IMPACT ASSESSMENT OF THE SAKH’ABAKHI CONTRACTOR DEVELOPMENT PROGRAMS

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# CHAPTER 1: INTRODUCTION

## INTRODUCTION

This chapter presents a detailed discussion of the background of the research topic followed by highlighting the research problem in the problem statement section. It will cover the research objectives, questions as well as illuminating the purpose of the study. The chapter concludes by discussing the research design or methodology, the delimitations and importance of the study as well as an outline of the chapters to be covered in the entire study.

## BACKGROUND OF THE STUDY

Sakh’abakhi is an emerging contractor development programme which was launched, adopted and approved in 2006 by the Mpumalanga Provincial Executive Council ( EXCO). The purpose of the programme is mainly to capacitate emerging contractors through training and development over a two a year period of which 1 year consist of classroom theoretical training and the other year consist of site practical training. This initiative is aimed at changing the construction sector by developing contractor capability taking into account the previously designated groups of Women, Youth and people living with disabilities. The need for the programme came as a result of shortages of contractors in the construction sector as well as lack of skills in various trades across the built environment. Access to financial assistance cannot be ruled out because it is also part of the shortcomings which this study seeks to address. Training for the programme is CETA accredited and the training providers are appointed from the CETA data base. Training is graded at NQF level 2 with 193 unit standards.

The performance of the construction sector in South Africa has been supported by various stakeholders, who include, the development contractors, the financial sector, the government and even donors like the African Development Bank a fact that can't be disparaged (Dlungwana, Noyana & Oloo, 2004). In South Africa, the structure Contractor Development Programs (CDPs) are aimed at giving a good platform for Small, Medium and Micro Enterprise (SMME) to thrive (Van et al., 2012). The CDPs have achieved a lot for the country in matters of infrastructure development and job creation but there is a general feeling that they could achieve more with an evaluation plan in place. Various studies point to the fact that CDPs do not through enough scrutiny and evaluation although they have been contributing to the growth of SMMEs. All through the world, the construction sector has a critical key role in advancing economic growth and feasible infrastructure development of many nations and these nations get to be rated in terms of the infrastructure platforms that they have (Roper & Borello, 2013). Investments in developing countries drive the worldwide economy and have turned out to be one of the measuring sticks with which to gauge the development of Gross Domestic Products of nations. Fortifying action in the construction sector attracts monetary assistance and other like-minded sector players. The construction sector made up the greater part of the total national capital investment in many nations. Small, medium-andmicro-enterprises (SMMEs) connoted a basic vehicle through which economies can take care of difficulties of employment creation, financial development and value in South Africa (Martin & United States, 1992).

Soon after the 1994 independence, South Africa has been accomplishing generous extension in framework investments in both public and private sector with public sector representing around 65 percent to 70 percent of development works (Dlungwana, Noyana & Oloo, 2004). Government spending on infrastructure projects can be a vital strategy to give a financial boost to the construction sector players. National spending needs incorporate foundation to bolster industry advancement. These government infrastructure priorities have empowered rebuilding and scaling back of some settled contractors and SMMEs that have come to take an interest continuously in South Africa economy and development. The cooperation amongst huge and small undertakings was systematically demoralised in the past because politically-sanctioned racial segregation arrangements denied joint entrepreneurial ventures between black- and white-run businesses. The emergence of democracy and the need to redistribute the nation's wealth have prompted the rise of Black Economic Empowerment (BEE), which has been perceived as a chance to energise black-owned contractors (Madi, 1997).

Due to the fewer contactors jobs available, there is always stiff competition between the small and medium contractors with the big contractors (Gardner, 2006). The bigger contractors have additionally reacted by moving into the global market. Small neighbourhood contractors, specifically, are besides subject to volatilities because of the geographic dispersion of development and the pinnacle workloads that describe development ventures, which have additionally decreased their capacity to assemble limit. Emerging contractors are liable to similar market strengths depicted above for small contractors. Nonetheless, moreover, while emerging temporary worker improvement approaches were proposed for dark monetary strengthening, small government contracts have in actuality been utilised as employment creation opportunities (Gardner, 2006). This has brought about a congestion of this market, and increased financial related failures of emerging contractors.

Lack of viable management in the initial stages is a noteworthy reason for business disappointment for small and medium estimated contractors. Owners tend to work in the organisations they own by themselves as a measure of lessening operational expenses. Poor record keeping is likewise a reason for most construction companies’ disappointment. Much of the time, this is not just because of the low need interspersed by new and new business people but rather a lack of the fundamental business management abilities. Most agents, accordingly, wind up forgetting about their day by day exchanges and can't represent their costs and their benefits toward the end of the month. In the early phases of some new businesses, owners are not able to separate their business and family or residential circumstances (Dlungwana, Noyana & Oloo, 2004). Business assets are put to individual use and in this manner, they are utilised as a part of settling local issues. This negatively affects benefits and maintainability. A few owners or directors utilise relatives basically because of family relations. At times, the kin have ended up being undisciplined and insufficient, a variable that has prompted possible and in some cases quick disappointment of organisations. This relative lack of accomplishment confronting emerging contractors in South Africa incorporates; International Labor Organisation (ILO); as takes after: Inadequate fund and powerlessness to get credit from providers; Inability to utilise capable specialists; Poor valuing, offering, and contract documentation abilities; Poor coaching; and fronting for built up contractors; Lack of entrepreneurial aptitudes; Lack of legitimate preparing (Gardner, 2006). One of the many problems other than the ones mentioned is that Sakh’abakhi and other contracting companies encounter is the lack of a valuation plan. This study will therefore investigate effect of performance evaluation of Sakh’abakhi contractor development programs.

## PROBLEM STATEMENT

In order to build a sustainable economic climate in the Country, Government adopted a strategic position to invest in human resources by means of training and skills development which seek to address socio economic challenges, poverty and unemployment and other imbalances of the past. Lack of skills and business opportunities are Government priorities which once achieved can alleviate poverty and create work opportunities for the unemployment as a result boost the economy of the country by the economic activities emerging from programmes like the Sakh’abakhi and their impact on the socio economic wellbeing of the people.

The South African development industry is characterised by poor implementation and the powerlessness of small construction firms to convey quality items. These deficiencies are much of the time related to low productivity and low overall revenues that frequently keep firms from meeting their money related commitments. High work turnover, poor mentorship and employee fright which have extremely restricted the specialised ability of firms to convey development extends on cost, on time and to the standard required by customer (Construction Industry Development Board (CIDB), 2007).

The high number of disappointments among small and medium construction firms undermines the improvement endeavours of Government (Diale, 2009). Regardless, the level of specialised mastery, business system and implementation of these organisations is yet obscure (Gardner, 2006). This research will in addition analyse the limits and capacities of small and medium construction firms and how these influences their implementation. Understanding these factors can help enhance implementation, diminish authoritative disappointments and at last help these organisations to survive and flourish in the development business. It will also ease the evaluation process.

The capability of small and medium development organisations to contribute fundamentally to work creation and financial development is all around perceived; however rising contractor employee stay powerless and work in a way that is unsustainable (Limpopo Economic Development Enterprise (LimDev), 2011). Sakh'abakhi Contractor Development Program experienced victories and difficulties a portion of the difficulties were that the usage approach was not the same over the nine territories, Mentor supervisors were permissive on coach firms, and this brought about guides performing inadequately. The financial related services provider deferred in affirming overdrafts and these postponed ventures. Learners sat tight for long durations in the middle of ventures as the executing bodies disregarded this since they did not factor time in the calculation of profits. This has prompted the correction of the implementation model to Sakh'abakhi Contractor Development Program.

