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