0.0	0	0.0	3.33
2	The objectives of the training program were relevant to my job	16	14.8	92	85.2	0	0.0	0	0.0	3.15
3	The quality of life at work gives me contentment	51	47.2	57	52.8	0	0.0	0	0.0	3.47
4	I was very confident that I had the knowledge and skills required to complete the task.	7	6.5	101	93.5	0	0.0	0	0.0	3.06
5	I was well informed of how to complete each module of the training program.	37	34.3	71	65.7	0	0.0	0	0.0	3.34
6	I was well informed of the requirements for the training program.	67	62.0	41	38.0	0	0.0	0	0.0	3.62
7	I accomplished all the objectives of the training course.	16	14.8	92	85.2	0	0.0	0	0.0	3.15
8	I would be able to apply what I learned regularly in my job	55	50.9	53	49.1	0	0.0	0	0.0	3.51
9	The training was well prepared.	100	100	0	0.0	0	0.0	0	0.0	4.00
10	I have the willingness to exert considerable effort for my job	57	52.8	51	47.2	0	0.0	0	0.0	3.53

11	I would be happy to spend the rest of my career in construction industries	57	52.8	51	47.2	0	0.0	0	0.0	3.53
12	I intend to quit working in with construction industries	100	100	0	0.0	0	0.0	0	0.0	4.00
13	I am highly involved with the activities of the construction works	22	20.4	85	78.7	1	0.9	0	0.0	3.19
14	The connection of job value with my self-worth is high	21	19.4	87	80.6	0	0.0	0	0.0	3.19

SA = Strongly Agree (4); A= Agree (3); DA= Disagree (2); SD= Strongly Disagree (1)

Table 2 above shows that all the respondents were satisfied with the support offered to them by trainer towards achieving stated aims and standards. The objectives of the training program were relevant to their job; and that they were very confident that they had the knowledge and skills required to complete the task. They would be able to apply what they have learned regularly in their job and the training package was well prepared. Furthermore, the respondents agreed that they would be happy to spend the rest of their careers in construction industries and they were highly involved with the activities of the construction works and that the connection of job value with their self-worth is high. The items on the scale had mean values ranging from 3.06 to 4.00 above the cut-off point of 3.00. This signifies that vestibule training enhances job satisfaction of the workforce.

Research question three: Is there any significant difference in the perception of craftsmen on the impact of vestibule training in enhancing job performance in construction industries by (a) gender and (b) trades?

Answer to the question was obtained from the responses of craftsmen in construction industries on the questionnaire which was analyzed using independent samples t-test statistics and ANOVA to determine the impact of vestibule training in enhancing job performance by gender and trades respectively. The results are presented in Tables 3a & 3b

Table 3a: Independent samples t-test statistics of mean responses of respondents on the perception of craftsmen on the impact of vestibule training in enhancing job performance in construction industries by gender

Gender	N	Mean	SD	Df	t	Sig.
Male	78	3.82	.67	106	.329	.638
Female	30	3.73	.53			

As shown in Table 3a, the male construction workforce had a relatively higher mean score of 3.82 than the female construction workforce with a mean of 3.73 regarding the impact of vestibule training in enhancing job performance. However, there was no statistically significant difference between the males' and females' mean scores on the impact of vestibule training in enhancing job performance ($t=.329$ $p>.05$). The results show that gender does not influence the perception of craftsmen on the impact of vestibule training in enhancing job performance.

Table 3b: ANOVA results on the impact of vestibule training in enhancing job performance in construction industries by trade Area

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	9.809	3	3.270	1.248	.296
Within Groups	272.441	104	2.620		
Total	282.250	107			

Table 3b shows the result of ANOVA comparing the responses of craftsmen by trade areas. Results show that there was no statistically significant difference in perception of craftsmen on the impact of vestibule training in enhancing job performance based on the trade areas (F= 1.248, $p > .05$).

Research question four: Is there any significant difference in the perception of craftsmen on the impact of vestibule training in enhancing job satisfaction of the workforce by (a) gender and (b) trades?

Answer to question four was obtained from the responses of respondents on the questionnaire which was analyzed using independent samples t-test statistics and one-way analysis of variance (ANOVA) was computed to compare means score of craftsmen perception on the impact of vestibule training in enhancing job satisfaction by gender and trade. The results are presented in Tables 4a & 4b.

Table 4a. Independent samples t-test statistics of mean responses of respondents on the perception of craftsmen on the impact of vestibule training to enhance job satisfaction in construction industries by gender

Variables	N	Mean	SD	Df	T	Sig.
Male	78	4.00	.63	106	-2.429	.785
Female	30	3.53	.57			

As seen in Table a, male craftsmen had a relatively higher mean score of 4.00 than female craftsmen with a mean of 3.53 regarding the impact of vestibule training in enhancing job satisfaction. However, there was no statistically significant difference between the males' and females' mean scores on the impact of vestibule training in enhancing job satisfaction ($t = -2.429$, $p > .05$). The results show that gender does not influence the perception of craftsmen on the impact of vestibule training in enhancing job satisfaction.

