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THE RELATIONSHIP OF CERTAIN PERSONAL AND FAMILY INFLUENCES TO  
OPERATOR'S LABOR EARNINGS

A Preliminary Report  
prepared by

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OPERATOR'S LABOR EARNINGS

Purpose of Report

Every year there is a wide variation in the labor earnings of any group of farm operators. This great difference in earnings frequently is attributed to differences in quality of organization and management. Often the operator having low labor earnings offers as an explanation the suggestion that others have peculiar financial or family advantages in their favor. No doubt this is true in some cases. Is it generally true? How are these variations in personal and family advantages related to farm earnings? Is there any reason for the farmer who makes a low labor return to feel discouraged, to feel that he is the victim of unfavorable circumstances, or to feel that he cannot better his condition? The study <sup>1/</sup> upon which this report is based has for its purpose the finding of answers to some of these questions.

A group of 172 farmers in Dodge, Goodhue, Rice, Steele, Freeborn, and Waseca Counties, who had been cooperating with the Minnesota Agricultural Experiment Station and the United States Department of Agriculture in keeping complete financial and production records for the year 1929, furnished the data which are presented in this report. These men were visited and interviewed on two different occasions by the writer. Appreciation is expressed for the fine spirit of cooperation and the confidence they manifested in giving this information.

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<sup>1/</sup> A study of certain human factors in farm management and their influence on the financial success of farmers was undertaken cooperatively by the University of Minnesota and the United States Department of Agriculture during the past year. This project was planned and organized by O. B. Jesness, Andrew Boss, George A. Pond, C. C. Zimmerman of the University of Minnesota and C. L. Holmes and Walter J. Roth of the Bureau of Agricultural Economics of the United States Department of Agriculture. The author conducted the field work and prepared this preliminary report with the aid of their advice and suggestions. As this study develops and the data secured is analyzed more fully, a more detailed report of the findings will be presented.

What is Responsible for Success in Farming

A questionnaire listing a number of factors was mailed to each cooperator and he was asked to rank in the order of their influence the ten factors most responsible for his success. Seventy-four usable schedules were returned. A tabulation of the materials shows that "Farm Experience" was considered by far the most important factor. "Wife's Cooperation" was next, followed by "Ambition", and the others as listed in Table 1. Although "Farm Experience" was ranked first, the records show that except in a few cases, lack of farm experience was not a handicap.

Table 1. Rank of importance given by 74 farmers to 10 factors with respect to influence on their success in farming

<u>Factor</u>	<u>: Rank of</u>
	<u>: importance</u>
Farm experience	: 1
Wife's cooperation	: 2
Ambition to succeed	: 3
Liking for farm work	: 4
Getting work done on time	: 5
Hard work	: 6
County Agent's help	: 7
Production management	: 8
Farm papers	: 9
Father having been a good farmer	: 10

Farmers Who Succeed Have Not Had a Better  
Financial Start in Life

Sixty-nine out of this group of farmers inherited some of their property. A comparison of their labor earnings and size of farms with the 97 who did not inherit property indicates that this inheritance enabled them

to operate larger farms. (Table 2.) It did not, however, result in their having larger labor earnings. In fact they did not have as high average labor earnings as the group without an inheritance.

Table 2. Comparison of earnings, size of farm, and age between those inheriting some property and those who did not.

	Men	Operator's labor earnings	Size of farm	Age
	Number	Dollars	Acres	Years
Those inheriting some property	69	1662	187	43.8
Balance of the group	97	2013	171	40.5

Fifty-one of the men under 40 years of age were operating the farms formerly operated by their fathers. Thirty men of similar age were farming on farms gained otherwise. The men on the other than their father's farms made the higher labor earnings. (Table 3.)

Table 3. Comparison of earnings of men 40 years of age and under farming the same farm their fathers did, with those farming elsewhere

	Men	Average age	Operator's labor earnings
	Number	Years	Dollars
Those farming father's farms	51	33	1841
Those on other farms	30	34	2139

Ninety of the men stated that they had been handicapped during the past five years because of insufficient capital. A comparison of these men with the 76 who were not so handicapped brings out some interesting facts. The men financially embarrassed had about 33 per cent smaller labor earnings, 15 per cent smaller farms, had been in business for themselves 11 per cent shorter time, and 1.6 per cent more of them had inherited property than the men who were adequately financed. (Table 4.)

