

# What About the Employer?

By ANDY HIGH

Many a howl has been raised by clubs that haven't hired the right manager, greenkeeper or pro, but you don't hear from the fellows who went to work for the wrong club. They have a kick coming, too. Andy High herewith makes a suggestion for facilitating the right fitting of club job to job applicant. He also makes the tactful implication that there are club jobs that are no bargains for the employees. Nothing will be done about High's suggestion. It would cost plenty to maintain such a service in view of the frequent change in club conditions. It's practically a cinch that clubs offering the least desirable jobs would be most reluctant to cooperate in supplying data. However, High's suggestion does tip off golf club applicants to the wisdom of making a careful survey of working conditions and job requirements. Even though it does cost the applicant time and money, he may be saving in the end by not following a false alarm.

**I**F A PRO desires employment the club to which he applies is in position to secure information concerning the candidate, such as may present him as fit or unfit for the position. But how may the pro ascertain properly that the club is either fit or unfit for him?

Club directorships can ascertain a pro's credit rating, his work history, his character, his ability as both instructor and player, and any and all other particulars pertinent to his hire. This is possible due to three factors: confidential reports from past employers, time, (the employer can take the time necessary to gain information), and economy in getting the data. Proper information may be secured by correspondence; and the personal interview is at the expense of the prospective employee.

But as for the pro and this applies as well to the greenkeeper and manager, how may he find out about a club? How can he get true and detailed information of use in determining the desirability of a club, and get that quickly and inexpensively.

Is it not possible to set up a Central Bureau that could be adequately supplied with information concerning clubs by the present employees? By this means the bureau could in turn confidentially grant this information to prospective employees who have the same right to proper knowledge of employers as the employer has right to detailed knowledge of the employee.

Cannot this Central Bureau send out a questionnaire to the known supervisory employees of all golf clubs? This questionnaire would be sent with the understanding that the information desired would be confidential to the extent that it would not be reported back to the management

of clubs, but be used solely for the purpose of permitting prospective employees to ascertain quickly and inexpensively the actual conditions of the club with which they are seeking employment.

There is possibility that there would be biased reports from some of the disgruntled; but this on the whole would be confined to the comment rather than the factual detail.

I am often reminded of a high school that employed 19 football coaches in a 20 year period. Many a coach of this group with knowledge of this fact alone would never have gone to the expense of a school-board interview. Applicants had no source of knowledge of such condition and only found it out after they were in a season with a fair or losing team.

Through the information bureau set-up the pro, greenkeeper or manager could inexpensively and quickly secure information about a prospective club that would permit them to make the decision of acceptance with reduced risk, warrant expense for an interview, and safeguard against walking into a poor set-up due to ignorance of conditions.

Pros, greenkeepers and managers have worked overtime and hard in effort to promote every conceivable idea to foster golf, playing conditions, courses, equipment, and everything relative to the game with improvement in mind; and with only a hazy future self-improvement in mind. Little in the way of defined action has been done that could be regarded as for the benefit of the club department head only.

To me it is still logical that if the employer has the right to knowledge of my past history and personality to establish basis for my employment, I have the same

right to the same knowledge of my employer.

I am convinced that I can do this only when I do not have to incur the expense of travel to a club to see it, to see its directors, to spend weeks of correspondence in getting in touch with past employees who only can give me the picture I want.

Some of the data necessary to determine how the job stacks up for the applicant are set forth in the tentative questionnaire which follows. You can figure out for yourself how difficult, tedious, and costly it would be for a job candidate to get this information under prevailing conditions.

The basic principle of my proposal involves not only the fairness of both sides being mutually informed, but supplying all concerned with data enabling the man and the job to be fitted together.

Here is a draft of the questionnaire:

NAME OF CLUB.....; CITY.....;  
STATE.....; City Pop.....; Num-  
ber of other courses in area.....;  
Distance of club from population center  
.....; Membership current year.....  
.....; Past 5 year average.....;  
Membership dues \$.....; Special dues  
(social, etc.) \$.....; Assessments-and  
reasons \$.....; Club indebtedness  
\$.....; Green fees \$.....