The research distinguishes and looks at the advance and difficulties experienced in the usage of the Sakh'abakhi Contractor Development Program. This advancement program is intended to give preparing and abilities improvement to guarantee that temporary employee conveys quality administration in foundation arrangement.

It has been widely acknowledged that the attainment of the previous and current temporary worker activities set targets have been largely ignored. However, noteworthy lessons can be drawn from these activities. The lessons have demonstrated the need to educate the strategy and research plans as the contractors work over time(Gardner, 2006).

There is bottomless proof from studies by Dlungwana, Noyana & Oloo (2004) on contractor worker improvement issues on the determination of temporary employee for advancement, mentorship, access to funding, aptitudes improvement and the advancement of incorporated contract based worker advancement display that incorporates add up to quality administration and venture administration. All these stipulated problems come as a result of either financial constraints, lack of a good stakeholder involvement program and poor working skills and knowledge among employees. The study will therefore seek to find out how the three parameters affect the evaluation process in performance of Sakh’abathi contractor development programs.

## PURPOSE OF THE STUDY

This study aims at carrying out performance evaluation from the perspective of the Sakh’abakhi CDP beneficiaries

## RESEARCH OBJECTIVES

The objectives of the research include;

1. To examine the extent to which financial status of Sakh’abakhi Contractors influence the performance of the company
2. To find out the role of staff knowledge and skills on the performance of the company.
3. To establish the extent to which stakeholder involvement influences the effective performance of Sakh’abakhi Contractors

**1.6 RESEARCH QUESTIONS**

The following are research questions for this study;

(i) To what extent do the financial status of Sakh’abakhi Contractors influence the performance of the company?

ii) What is the role of staff knowledge and skills the role of staff knowledge and skills on the performance of Sakh’abakhi Contractors company?

iii) To what extent do stakeholder involvement influences the effective performance of Sakh’abakhi Contractors?

## RESEARCH DESIGN

The specimen will comprise of arbitrarily sampled 40 small and medium estimated contractor employees from the database of National Department of Public Works (NDPW) and the Construction Industry Development Board (CIDB) temporary employee enrol or database. The choice criteria considered will better help address the answer the study questions in an unbiased way. Descriptive research design will be used as well Questionnaires and survey method of data collection.

## DELIMITATIONS OF THE STUDY

The extent of the study will be delimited to small and medium size temporary employee working in the North-West territory of South Africa. The Microsoft Word and Excel projects were utilised to introduce the representation. The factual program utilised for investigations and introduction of information in this paper is the Statistical Package for the Social Sciences (SPSS). This area comprises of graphic insights which utilises recurrence tables to give data on key statistic factors in the study.

The respondents to be secured through this research will include SME temporary employee evaluated in the vicinity of 2 and 5 on the CIDB development enrol administration and dynamic in the general building and structural designing classes of works as it were. Chiefs are directing the SME Development programs in substances, for example, the Development Corporation and the Department of Public Works, CDC will likewise be incorporated into the number of inhabitants in focused respondents.

The surveys will look at the general building, structural designing areas' comprehension of implementation, intensity and what it includes to remain reliably beneficial in the matter of development. These SME contractor employees highlighted above are altogether situated in the; however, the examinations finished with different Provinces which have the same socio-political profile as this would help with the national triangulation of regular territories of either quality or shortcoming with respect to the development SMEs. Additionally, chiefs that oversee SME Development programs inside state-possessed endeavours will be met.

## IMPORTANCE OF THE STUDY

The significance of this study is that it will give the SME contractor employee an appropriate comprehension of the importance of performance evaluation in a particular construction program and how this in itself could prompt the accomplishment of supportable advancement and development accordingly of their interest as their intensity would have been measured by the RoC apparatus. In particular, the advantages of this research are;

For the development business: Improved estimation of capacities of the business; enhanced viability of contractor worker advancement programs; the accomplishment of government's financial destinations; and since this examination is exploratory in nature, it makes a considerable commitment to logical information and gives further understanding into the topic.

For development customers: Construction customers who actualise development ventures utilising SMEs need to consider the requirements of this focused on gathering which goes past access to fire up capital, aptitudes and general business preparing. The discoveries of this examination may urge them to: take a gander at instruments they can use to guarantee that the improvement of SME temporary employee is deliberately focused on and yields the fitting results in connection to their aggressiveness against other more settled elements in the development part; take a considered perspective of where government ought to channel its advancement expectation and how it could dynamically manage improvement highlights, at which levels and classes of work; and gain from development customers who have effectively embraced the RoC to exceptionally quantify the intensity of SME contractor employee and to whom they have made accessible chances of development.

As a definitive claim is a strategy driven by nature and the instrument was intended for the limit, development customers need to additionally investigate how the RoC can now be utilised for enhanced ability with respect to SME temporary employee.

For Contractors: enhanced and quantifiable aggressiveness enabling the contractor employee to offer for work both inside their commonplace areas additionally outside of their geological area; advancement of broadened aptitudes; empowered condition for the improvement of focused procedures for SMEs; enhanced working capacity of SME temporary employee enabling them to adjust to evolving situations; exhaustive comprehension of which instruments can be utilised by potential managers to gauge the intensity of contract based employee, and clear comprehension of the critical part the customer plays in measuring contractor worker aggressiveness as well as having an enhanced capacity to quantify the immediate effects of mediations.

**1.10. OUTLINE OF THE STUDY**

This paper comprises of six sections, as takes after:

**Chapter 1: Introduction**

It gives an outline and foundation of the research theme, highlighting the key issue of the non-implementation of performance evaluation among organisations in South Africa. It captures the research objectives, research questions and gives the basis as to why the study is important and what it will entail.

**Chapter 2: The Literature Review: -**

This chapter looks at the previous studies that were done that relate to the area of evaluation of programs. It is a crucial section as it determines the link between this study and the past studies and what the future researchers may need to work on.

**Chapter 3: The Research Methodology:**

This chapter outlines the framework in which this research will be done. It includes data collection methods, data analysis and its presentation. It also comprises the research design, population of the study and the sample size. This chapter signifies the framework for the entire research process that will enable the researcher to achieve the study’s objectives.

**Chapter 4: Data Analysis, Presentation and Interpretation:**

This chapter comprises the research findings that will be obtained from field data and responses. It will include the background information, findings presentation and an analysis of the objectives as explored by the questionnaires. The interpretation will use percentages, frequency tables, mean and standard deviation to present data.

**Chapter 5: Discussion of Findings: -**

This chapter summarizes the findings, stemming from the analysis in chapter four. The research objectives and questions outcomes are broken down in this chapter.

**Chapter 6: The Conclusion and Recommendations: -**

It gives the conclusions, discussions and the recommendations of the entire study. This chapter will also outline the contribution to the body of knowledge and what the future research could focus on.

**1.11 CONCLUSION**

This area exhibits the blueprint of this dissertation paper. It starts with the foundation of the examination contemplate. A post evaluation of the implementation of the Sakh'abakhi temporary worker improvement program in the South African is investigated, which incorporates the foundation and issue proclamation. A synopsis of the examination configuration embraced for this study analysed. The section closes by expressing the noteworthiness of this study on its significance in the range of sex disparity in the work environment.

# CHAPTER 2 LITERATURE REVIEW

## 2.1 INTRODUCTION

This chapter presents a review of the related literature with regard to contractor development programmes within the South African context. In particular, this chapter discusses some of the issues plaguing the small and medium contractors in general as well as in the South Africa setting. These problems or challenges have played a central role in necessitating for the emergence of the contractor development programmes such as the Sakh’abakhi Contractor Development Program.