Table 4. Comparison of earnings, size of farm, years in business and percentage inheriting property of farmers financially handicapped with those not so handicapped

	: : Farms :	: Operator's : labor : earnings : Dollars	: Size : of : farm : Acres	: Years in : business	: Inherit- : ing : property : Per cent
Those handicapped for lack of capital	: 90	: 1523	: 164	: 16	: 42.2
All others	: 76	: 2274	: 194	: 18	: 40.6

It seems that the data in the three tables 2, 3, and 4 should be considered together as throwing light upon one particular type of human reaction to material situations. In each case it was the group with the poorest material start which made the largest earnings. The old saying that "Necessity is the mother of invention" could very well be changed to "Necessity when young makes for security when old". Being financially embarrassed seems to be more a result than a cause of low labor earnings. To be sure, financial limitations may be a very serious and embarrassing factor for some men at times. Yet the group which was not financially handicapped had been farming only two years longer and a smaller percentage of them inherited property. It does not seem reasonable to charge this difference in financial status to the small variation in length of time the members of this group had been in business for themselves. Granting this then, with a better than even start the one group did not progress, thus remaining financially handicapped while the other group accumulated sufficient capital and credit, for its business demands.

Knowledge of Technical Agriculture Pays Big Dividends

Fifty technical agricultural questions were asked each of these farmers. The questions pertained to subjects covered by extension workers in the columns of the farm papers, and in the bulletins of the agricultural experiment station. The men making the best scores on these questions were also the men making the

highest earnings. (Table 5.) The ability to make a good score on this test

Table 5. Relation of score made on agricultural questions to earnings, size of farm, age, and school training

Score	Men	Average Operator's labor earnings	Size of farm	Age	School training
	Number	Dollars	Acres	Years	Grade attained
Under 60	18	1392	149	42.0	7.6
60 - 69	23	1649	190	48.1	8.7
70 - 79	44	1737	163	41.5	8.2
80 - 89	52	2028	191	38.6	9.0
90 - 99	20	2399	191	37.4	10.4

seemed to be influenced slightly by the age and school training of the man. In general, though, the more interested the man was in his business, the more he had studied his farm problems, and the more alert he was to what was going on about him, the better score he made on these questions. These figures indicate that good knowledge of technical agriculture is a material aid in attaining the greatest success in farming.

A Liking for Your Work Also Pays Big Dividends

It was impossible to get any measure of the amount or intensity of liking for the various enterprises which go together to make up the farm business. It was possible, however, to learn whether there was some particular enterprise which the operator disliked but continued to maintain because he felt it necessary for well balanced farming. In this way, it was possible to compare the returns for the men who disliked the enterprise with the returns for the balance of the group. The comparison is striking. (Table 6.) The poultry enterprise reflects the greatest loss by lack of interest. No doubt this is because a small flock of poultry can and usually does exist on a farm even though at times it is heartily disliked. Poultry is distinctly a side line

Table 6. Influence of the personal attitude of a farmer toward a given enterprise on efficiency in that enterprise

	Those disliking the enterprise	All others
Poultry		
Number farmers	59	104
Number hens kept	107	148
Eggs laid per hen	82	110
Return over feed cost per hen	\$1.13	\$2.33
Swine		
Number farmers	19	147
Pounds pork produced	6,630	14,163
Return over feed cost per 100# pork produced	\$1.61	\$2.98
Dairy cows		
Number farmers	12	154
Number cows kept	8.58	15.19
Pounds B.F. produced per cow	217	241
Return over feed cost per cow	\$64.75	\$75.02
Machinery		
Number farmers	35	137
Investment in machinery	\$1672	\$1768
Total power cost per crop acre	\$6.60	\$6.25

on most farms, and, if disliked, gets less consideration than other livestock enterprises under the same conditions. This seems to be the chief explanation for the difference of over 100 per cent in net returns between those farmers disliking poultry and the balance of the group who did not object to them as contrasted with a difference of 86 per cent in the swine enterprise and only 16 per cent in the dairy enterprise when comparing the returns received by these two groups on the same basis

Farmers who do not like to work with or repair farm machinery apparently are also farming under a handicap. Despite a smaller investment in machinery, their total power and machinery cost per crop acre was above the average of the balance of the group who had no dislike for mechanical work. It seems apparent that this personal attribute should be one of the considerations taken into account before buying new power equipment.

