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Chapter 1 : Dairy support | Dairy | Agriculture | Agriculture Victoria

supporting applications, Precision Dairy Farming technologies are increasingly more feasible. Many Precision Dairy Farming technologies are already being utilized by dairy producers: 1) daily milk yield recording, 2) milk component monitoring (e.g. fat, protein, and SCC), 3).

First, people are a source of risk, e. Second, people are important in handling risk, e. Human resources include more than regular full-time employees. They include all management and labor personnel, family and non-family members, full-time and part-time people, and seasonal and year-round employees. Human resources play important roles in farm businesses of all sizes. Orientation and training matter as much for one employee as for 20 employees. No team of people is so small as to avoid the need for leadership or so large as to make leadership impossible. Risk specialists have traditionally focused mostly on important causes of risk such as weather, disease and natural calamities, and ways to deal with the risk. Risk management has paid little attention to human resources and human resource calamities such as divorce, chronic illness, accidental death, or the impact of interpersonal relations on businesses and families. Including human resources in risk management reflects the fact that people are fundamental to accomplishing farm goals. Human resources affect most production, financial, and marketing decisions. People can help or get in the way of accomplishing what managers have planned. Smaller family businesses do not escape the impact of people. Overdependence on family members for management and labor negatively affects family business effectiveness and efficiency. A family may have highly talented people in one management or labor area but fall short in another area. Confronting human resource risk may take the family business outside its usual boundaries to fill critical labor and management gaps. Human resource paradigms are the eyeglasses through which managers see people and their ability to contribute to the business. How the management team views and feels about human resources directly affects human resource management. Note the contrast between these two sets of paradigms: People are an unfortunate and unavoidable obstacle. People are one of the keys to success in risk management. Employees are creative and an important source of new ideas. Appreciated people will respond with dedication and loyalty. The management team, not employees or the rest of the family, determines the paradigms that shape the human resource environment. Managers choose their paradigms. Managers can change their paradigms. The causation is from management to labor, not labor to management. To illustrate, a paradigm that views employees as not caring about the business will cause management to be hesitant to ask for their opinions or delegate responsibility to them. This leads to a culture in which employees are distrusted and isolated from management. A paradigm that views workers as caring and dedicated to the business will lead to managers trusting them and asking for their input on important decisions. The result is a trusting culture and mutual respect. Human resource management is most effective when integrated with decision making throughout the business. This leads to recognition that each production, financial, and marketing decision has a human component or influence. Which choice is made, how the decision is carried out, the follow-up and monitoring depend on people. Isolating management team and employee issues from production, financial, and marketing management frustrates people and creates unnecessary risk in a business enterprise. To understand fully how human resource management and risk management are interrelated, one must understand human resource management. It is the staffing, training, development, motivation, and maintenance of employees to help accomplish organizational goals. Effective human resource management also helps employees accomplish their career goals. Human resource management is a process that can be broken down into specific activities: Understanding these activities helps explain the relationship between human resources and risk. Failure to successfully carry out these activities increases risk and penalizes the business by not taking advantage of what its people could be contributing. The first activity is job analysis and writing job descriptions. Job analysis is determining the duties and skill requirements of a job and the kind of person to fill it. The emphasis is on what the farm needs rather than on who wants to be promoted or who

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could be easily hired. Job descriptions summarize for both employees and employers just what a job entails: In family farm businesses, job descriptions for family members often include both management and labor responsibilities. Such a combination of responsibilities makes job analysis and job descriptions more not less important in small businesses. Hiring is the next human resource management activity. The objective of hiring is to staff each job with a person who can succeed in the position. The position must be described carefully and creatively to potential applicants. From among the pool of applicants, people must be carefully chosen if they and the employer are to have a successful relationship. The next activity after hiring is orientation and training. Orientation socializes new people to the business. It gives them the information essential for getting off to a good start. Training and experience give the employees the knowledge, skills, and abilities necessary to succeed in the position. The last three activities are closely related: Performance appraisal is the continuous assessment, in cooperation with the employee, of how she or he is doing relative to the standards and expectations laid out in the job description and follow-up training. Performance appraisal also includes identifying with the employee whatever corrective action may be necessary and steps by which the employee can advance his or her career. Compensation includes the monetary and non-monetary rewards received by employees. The management team and employees carefully choose these rewards. The rewards need to be feasible for the organization while helping satisfy employee needs. Discipline is giving each employee expectations, rules, policies, and procedures and then working with the employee to get behavior consistent with employer expectations. Human resource activities lead to four important implications for risk management. First, these activities are necessary to keep human resources in harmony with the risk management tools adopted by the management team. Risk management decisions are carried out by people. Second, human resource calamities, e. Risk management should anticipate the likelihood of human resource calamities. Human resource contingency planning needs to be an integral part of risk management. Third, no management team stays together indefinitely. Every farm will eventually have different managers or be out of business. Management succession is a significant source of risk. Human resource considerations, plus legal and financial considerations, directly affect success in management succession and thus risk management. Management succession requires each of the human resource management activities: Fourth, human resource performance evaluation should be tied to risk management. Risk management strategies are carried out through people. Human resource failures can cause the best planned risk management strategies to fail. Every human resource manager has leadership responsibility. No group of people comes close to its potential without effective leadership. Planning, organizing, staffing, and controlling can substitute to some extent for leadership. Delegation of authority and responsibility and other tools for empowering employees decrease the need for leadership. Motivation, trust, and careful development of procedures and policies are also helpful. Still, each ship needs a captain. Some leadership is necessary. Communication is an essential skill for effective human resource management. In human resource management, sending clear messages, listening, and use of feedback are especially important. Interpersonal relations, interviewing in the hiring process, building rapport in the management team and with employees, orientation and training, performance interviews, conflict resolution, and discipline, all require communication. Mediocre communication skills tremendously complicate these activities. Training is helping people learn. Effective training requires teaching skills, an understanding of how adults prefer to learn, patience, communication, a systematic approach, and evaluation of whether the training has been effective. Motivation of employees challenges every manager. Employee motivation helps the organization accomplish its goals while also helping workers accomplish their career goals. No motivation recipe guarantees employee motivation. Nevertheless, some managers are more effective than others in developing a work environment in which employees are consistently motivated. These managers use a combination of understanding and satisfying employee needs, compensating fairly, making it possible for employees to do their jobs with minimum frustration, and treating employees equitably. The skill to motivate employees is nebulous yet real. The employers who are best at it have usually worked long and hard to develop the skill. Attributing the ability to motivate people to nothing more than a natural gift

