The wheel has turned a full circle – or so it seems. The Thesis is complete but the research now begins. For a practitioner who had his initial academic training in Civil Engineering and then for over a decade remained actively engaged and associated with construction industry, it was not all that easy to acquire a Master’s Degree in Management and then move to a Doctoral Degree.

It is surprising to find that construction industry has it own specialist journals but surprisingly no Organizational Behaviour, OD, or Human Resource researchers. Why this indifference? Possibly the industry has taken for granted the human element. There is no felt need for a scientific probe into issues pertaining to the human side of the organization. Also, there is a strong possibility of management scholars and researchers not caring to probe this vital sector of economy.

The efforts invested in preparing the present research document have been well compensated for by placing before the academic communities a probe into some of the crucial HR elements. The present Thesis is not just a chronicled account of scientific research but is expected to act as a reminder to HR specialists and others about the need to have a careful look at the human side of this industry through more intensive, more extensive and more meaningful researches.