**QUESTIONNAIRE FOR DAIRY FARM MANAGERS**

**Answer all the questions in completeness and honestly. Kindly note that the information provided in this interview will solely be used for academic purpose. The aim of this interview is to inform my research project in pursuant/partial fulfilment of my…………Information provided will be treated with outmost confidentiality and professionalism. THANK YOU for taking time to participate in this interview**

**Date:**

**Location:**

**Interviewer:**

**Name of the Farm:**

**Interview Duration:**

**Demographics**

Age………………. Gender……………… Highest education level…………………....

Position held……………………………... Work Experience…………………………...

**QUESTIONS**

**Q1.** How long have been working in this farm?

1-3 years

3-5 years

5 and above

**Q2.** How many dairy cattle do you keep in your farm? ……………………………………………

**Q3.** How many employees do you have in the farm?

Skilled……………………… Semi-skilled………………...

Unskilled……………………

**3 (a).** Who are your main competitors? ............................................................................................

**3 (b).** What do you do to remain ahead of competition (explain)? ……………………………………………………………………………………………………………………………………………………………………………………………………………....

**Q4.** Which are the major challenges you face as the manager of this organization? (Tick where appropriate)

Lack of skilled labour

v

Cows’ healthy

Malfunctions

Workers unwillingness to use them

Legal requirements were challenging

Shipping difficulties

Veterinary services

Installations costs was higher than anticipated

Others (Kindly specify)…………………………….

**Q5. (a)** In case of an outbreak of a disease, does the government provide any support (If yes, kindly elaborate)? ........................................................................................................................................................................................................................................................................................................................

**Q5. (b)** What is your organization’s plan for such eventualities (How do you respond or prevent the damages of outbreak of diseases? ………………………………………………………………………………………………………………………………………………………………………………………………………………

**Q6.** Kindly describe the ownership of this farm ………………………………………………………………………………………………………

**Q7.**  How can you characterize your organizational structure?

Functional Divisional

Matrix Any other (please specify) ……………

**Q8.** In your organization, how are individual units, positions, and or functions clustered?

By Function By Project

By Service By Place

By product Others (Specify)…………….

**Q9.** How many levels of hierarchy are there in your organization?

Few (Flat) Many (Hierarchical) Other (specify)……………..

**Q10.** How does the communication in this organization work?

Formal Informal

**Q11.** Does your organization employ latest technology in the following areas? If yes provide a examples

Milking……………………………………………………………

Milk storage……………………………………………………….

Communication/ store information………………………………..

Pasture storage and processing…………………………………….

Others (specify)…………………………………………………….

**Q12.** Does the application of new technologies and equipment facilitate farm’s operations? Provide a rationale ………………………………………………………………………………………………………………………………………………………………………………………………………………

**Q13.** How does your organization respond to external factors including outbreak of diseases and fluctuating market prices?

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**Q14.** What do you recommend as ways to enhancing organizations performance and competitiveness?

………………………………………………………………………………………………………………………………………………………………………………………………………………

**Q15.** Your comment/advise to start-up organizations that want to venture in dairy farming industry? …………………………………………………………………………………………………………………………………………

**THANK YOU FOR TAKING YOUR TIME TO ANSWER OUR QUESTIONS.**