## 2.2 SOUTH AFRICA’S OUTLOOK

South Africa needs an economy that is dynamic and receptive to change and that empowers the marginalised to access circumstances and move out of destitution. The ability to react to circumstance and be versatile to stuns is essential. While this is as of now an element for some substantial organizations and talented individuals, it is not the situation for most families and private companies, which keep on facing many emergencies. South Africa's planners did not satisfactorily account for the impact that the global economy would have on the residential condition. The rise of developing economies, especially China and India, as economic powerhouses have effectively changed world exchange and project designs and is reshaping global governmental issues. The relative decrease in the financial energy of the United States, Europe, and Japan will affect the emerging economic powerhouses' political and military impact. After about three centuries of disparity, the inequality between countries is reducing (Agumba, 2006).

Urbanization and industrialization in China and India are probably going to keep interest for common resources moderately high for no less than 10 years, and maybe more. Numerous more customers around the globe will have the ability to purchase things, widening opportunities for all, including South Africa. However, the current incentives on which the South Africa economy is prefaced empower short term responses. The reaction to long term opportunities is powerless some unmistakable cases incorporate low levels of framework support and the falling offer of global markets for minerals, in spite of solid item request.

### 2.2.1 Households Living In Informal Settlements

The NPC's (2011) diagnostic report indicated that failure addresses these challenges could prompt economic decay, falling expectations for everyday comforts, emerging competition for resources and social tension. This would directly affect the ability of private projects to ring-fence their piece of the overall industry and cooperation in sectors of the economy where they have largely had a presence. It would likewise imply that those battling economies would begin to look south for business, as well as anyplace in the developing markets where there is such an open door for "reasonable" exchange (Berry, Von Blottnitz, Cassim, Kesper, Rajaratnam & Van Seventer, 2002). An inability to make advances into destitution and disparity will incite social insecurity, prompting an ascent in populist legislative issues and requests for short term measures that prompt further pressure and decay. This is the cycle which should be maintained a strategic distance from.

South Africa needs an economy that is more inclusive, more unique and in which the products of development are shared all the more impartially. The plan imagines an economy that serves the necessities of every single South African, rich and poor, high contrast, utilized and unemployed, talented and incompetent, those with capital and those without, urban and provincial, ladies and men (Agumba, 2006). In 2030 the economy ought to be near full work; outfit individuals with the imperative skills for a dynamic economy; guarantee that proprietorship

To accomplish bring down levels of poverty and less inequality, the economy must turn out to be more inclusive and become faster. The government’s New Growth Path means to make 5 million new occupations by 2020 through faster and more inclusive development by decreasing expenses for organizations and families, and empowering emerging speculation, sends out, development, work creation, and earnings. It looks to do this through providing a supporting domain to development while advancing a more work absorptive economy (Tshivhase, 2007). Key in its proposals is a plan to bring down the average cost for essential items for poor family units and business costs through focused microeconomic changes, particularly in transport, open management, telecoms, and sustenance. Decreasing the typical cost for essential items is an essential piece of raising the way of life and empowering speculation (NPC, 2011).

## 2.3 CONTRACTOR DEVELOPMENT PROGRAMMES IN SOUTH AFRICA

There are various Contractor Development Programs (CDPs) which have since been started by the South African government, presumably as early as 1995 to support a wider participation of smaller firms in the developing economy. CDPs assume a vital role in supporting the development of the construction industry and the development of emerging contractors (Milford, Hodgson, Chege & Courtney, 2002). In any case, while there have been some extremely outstanding triumphs in the development of contracting undertakings, generally speaking, the success of CDPs are fairly faulty. It is not expected that anyone contractor development model will apply to development across all grades of contractors and all levels of business maturity (Berry et al., 2002). Or maybe, as highlighted in the framework for the National Contractor Development

Program of the side, distinctive models are more fitting to various levels of development, and can be extensively gathered as takes after:

* Programmes focusing on performance change are implied for built up contractors ordinarily Grades 4 to 7.
* EPWP leadership are models commonly outfitted at Grade 1 and 2 development workforce development;
* Enterprise Development Programs (EDPs) are outfitted towards contractors in Grades 3 to 6 who display a possibility to create;
* Emerging Contractor Development Programs are commonly outfitted at Grades 2 to 3 emerging contractors, consolidating transcendently mentorship models supported by formal business and specialized training;
* Emerging Contractor Development Programs focusing on entirely reviews 3-4;
* Eastern Cape Contractor Incubator Program; and
* DPW Eastern Cape Contractor Incubator Development Program.

A general review of the programmes in regard to which they are focusing on and regardless of whether they have possessed the ability to accomplish the set targets is not examined through this research. However, the main focus would be on the Eastern Cape's Contractor Incubator Development Program in view of its significance to the study pool affected by this research.

## 2.4 THE CHARACTERISTICS OF THE SOUTH AFRICAN CONSTRUCTION INDUSTRY

Correctly before focusing on the attributes of the business, the study expected to give a diagram of who takes an interest in the business and what their capabilities are. Likewise preceding touching base at the conclusion that the cost of poor performance specifically impacts a diminishment in intensity, it was fundamental through this study to discover the shortcomings inside the business which prepare for such a lack of ability with respect to construction participants (Milford et al., 2002). The construction industry' make-up is largely out of adjusting with the activities of government: where the rate spends on the financial framework is focused everywhere contracting firms when in certainty the limit of the business is comprised of SMMEs. Smallwood (2006) records eleven resources that when amassed by contractors, renders them fit to perform inside a dynamic construction industry. Smallwood's enunciation underpins the work of Fellows, Langford, Newcombe and Urry (2002) wherein the meanings of imperative contractor resources are recorded as capital, management skills, different abilities, having premises and offices (Fellows et al., 2002). There is general agreement in the industry on these as no counter-contention exists against them. However, statistical confirmation exists which recommends that the SMMEs to whom government's development mediations are focused on do not have even 50% of these resources. Without these resources, SMMEs are rendered unfit to perform and in them not having the ability to perform they are therefore not aggressive.

In that lies the issue which this study plans to address and propose an answer for. The CIDB is at current occupied with a procedure of establishing a register for proficient management (Blaauw, 2006). At the season of finishing this study, there were just two Registers inside the suite of management offered by the CIDB and these are the RoC and the RoP. The RoP Services will be like the others in its ability to give a far-reaching outline respects to all members occupied with the value chain of the development role from the plan and management sub-sectors. It will likewise take a gander at the individual size of the organizations occupied with a plan and management counselling inside the role and the rates in connection to the extent of the segment. For the reasons for this study very small would be investigated in favour of outline and counselling firms regardless of the possibility that they fall within the meaning of SMMEs in light of the fact that the counselling members are not yet known (Batjargal, 2005). The concentration of this study has remained largely inside the reviewed contractors between grades 2 and 5 as defended all through this study.

One of the issues that barely ever get said about the South African construction industry is that despite everything it depends on a considerable measure on work employees, and at the season of leading this study, there was a repetitive political talk on regardless of whether they should be rejected. The case for abrogating work agents inside the construction industry specifically is that a move to more lasting work of work will lessen the irregular idea of agreement workers and make the strength of work inside the construction industry. As it seems to be, development specialists procure altogether less if contracted through dealers (Naledi, 2010). However the problem to this is on account of the construction industry is largely extend driven, it would be unsustainable for firms to make lasting plans as a large portion of these organizations would not be in a position to maintain vast workforces. The result of this level headed discussion, started by composed work, has pertinence for the South African construction industry and specifically the construction SMMEs as they utilize around 80% of the agreement workforce for conveyance on development projects.

