

Hiring Pro? Rate Him First

By Herb Graffis

NOT long ago a new pro was hired by a metropolitan district club. The job has a \$1,400 guarantee for 7 months, and all concessions. There were 185 applicants. Unfortunately for some of the well-qualified candidates, they couldn't—or didn't—write letters that gave clear pictures of their qualifications and their ideas for serving the club's specific needs.

The committee narrowed the field to 10 applicants. GOLFDOM's editor was asked to look into the club's condition and advise what pro qualifications would fit the club's need. During the sessions, one of the committee, a highly successful businessman, suggested a scorecard for pros.

Said this official, "When I began to hire men for important positions in my companies I made out a list of qualifications they should have. I rated each applicant on points for his merit in each department of his operations and his character. Although this rating depends, sometimes, on insufficient data, it has helped me to pick the right men to make money for me and for themselves. Isn't there some kind of a rating system for pros?"

Dope Out Rating Method

There isn't such a rating, so, for this job, a rating method was devised.

The items on the pro job scorecard, and the comment of the committee as the items were set down, will be of interest to pros and to club officials who have the responsible task of selecting the right man to properly handle the pro's important duties at a club.

Name . . . Some applicants on their general reputations are entitled to further consideration, while others have been so careless about establishing their good name even rumors about them rule them out.

Age . . . A fellow must be old enough to have had adequate experience and to have acquired sound judgment. The upper age limit was considered to be in the early sixties. Some club officials consider an older man if in good physical condition, and of an active open-minded and pleasant temperament, to be much more inclined to stay on the job and regard the club members as members of his family.

Appearance . . . Untidiness in any detail of person or dress rules out a candidate.

Record . . . Too frequent changes of jobs is held against the candidate unless each change is an advance. Letters from previous employers, unless containing details of performance, do not carry much weight. Anybody will write a vague letter of recommendation just to keep from being bothered further. A good credit record is significant because it indicates that the applicant knows his business.

Family . . . A family man generally is more dependable, unless family situation is one that encourages extravagance and social activities that are unwise.

Is He a Teacher?

Professional qualifications . . . Any definite data on the number of lessons he gave annually at his former club, and on status of handicaps at his former club, showing golf interest and proficiency he developed. What's his record on junior classes or women's classes, if any? Has he developed any especially good golfers with championship records? How is his own playing? How have his shops looked at his former places of employment?

Does he show an interest in other departments of the club, without ill-advised interference with their operations or personnel?

What does he know about greenkeeping? Has he attended any of the greenkeeping short courses?

Does he take an interest in the improvement of his own profession, and in his own education, or does he think he 'knows it all' and is self-sufficient?

Is he energetic for the club's interests, or does he prefer to sit around the shop, or gamble with a few of the members, or want to play in too much of an outside tournament schedule?

Temperament . . . Is he pleasant? Is he tactful? Does he get along well with the rest of the club staff as well as with the members? Is he one who members' children can regard as a gentleman sportsman? Is he selfish, or does he think conscientiously of the club's interests as a primary factor in his own advancement?

Is he inclined to talk too much—and out of turn?

Judgment . . . Is he inclined to devote time to drinking or cards with members at the club, or does he apply himself to his golf club job? Does he look for opportunities to improve the club's condition and members' enjoyment of the club, or does he have to be told to do things? Is he inclined to play club politics, or has he the talent to cheerfully and calmly settle members' disputes about rules, handicaps, etc.?

General value . . . Can we regard him and his family as an asset to the community? Can we regard him as an educator and an executive who handles his responsibilities competently, smoothly? Can we regard him as a good businessman in his line? Has he the initiative to make himself a constructive element for the club, or will he be just another name on the pay-roll handling his job so he gets by? Will he promote friendship and unity in the club and handle his job so he contributes noticeably to members' enjoyment of the club?

* * * *

It was surprising how closely the 10 sifted candidates rated. It was about a toss-up on that job. The fellow who was selected won the appointment by quietly studying the club situation for two days, then telling the club officials his ideas of pro department service that would service and increase the membership.

Purdue Plans Short Course for Pros

PURDUE University's Division of Physical Education for Men plans to conduct a golf instruction clinic at the university, Lafayette, Ind., April 9 and 10. This will follow Purdue's annual greenkeeping short course, Feb. 27 and 28.

The golf instruction clinic details now are being worked out by M. L. Clevett, Purdue Recreation Director, Indiana and national PGA officials, and golf instructors at universities in the central states.

It will be the first golf instruction clinic ever conducted by a university, so far as available records indicate. It will endeavor to give pro golf instruction the publicity and benefit of organized research that has been highly beneficial in other college and high school sports.

Discussion of teaching problems and

demonstrations inside and on the Purdue course will be highlights of the program. The physiology and psychology of the golf stroke and golf instruction will be discussed by competent physicians, along the lines pioneered by the notable addresses of Dr. Robert Dyer at the Illinois PGA 1939 spring clinic and at the educational session at the PGA annual convention.

Further details may be secured from M. L. Clevett, Purdue University, Lafayette, Ind.

Soil Test Kit Will Answer Turf Problems

By George L. Burney

BECAUSE no one can tell what a soil needs by looking at it, more greenkeepers every year are testing their soil in order to use fertilizers with maximum efficiency. New equipment, developed by manufacturers in cooperation with agronomists and practical greenkeepers, has made soil testing a simple matter. In ten minutes' time it is possible to determine the acidity of any given soil sample and any deficiency in nitrogen, phosphorus and potash. Thus, essential soil information is made instantly available when and where it is needed most.

This knowledge, plus the greenkeeper's own experience in the needs of his green and fairway grasses, makes it possible to lay out a fertilizing and soil treatment program in accordance with the actual conditions on his own course. Soil acidity may be promptly adjusted to give the best results. Turf is fertilized in accordance with its needs, and there is no waste from applying excess quantities which may do more harm than good.

While nitrogen is the chief plant food requirement of golf grasses, a soil test frequently reveals a lack of phosphorus or potash, which should be corrected if a strong, healthy growth is to be obtained.

There are several soil test kits on the market. Most practical for the greenkeeper is an outfit which tests for acidity and for nitrogen, phosphorus and potash. High grade equipment which will make as many as 200 individual tests, may be bought for twenty dollars or less. The kit itself is permanent, and inexpensive refills mean that it may be used year after year. There are few investments which, both in improved results and actual cash savings, could be more profitable.