

Human Resource Practices that make a Difference with Hispanic Employees

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NY *farm viability*
INSTITUTE

Communication

Organization

Continued Development



Maintenance tasks

- Staff meetings
 - Document translations
 - Conflict management
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Staff Meetings

- ❑ Regular staff meetings can be an effective tool to get employees on the same page
 - ❑ Helps to build a sense of “team”
 - ❑ Can be used as a think-tank to help solve issues on the farm
 - ❑ If possible, they work best if Spanish-speaking and English-speaking employees are integrated into the same meeting
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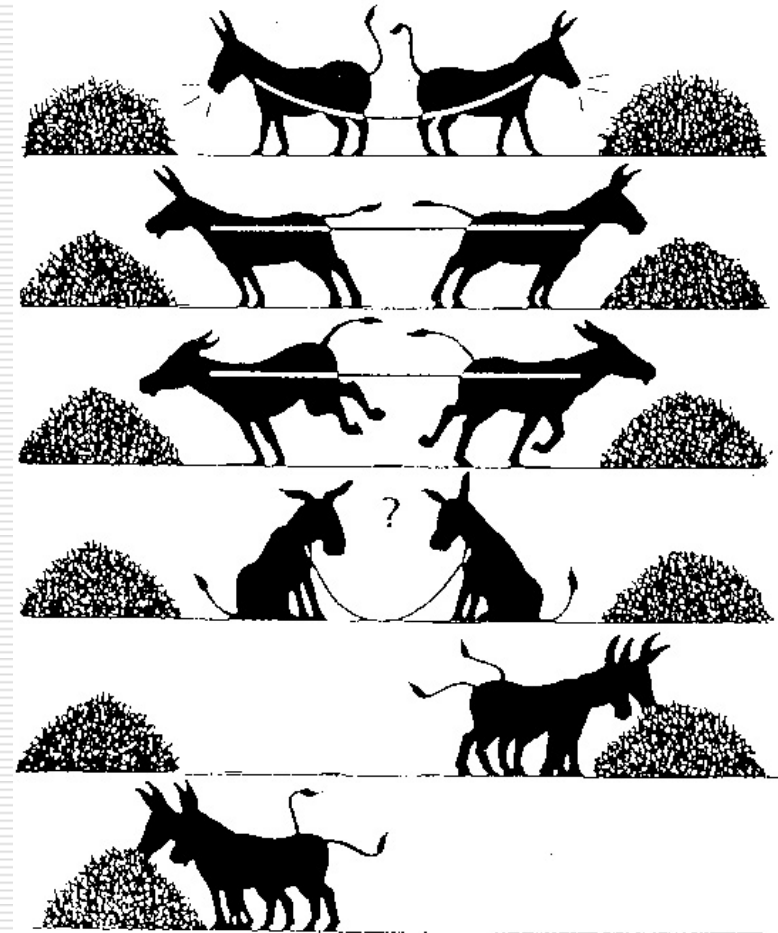


Documents in Spanish

- Policies
 - Employment contracts
 - Housing Agreements
 - Promotion structure, Vacation time
 - Standard Operating procedures
 - Milking routine
 - Calving Pen Management
 - Record Keeping
 - Contact Information
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Managing interpersonal problems:

- ❑ Helps alleviate the pressure that can build between conflicting personalities
- ❑ Promotes employee retention
- ❑ The hardest part is the start.
- ❑ Always use a third-party translator



Development tasks

Employee Evaluations

Training opportunities

Individualized
responsibilities

Employee Evaluations



- Offers the employer an opportunity to provide feedback to the employee
 - Likewise, it offers the employee an opportunity to provide feedback
 - Requires a lot of groundwork to be effective
 - Always use a third-party translator
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Training Opportunities in Spanish

- ❑ Custom training
 - Based exactly upon what the farm manager dictates
- ❑ Training modules
 - Calving Assistance
 - Heat Detection
 - Calf Care
 - Herd Health topics
- ❑ Individualized training



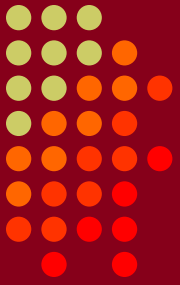


Individualized responsibilities

- ❑ Should be paired with employee interests and skills
 - ❑ Job specialization and increased responsibilities can ignite employee motivation and performance
 - ❑ Managers will have more time to focus on the endless to-do list
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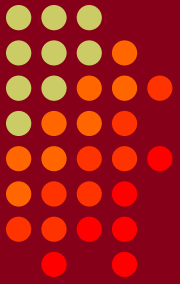
Cases in point...



Niagara County dairy farm managers can now get some peaceful rest because they know their operation is running smoothly

Genesee County dairy employee turns 180° from feeling fed-up to feeling fired-up about his job





Wyoming County dairy improved it's milk quality by fine-tuning it's milking routine and holding regular staff meetings

For Review:

Maintenance-

- Staff meetings
- Documents
- Conflict management

Development

- Employee Evaluations
 - Training Opportunities
 - Individualized responsibilities
-

Questions?