Ofori (2011) makes this fascinating commitment when solicited to review the character from the South African construction industry and offer entries identified with where encourage qualities might be required:

* More promptly accessible direction books and on-line resources for better training programs is required;
* He watches that a more noteworthy comprehension of the business by construction SMMEs is essential;
* Greater solidarity among organizations and their pioneers to cultivate regular interests is essential;
* Greater comprehension of significant worth chain advantages and advantages of competition is essential;
* Development of more proper and better-engaged approaches, programs, activities for SMME development is significant;
* Better familiarity with nature and requirements of SMMEs, particularly in development is vital;
* Better and easy to understand instruments and frameworks, a large number of which are PC-based are required; and
* An increased development in strategy development by the sector is required.

Ofori (2011) makes these enunciations persuaded that if the above can be accomplished, it would look good for the sector in that another type of SMME business visionaries would develop and they would be:

* strategic in the introduction;
* more mindful: going past being better educated;
* better ready to manage hazard and vulnerability, adept at taking an interest in organizations together and organisations; and
* Able to motivate (workers, customers and accomplices) keeping in mind the end goal to accomplish more noteworthy joint performance.

In rundown Ofori (2011) argues that this competitor initiative and business enterprise is fundamental to the development of the construction industry in South Africa and over the geographical mass. Despite the fact that there have been a few financing and bolster activities as of now set up, a more prominent requirement for the initiative is essential for practical development and the SMMEs focused through this study (grades 2 to 5) may well be the lever through which the role accomplishes that desire. For development SMME, the initiative is essential at project and effort levels (Ofori, 2011).

## 2.5 THE NECESSITY FOR THE CONTRACTOR DEVELOPMENT PROGRAMMES IN SOUTH AFRICA

Universally, there is a general assertion that small undertakings contribute colossally to economic development (International Labor Organization, 2001). Croswell and McCutcheon (2001) argue that small contractors can be financially helpful if projects are intended to suit their ability. The Department of Public Works (1997) states that contractor development in South Africa is required for the accompanying reasons:

* The moderately low abilities and resources required at this scale can without much of a stretch lower the section point for the generally impeded individuals to start to take an interest in the business.
* Large quantities of practical small and medium scale dark contractors can decentralize the construction industry commanded by built up white contractors.
* A huge number of useful dark contractors can build up a stage for development and the redistribution of riches in South Africa.
* Small contractors can be an effective instrument of work creation inside the construction industry relies on upon the management strategies.
* Small contractors can perform small undertakings at various and remote geological areas that may be ugly to huge firms.
* Low overheads empower fewer contractors to work at more aggressive costs.

## 2.6 GLOBALISATION AND ITS EFFECT ON SMME CONTRACTORS

Globalization has increased the complexness with which all countries must contend. Systemic dangers, for example, the world financial related emergency activated by the fall of Lehman Brothers in September 2008, are progressively liable to be a piece of the global scene. Capital is for the most role more portable than work, bringing about critical ramifications for compensation. And keeping in mind that disparity between countries has fallen in the previous decade, inequality inside most countries, strikingly China and India has increased. At a political level, there might be chances to achieve rules-based multilateral frameworks to form global management; making the world an all the more simply put (Chartered Institute of Building (CIOB), 2010).

South Africa should deal with the dangers that spill out of more prominent multifaceted nature and perceive that emerging forces may look to misuse its vulnerabilities. The ascent of developing markets additionally raises the level of competition, with descending weight on the wages of low-gifted specialists in the assembling area. To wind up plainly more aggressive South Africa should defy some difficult decisions. Likewise, the quest for mineral resources by quickly developing emerging countries holds opportunities and dangers. Ware developing economies in Africa, including South Africa, can utilize a time of higher interest for normal resources to produce the profits expected to update the individual countries' abilities. If mining yield does not increment and resources are not removed sensibly and utilized admirably, it will speak to an awful failure for the general population of the main geographical (NPC, 2011).

Financial Empowerment presumably starts with guaranteeing that the education which our small medium and small scale undertakings (SMMEs) get is practical and best sets them up for the world they exchange into which anticipates that of them will have the ability to settle both the humble and the extremely complex business challenges.

Furthermore, genuine Economic Empowerment is about training those as of now in the business pool and developing in them the skills imperative for the current economy. Financial Empowerment is at last about supporting business enterprise through a formation of economic opportunities (Blaauw, 2006). For any nation which considers economic strengthening that important, the inquiry it accordingly needs to address would one say one is which asks: has enough been finished by both general society and private areas to propel this financial strengthening in all roles of the economy.

As much as there has been small research done both broadly and universally on contractor intensity, there has similarly been insignificant yet convincing study led with respect to the issues confronting SMME contractors. In a report arranged for the United Countries Centre for Human Settlements (UNCHS) in the twentieth century on approaches and measures for small contractor development, there was a scope of issues distinguished as facing SMMEs. In a later report, as indicated by Ofori (2000), globalization turned into a pattern which possessed the features of major prominent productions for a very long while. Ofori argued through the later research that there were pointedly unique contentions on the preferences and impediments of the procedure of globalization from the viewpoint of developing countries and how the pattern was influencing SMMEs. His view was that the dominant role of contractors in numerous development projects falls in the small and medium-estimate run and do not send out their management outside their countries. Accordingly, this segment along these lines does not argue in the global development showcase which is commanded by a couple, development multinational undertakings.

Ofori (2000) encourage argued that despite such confinements, SMMEs in their nearby effective reach, regularly had the ability to execute small and medium-sized undertakings, and could in this manner argue at that level. It is vital to note, for the reasons for this proposition the last speculation that Ofori made was in connection to the Singaporean financial condition. However, the effect of globalization as it is felt in any developing economy is as yet the same global and the patterns he highlighted could also be seen inside the South African construction industry. Globalization is required to convey opportunities for neighborhood SMMEs to subcontract work from extensive, multinational efforts and to form joint efforts and organizations. Regardless of whether this ideal is equitably acknowledged in both developed and developing countries stays to be inspected. The opposition of SMMEs at territorial level, where a contractor works over its national fringes is, however, a typical wonder.

Dlungwana and Rwelamila (2003) then again argue for contractor development models and programmes that are all encompassing and integrative in their approach. They bolster the view that globalization in the construction industries in developing countries is genuine, relentless and can possibly crush non-focused contractors. They do not, however, characterize who constitutes a focused contractor and who does not. Their work anterooms developing countries, especially those in Southern Africa, to address the challenges of globalization by fortifying the aggressiveness of small, medium and smaller scale measured projects (SMMEs) specifically. Their work condenses a preparatory audit examine on the status of development models for construction SMMEs in South Africa and other developing countries, and it highlights the challenges and potential impacts of globalization on this area. On the premise of their audit, proposals are made that can enhance the current models and procurement programs.

## 2.7 CHALLENGES FACED BY SMALL AND MEDIUM SIZED CONTRACTORS IN SOUTH AFRICA

The challenges confronted by small and medium contractors can be recognized as those that influence small scale contractors and those that influence medium sized contractors. Small and medium contractors are confronting increased competition because of the long term genuine decrease sought after, and numerous contractors have reacted by shedding work (Construction Industry Development Board, 2006). The bigger contractors have reacted by moving into the global market. Small neighborhood contractors, specifically, are moreover subject to volatilities because of the geographic circulation of development and the pinnacle workloads that describe development projects, which has additionally lessened their ability to construct limit. Developing contractors are liable to similar market strengths portrayed above for small contractors. However, while emerging contractor development strategies were expected for dark financial strengthening, small government contracts have in reality been utilized as employment creation opportunities.