The statements of those interviewed as to how they came to start farming were classified into four groups, representing degrees of liking for their work. (Table 7.) Altho there was only a small difference between the

Table 7. Relation between operator's labor earnings and reason given for starting farming

Reason for taking up farming	Men	Operator's labor earnings	Size of farm
	Number	Dollars	Acres
Personal preference	51	2053	163.5
Only training	75	1960	185.6
Health	5	1939	153.5
Inheritance	35	1386	189.0

earnings of the first three groups, the fourth group, those starting farming because of inheriting their property, had only about two-thirds the average earnings. This group showed smaller earnings in spite of the fact that their farms were larger than those in any other group. These figures would seem to indicate that the ones who are farming because they enjoy this way of making a living are the most successful. Those who may have preferred to do something else, but due to the inheritance of some farm property took up farming, evidently have not found a good substitute for a keen interest in, and enjoyment of, carrying on the business of farming.

Association of Wife and Children's Help with Earnings

It was impossible to differentiate between the degrees or amounts of cooperation given the operators by their wives. The field agent and others acquainted with the facts selected twenty of the families where the best cooperation was in evidence. They also selected twenty where the least cooperation was in evidence. A comparison of the earnings on these two groups of farms indicates that where the best cooperation existed between the man and wife the earnings were far above the average of the group as a whole. (Table 8.) On the other hand where there was least cooperation the earnings averaged only

Table 8. Relationship of cooperation of the operator's wife and operator's earnings

	Men	Operator's labor earnings
	Number	Dollars
12½% rated as best cooperators	24	2550
12½% " " poorest "	20	1678
Average of entire group	166	1865

a little under the average of the group as a whole. This indicates that although the operators can make about average earnings with very little cooperation on the part of the wife, to attain more nearly the full possibilities of the farm, the wife's whole hearted cooperation usually is needed.

The "help of children" which was one of the factors included in the list sent to the farmers, was not mentioned often enough to be classed as one of the ten most important factors. Apparently they were correct in their attitude. As the amount of family labor due primarily to children's help increased, there seemed to be a tendency for the operator's labor earnings to decrease and the family labor earnings to remain about the same or increase slightly. The only exception was where there were four or more children at home. (Table 9) The most probable explanation

Table 9. Comparison of earnings, and size of farm on the basis of amount of family and hired labor

	Operator's labor earnings	Family labor earnings	Size of farm	Productive man work units	Number of family workers	Number of hired workers
	Dollars	Dollars	Acre	Total	Per worker	1/
No family labor	6 : 2430	2430	150	545	321	1.0 : 0.7
Wife only	53 : 1898	2027	159	546	303	1.2 : 0.6
Wife and relatives other than children	26 : 1864	2345	213	640	320	1.6 : 0.4
Wife and 1 child over 10	24 : 1877	2221	170	580	290	1.5 : 0.5
Wife and 2 children over 10	24 : 1706	2225	188	563	256	1.7 : 0.5
Wife and 3 children over 10	20 : 1659	2261	164	553	276	1.8 : 0.2
Wife and 4 or more children over 10	10 : 1979	2752	229	787	328	2.1 : 0.3

1/ Number of workers 12 months each.

of this relationship seems to be that where children's help was available the farm had not been organized in such a way as to make the most efficient use of it. No doubt this adjustment had been more nearly accomplished where an unusually large number of children were at home. Then, too, perhaps the operator turned over more responsibility to the children than was advisable, thereby lowering the quality of the work performed. Perhaps training the children and the concessions made for them actually lowered the efficiency in farming.

The operator having a grown son working at home with him is often thought to have an advantage over the operator not so situated. A comparison of the operator's labor earnings, where there are sons at home and farms where there are not, indicates that if these farmers do enjoy any advantage it must be in some consideration other than operator's labor earnings. (Table 10.) Other

Table 10. Comparison of earnings of farmers having grown sons at home with those of farmers not having grown sons at home

	: Men	: Operator's labor earnings	: Size of farm
	: Number	: Dollars	: Acres
Those having grown sons at home	: 34	: 1769	: 196
All others	: 132	: 1892	: 173

things being equal, the group having farms of larger average size can be expected to have the larger operator's labor earnings. However, in this case, altho the 34 men with grown sons at home had on the average 23 more acres per farm, they received as an average \$123 less for their own labor than did the men without sons. There are to be sure, many individual cases where an interested grown son at home or a considerable amount of available family labor is a very large factor in the success of the farming business. On the basis of these data, it would seem that the man having a son at home, or more than the average amount of family help, must be more alert than the other operators in order to use this help efficiently.

