

Managing for Compliance and Beyond

At its core, personnel management is about getting the work done, and that means dealing with the people who are engaged to do it, not governmental agents.

n their determined efforts to stay within bounds, many operators have adopted policies and practices that are influenced disproportionately by legal constraints to the relative exclusion of other important factors.

> Learn more from AgHelpWanted - Roles and Responsibilities at: AgHelpWanted.org

| Influences and constraints | Human resource management decisions | → Personnel → outcomes | Results | 1.0 |
|---|--|--|---|-----|
| Own attitudes and values Tradition and local norms Technology Labor market Laws and regulations Worker interests/needs Union contract provisions Financial position Product markets | Organizational structure Job design Recruitment Selection and promotion Training and development Supervision Performance appraisal Pay and benefits Communications Problem resolution | Staff capability Motivation Task performance Accidents Satisfaction Attendance Ideas Complaints Turnover | Products Costs Worklife Earnings | |