The lack of powerful management amid their initial stages is a noteworthy reason for business failure for small and medium sized contractors. Proprietors have a tendency to deal with their organizations themselves as a measure of lessening operational expenses. Poor record keeping is likewise a reason for new company failure (Construction Industry Development Board (CIDB), 2003). By and large, this is not just because of the low need joined by new and new business people, additionally a lack of fundamental business management skills. Most specialists, accordingly, wind up forgetting about their everyday exchanges and cannot recurrent their costs and benefits toward the finish of the month. Amid the early phases of some business new companies, proprietors were not able to separate their business and family/residential circumstances. Business reserves were put to individual utilize and consequently utilized as a role of settling household issues. This negatively affects benefit and manageability. A few proprietors/managers utilize relatives just due to connection relations. At times, these have ended up being undisciplined and inadequate, an element that has prompted inevitable and once in a while fast failure of organizations (Rwelamila and Dlugwana, 2002). The relative lack of progress confronting small contractors in South Africa was as a result of insufficient finance and failure to get credit from providers; powerlessness to utilize able specialists; poor valuing, bidding, and contract documentation abilities; poor tutoring; fronting for built up contractors; lack of entrepreneurial skills; lack of appropriate training; lack of resources for either huge or complex development work; lack of specialized, economic, authoritative, and administrative abilities; and late payment for the work done, and limited new opportunities

The Department of Public Works (DPW) has since 1995 has been effectively required in conceptualizing and actualizing programmes to advance developing contractors in the fabricated condition. Through these programmes, the DPW has increased cooperation of beforehand distraught people in the standard economy. In addition, it increased financial action in a monetarily discouraged condition (Construction Industry Development Board (CIDB), 2004). This brought about few of the contractors being reasonable and the cost of contractor development subsequently being amazingly high contrasted with the sustainable outcome.

The challenges confronted by the emerging contractors include: the co-appointment and management of the numerous aspects of the diverse program; keeping up focus on supportability against weights to take off too quickly; achieving target advertise with data about the open door; sourcing tutors with the imperative skills and experience; the substantial quantities of contractors focused on requires vast quantities of coaches and guides which are not promptly accessible, and are exorbitant; the accessible resources to adequately and proficiently screen, assess and encourage programs are constrained; A coordinated development approach requires extensive help from senior management of open sector customers and impressive contributions from authorities; programs need maintainability; while open segment customers have done a great deal for contract based worker development, especially in the range of strategy, there are as yet many issues that must be tended to at operational level, for example, late payment cycles; procurement plans ought to energize longer contract periods and move far from visit bidding which is both costly and problematic; more capabilities should be developed that are focused on the particular needs of small and emerging contract-based workers; there is a lack of access to reasonable back; developing contractors need self-evident credit and track records (Croswell & McCutcheon, 2001). The accompanying is the real constraints confronted by emerging contractors' growth and development.

### 2.7.1 Skills Related Barriers to Construction Emerging Contractors’ Development and Growth

South Africa is described by an efficient under-interest in human capital. This has brought about a work constrain with a skewed dissemination of specialty abilities, profession opportunities, and work-put understanding. While the proclamation of the Skills Development Act of 1997 is excellent, small-scale undertakings officially express worry about the organization expenses of recuperating demands as awards for training attempted, the expenses of planning a working environment training program as a contrasting option to utilizing external training foundations and the moderately high charges by private training establishments after the conclusion of the previous modern training sheets which had been sponsored through duties from industry (Kesper, 2000).

### 2.7.2 Financial Barriers to Construction Emerging Contractors’ Development and Growth

Efforts to elevate SMME access to finance may have more effect on development, however, access is constrained, and cost of capital is high. While the government has attempted a few efforts to build accessibility to finances, the focused on programs have had constrained success since mindfulness and use of existing limited time programs is low (Dlungwana, Noyana & Oloo, 2004). Notwithstanding insufficient access, high loan fees additionally recurrent an imperative to miniaturized scale project development. Besides, (Gounden, 2000) reports that there are core difficulties found regarding segregation by financial institutions against small scale projects with minimal security, challenges in getting to data and lack of market currentation. The inadequacy of external finance at the essential development/change phases of miniaturized scale undertakings hinders the efforts with development potential from growing (Nissanke, 2001).

### 2.7.3 Legal Barriers to Construction Emerging Contractors’ Development and Growth

As to lawful hindrances, a generally saw requirement of smaller scale undertakings is the work laws which are said to raise the cost of business falsely drag out conservations or restorative activity and do not take into account sufficient adaptability particularly in wage settings and the game plan of working time (Mvubu, 2009).). Accordingly, efforts feel a benefit crush and effect on the eagerness to make occupations.

### 2.7.4 Critical Success Factors for Small and Medium Contractors

Contractor’s project and financial related management ability is an essential success factor. (Kotler, 2002) express that the ability of a contractor is to advertise himself among the business role players is an essential success factor. Experience and administrative ability of the proprietor is essential success factor. Jaafer et al., (2004) express that entrepreneurial attributes in types of inventiveness and requirement for accomplishment are essential success factor. Winter and Preece (2000) express that the ability of a contractor to keep up a great organisation with customers, providers, and other role players is an essential success factor. The ability for budgetary, social event and management as essential success factors for small, medium and expansive contractors. Success relies on upon equipped skills, sufficient resources, legitimate planning of movement arranging and performance, cooperation, viable correspondence, reasonable managing individuals, trustworthiness, and honesty are essential (Dlungwana & Rwelamila, 2003).

### 2.7.5 Delays in Payment

Deferrals with break and last payments and additionally cumbersome contract conditions confronted by development firms can likewise force enormous imperatives on the business. Numerous development firms have endured budgetary demolish and chapter 11 in view of deferrals in payment, which are regular with government contracts. Contemporary research that was directed in 2007 by the creators uncovered the ebb and flow purposes behind the failure of small and medium size contractors in South Africa. 87 proprietors of the small and medium size contractors were met. About 68% of the contractors are under four years; 20% are in the vicinity of 5 and 9 years, and 12% had worked for over 10 years. There was no contractor that had worked over 15 years (Department of Trade and Industry, 2009).

### 2.7.6 Lack of Access to Credit Facilities

About 63% of the respondents trust that the four noteworthy banks in South Africa have legitimate frameworks set up to help small and medium size contractors once they have secured work. Then again 37% of the respondents do not trust that the four noteworthy banks in South Africa have appropriate frameworks set up to help small and medium size contractors.

### 2.7.7 Lack of Access to Work Opportunities

About 33.4% of the respondents feel that the current condition of the construction industry in South Africa is ideal for small and medium size contractors to be fruitful. Then again 66.6% of the respondents trust that the construction industry condition is not good for the accomplishment of small and medium size contractors (Department of Trade and Industry, 2009). From the study led it can be presumed that the relative lack of progress among the small and medium size contractors is as a result of the accompanying issues which must be tended to keeping in mind the end goal to encourage the accomplishment of the small and medium size contractors: a lack of resources for either expansive or complex development work; A powerlessness to give securities, raise protection and acquire proficient reimbursement; the agreements were unavoidably bundled so as to prohibit small and medium size contractors.

### 2.7.8 Lack of Technical and Managerial Skills

Inadequacy in specialized and administrative abilities required in extend performance; Lack of congruity in connection to sort, scale and area of work; an inadequate approach and inadequate data, time and experience required for the entire procedure of looking for some kind of employment, once found, insufficient comprehension of the agreement documentation and the planning and accommodation of tenders; Slow and default by government in the wake of finishing an management extend (the management payment prepare is too long) (Department of Trade and Industry, 2007).

## 2.8 THE SMALL, MEDIUM AND MICRO ENTERPRISE ENVIRONMENT IN SOUTH AFRICA AND RELATED COMPETITIVENESS

In the South African setting SMMEs all around alludes to the full range of organizations other than substantial partnerships and openly possessed undertakings. SMME firms incorporate classes known as smaller scale projects, survivalist-undertakings, casual sector efforts and formal small and medium-sized projects. It likewise covers all organizations in all phases of development generally alluded to as new companies or extending projects. The term likewise portrays family-possessed, dark claimed, ladies possessed or co-operatively possessed projects (DTI, 2007).

