

## PREFACE

Improving the performance of the employees in the construction sector is extremely important since the industry contributes significantly to the country's economy. Every year, a huge development fund is spent on the industry since it triggers other economic activities. However, the construction sector is still confronted with issues concerning the lack of a qualified workforce, human resource practices, leadership, employee commitment, and employee performance that slow down economic growth. As a result, many projects are being suspended and there are even occurrences of work closure. Consequently, this book provides an in-depth account of practices and techniques for enhancing employee performance for continuous improvement in the construction sector, particularly in the current globalized world.

In this insightful book, Dr. Shatha Suleiman Abu-Mahfouz has presented the construction of an inductive model, called the employee-directed transformational leadership model (EDTLM), which theoretically implied relationships among transformational leadership, human resource practices, employee commitment, and employee performance. The book had proven that employee commitment was one of the influencers of employee performance. It partially mediated the relationship between human resource management (HRM) practice and employee performance and fully mediated the relationship between transformational leadership and employee performance. The other influencers were human resource practice and transformational leadership.

This book presents the HRM practices, transformational leadership, employee commitment, and employee performance discourse in six chapters covering its definitions, practices, theories, dimensions, importance, analysis, and results. Numerous tables and figures are used along the way. The book could be used to guide the management team of construction companies to focus on the interrelationships among EDTLM constructs, their variables, and values to improve employee performance. The book is suitable for use by students in various fields of study, academics, researchers, managers, and policymakers alike.

Chapter 1 gives a comprehensive review of employee performance, its definition, descriptions, and the importance of employee performance in the construction sector.

Chapter 2 gives a review of HRM practices, their definition, dimensions, and the importance of HRM practices in the construction sector.

Chapter 3 gives a comprehensive definition of transformational leadership, its dimensions, and the importance of transformational leadership in the construction sector.

Chapter 4 gives a review of employee commitment, its definition, dimensions, and the importance of employee commitment in the construction sector.

Chapter 5 presents a review of organizational behavior, its theories/models, hypotheses development, the conceptual model, and organizational behavior in the construction industry.

Chapter 6 describes organizational behavior research, its methodology, analysis, finding, results, discussion, contributions, and conclusions.