

POSSIBILITIES TO IMPROVE PRODUCTION MANAGEMENT IN SWINE FATTENING FARMS

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Abstract: Producers of swine meat, obtained in different fattening systems, need to improve their organizational management of production, exploiting genetic material with high processing yields, because non-food costs can economically unbalance farm activities. Obtaining good economic results from raising and exploiting swine for meat production requires an integrated production management through good planning of farm activities, keeping a balance between the work performed and human resource type, cost control, because the failure to achieve the target output established by planning specific activities has an impact on fixed costs, by increasing expenses per kilogram of swine meat produced, with effects on the economic activity of the fattening farm. In the efficient production of swine meat, the training program can be a precondition in all types of motivation of subordinates when it is at stake and an increase in income, a good control of the production activity and ensuring the necessary meat according to market trends by adapting production to marketing demands.

Key words: swine, fattening farms, management, successful productions

INTRODUCTION

Because the need for swine meat, the main production for which swine are exploited, is constantly increasing on the market, producers are forced to exploit animals with high processing yields because selling fewer fat swine and non-food costs can unbalance any swine farm if the farmer or manager fails to stick to the owner's budget and diversify farm activities. Non-food costs can be effectively managed in swine meat production if: [1,5,9,11]

- is spent less on obtaining meat;
- more quality meat is produced per head of fed sow;
- the two are harmoniously combined through measures to improve production management. [2,7,8,13]

Producers of fattening pigs and processors of swine meat are only successful in their business if they can find the optimal levels of labor and marketing efficiency to operate, because every swine farm is unique but there are also some considerations that should be considered by all meat producers, processors and distributors: labor quality, production management implemented at the farm level, capital costs, fixed costs and operational budget. When it is established the production schedule, the allocation of labor resources, it is essential to consider both financial budgets and the personal interests and skills of those working on the farm. [14,15,17]

The swine herds exploited for meat production must be sized according to the qualification degree of the labor force available and the interest and skills available. Technique and skills improve and adapt over time, through production management being essential that people who work with swine want to do this work, especially if the success of the farm is based only on the work of the farm employees. [3,4,6]

Before making transaction regarding the fattening, processing and capitalization of swine meat and products in the market, the value of fattening time should be considered, along with the potential impact of purchasing swine for fattening on income, and the

following questions should be answered before starting the activity of production, processing and distribution of the product obtained from swine:

- if the activity is beneficial for the farm, if it is sustainable?
- if it fits into the context of the farm's long-term plan?
- if it corresponds to the "size" of the farm and how long can it pay for itself or through improved production or by reducing the human resource?
- what is the cash cost of the purchase?

In evaluating decisions regarding the purchase of genetic material for fattening, its quality, fattening period, type of feed and farming system, managers need to use cash flows efficiently. [10,12]

MATERIALS AND METHODS

Achieving constant productions of meat and swine meat products under efficient conditions must be a permanent concern of managers operating in this sector of activity. For these reasons, the achievements for a good supply of the market must be foreseen, organized, and controlled through farm management. Taking these aspects into account in this scientific approach, we have studied at integrated professional farms for the production, processing and distribution of products obtained from swine, the goal being the improvement of the organizational management of production. The well-known methods of analysis and control of fattening results, fattening yields and efficiency calculation were used which make farms become successful economic units, through better planning,

RESEARCH RESULTS

In order to obtain good economic results from the breeding and exploitation of swine for meat production, it is necessary that the integrated production management has in mind. (Figure 1.)

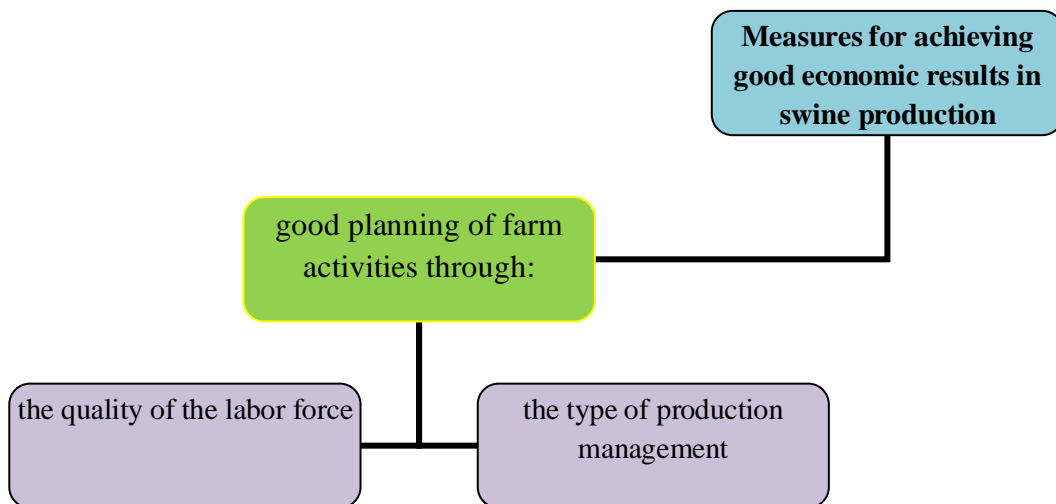


Figure 1. Measures for achieving good economic results in swine production

Keeping a balance between work done and human resource time is important for some producers of fattening pigs, the option of fattening is synonymous with choosing a new lifestyle on the farm along with business decision of the swine meat and swine products. Maintaining an acceptable level of the income made from raising, fattening and processing swine, is essential for the long-term survival of a farm. It is also important for swine meat producers to maintain a balance between farm requirements and personal and

family goals. We conclude that swine farms should be sized to match the available workforce both in terms of volume of actual work, as well as working hours per day.