SMME contractors are viewed in South Africa as valued supporters of its standard economy (Blaauw, 2006). For open elements to adequately incorporate SMMEs into the construction industry everywhere, requires a comprehension of the earth inside which they exist, their contracting abilities, their hazard resilience, responsiveness, their efficiency and the issues that block their development, performance, and manageability. The South African construction industry needs to take a gander at making an empowering situation which will amplify SMME contractors' advantages and limit the recognized shortcomings. In the primary, this should help with increasing how much these efforts can, under free and equitable conditions, deliver management which meet the trial of global markets, while at the same time reacting to local prerequisites and keeping up and extending their genuine wages over the medium to long term (Dlungwana & Rwelamila, 2004). Hager, Crowley and Garrick (2000) refer to the Mayer Key Competencies (KC) as framing the premise of the idea of non-exclusive capabilities which are required of SMMEs for the construction industry to say that they are focused indisputably. Smallwood (2006) records the elements of any development organisation as covering nine perceived ranges:

1. Public relations;
2. Production;
3. Procurement;
4. Marketing;
5. Legal,
6. Human resources;
7. General management;
8. Financial; and
9. Management and data innovation.

Generation, which for the most part happens on projects, is just one of the abilities and is reliant on the others, and the other way around. These abilities likewise should be overseen by individuals with the essential capabilities. Moreover, best management and core management give authority and are responsible for and coordinate resources that is they impact extends through their activities (Smallwood, 2006). Capability in the Mayer ponders thought of by and large terms of learning, abilities, skills and the attitudes of SMME contractors. The tight assignment based way to deal with competency is not the concentration in this referred to work. There exist no other set up capabilities as far as construction management, even through the Fellows et al. (2002) book on Construction Management in Practice. Nonspecific skills are drawn from reports of work done by Mayer on key capabilities (1992):

1. Working with others and in groups (KC 4);
2. Using social understandings (KC 8);
3. Using scientific thoughts and strategies (KC 5);
4. Using innovation (KC 7),
5. The ability to convey thoughts and data (KC 2);
6. The ability of an SMME to gather, break down and sort out data (KC 1);
7. Solving issues (KC 6); and
8. Planning and arranging activities (KC 3).

The construction SMMEs in the South African development sector are evaluated on the premise of the financial related 'prosperity' of their elements and a self-evident reputation of work that they have done earlier. It is upon the evaluation of both these factors that they are then given a specific review in the RoC. Hager et al. (2000) argues that the progressions depend to a limited extent on construction participants sending a scope of delicate skills and ability to gain ceaselessly from industry practice. Industry practice is not continually going to be about the hard roles of development, however, will be the delicate ones that increase the value of the contractors' ability and eagerness to argue. While there is proof of advance in these adjustments in roles of the building and construction industry, the Hager et al. (2000) paper brought up a progression of continuous challenges in the essential territories of the business including subcontractors. The findings from this study give profitable data to helping contractors from various foundations in the nearby development market to comprehend their competitive advantages and shortcomings, along these lines pertinent moves can be made for measuring their intensity. The study additionally gives significant references to researching contractor KCIs in various development practices. So if through this study, there could be clearness in characterizing the 'aggressiveness suite' which could be included as an value bidding by development SMME to the business this would give confirmation that the straightforwardness with which the contractors can advance through the more elevated amounts of the reviewing in the RoC, would be enormously upgraded.

Then again Flanagan et al. (2007) argue that aggressiveness has gotten close consideration from specialists and scientists over an extensive variety of businesses, since being advanced in the 1980's. In the construction sector, much work on intensity has likewise been distributed. However, these are for the most part not straightforwardly focused at a particular segment of the more extensive industry, which this study now looks to accomplish for the development SMME segment. There appears to be no thorough review that compresses and evaluates existing study on intensity inside the development. The study by Flanagan et al. (2007) is among the not very many discovered which reviews the surviving literature from four viewpoints: idea of aggressiveness; intensity look into at the construction industry level; intensity inquire about at the firm level, and intensity examine at the project level. Flanagan et al. (2007) display the best in the class development of intensity look into in development, distinguishing research gaps.

In spite of the fact that it is valued that the Flanagan (2007) explore misses the mark regarding giving a response to the subject of how this could be tended to and on what instruments would an element need to use to quantify whether development firms have this intensity or not, maybe this hole clears a path for new disclosures to be made. Different ranges where the Flanagan (2007) looks into misses the mark concerning is on characterizing how development organizations can improve this aggressiveness in regions where there are seen gaps as well as sustainable ones as well.

Due to a huge financial role of development projects in developing countries, Dlungwana and Rwelamila (2004) campaign for increased exertion in the programmes that advance contractor development of small and medium-sized indigenous contractors. They additionally advance performance of all around organized contractor development models and supportive procurement programs keeping in mind the end goal to enhance specialized and administrative abilities, learning and aggressiveness of contractors. In spite of the fact that they likewise miss the mark in recommending how this should be possible and which devices can be utilized, through the reference they specify the advantages which could be removed from compelling contractor development (Dlungwana & Rwelamila, 2004). These advantages they list are not in a specific request of positioning, and they are:

* global intensity;
* sustainable business development;
* good ecological management, and
* Socio-economic development of the developing countries.

This study proposal has as of now illustrated the way that contractors can be recognized from each other by factors, for example, the extent of yearly turnover, which talks more to contractor limit than contractor ability. The consistent inflow of new contestants into the South African construction industry as can be seen through the quantity of registrations in the ROC undermines the supportability of different SMMEs who were starting to set up aggressiveness validity (Dlungwana, Noyana & Oloo, 2004). This circumstance still keeps on dating, and it shows that it undermines viewpoints, for example, the coherence of work opportunities, solidification, enhanced performance and market certainty. In the development of the programmes that are focused on development, SMMEs aggressiveness is not sufficiently highlighted, it is inferred. It is essential to take note of the few classes for aggressiveness and for SMMEs to comprehend and value the interconnectedness among these:

* Organizational aggressiveness,
* Country aggressiveness, and
* Corporate aggressiveness.

The earnestness with which South Africa advances fares and aggressiveness will ensure accomplishment in raising business or expectations for everyday comforts; there must be a coordinated push to infiltrate new markets and to raise efficiency, particularly in service segments (Flanagan, Lu, Shen & Jewell, 2007). The majority of the occupations the nation plans to make are probably going to be in household arranged firms and in the management role. In any case, send out development extends showcase opportunities past local request, procures outside trade and gives the force to profitability development all through the economy, prompting higher expectations for everyday comforts for the general population of South Africa (NPC, 2011).

### 2.8.1 The Effect of Experience on Contractors' Competitiveness

Fu, Derek and Drew (2002) considered the connection between bidding aggressiveness, organisational learning, and experience. They argued that it gauges the impact of contractors' bidding background on aggressiveness in the repetitive bidding, an idea that conceptualizes a consistent essential leadership handle in which experiential learning assumes a key role. The data study from their research exhibited those contractors who offer all the more every now and again finished a six-year time span were more aggressive than contractors who offer infrequently. The study likewise found that more noteworthy bidding intensity is emphatically related with the recurrence of bidding efforts (Fu, Derek, Drew, & Lo, 2002). A key finding of this paper is the presence of some accomplished contractors, who might be seen as being experienced market players, having the quality of a more aggressive and supportive bidding performance. This study ought to be helpful to customers looking to prequalify contractors on the premise of experience and to contractors hoping to break down their bidding performance as well as their rivals' bidding performance (Fellows et al., 2002).

