



Course Outline

2026-2027 Catalog

AB 54 - Supervision and Management in Agriculture

Catalog Description

Transfer Status: CSU

Unit(s): 3.00

Lecture: 51.00 Contact hours/102.00 Out of class hours/153.00 Total hours/3.00 Unit(s)

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Course Description: This course introduces students to the knowledge and skills relevant to the supervisor in agricultural business. Topics include the regulatory requirements relevant to labor management in agriculture and effective communication with native and non-native English speakers. The course will include case studies on labor management, human relations, public relations, production control techniques and job analysis.

Objectives

Upon successful completion of this course, the student should be able to:

1. Identify and describe the regulatory requirements relevant to labor management in agriculture, including farm worker safety training and documentation, migrant labor documentation requirements, and pesticide use in the workplace.
2. Analyze the legal requirements for agricultural employers that have been established by the Agricultural Labor Relations Board.
3. Identify and describe the characteristics of an effective supervisor in an agricultural business.
4. Communicate effectively with native and non-native English speakers.
5. Evaluate strategic management practices used in the agriculture and industrial technology fields.

Course Content

Topic Titles / Suggested Time Topic	
	<u>Lecture</u>
<u>Topics</u>	<u>Lec Hrs</u>
Introduction to the role of the supervisor in agricultural businesses	3.00
Characteristics of an effective supervisor/manager	9.00
Techniques for effective communication with native and non-native English speakers in agricultural settings	9.00
Understanding the background, culture, neurodiversity, and expectations of a diverse labor force, with emphasis on the Hispanic labor force	9.00
Skills and tools of supervision in the agricultural workplace	7.00
Employer and employee responsibilities with regard to hazardous substances such as pesticides	3.00
Workplace safety training, including documentation	3.00
Management techniques	5.00
Labor Relations, unions and laws and procedures as established by the California Labor Relations Board	3.00
Total Hours: 51.00	

Methods of Instruction

- A. Class Activities
- B. Field Trips
- C. Guest Speakers
- D. Homework: Students are required to complete two hours of outside-of-class homework for each hour of lecture
- E. Lecture
- F. Reading Assignments

Methods of Evaluation

- A. Quizzes
- B. Papers
- C. Oral Presentation
- D. Homework
- E. Mid-term and final examinations
- F. Short papers

Examples of Assignments

Reading Assignments

1. Read and interpret the case study involving worker tardiness. Be prepared to discuss how the situation could be handled.
2. Read the section of the text dealing with preparing worker evaluations. Be prepared to define and discuss the three primary types of evaluations in class.

Writing Assignments

1. Prepare a 2-3 page new employee orientation manual for a production oriented business. Include work place policies, procedures and rules.
2. Write a 3-page paper comparing Theory X and Theory Y management styles. Include in your paper definitions of each, pro/con of each, and a hypothetical example of each in the workplace.

Out-of-Class Assignments

1. Attend the field trip to Lundberg Family Farms. Be prepared to describe their approach to hiring and promotion. Alternative options to complete this assignment will be identified in the instructions.
2. Interview an employee in an agriculture firm that employs more than 10 people. Ask how they motivate their employees and about their retention practices. Be prepared to discuss what you learned in class.

Recommended Materials of Instruction

Certo, S. (2024). Supervision: Concepts and Skill Building. *McGraw Hill, 2024 Release*. 9781266579271.

Zero Cost Textbook

Reed, K. B., et al. (2020). Strategic management. Virginia Tech Publishing. (OER). <https://pressbooks.lib.vt.edu/strategicmanagement/>

Other Learning Materials

Three-ring notebook

Minimum Qualifications

Ag Business And Related Serv.

Agriculture (Masters Required)

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