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Strategies and Challenges of Acquiring, Management and Retaining Talent Staff for Agribusiness.

Staffing in Agribusiness

It is a devoted management action in acquiring, training, appraising and compensating agricultural employee.

Staffing is an ongoing process, it begins with finding the right people through proper planning, recruiting and it doesn't end once employee are hired. You must nurture them to ensure they give optimum productivity

You need the right staffing to meet your company's objective, with the right staff you have competitive edge over competitors.

Employees are much more important assets than building or equipment.

Process flow for farm staffing

- ▶ Job responsibility determination or design
- ▶ Job advert
- ▶ Recruitment
- ▶ Selection
- ▶ Orientation
- ▶ Training and development
- ▶ Supervision
- ▶ Performances appraisal
- ▶ Compensation
- ▶ evaluation

Types of farm staff

- ▶ Farm manager
- ▶ Farm workers
- ▶ Farm hands
- ▶ Volunteers
- ▶ Ad hoc staff
- ▶ Contract based (consultants)

Ways to acquire farm staff

- ▶ Job advert
- ▶ Referral
- ▶ Volunteering
- ▶ Farm location inhabitants

Selecting the Right person for the Job

▶ Aptitude Test

To determine their analytical skills.

▶ Interview session

To determine personality trait of the applicants (X Factor)

To determine culture fit (You need to have a Company Culture)

To validate their technical Know how - (Round peg in a round hole)

Farm Staff Management Tips

- ▶ Hiring the culture-fit staff- competence based or personality based
- ▶ Employee discipline and farm supervision - consistent consequences for violating clear rules should be enforced because we are dealing with human if we don't
- ▶ Pay now we will pay later and with interest
- ▶ Negotiated Performance appraisal - here the staff appraise each other to see where they have improvement and where they need to improve,
- ▶ Party directed mediation- when there is a conflict meet with the parties involved separately, before bringing them together. Ensure they come up with solution
- ▶ Decision making meeting - have meetings where everyone is free to share ideas and make them feel heard.

Leveraging Technology in Agribusiness Mgt

Farm Management software are technology used to optimized and manage farm operations and production activities such as record management, data storage, accounting, monitoring and analyzing farming activities.

Agriculture is not just food production activity, it is a business venture hence you manage it the way you will manage a business to be productive.

Affordable Farm Management Software

- ▶ Zoho book - Free accounting software, invoicing
- ▶ Farmlogs - Operations management, log, digitalize, organize, review and access all farm data anywhere
- ▶ Nimet Predictor - Predict rainfall pattern
- ▶ FarmBiz - calculate cash flow, Invoicing
- ▶ CCTV technology - physical view of the farm.

Thank you...

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