Finding the optimal size of the fattening swine herd through production management for the available labor is essential to the success of the swine farm. Pigs' production can be planned to adjust to the volume of activity and workloads.

- capital costs. Swine meat producers have low capital or low fixed costs because shelters and some feed management equipment, microclimate assurance are depreciated.

Many times this affects productivity, the cash cost of not filling a new hall built with a sizeable loan to capacity is greater than the cost of not filling an older building that has already been paid for. For these reasons, swine meat producers take advantage of the lower fixed costs of their buildings and can afford to leave them empty between fattening series or to ensure a larger usable area per head of animal. We can say that both situations improve animal welfare, herd health and farm profitability, which is difficult to do with higher costs caused by operating facilities.

- fixed costs, debts that must be paid by farms regardless of the recorded economic results: insurance, currency depreciation in the purchase of protein raw materials, vitamins, interest and taxes as well as the costs of maintaining and repairing shelters and equipment.

We conclude that not achieving the target output established by planning specific farm activities has an impact on fixed costs, by increasing expenses per kilogram of pork meat produced, with effects on the economic activity of the farm.

- the operational budget. Expenses incurred only if planned production is achieved are called operating expenses or variable costs. Operating expenses are considered: veterinary health expenses, the cost of rent on buildings if they are not property, fuel expenses, feed and human resources.

Production efficiency also depends on the planned flow of fat pigs at the slaughterhouse, the transport of the load from the slaughterhouse to the market and the variation of the price per kg of carcass according to the demand.

2. a good organization, authority and public relations. Because the handling of animals affects the productivity of the operation, meat producers do not allow careful regulation of the environment. Rather, these production systems used in fattening are based on adaptability to operation and on the ability of the human resource to analyze the behavior of swine when certain conditions are provided. The adaptation of the facilities and the attitude of the caretakers to the natural behavior of swine is advantageous, in the moment of allocating fat pigs by weight categories and at arriving for slaughter. The feeding patterns will be established for the young swine, and the caretaker will follow the following aspects:

- nutritional and social behavior;
- health status;
- stress status;
- behavioral changes, soiling of the speakers, codophagia.

For flocking, slaughtering, it is recommended that fat pigs to move in small groups right on the stalls, to reduce the stress of moving.

3. a good motivation of the human resource. Motivating the human resource working in fattening farms means paying the work according to the level of qualification and the contribution made to the economic progress of the farm. The purpose of motivation is the most comprehensive and efficient involvement of executive and management personnel in achieving the objectives, the tasks assigned to them, deduced from the company's objectives. The motivation has a pronounced optional character. Motivation consists in correlating the satisfaction of staff needs and interests with the achievement of assigned objectives and tasks.

Motivation being an inner state, a strong desire, a force that sets individuals in motion in order to achieve a certain objective for these reasons can be classified according to the following criteria:

- the effects of praise vs the effects of scolding;
- the effects of rewards vs the effects of the threat of non-achievement;
- the origin of the motivation source;
- the immediate needs of individuals.

We believe that in the efficient production of swine meat the training program can be a precondition in all types of motivation of subordinates from the farm or in the slaughterhouse when it is at stake and an increase in income.

- a good control of the production activity. A good control of the farm activity must also aim at the control of the quantitative and qualitative achievement of meat production from the marketing point of view:

- regarding the provision of the necessary according to market trends;
- adapting production to the type of meat requested by marketing.

The control of the achievement of a certain type of production indicates real differences in terms of meat quality, but these differences are caused by the environments in which the research was carried out because the well-managed production system ensures obtaining quality meat even in alternative exploitation.

CONCLUSIONS

Maintaining a balance through farm management between work processes and the level of human resource qualification is important for fattening pig producers, being synonymous with choosing a new lifestyle, along with the fattening business decision with fat pigs and meat. Maintaining an acceptable level of income from fattening and processing pigs is essential for the long-term survival of a farm, as it is necessary for producers to maintain a balance between the demands of the farm and the objectives of personal development following such an activity and finding the optimal herd size through production management, for the available workforce is essential for the success of any integrated farm specializing in the production, processing and distribution of meat to the market.

Although the production systems are based on the adaptability to the exploitation of the material used for fattening and the ability of the human resource to analyze the behavior of the pigs and ensure the best maintenance conditions, feeding, close to the natural behavior, is an advantage in obtaining quality meat in classic or alternative systems in conditions of increased economy. Swine meat from free-range fattened pigs is as good as, or even better than, swine meat from pigs raised in conventional systems, the success of production systems depending on the motivation of consumers to consume products obtained from different farms and to increase the economic benefits, by planning the achievement of the production according to marketing control.

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