The Influence of Age and School Training on Operator's Labor Earnings

In considering the influence of the age of the operator, it seems apparent that if he is either extremely young or well past middle age his likelihood of obtaining a high operator's labor earnings is less than if he is between the ages of 30 and 55. (Table 11.)

Table 11. Relation of operator's labor income to age of the operator

Age group	Men	Average operator's labor earnings
Years	Number	Dollars
Under 30	13	1306
30 to 34	35	1953
35 to 39	27	2136
40 to 44	28	1963
45 to 49	24	1892
50 to 54	18	1956
55 to 59	11	1542
60 to 64	8	1414
65 to 70	2	1365

Possibly men under 30 have not had sufficient experience in farming for themselves to be able to measure up to the more experienced. On the other hand, judging from the records of the men who are in their late fifties or older, there probably are some factors operating to lower their income earning ability. Some of the most probable factors might be suggested. The younger men pick up new ideas more quickly than older ones, suggesting that perhaps as the men grow older they do not adopt the new and better methods as quickly as the younger men, thereby placing themselves at a disadvantage. On the other hand, if the man has been a comparatively successful farm operator, he may have been able to accumulate enough property so that he does not deem it necessary to work as hard as formerly. Still another reason may be that since the farm operator must also be a farm laborer, he is not physically able to accomplish as much work after middle age as before.

Altho studies made elsewhere have been interpreted to indicate that advanced schooling pays big dividends in the way of increased farm earnings, there seem to be some factors operating in this group of farmers to offset any such effect. The only group which stood out as having better than average earnings, was the group which had some technical agricultural training. (Table 12.) Interest in or liking for the business of farming is very closely associ-

Table 12. Relation of operator's labor earnings to the amount and kind of school training acquired

School training acquired	Men	Average operator's labor earnings
	Number	Dollars
Farm school or equivalent	25	2230
12th grade or more	24	1729
9 to 11 grades	24	1811
8th grade	67	1841
Less than 8th grade	26	1762

ated with the success attained as data introduced earlier indicated. No doubt these men who showed interest enough in farming to take some technical agricultural training such as attending the School or College of Agriculture, not only gained some valuable information and experience in the class room, but also carried into their later farming operations a greater interest and enjoyment which helped to increase their earnings.

#### Why Returns from Crops and Livestock Vary

Crop production and livestock returns vary widely on these farms. A list of practices which are recommended for best results with each of the enterprises was taken to each man and the number of such practices he was following was noted. If there existed any outstanding difference in practice which was correlated with the efficiency of the enterprise it would show up in this way. A tabulation of these results indicates two things. (Tables 13a, 13b, 14a, 14b, 15a, 15b, 16a, 16b.) First none of the practices are

Table 13a. Per cent of men following certain good crop management practices

Crop management practice	Per cent
1. Have a legume on each field at least once every five years	55.4
2. Raise enough alfalfa hay to feed the dairy herd	61.1
3. Have some sweet clover pasture	47.8
4. Follow a definite cropping system	89.8
5. Use seeds of a known variety and tested production	79.6
6. Test all seeds for germination before seeding them	17.2
7. Select the seed corn from the standing stalk	68.2
8. Treat the small grains for smut before seeding them	45.9
9. Put forth a special effort to kill noxious weeds	83.4

Table 13b. Relation between index of crop yields secured by farmers and the percentage of them following the crop management practices listed in Table 13a

Range in crop index	Average crop index*	Men	Practices followed
	Per cent	Number	Per cent
138 to 113	121.3	32	67.0
112 to 102	107.5	31	70.9
102 to 97	99.7	31	62.4
97 to 86	91.5	31	55.6
85 to 64	76.9	32	41.5

\*Crop index is a figure indicating the relation of crop yields on a given farm or group of farms to the average yield of all crops on all farms included in the study which is given a value of 100. For example, the crop index of 121.3 means that the yield of crops on this group of farms was 21.3% higher than the average yield on all the farms in this study, or 21.3 points above 100. Likewise an index of 76.9 means that this group yields 23.1% below the average.

