

Déterminants de la fidélisation d'une équipe de salariés en élevage porcin

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Factors that influence the stability and loyalty of salaried worker teams on pig farms

In the last decade, the number of pig farms employing salaried workers has increased considerably. Since the turnover in teams is often due to deliberate resignations, employers must find new ways to stabilize their teams and engender loyalty. The aim of this study was to determine factors used to stabilize teams and engender loyalty in salaried worker teams in Breton pig farms. Ten farms, in which all salaried workers had more than three years seniority, were selected. On each farm, one employer and one salaried worker were interviewed. During the one and a half hour semi-directive interviews, each was asked separately about their career, the organization and working conditions.

Discourse analysis showed that salaried workers expect their employers to respect them, to offer good working conditions and to promote the team atmosphere. Employers with a stable team offered normal working conditions but paid a great deal of attention to human relationships. Most notably, they took the time to talk with their team, used salaried workers' skills to everyone's best advantage, worked on team cohesion, created friendly times, and adapted their management style to each person. To stabilize and engender loyalty in their team, the employers interviewed were deliberate in their approach and strategy, which was based on good working conditions and quality relationships among team members.