

## Assessing the Impact of Management Skills on the Productivity of Lying Farms in Isfahan Province

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### Extended Abstract

#### 1. INTRODUCTION

The poultry industry is one of the sub-agricultural sectors that is able to attract capital and apply updated world technology to earn a special place in production and employment in the country. For this purpose it needs to adhere to modern management methods and has consistency with the economic and management principles. Given the importance of this industry, especially in meat supplies needed by the consumer society, the aim of this study was to evaluate the impact of management skills on the productivity of lying farms in Isfahan province.

#### 2. THEORETICAL FRAMEWORK

In this study, after formulating goals, Core concepts and interfaces were defined and the space is laid out. The independent variable (Management factors), in the method of Indexing, were assessed in three domains of human skills, conceptual skills and technical skills. Factor analysis was used to build each index. Then the components were entered into the equation and each weight was calculated. Each variable was then multiplied by the weight, the sum was divided by the sum of weighted variables and the index is calculated from the value. There are many ways to measure productivity. In this study Fisher index is used to measure the efficiency of poultry. The Fisher ideal index is calculated from the geometric mean of Laspyrz and sprayers indices.

#### 3. METHODOLOGY

This article is derived from the field study that has been done with the aim of evaluate the effect of management factors on the productivity of laying flocks in Isfahan province. The necessary information to determine the objectives and explain the theoretical framework was available through libraries and archives. The process of data collection was conducted with the help of a

questionnaire which has been desinged for the purpose of this study.

the required data for this study was gathered from a survey of 70 lying farmers in Isfahan province through face-to-face interviews, based on a structured questionnaire. Validity and reliability of measurement instruments using Alpha chronbach and K.M.O respectively, were 0.712 and 0.803. Managerial dimension evaluated in a three-category typology of skills: technical, human, and conceptual. For this purpose, factor analysis was used as a structure detection method for creating indexes. Furthermore, productivity as a dependent variable was measured by using the Fisher productivity index. Fisher index results show that the efficiency of poultry in total is between 1.0721 and 0.9642 and the average of it is 0.993417.

#### 4. DISCUSSION

Results of descriptive statistics revealed the average age is 46 years for managers which means that most of the farmers were middle-aged. This fact can be explained by the significant capital required to perform such activities. And of course, having such an asset cannot be possible for the young. The most common level of education was diploma holders. The majority of high school graduates with regard to an aging population are significant and university education was not expected for the majority of them. In terms of record executives, the range of management experience between 11 to 20 years had the highest rate of management experiences. In terms of education, the numbers of managers who have trained were more than the number of managers who have received training. This indicates that education is not important for administrators. The results indicate that the Fisher index farm productivity in total is between 1.0721 and 0.9642 and the average is 0.993 417. The results show that, there is a positive correlation between the cognitive, human and technical skills of managers

and poultry productivity at the 0.99 significance level. Moreover, the results of multivariate regression analysis showed that the managerial skill, economic decision-making, poulet age, farm size and farm characteristics have the most impact on the productivity.

### 5. CONCLUSION & SUGGESTIONS

In this study, the variables with the greatest effect in increasing the productivity of laying flocks in the study area were identified. Focusing on these variables and proper planning can be attained to greater efficiency in this area. According to the results of this study, the following strategic policies on farm management are suggested. Due to the fact that poultry division require significant

capital, and of course, having such an asset cannot be for the young; therefore, it is recommended to the relevant authorities to provide required facilities loan funds to reflect provisions. Since after passing training programs, farmers can reach to preferred production faster and at lower cost, it is suggested that farm managers are encouraged to consider this issue further. It is also recommended that the managers recognize the training needs of employees. So that they can achieve the level of knowledge required to improve poultry quantitatively and qualitatively.

**Keywords:** Management skills, productivity, lying farms, Fisher Index.

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