Table 14a. Per cent of men following certain good dairy management practices

Dairy management practice	Those following the practice	Per cent
1. Feed a balanced ration	:	74.3
2. Feed as much alfalfa hay as the 25 per cent most efficient dairymen	:	62.5
3. Have some legume pasture for the dairy cows	:	58.1
4. Feed the heavy producing dairy cows grain on pasture	:	45.6
5. Feed each cow individually according to her production	:	88.9
6. Belong to a Dairy Herd Improvement Association	:	38.2
7. Have a non-freezing supply of water for the cattle in winter	:	88.2
8. Keep breeding records	:	88.9
9. Keep the bull confined	:	88.2
10. Have as high a percentage of the cows freshen in the fall as the 25 per cent most efficient dairymen	:	51.5
11. Use a sire with the equivalent of a 400# Dairy Herd Improvement Association butterfat record	:	70.6
12. Sell the low producing cows as soon as they are discovered	:	92.6

Table 14b. Relation between returns over feed cost per cow secured by farmers and the percentage of the dairy management practices listed in Table 14a which they followed

Range in returns above feed cost per cow	Average returns above feed cost per cow	Men	Practices followed
Dollars	Dollars	Number	Per cent
163 to 96	114.1	27	77.7
96 to 83	88.8	27	74.1
82 to 69	76.2	28	73.4
69 to 60	63.2	27	69.4
56 to 19	43.3	27	56.2

Table 15a. Per cent of men following certain good swine management practices

Swine management practice	Those following the practice	Per cent
1. Shut up each sow separately at farrowing time	:	88.3
2. Stay up nights if necessary to attend sows at farrowing time	:	68.0
3. Wash the sows before farrowing	:	19.5
4. Disinfect the farrowing pens with boiling lye water	:	37.5
5. Keep the pigs entirely out of old lots	:	32.0
6. Full feed the pigs on grain during the summer	:	50.0
7. Feed tankage when short of skim milk	:	65.6
8. Feed a mineral mixture containing iodine	:	40.6
9. Abstain from using patent tonics, and similar preparations	:	87.5
10. Mark the pigs from the best sows so they may be kept for breeding purposes	:	49.2
11. Plan to have the pigs ready for market in months when the market is normally above the yearly average	:	67.2

Table 15b. Relation between the returns above feed cost per 100# of pork produced secured by farmers and the percentage of the practices listed in Table 15a which they followed

Range in returns above feed cost per 100# pork produced	Average returns over feed cost per 100# pork produced	Men	Practices followed
Dollars	Dollars	Number	Per cent
6.05 to 4.14	4.90	25	55.6
4.11 to 3.16	3.68	26	52.8
3.15 to 2.43	2.76	26	48.3
2.39 to 1.22	1.98	26	52.5
1.18 to -5.09	-0.38	25	46.9

Table 16a. Per cent of men following certain good poultry management practices

Poultry management practice	Those following the practice	Per cent
1. Feed mash the full year	:	59.5
2. Feed for winter egg production	:	82.2
3. Use dropping boards	:	73.3
4. Sell or confine the males by June 15 each year	:	80.1
5. Cull the hens at least twice a year	:	53.4
6. Cull the pullets when putting them in winter quarters	:	60.3
7. Disinfect the house before putting the pullets in	:	80.1
8. Have the chicks hatched by May 15 or before	:	83.6
9. Get cockerels from high producing flocks each year	:	87
10. Abstain from using tonics and similar preparations	:	72.6

Table 16b. Relation between returns over feed cost per 100 hens secured by farmers and the percentage of the poultry management practices listed in Table 16a which they followed

Range in returns over feed cost per 100 hens	Average returns over feed cost per 100 hens	Men	Practices followed
Dollars	Dollars	Number	Per cent
530 to 302	392	29	82.0
300 to 211	245	30	80.3
210 to 166	204	29-	76.2
165 to 87	128	29	63.8
87 to -125	30	29	59.3

followed by all of the men, and second that as the group increases in efficiency with the enterprise, the percentage of these practices followed increases. It can be safely stated, that for the vast majority of farmers an increase in the number of these practices followed would result in an increase in the net returns realized. Every southeastern Minnesota dairy farmer could well check over this list of practices and see how many of them he is following. If he is not following a high percentage of them he should consider seriously adopting some of these best suited to his particular needs.

