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The Usage of Fikr (Facet, Insight, Knowledge and Resilience) Personality Testing to Select the Best Agribusiness Executives: A Personnel Management in Agribusiness

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Abstract

This short note proposed employing FIKR (facet, insight, knowledge and resilience) personality traits (PTs) testing to select the best agribusiness executives for a sustainable agricultural food supply production for the farmers. The FIKR testing would identify the best personnel manager to execute the best agricultural practices and solve food supply shortages. Using the FIRK testing, the selected best agribusiness executive may reform to improve food security and production for future generations by addressing the factors of governmental regulations, resource availability, infrastructure, and market dynamics. Therefore, we foresee that the selected best agribusiness executive can help solve the projected food supply insufficiency in the coming decades.

Keywords: Farmer Perception; Food Demand; Human Behaviours

Abbreviations: PTs: Personality Traits; AFSI: Agricultural Food Supply Insufficiency; FIKR: Facet, Insight, Knowledge and Resilience.

Introduction

There are several definitions for effective management in the agricultural industry. Frequently, management is evaluated based on the financial outcome, namely the profit or operational effectiveness. Additional metrics to evaluate management success include gross revenue, market shares, and return on investment. Despite these methods, management is most accurately described as the process of achieving tasks by using individuals. Given the service-oriented nature of our agriculture industry, it is certain that people are the most crucial resource at the disposal of management. The leadership role in management is the most crucial factor [1-5].

Understanding the agricultural food supply insufficiency (AFSI) worldwide and the root causes of AFSI is crucial for effectively addressing this issue. By analyzing factors such

as market dynamics, climate change, and resource scarcity, we can develop targeted solutions to enhance food supply security among farmers [6,7].

In recent years, the issue of AFSI has become a growing concern. Multiple factors contribute to this problem, including population growth Figure 1, climate change Figure 2, and others. These factors have led to a situation where the current agricultural methods and practices are insufficient to meet the increasing demand for food, such as the increasing daily supply of calories per person from 1960 to 2018 for upper-middle-income, lower-middle-income, and low-income countries (Figure 3). As a result, it has become imperative to find innovative solutions that can address this issue effectively [8,9].

Most of the solutions suggested are based on the scientific quantification of data information (quantitative research), which is data-driven and can be easily quantified from many disciplines of studies ranging from public health to planetary health protection and conservation [10-12].

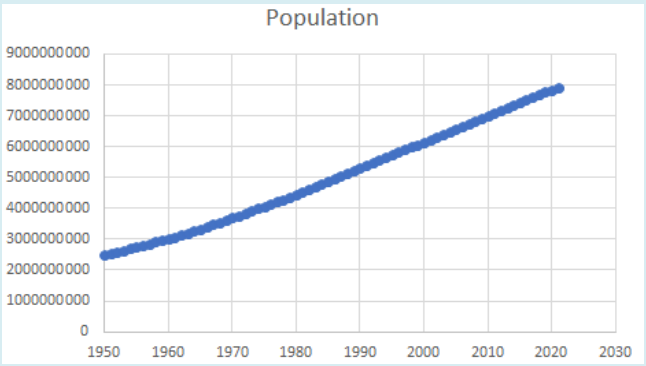

Figure 1: The Increasing Pattern of the World's Population Size from 1950 to 2021, Based on Our World in Data [13].

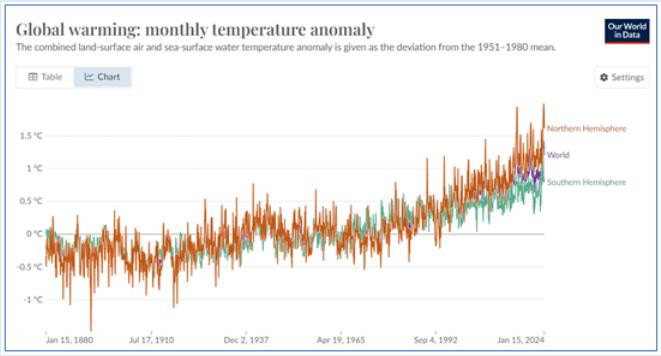

Figure 2: The Increasing Global Warning Based on Monthly Temperature Anomalies in the Northern Hemisphere, the World, and the Southern Hemisphere from 1880 to 2024, Based on GISS Surface Temperature Analysis by NASA [14], in which the Data Were Processed by Our World in Data.

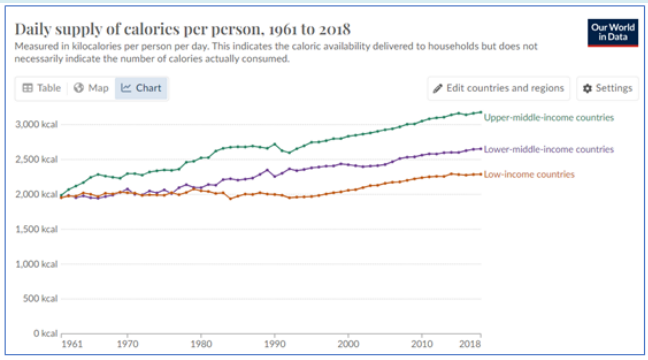

Figure 3: Increasing pattern of daily supply of calories per person from 1960 to 2018 for upper-middle-income countries, lower-middle-income countries and low-income countries. Data source: Our World in Data based on the Food and Agriculture Organization of the United Nations & historical sources [15].

