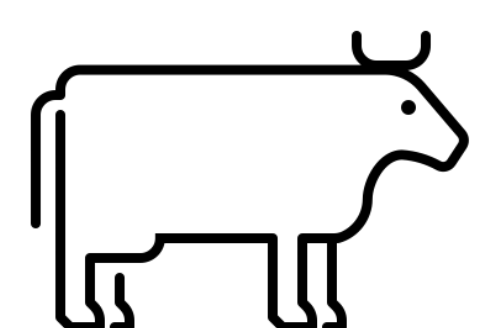


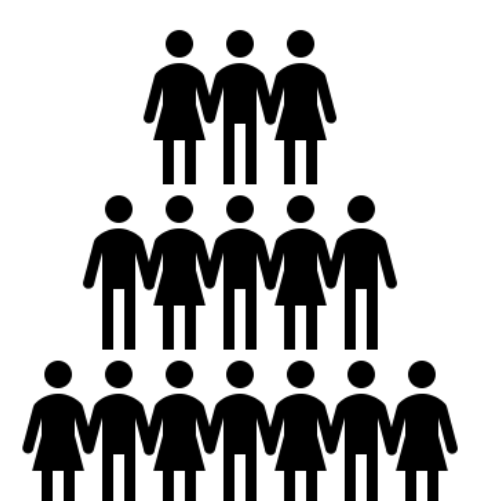
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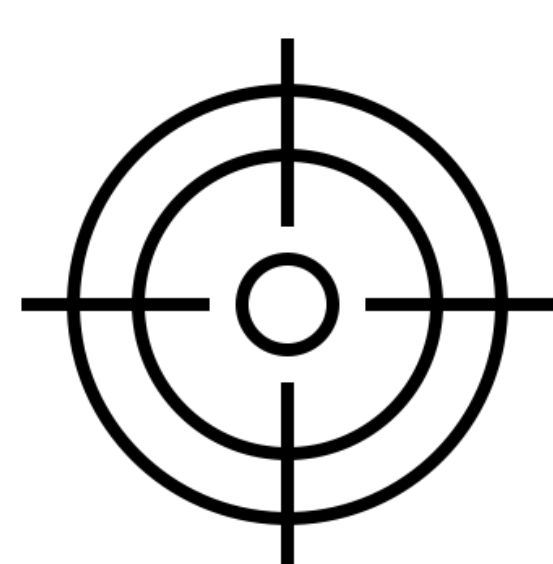
Background



- EU milk quota removal provided an opportunity to expand herds and increase milk production



- Agricultural workforce has decreased
- Recruiting and managing people a problematic area for many farmers



Objective

Establish the human resource management (HRM) practices used on Irish dairy farms

Develop a profile of the Irish dairy farmer

Methodology

Survey modelled on a publication by Dairy Australia

Farmers selected from HerdPlus co-ordinated by ICBF (~6,668)

520 survey packs posted to farmers

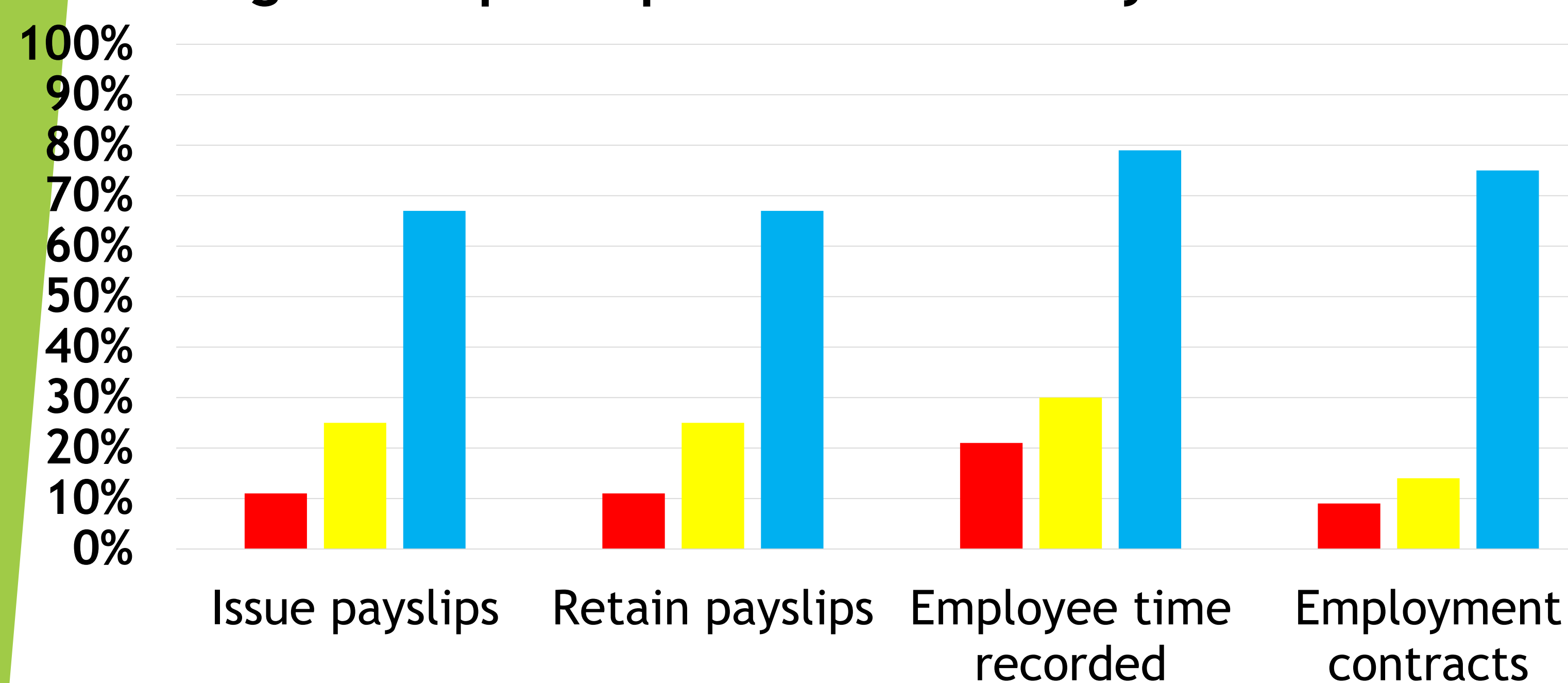
SMS and telephone call 2 to 4 weeks after posting