Table 4b: ANOVA results on the impact of vestibule training in enhancing job satisfaction in construction industries by trade area

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	15.588	3	5.196	1.953	.126
Within Groups	276.736	104	2.661		
Total	292.324	107			

Table 4b shows the result of the ANOVA comparing the responses of craftsmen's perception of the impact of vestibule training in enhancing job satisfaction by trade areas. Results indicated that there was no statistically significant difference between the perception of craftsmen' regarding the impact of vestibule training in enhancing job satisfaction by trade areas (F=1.953,

$p > .05$). The results showed that trade areas do not influence craftsmen's perception of the impact of vestibule training in enhancing job satisfaction.

Discussion

Findings from the results presented in Table 1, revealed that craftsmen in construction industries are satisfied with the impact of vestibule training. They emphasized that the activities in the training program gave them sufficient practice and feedback; training program overall is very challenging; training programs are planned to achieve the aims and objectives of construction industries; training courses increase the efficiency of workforces, and the performance of the worker prior and after training are compared to evaluate the impact of training. The result showed that vestibule training enhances the job performance of craftsmen. Thus, this finding is consistent with the perception of Ping et al (2018) who believed that with effective training, workforces exhibit proper performance on the job following training instructions and produce better job satisfaction. Also, Ogunbodede (2016) agreed that training ensures that workforces can perform their current job effectively and efficiently for maximum productivity and self-satisfaction. Kartal (2010) believed that vestibule training transmits the knowledge of the new staff to the related departments in a systematic way, decreases misunderstanding and disagreement among the staff; and creates a positive work atmosphere.

Regarding the perception of craftsmen on the impact vestibule training in enhancing job satisfaction, the findings support previous studies that show that industries that are committed to the training of craftsmen improve their workforce skills, enhance job satisfaction, and develop a commitment of their staff (Chambel & Sobral, 2011; Costen & Salazar, 2011). Craftsmen in construction industries believed that training is an important factor that helps service workforces, increases their self-efficacy, and finds the purpose and meaning in their work (Ping et al, 2018). Thus, construction workers will build up their confidence levels, believe in their abilities to perform the tasks, and truly enjoy their job. Furthermore, Ogunbodede (2018) stressed that when workforces are well and adequately trained, it becomes easier for such workers to achieve self-realization and overcome environmental challenges. This is because new skills and knowledge that will enable him to face new challenges would have been acquired in the process of training, and satisfaction in work is provided through motivators like recognition, achievement, self-realization, psychological growth, and advancement, which are made possible through periodic and regular training.

The study found no significant difference in the impact of vestibule training in enhancing job performance according to gender. This finding corroborated the result of Maaly Mefleh, Abedallah, and Mohammed (2015) who found no significant difference in the components of training programs and the impact of training on the performance of employees by gender. Another study by Ping, Hank, and Robert, (2018) showed that there was no statistically significant difference in the effects of training on job satisfaction and service quality among temporary employees between genders. In the same way, Ogunbodede (2016) found no statistically significant gender difference in in-service training and job satisfaction in the Nigerian public service. The present study on gender suggested that both genders had similarly rich experiences and exposures through vestibule training. Therefore, vestibule training could be used by construction industries in enhancing job satisfaction and performance for both genders

Furthermore, the non-meaningful central impact of vestibule training in enhancing job performance and satisfaction according to trade areas recorded (Table 4a and b) agreed with previous results in vocational and technical education (Olabiya, Adigun & Adenle; 2008; Olabiya, 2009; Olabiya, & Ipinlaye, 2018). From these studies, it is noted no statistically meaningful trade area disparities in craftsmen's perception of the influence of vestibule training on job performance and satisfaction. The importance of training has become more obvious, particularly to different construction workers, (bricklayer, carpentry, plumber and electrician) given the growing complexity of the work environment, the rapid change in technological advancement, which further necessitate the need for training and development of craftsmen to meet the challenges. Training helps to improve quality, job satisfaction, productivity, morale, business development, profitability, and service delivery (Jones, George & Hill, 2000). The present study result implied that vestibule training is a good method in enhancing job performance and satisfaction, bridging gender, and trade area differences associated with the training of craftsmen in construction industries. Consequently, vestibule training can be deployed by training personnel for enhancing job satisfaction for both gender and those in different trade areas.

Conclusion

The study aimed at investigating the perception of craftsmen on the impact of vestibule training in enhancing job performance in the construction industries in Lagos state. The results, in general, showed that the training enhances job performance as it was concluded that training programs are well designed to achieve the aims and objectives of construction industries, and training increase the efficiency of the workforce. Results also showed the perception of the craftsmen towards the impact of training on the job satisfaction as they indicate that they are highly involved with the activities of the construction works and that the connection of job value with their self-worth is high.

Recommendations

Based on the results of the study, it was recommended that:

1. Construction industries should organized vestibule training as a technique of showing trainees how to do a job and then allow them to get on with the job.
2. The industries that are not having the capacity to organize the vestibule training should allow their craftsmen to attend the training where it is available, and equal preference should be given to both male and female craftsmen during training.
3. Construction industries should use modern training methods for delivering the content of the training so that the workforces will accustom themselves to the simulated work environment.

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