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understates how hard the best human resource managers work to develop this skill. Conflict is inevitable in farm teams: Managers must learn to deal with conflict rather than avoid it.

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Chapter 2 : Precision Dairy Farming

Following long-term cooperation between dairy farms and researchers in Slovakia, a new user-friendly decision support tool for dairy farm management has been developed. The application is a handy way for the farmer to improve decision-making regarding the dynamics of the dairy herd structure and market volatility.

Importance Skills Active Listening - Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times. Critical Thinking - Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems. Operation Monitoring - Watching gauges, dials, or other indicators to make sure a machine is working properly. Operation and Control - Controlling operations of equipment or systems. Complex Problem Solving - Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions. Speaking - Talking to others to convey information effectively. Equipment Selection - Determining the kind of tools and equipment needed to do a job. Troubleshooting - Determining causes of operating errors and deciding what to do about it. Judgment and Decision Making - Considering the relative costs and benefits of potential actions to choose the most appropriate one. Repairing - Repairing machines or systems using the needed tools. Quality Control Analysis - Conducting tests and inspections of products, services, or processes to evaluate quality or performance. Equipment Maintenance - Performing routine maintenance on equipment and determining when and what kind of maintenance is needed. Reading Comprehension - Understanding written sentences and paragraphs in work related documents. Active Learning - Understanding the implications of new information for both current and future problem-solving and decision-making. Management of Personnel Resources - Motivating, developing, and directing people as they work, identifying the best people for the job. Service Orientation - Actively looking for ways to help people. Writing - Communicating effectively in writing as appropriate for the needs of the audience. Persuasion - Persuading others to change their minds or behavior. Instructing - Teaching others how to do something. Importance Knowledge Administration and Management - Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources. Customer and Personal Service - Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction. Biology - Knowledge of plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with each other and the environment. Production and Processing - Knowledge of raw materials, production processes, quality control, costs, and other techniques for maximizing the effective manufacture and distribution of goods. English Language - Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar. Mechanical - Knowledge of machines and tools, including their designs, uses, repair, and maintenance. Personnel and Human Resources - Knowledge of principles and procedures for personnel recruitment, selection, training, compensation and benefits, labor relations and negotiation, and personnel information systems. Public Safety and Security - Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.

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Chapter 3 : Farm Stress & Decision Making During Challenging Times – Dairy Extension Resources

I have the knowledge to meet the requirements and comply with all laws and regulations regarding dairy farming. I have exceptional communication, leadership and decision making skills. I am the best applicant for this position and I am looking forward to meeting with you soon.