It is not the contention that all of these practices are recommended for each farm. In a good many cases, because of some peculiar situation the recommended practice was not feasible. A classification of the reasons for not following these practices was made at the time this information was obtained. Summarizing this classification, it is found that in the case of the Poultry Management practices, 76.1 per cent of the reasons noted could be classified under the heading of judgment. That is, the man did not think it worth while, or for some reason or other altho he knew it was a good thing to do in general, had not decided to do it. (Table 17.) About 14.5 per cent of the reasons fell under the general classification of things that altho he considered them good practices and knew he should be doing them, he "just never got to it". These two classifications include from 38.8 per cent to 90.6 per cent of the reasons. It is evident from the high percentage of the reasons falling under these two classifications that the man's own judgment and initiative are usually the important causes for a failure to follow the better management practices, which apparently are associated with greater net returns.

Table 17. Reasons why the best farm management practices are not followed in all cases

Group		Did not Judg- ment	get to it	Lack of capital	Uncontrol- able cir- cumstances	Lack of informa- tion	Not needed
	Percent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
Crop Practices							
Most efficient	20%	26.3	2.1	0	7.4	0	64.2
Second	20%	30.5	6.1	2.4	3.7	1.2	56.1
Third	20%	36.2	6.6	0	4.8	0	52.4
Fourth	20%	34.6	6.3	.8	8.7	0	49.6
Fifth	20%	36.5	5.4	3.4	11.5	0	43.2
Total		33.4	5.4	1.4	7.7	.2	51.9
Dairy Practices							
Most efficient	20%	40.3	4.2	0	25.0	0	30.5
Second	20%	50.0	7.1	4.8	17.9	1.2	19.0
Third	20%	60.9	4.3	3.3	16.3	2.2	13.0
Fourth	20%	61.6	3.0	4.0	17.2	0	14.2
Fifth	20%	57.7	3.8	4.6	16.9	6.2	10.8
Total		55.1	4.4	3.6	18.2	2.3	16.4
Swine Practices							
Most efficient	20%	72.1	5.1	0	0	7.6	15.2
Second	20%	77.5	12.5	.8	0	4.2	5.0
Third	20%	65.7	13.4	0	3.0	11.2	6.7
Fourth	20%	76.1	12.4	.8	.8	8.2	1.7
Fifth	20%	73.3	8.4	1.5	2.3	9.9	4.6
Total		72.8	10.7	.7	1.4	8.4	6.0
Poultry Practices							
Most efficient	20%	65.4	23.1	0	7.7	0	3.8
Second	20%	81.3	10.2	0	1.7	3.4	3.4
Third	20%	71.0	11.6	5.8	1.4	5.8	4.4
Fourth	20%	73.7	18.9	2.1	2.1	3.2	0
Fifth	20%	83.1	11.0	.8	1.7	1.7	1.7
Total		76.1	14.5	1.8	2.5	2.8	2.3

A few of the reasons fell under each of the following headings: lack of capital, lack of information, circumstances over which the farmer had no control, and not needed on the particular farm because of some peculiar situation. Since only 9.4 to 61.2 per cent of the group fell under these four heads, the conclusion must be drawn that in a majority of cases the farmers exercised faulty judgment in not following more of the practices mentioned.

#### Conclusion

The study thus far seems to point to one major conclusion, i.e., that the farmer by the use of his judgment, the exercise of his will, and the control he exercises over the farming business, in most cases, is responsible for the degree of success he enjoys. To be sure, there are individual exceptions. The wife may be the dominant factor in some cases or the farm may have been the victim of a hail storm or other uncontrollable circumstances in some particular year.

The indications that the man is usually responsible are:

The presence of children of a helping age on the farm did not increase but in fact more often decreased the operator's labor earnings.

The number of years spent in school did not in general affect the operator's labor earnings.

The more successful farmers had a poorer financial start in life.

The facts in this report which could be considered profitably by the farmers who are not satisfied with their farm income are:

Men disliking a certain enterprise have a definite handicap to overcome if they are to be successful in it.

Men who have a superior knowledge of their farm problem show superior earning power.

Men who have the ambition to succeed or the initiative to accomplish those things which they know are desirable, are the ones who are the most successful.