AgEcon SEARCH
RESEARCH IN AGRICULTURAL & APPLIED ECONOMICS

The World's Largest Open Access Agricultural & Applied Economics Digital Library

This document is discoverable and free to researchers across the globe due to the work of AgEcon Search.

Help ensure our sustainability.

Give to AgEcon Search

AgEcon Search
http://ageconsearch.umn.edu
aesearch@umn.edu

*Papers downloaded from **AgEcon Search** may be used for non-commercial purposes and personal study only. No other use, including posting to another Internet site, is permitted without permission from the copyright owner (not AgEcon Search), or as allowed under the provisions of Fair Use, U.S. Copyright Act, Title 17 U.S.C.*

Effective Management of Human Resources to Obtain Objectives

Work Group Discussion
by
Doug Richardson
Cooperative Food Distributors of America
DesPlaines, Illinois

1. Treated with the respect due any other asset of the company (Drivers are professionals--treat them as such).

2. Encourage/Motivate

   a. Effective and well organized management
   *b. Intelligent recruitment practices
   c. Enlightened labor relations
   d. Job expectations defined
   e. Regular feedback on job performance
   f. Special programs to both introduce and integrate new methods
   g. Keeping stewards informed and aware of any changes
   h. "Reasonable expectancy" system

*Easier to make a good operation better--than a poor operation average.

Effective Management of Human Resources - Retail Center

Work Group Discussion
by
Lewis Norwood
NARGUS
Reston, Virginia

-Lifetime employment no guarantee to profit--end up in big red.
-High productivity with poor morale in short run.
-Long run--time and periods you have to snap the whip.
-Prevent crisis situation through good management. Work with owner manager--change management style was very traumatic.
-Aging employee group--Milo
-Defense of age--mold
-Aids work for supers--wouldn't follow through--long hours
-Education-(Hammond, Ind.) Performance improvement--48 years old get degree--with progressive company.
-Some autocratic managers--are effective and it can be devastating to change--new style as a goal.
-Education not a motivator and tool to reach higher goal.
-Japan--government and union feel their part of ship and if you sink the business or government you go down with it.
-People pleasing business--couldn't be done mechanically--realize the needs of people.
-Easier to put pieces together in Japan because of social uniformity vs. our conglomeration of people--cooperation.