ISSN Introduction This Information Note provides a summary of a decision-making framework that has proved valuable for agriculture, for new landholders and for investors into new industries. There are five important aspects to making a decision. The five aspects are: Decision making framework Experience has shown that the most important element of the decision process is the ability of people to assess any idea from their own self-interest. Compatibility Ideas that are compatible fit easily with existing practices, knowledge and skills. Compatible ideas require less change to the current household or farm system, and have lower costs. Compatible ideas have less risk of failure. People are more motivated by ideas that minimise mental and social stress. It is easiest to start an idea that is highly compatible with what is already being done. It is harder to diversify into a completely new idea that bears no relationship to what is being or has been done in the past. The compatibility of a new idea is made more attractive if economies of scope exist. That is when the new costs of the new idea are less than the cost of producing it on its own. The opposite is true if there are no economies of scope associated with a new enterprise. Complexity Simple ideas are easier to adopt. The more complex the idea the greater are the changes needed to fit the idea into to an existing system. As complexity increases the risk of failure increases. As complexity increases the need for, and the costs of gaining additional knowledge increases. There are many types of complexity including: Historically many agricultural enterprises represent relatively low complexity and it has been easy for many people to get into a whole range of agricultural enterprises. What is happening is the complexity of agriculture is increasing and this complexity can become a barrier to entry for many. The costs of entry on a seriously commercial scale for many enterprises, the cost of equipment, the length of the payback period all increase the financial complexity. Resource advantages Resource advantages give one idea an advantage over other ideas or gives some people an advantage over other people. There are many resource advantages that play important roles in new ideas including: Resource advantages may be occur at the farm, district or regional level or at the industry level. For example, a resource does not have to be on-farm to provide advantage. Being close to a market, a transport company providing refrigerated transportation direct to market, a highly competent supplier or a government research station providing small-scale research are resources that other localities or people may not have. Ability to observe Observing an idea increases knowledge and understanding and increases the ability to make good decisions. An idea that is easily seen and that has been successful in other places is more likely to be success for you. Being able to see and talk to someone else who has already successfully undertaken an idea improves the confidence of people to adopt the idea. Agricultural products, like many other products have life cycles. Decisions to diversify are improved if people consider the life cycle stage of the product and market. A mature industry that has been developing for many years is highly observable and much information is available. The more people involved in doing an activity, the more observable it becomes. For example, more product is produced, more information is known about costs, prices, profits and the associated financial and market risks. Ability to trial A better decision can be made if a person trials ideas first. In an agricultural sense being able to trial an idea means trying it out on a small scale to test it. By doing this a person can see if it will work for them and they start really understanding an idea. A small trial also reduces the financial risk of trying a new idea. When an idea is trialled on a small scale it would have high average costs of production. As production increases average costs should begin to fall and can reach a minimum at the right scale. Suitable scale to operate competitively needs to be considered at the early stages of the diversification activity. Making a decision A decision about an idea is made by considering on balance the issues of compatibility, complexity and relative advantage. The observation that another person is successful at an idea does not mean you will be

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successful as the other person may have resource advantages that you cannot obtain or do not know about. An idea might be supported by strong resource advantage but be rejected on the basis of complexity beyond what you are prepared to do. When moving through the decision-making process a person reaches a point where a go or no go decision must be taken. Table 1 provides some examples of questions and supplementary questions that require a yes or no answer. If each question delivers a weak or no response then it would be unwise to make a decision to adopt an idea.

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Chapter 4 : Dairy Farmer Cover Letter Sample

Precision dairy farming is one of the major topics that influences dairy farming developments world-wide. This website contains the links to programmed and finished conferences on precision livestock farming and aims to be a source of information for the precision dairy farming community worldwide.

Free and independent financial information, options, decision support and referral services. More information Call toll free or call: Targeted dairy technical support Agriculture Victoria will provide more targeted dairy technical support for dairy farmers. Dairy farm businesses are making significant decisions on feed budgeting and destocking. As conditions cool off and the potential for pasture growth reduces even if it does rain, farmers will need to supplementary feed through until there is substantial pasture growth in spring. Water Budgeting Understand your water use, current storage capacity on-farm, potential water capture under different rainfall scenarios, and amount of water currently stored on the property. This information will support farmers to make short term decisions about water for stock and domestic purposes. This is a one to one service for dairy farmers located in East Gippsland. Risk Management Planning Identify risks to the farm business and come up with an action plan for management in the short term e. This will also look at how decisions made this winter will impact on the longer term business operations. Technical advice by phone Dairy Services staff are available to provide advice on a range of information and sign-post to relevant services. Further information To book a visit or to receive advice please call: Farming information Information to assist farmers with a broad range of agricultural issues, including animal health and welfare information and upcoming workshops and events. Farm Household Allowance Income support payment, available to eligible farmers and their families experiencing financial hardship. More information Call 13 23 16 or visit Department of Human Services. Farm debt mediation The scheme makes it compulsory for banks and other creditors to offer mediation to farmers before commencing debt recovery proceedings on farm mortgages. More information Call or email farm. More information Farmer Assistance Hotline: Farm management deposits Assists primary producers to deal more effectively with fluctuations in cash flows. More information Farm Management Deposits. National Centre for Farmer Health Research, workshops and other programs to improve the health, safety and well-being of farm men and women, farm workers, their families and communities across Australia. The very popular Sustainable Farm Families program can be arranged for dairying communities.

Chapter 5 : Dairy Farm Worker Skills and Knowledge

Dairy farmers are currently in an era of precision livestock farming in which information provisioning for decision support is becoming crucial to maintain a competitive advantage.

Chapter 6 : The Role of Human Resource Management in Risk Management - eXtension

Farm Stress & Decision Making During Challenging Times Published on January 12, January 10, by UW-Extension With financial stress due to low commodity prices on top of the general day to day operation of a farm, decision making can be impaired.

Chapter 7 : The role of new technology in the dairy industry - calendrierdelascience.com

Bruce McGregor, Attwood November AG ISSN Introduction. This Information Note provides a summary of a decision-making framework that has proved valuable for agriculture, for new landholders and for investors into new industries.