### 2.8.2 Entrepreneurship and Its Effect on Contractors' Competitiveness

SMMEs speak to an imperative vehicle to address the challenges of employment creation, financial development and value in South Africa. They additionally assume an essential role in engrossing work, infiltrating new markets and for the most role extending economies in imaginative and creative ways. The incitement of SMMEs must be viewed as a feature of an incorporated framework to take any economy onto a higher road, one in which economies are differentiated, efficiency is improved, the project is empowered, and business flourishes.

Business enterprise, as exemplified by the attributes of the business visionary, is thought to be key to the determinants of SMME performance by researchers, for example, Hitchens, Clausen, Thankappan and Marchi, (2003). Such a claim was especially prominent among researches of the entrepreneurial firm, in which the business person plays an establishing and overwhelming role in the development of the business. Throughout the years analysts have sought to explore the different entrepreneurial qualities influencing the performance of SMMEs, including the business person's experience and statistic attributes like training, age, sexual orientation and ethnic cause mental and behavioral qualities and variables of social and human capital (Batjargal, 2005). All the more essentially, possibility variables of relevant, organizational and vital natures are of specific significance in deciding a company's performance (Hmieleski, 2006).

However, studies on the connection between these entrepreneurial qualities and SMME firms' performance have delivered blended and conflicting findings. Conceivable clarifications for these uncertain outcomes are that the ability of the construction industry to foresee a company's prosperity utilizing entrepreneurial qualities is constrained by the insecurity of these small firms' performance and how they rank the significance of non-financial objectives (Fellows et al., 2002). Business is characterized as effective development, production of chances, and quantifiable development of an undertaking. In the event that this research focused for the most role on the last characterized point, this in itself would imply that in an industry which utilizes no less than a million people, which number is acknowledged to vacillate as it is extend based), an industry which utilizes around 68% of its labour through labour-brokers, construction SMMEs who are ambitious would be the individuals who can exhibit managed quantifiable development year-on-year. As much as construction SMMEs think about various challenges, boss among these being: finding new wellsprings of income, and securing the devotion of clients which guaranteeing an enduring income those that succeed are the ones that attention on amplifying the work obligations of their own core staff.

## 2.9 INTEGRATED EMERGING CONTRACTOR DEVELOPMENT MODEL (IECDM)

The Integrated Emerging Contractor Development Model depends on the Emerging Contractor Development Model (ECDM) developed by the CSIR, (Dlungwana et al., 2004). The ECDM is a best practice apparatus gone for helping executing operators to encourage the usage of an emerging contractor development program. The ECDM focuses on the quality and adequacy of development programs by guaranteeing more compelling and thorough development of contractors' ability and limit (Gounden, 2000). Vital to the ECDM is the usage of a marketable strategy with clear contractor development results. The IECDM hence grasps the ideas of the ECDM with the additional components of project management and Total Quality Management (TQM). Emerging Contractors on the IECDM program participate in a Construction Education Training Authority (CETA) NQF level 2 leadership programs which are consolidated with the management of a broadly licensed development coach (Hitchens, Clausen, Thankappan & Marchi, 2003).

It has been broadly acknowledged that the accomplishment of the past and current contractor development programmes have been very unobtrusive. In any case, huge lessons can be drawn from those activities. The lessons have demonstrated the need to:

* Inform the plans and research motivation by advancing the interest of emerging contractors.
* Advocate the enthusiasm of emerging contractors and guarantee that strategies and techniques in the construction industry make a domain helpful for the development of emerging contractors.
* Inform plans on the characteristics of the construction industry' issues.
* Increase the investment in emerging contractors in standard construction activities.
* Substantially increment the developing development undertakings offer of work opportunities inside general society segment.
* Stimulate economic action in the most discouraged ranges.
* Promote the investment of ladies in development.
* Support developing contractor's entrance to business training, back, bidding data and work opportunities.
* Support the foundation and reinforcing of the authoritative limit of emerging contractors.
* Persuade, through discontinuous communication, lenders to give the vital help to developing contractors.
* Pilot models for contractor development programs.
* The South African Construction Excellence Model (SACEM) and the Emerging Contractor Development Model (ECDM) are great cases of this.

There are vast quantities of small contractors entering at the lower end; this sector has turned out to be to a great degree aggressive, consequently making it difficult for new participants to keep a maintainable work process. This failure to maintain work process impacts on their ability to accomplish reasonable business and financial strengthening (Construction Industry Development Board, 2006).

## 2.10 THE EASTERN CAPE CONTRACTOR INCUBATOR DEVELOPMENT PROGRAMME (EC CIDP)

This program works inside the Eastern Cape Province under the custodianship of the Eastern Cape Department of Public Works (EC DPW). The Program keeps running over a three-year cycle and focuses on the development of contractors in CIDB Grades 2 to 5 the immediate focus for this specific research (Hmieleski, 2006). This program was built up by the CDC in charge of in addition to other things the SMME Development Program. The objectives of the Program are 20 percent youth, 10 percent crippled, 50 percent ladies and 20 percent other. The EC CIDP is gone for guaranteeing that contractors from already hindered foundations are given a chance to get mentorship, training and bolster, and to make an empowering situation inside which chose existing contracting efforts can form into supportable contracting undertakings.

The program is a progression program with each phase of headway described by more elevated amounts of hazard to the contractor and the evacuation of help components by the sector. The arranged progression program is intended to viably evacuate obstructions that keep the full interest of developing contractors in the construction industry (International Labour Organization (ILO), 2001). Sixty contractors have entered the program which was begun in 2007, and 32 contractors need to date increased their CIDB evaluating by maybe a couple grades; transcendently moving from Grade 1 to 3. No contractors have yet increased their CIDB review by more than two evaluations. Despite the freshness of the program, there is a sum of 12 contractors who have left the program, through graduation.

As for the Program's Institutional Ability and Management Model; the EC CIDP has a built up administrative framework to help emerging contractors which takes into consideration focused on obtainment methodology which is in accordance with governmental policy regarding minorities in society approach. The ECDPW business forms are equipped to guarantee that financial plans and activities are recognized in the office's framework arranging cycle and that contractors taking role in the Program are CIDB enrolled. The EC CIDP limit is supported by agents of all the program partners into a Project Management Unit including the CIDP managers, regions and coaches from the Coega Industrial Development Zone (IDZ). Geographical constraints have all the earmarks of being not managed enough in the program and have been highlighted by different contractors similar to an obstacle to their advance (Kesper,2000). The tutoring limit and support are seen by the contractors to be satisfactory, yet the in-house limit of the office is seen to be a noteworthy requirement in successfully running the program.

## 2.11 HOW ARE THE SMME CONTRACTORS SELECTED?

The determination of a contracting effort depends on experience in contracting and experience in construction related activities. The level of a contractor’s development is evaluated utilizing the South African Excellence Model (SACEM), and a base level of development is required for admission to the program. Contractors take an interest in the program for a time of three years, amid which time they get access to accounts, suitable help, and licensed training programmes to address administrative, financial related specialized and managerial abilities (Mvubu, 2009).

A hefty portion of the current contractor development models in South Africa are mixes of EPWP and ECDP models, however, are being connected overall evaluations which convolute the targets of contractor development and occupation creation. Or maybe, programmes ought to be obviously intended to accomplish an unmistakable target whether it is workforce development, work creation, development of emerging contractors, undertaking development or enhancing the performance of built up contractors (Mphahlele, 2001). The need and extension exist, for development programmes to address every one of these sectors however, it is imperative that these targets ought not to be convoluted inside a solitary program similar to the case with numerous current programmes.

In particular, it is suggested that programmes focusing on contractors in grades 1 to 2 ought not to be planned as hatchery programs, but rather should shape some portion of the EPWP. These capability prerequisites are being joined into the CIDB Best Practice Contractor Recognition Scheme evaluating framework as of now being developed, and it is suitable that CDPs adjust their development models with the CIDB Best Practice Contractor Recognition Scheme (Milford et al., 2002).