TYPE OF CLUB: Municipal, daily fee or  
private.....; MANAGEMENT: Municipal:  
Park Manager or Pro Supervisor;  
Private: Board of Directors or Committee  
Head; Individual owner. EMPLOYEES:  
Pro?.....; Greenkeeper?.....; Mana-  
ger?.....; Pro-greenkeeper?.....;  
Other employees?.....; List salaries  
of each.....

COURSE: Acreage.....; Yardage.....;  
Par.....; Practice tee.....;  
Greens.....; Traps.....; Water.....  
.....; Type of Greens.....;  
General description of course and its  
problems.....  
CLUBHOUSE and other buildings.....;  
Size.....; Cost.....; Living quar-  
ters.....; Showers.....; Lockers  
.....; Grill.....; Kitchen.....;  
Pro-Shop.....; General description  
and age.....; Equipment: List and  
describe.....

PRO INCOME: Lessons \$.....;  
Rate \$.....; Concessions \$.....;  
Equipment sales \$.....; Repair \$.....  
.....; Total plus salary \$.....; Do not  
include any supplemental income—endorse-  
ment, tournament, etc.....; Pro  
expense: Board \$.....; Room  
\$.....; Transportation \$.....;

CONGRATULATIONS, JIMMY...  
GOOD LUCK AND BEST WISHES!!

HOUSTON and the Southwest send their best wishes with you, Jimmy Demaret, when you leave Texas to take over your new golf assignment in Norwalk, Conn. We know that New England will take you to its heart the same way that we have. And when you win the National Open, we'll claim you for our own. You belong here. Come home and visit us as often as you can.



You have placed Houston in the golfing spotlight and have done more to make the people of our city golf-conscious than any other individual.

THIS TESTIMONIAL TO A REAL GOLFER AND SPORTSMAN IS FROM THE FOLLOWING:

WILLIE MASQUE Professional, Seaside Country Club	BRAD BURN COUNTRY CLUB, Orange & Tampa, Florida	CAEL BAKER Professional, Seaside Park
JACK SPEAR Professional, Seaside Park	BUDLEY BELL Professional, Seaside Golf Club	BOBBY WILLIAMS Professional, Seaside Country Club
JACK RUANE Professional, Oak Park Country Club	LEWIS MASH Professional, Woodland Country Club	MILTON DELARET Professional, Oak Park Country Club
HERSCHEL DUNHAM	AL FORSTER E. T. Nash Co.	MR. G. BARLET
J. E. MEHLBACH	E. V. FETTY Manager, Oak Park Country Club	DR. ALLEN COLLETTE
T. J. LARSEN		LOHAN L. ADKINS
MELVIN G. CAMPBELL		

S'LONG JIMMY.

This ad in space 4 columns wide and 11 inches deep appeared in the Houston (Tex.) Chronicle, Sunday, March 23. Jimmy Demaret's golfing pals made history with this commanding ad in the Chronicle's sport section as it's the first one, so far as is known, to laud and wish good luck to a pro going to a new job.

Laundry \$.....; Cleaning \$.....;  
Incidentals \$.....; Do not list any  
expenses other than necessities.

Detail description of duties, concessions  
granted, method of hire—contract, verbal  
or written, etc.....

The questionnaire would be altered to  
cover greenkeeper or manager jobs.

THE Iowa Open golf tournament will be  
played in South Dakota, June 21 and  
22.

Course of the Sioux City (Ia.) Boat  
club, over with the championship will be  
played, is on the South Dakota side of  
the Big Sioux river. The clubhouse is  
in Iowa. The prize winners will be paid  
off in the clubhouse, in case anybody  
wants to get technical about this being  
the Iowa Open. First pro money will be  
\$300 for the 54-hole event. Entry fee is  
\$5.00.

Send your entry money to Bill Adams,  
pro of the Sioux City Boat Club, Box 42,  
Boulevard Sta., Sioux City, Iowa.