315 responses in total

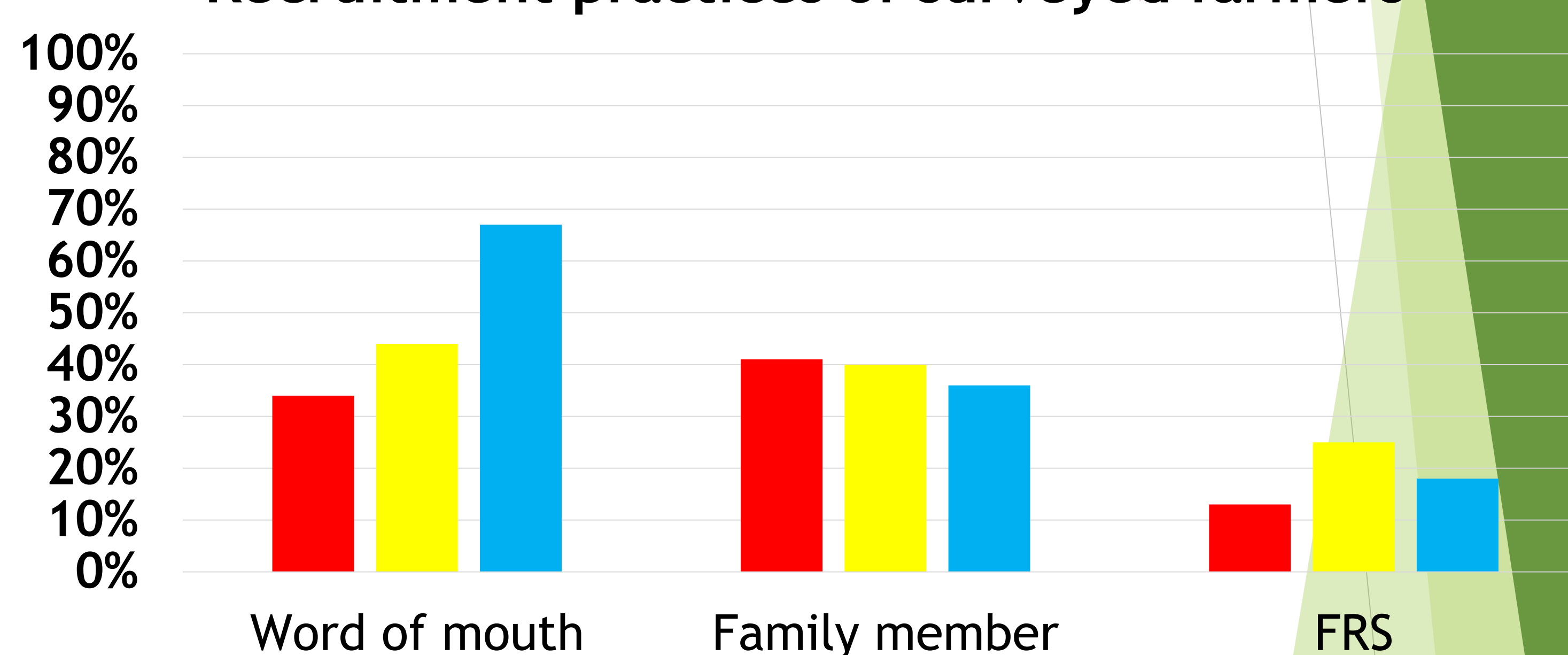
Data analysed using One way Anova & Chi Square tests in SPSS

Findings

Legal workplace practices of surveyed farmers



Recruitment practices of surveyed farmers



■ Farmers employing one person
■ Farmers employing two people
■ Farmers employing three or more people

Farmer Profile

65% were employing people

98% male

Working 69hrs per week on average

Conclusion

Farmers with three or more employees were better at implementing HRM practices and complying with employment law

Farmers should adopt HRM practices to make their farm a more attractive workplace to help retain employees

Further research is required on the strategic HRM practices implemented by farmers and their impact on employment relations