

# Farm and Ranch Personnel Management

- People represent one of the most important resources in making a farm or ranch more competitive.

# Management Styles

## ➤ Command-and-Control

- ✓ This method used historically in production agriculture

## ➤ Participatory

- ✓ Sharing of written goals, strategies, financial and production performance information
- ✓ Reward systems for improved performance

# Adopting Participatory Management Style

- Initiated by owner
- Motivate employee participation
- Must identify and employ workers who respond to the participatory style
- Bring in an outside professional to train and motivate

# Job Description

- Clearly define responsibilities
- Define basis for measuring performance
- Helpful in identifying & hiring employees

# Keys to Successful Team Efforts

- Group agreement on a common purpose
- Measurable performance goals established
- Defined working approach to tasks is followed
- Holding each employee mutually accountable for results benefits all

# Taking Care of Employees

- Continued Training
- Employee Reward Systems
- Benefit Packages
- Living Conditions

# Temporary Service

## ➤ Seasonal Activities

- ✓ Pesticide and fertilizer application
- ✓ Custom hay harvest

## ➤ Easier to get out of arrangement if it doesn't work out



# Employee Training

- Ensures that employees have and maintain skills needed to perform their duties
- Employees should be rewarded and encouraged

# Selecting and Terminating Employees

- Job description, job objectives, and performance evaluation should be clearly communicated
- Give employee feedback on job performance whether it be positive or negative
- Document underachievement

# Leadership

- Impress upon employees that they are capable and encourage them to maximize their capabilities

# Communications – Using Outside Professionals

- Outside professionals can facilitate better communications
- Identify opportunities for improvement
- Use someone who knows and understands farm/ranch personnel management