## 2.12 THE CONSTRUCTION MANAGEMENT DISCIPLINE

The meaning of construction management all through the world still misses the mark concerning any sensible meaning of an information-based industry which is the reason the CIOB authorized work late 2009 whose yield was to convey enunciation to this discipline, in regard of the pretended by the assortment of partners inside it. The resultant enunciation of Construction Management (CM) as a train, was that it relates to the management of the development and change of the assembled condition practiced at an assortment of levels from the site and project, through the corporate organisations of the business and its customers to society all in all (CIOB, 2010). Construction management is likewise about grasping the whole development value stream from commencement to reusing and focusing on a guarantee to sustainable construction.

As indicated by Fellows at al., (2002), Construction Management can be seen in two measurements, the management of the matter of development, and of activities as such. Through their work, the accentuation is on the way that currently, the two measurements are reliant. The intended interest group for this study has been Construction SMMEs, and these join an extensive variety of pro management and their day by day occupation is guided by a plan of qualities showing duty to humankind and to the fate of our planet. Construction Management is perceived all through the world as one of a group of controls worried with the unpredictable marvel we know as the fabricated condition (BE) (Tshivhase, 2007).

The arranging outline, creation, adjustment, support, reclamation, protection, management, assessment and reusing of the constructed condition requires a connection between disciplines inside the manufactured condition. Regarding the field of training recognized as Construction Management, there is an affirmation made by the CIOB that the discipline cannot stand disengaged from being educated, bolstered and tested by an independent academic discipline. Unfortunately, 80% of the construction SMMEs enrolled in the CIDB RoC; do not have a scholarly capability inside this discipline as characterized previously.

## 2.13 THE CIDB AND THE CONSTRUCTION REGISTERS SERVICE

The CIDB - a Schedule 3A open element - was built up through an Act of Parliament (Act 38 of 2000) to advance an administrative and developmental structure that constructs:

* The development conveyance ability for South Africa's social and financial development, and
* A gladly South African construction industry that conveys to all aggressive inclusive principles.

In 1997 the South African government distributed the Green Paper entitled: 'Making an empowering situation for Reconstruction, Growth, and Development in the Construction Industry,' which cleared a path for the foundation of the CIDB. The CIDB Act was passed in October 2000 establishing the CIDB command to lead partners in development.

The CRS, developed by the CIDB, gives statistical data through which development customers, development organizations and economic foundations are empowered to comprehend the contracting limit accessible in South Africa (Nissanke, 2001). The classes under which these substances are evaluated are according to the following: Civil Engineering (CE), General Building (GB), and Specialist Works (SW), Electrical and Mechanical Engineering (separately EE and ME), among others. The CRS's reviewing framework reflects contracting ability in accordance with the value scope of each delicate that contractors can deal with in light of their individual evaluations. What was visualized by the CIDB was that development customers would give particular connections inside which they would quicken development inside the construction industry, particularly upgrading the limit crosswise over various contracting classes and grades. The Construction Registers Service is set up as far as the CIDB Act 38 of 2000. The management offers a reason for economic development, through enhanced conveyance, performance and supportable strengthening (CIDB, 2004).

## 2.14 GROWING SMALL CONSTRUCTION BUSINESSES

It is essential that there be a typical comprehension of the development procedure attempted by private companies inside the construction industry in order to bargain viably with going up against specialist issues emerging out of developing independent projects and whatever hidden opportunities exist (National Planning Commission, 2011). This aggregate comprehension would urge the construction industry to see many ideas investigated in the study in a similar light. Seeing independent projects and their position in the economy requires learning of particular private project issues and an understanding of the operation of private companies. The private project sector has demonstrated that it can possibly give increased yield and employment creation which add to financial development (DTI, 2009).

Therefore, plan producers have understood that they have a significant role to play as facilitators of enterprise development by seeking after a far reaching and strong program of private project development, keeping in mind the end goal to address particular imperatives hampering the development of independent company enterprise and business creation (National Labour and Economic Development Institute (NALEDI), 2010). This role of the body politic is communicated through the National Small Business Development Act of 1996 (Van Wyk, 2003).

The South African government's help for the development of SMMEs is all around recorded such as through the Incubator Programs of government, EPWP, NCDP and is a vital target which the nation must keep on striving to satisfy. This is confirmed by the South African government's production of an empowering domain for SMMEs dating as far back as 1995. The management has accomplished this through enactment, among which is the National Small Business Development Act of 1996 and a large group of another enactment which has been proclaimed consequently. As of late as 2005, the South African government (through its Department of Trade and Industry) extended its reasoning and support for the SMME development activities through an Integrated Small Enterprise Development Strategy (Rwelamila & Dlugwana, 2002). There are sector particular development activities which are focused at SMMEs; however, these miss the mark regarding arguing for a legitimate closing of distinguished crevices since they do not focus on making instruments that assistance close those gaps. This study guarantees that construction SMMEs are not aggressive, it researches the purposes behind such non-aggressiveness and proposes that the RoC, as a device, might be utilized to quantify intensity inside the construction sector (Smallwood, 2005).

The high failure of temporary neighborhood workers is largely because of the lack of competitive advantage which comes about now and again in a circumstance wherein the majority of the development work is embraced by remote contractors, with extremely restricted interest by the nearby business (Ofori, 2000; Dlungwana and Rwelamila, 2004; Flanagan, 2007). They specify diverse underlying drivers for the lack of aggressiveness. They concur that this failure cannot be ascribed to a lack of mediation with respect to the state to outline strong instruments through focused development and the making of consistent work opportunities. Despite the efforts of the state nonetheless, a ton can be said for the serious consumption of the base of suitable contractors. If South Africa was to be serious in its efforts to grow the economy in a way that is work engrossing, it would need to do the accompanying successfully:

* Strengthen essential foundation conveyance: Institutional changes would need to guarantee fitting and adequate interest in, and upkeep of essential framework management (vitality, water, media communications and transport). In this would be an immediate advantage for the construction SMMEs which are the concentration of this research (NPC, 2011).
* Business passage and development empowered for small and medium efforts: Most employments are probably going to be made by small and medium-sized organizations. Administrative change and support would need to help mass business enterprise. Local market incitement is essential in boosting development and business, with small and medium-sized firms being the principle work makers (NPC, 2011).
* Focus mechanical development in regions of competitive advantage: The South African government would need to focus on sectors of a competitive advantage. During the time spent usage, it is essential to gain from triumphs increased earlier and failures in roles where batches have been made with a view to right such failures (NPC, 2011).
* Expand people group based work opportunities: Public business programs, and especially group based open works programs, are an essential component of any work framework. Once more, it would be important to gain from training and to compensate fruitful programmes (NPC, 2011).

(Dlungwana & Rwelamila, 2003) states that contractors can be recognized from each other by factors, for example, the span of yearly turnover, limit, and ability.

## 2.15 CONCLUSION

In conclusion, this chapter has discussed concepts related to the contractor development programmes within the South African context. The challenges confronting small and medium-sized contractors can be recognized those that influence small scale contractors and those that influence medium-sized contractors. Some key components of small scale contractors are that they are largely unregistered, work in the casual area of the economy and have almost no formal business frameworks. The small scale sector includes the biggest rate of aggregate contractors, in spite of the fact that they utilize not very many perpetual staff, typically below ten employees. The conditions in developing countries exhibit extra challenges, which incorporate, among others, the lack of resources for training contractors, for example, reserves, poor development procurement frameworks and lack of management limit and resources to prepare directors to work their business efforts successfully and productively.

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