

# Standard Employment Forms Would Aid Clubs, Workers

By HERB GRAFFIS

**G**REATLY against its wishes and better judgment, one of GOLFDOM'S reluctant functions is that of an employment agency. Especially in the winter we are devoting a great deal of time that might better be spent on our own responsibilities of being fairly good providers of family food, clothing and shelter. Because at least half of the greenkeepers, pros and managers who are looking for jobs are victims of circumstances or never should have been hired for the situation from which they recently have been divorced, we have given this matter of employment in the golf business extensive and intimate study.

Theoretically, employment is a prime matter of work on the part of the P. G. A., the National Association of Greenkeepers and the Club Managers' Association. That an interested manufacturer be primarily responsible for placing a man in a position where decent human gratitude and the necessity of unbiased buying would clash, certainly is not right, but it's an evil outgrowth of different conditions in the old days. The manufacturers don't want this employment bureau business, as a general rule. The business papers don't want it, speaking for ourselves. Practically, the associations have a long way to go before they can provide a solution of the problem.

## The Job Hunters' Dilemma.

One of the big wastes in the golf business is the unpardonably heavy turn-over in operating positions.

It's the clubs' fault most of the time. They let the hiring go until the last minute and then pick someone without deliberate and careful examination of the man's qualifications. The man who gets the job has an "in" with some influential member, and that's usually about all there is to it.

The poor devil who has been doing the best he could until the axe falls is out on

a limb. He doesn't know what jobs are open, and usually he's not salesman or letter-writer enough to state his case on a basis that will permit of proper appraisal. The answer to the first part is easy. GOLFDOM prints all "Help Wanted" advertisements free, and under blind addresses. All that has to be done by a club wanting a man is to send details of its requirements. No-one outside of GOLFDOM knows the name of the applying club, as, under all circumstances, the anonymity of these inquiring clubs is preserved. Some of our good friends have cursed us out for our strict observance of this rule, but it sticks.

Now for the part wherein a good man wants to show himself in a true light:

Our knowledge of the manner in which pros, greenkeepers and managers go after jobs by mail, has shown very plainly the need of a standardized application form so each applicant can be rated and compared with other applicants, on a preliminary basis at least, allowing a reduction of the field to the point where personal interviews might be arranged.

Accordingly, we submit to the Professional Golfers' Association, the National Association of Greenkeepers and the Club Managers' Association, the suggestion that they prepare such forms and make club officials acquainted with them. The club officials will welcome this expert guidance which, at its least, should effect some greatly needed improvement. The sooner the associations get to the matter, the better it will be for their members and the clubs. It's high time now that engagements be made for the 1931 season in the central states and north.

## A Pro Form Suggested.

Charles Hall, president of the Professional Golfers' Association suggests that pros, in applying for jobs, employ the following form, although Mr. Hall makes it clear that the form is his own suggestion



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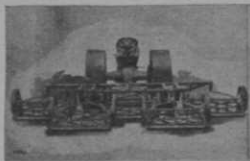
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and has not had the benefit of revision by other officials of the P. G. A.

The Hall form of employment application:

1. Name and address.
2. Age.
3. Married or single, (a) children.
4. Names and addresses of all clubs worked for during past 10 years as professional, or as pro-greenkeeper; giving dates of employment and number of members of clubs.
5. Recommendations and references. (Send copies of references as originals may be misplaced by receiver.)
6. Training.
7. Approximate number of lessons given last year.
8. Give in detail other activities engaging your attention, such as selling, managing tournaments for your club, greenkeeping, membership solicitation, repairs, club-cleaning.
9. Credit standing with golf goods manufacturers.
10. Are you member of P. G. A.? If so, what class?
11. Reasons for leaving last club.
12. Do you engage in tournament play and to what extent?
13. Details of contract desired.
14. Photograph (snapshot will do).

### Easier Job of Right Picking.

It will be seen that a standardized application form on the order of the above asks just the questions the prospective employer wants answered.

The Club Managers' association is at work on such a form and is using as its material the points brought out in GOLF-DOM'S series of articles on "The Measure of a Manager" by the association's national secretary. Fred Burkhardt, chairman of the employment committee of the National Association of Greenkeepers, advises

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course.

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GOLFDOM that the organization's officials are at work on a standardized form for greenkeepers' applications, which is expected to be ready for publication in the February issue of GOLFDOM.

The helpful comment of club hiring officials on this matter will be welcomed by GOLFDOM and passed along to the officials of the various associations as assistance in combating the miserable extravagance that is now a deplorable feature of golf club management.

### Lessons of 1930

(Continued from page 12)

for immediate service. Taking advantage of more time available for cooking, the standard of clubhouse food service came nearer to the point where the managers and chefs wanted it to be, reputations were established for superb food, and house volume increased accordingly.

### Pros Prosper

With the pros, the year was the best money-maker in the game's annals. A great part of the increase was due to unmistakable signs of pro merchandising improvement for, although the year started out with a bang, the prolonged hot wave of early summer had a decided effect in curtailing play. Slapping with this summer slump proved a tonic for the pro merchants. Extra selling pressure was put on during the closing months of the year. The steel shafted irons and the new wood and iron faces for the new ball supplied the high spots of the pro selling. Installment selling, particularly of women's matched sets, was adopted successfully by many pros.

Summarizing the 1930 business for the golf field, it might be said the business was so good in contrast to general business conditions, that every business factor in the field really studied and profited from the situation. Golf has grown from a game into big business in such a comparatively brief time that pauses for the purpose of getting bearings did not become part of the order of things until general business, dancing with tears in its eyes, suggested foresight to prevent the golf field participating in the sad spectacle.

Profiting from a clinic on the plight into which general business found itself due to an excess of blind hope and ebullience, the golf field confronts 1931 on the firmest business basis the sport-business has had in the United States.

## Greenkeepers!

The new book just off the press is chock full of information, valuable to you in keeping your course in A1 playing conditions.

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