In this paper, we propose the usage of FIKR (facet, insight, knowledge, and resilience) personality traits (PTs) testing to select the best agribusiness executives in the agribusiness industry, or in the agricultural food supply sector.

By using the FIKR testing, the selected personnel can develop and implement new agricultural practices that are more resilient, adaptable, and sustainable by the farming practitioners (the farmer managers). They can be motivated to seek new knowledge and insights, adopt innovative farming techniques, and overcome the challenges associated with AFSI.

Therefore, the objective of this short note was to propose the use of FIKR testing to select the best agribusiness executives for a sustainable agricultural food supply production for the farmers in order to solve the AFSI.

FIKR Personality Traits Assessment

Using FIKR PTs assessment tool, the selected best agribusiness executives can develop a mindset and adopt practices that promote sustainable and efficient farming techniques. They can help farmers adapt to changing environmental conditions, make informed decisions based on data and knowledge, and possess the resilience to overcome challenges in agriculture. These sustainable agricultural strategies include drought-resistant varieties, late-sowing varieties, and aerial cultivation of vegetables on ponds [5,16].

The following shows how the selected best agribusiness executive used the FIKR PT assessment tool to enhance agricultural productivity.

Facet: The selected personnel are open-minded and flexible in their thinking. In farming, this means being receptive to new ideas, technologies, and methods that can enhance productivity and sustainability. This includes diversifying agricultural systems to reduce vulnerability to external shocks. Promoting crop rotation, intercropping, and agroforestry practices can enhance farmers' resilience to climate variability and market fluctuations. They will encourage and introduce the farmers to explore diverse approaches to crop cultivation, irrigation systems, and soil management, enabling them to adapt to changing environmental conditions Figure 2 and optimize resource utilization [17,18].

Insight: The selected personnel have the insight that involves gaining a deep understanding of the interconnected factors influencing agricultural production. They will inform and guide the farmers to be keenly aware of market demands, environmental impacts, and technological advancements.

The insight-driven executive would utilize data-driven approaches to optimize agricultural production. They will guide the farmers can make informed decisions that improve productivity and resource efficiency by leveraging technologies such as precision farming, remote sensing, and weather forecasting. This insight empowers them to align with evolving consumer preferences, mitigate environmental stressors, and integrate cutting-edge innovations into their farming practices [11].

Knowledge: The selected personnel are pursuing knowledge to foster continuous improvement within the agricultural community. They will share their knowledge with farmers and encourage them to actively seek the latest research findings, attend educational programs, and engage in collaborative learning initiatives. Knowledge sharing and capacity building are key in enhancing farmers' AFSI. The executive can expand their knowledge and skills to adopt sustainable practices and technologies by facilitating peer-to-peer learning, training workshops, and access to extension services. They would guide the farmers to optimize their yields, minimize waste, and cultivate a more resilient food supply chain by staying abreast of scientific developments and best practices [19].

Resilience: The selected personnel with high resilience would equip them with the fortitude to navigate challenges and setbacks in agricultural food production. By embodying resilience, they will guide farmers through disruptions caused by climate variability, market fluctuations, and unforeseen events. They can leverage their adaptability and perseverance to implement sustainable farming strategies, mitigate risks, and ensure consistent food production despite adversities.

Resilience focuses on building adaptive capacity to withstand and recover from shocks and stresses. They will encourage the farmers to enhance their resilience and ensure food security in the face of uncertainty by promoting soil health, water management strategies, and community-based disaster preparedness. They will strengthen community resilience and foster collective action, enhancing farmers' capacity to address AFSI. By promoting social cohesion, knowledge exchange, and participatory decision-making processes, communities can work together to overcome challenges and create positive change in the food system [10].

Using the FIKR PTs assessment tool to select the best agribusiness executives, they can transform agricultural practices and address AFSI. They will guide the farmers can unlock their full potential to revolutionize the agricultural sector by delving deeper into these traits [20]. They possess self-awareness that allows them to identify areas for improvement and seek appropriate support or training to enhance their skills [21,22]. They would inform the farmers to assess their existing skills, knowledge, and resources to identify areas for improvement and growth [16]. Consequently, the informed farmers can make informed choices about which farming techniques to adopt and prioritize by being aware of their capabilities and limitations [23,24]. They would navigate the farmers to bring about a holistic transformation that strengthens food security and sustains agricultural productivity for future generations Yanore L, et al. [25], through activities that create a rec conciliatory and forgiving atmosphere [5,10,16-18,26,27].

Conclusion

Using the FIKR PTs assessment tool to select the best agribusiness executives, they are believed to offer a promising approach to transforming agricultural practices and addressing AFSI. These selected personnel recognize the role of external factors such as government policies, access to resources, infrastructure, and market dynamics in determining the overall success of farming endeavours. By acknowledging these considerations, they can work towards a holistic transformation that strengthens food security and sustains agricultural productivity for future generations. By fostering partnerships and knowledge-sharing, they can help the farmers to harness the benefits of their adaptability, knowledge-seeking behaviour, and resilience while addressing systemic challenges through coordinated efforts. By embracing a comprehensive approach that acknowledges the value of the selected agribusiness executives using the FIKR assessment tool, they can create a more resilient and sustainable food production system, ensuring food security for present and future generations. However, this idea should be further investigated in the future.

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