



Food Safety Assignments to Facilitate Learning: How Future Managers Can Motivate Employees to Follow SafeFood© Practices

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Learning Objectives

1. Understand the research foundation used to develop the modules.
2. Access on-line tools to use in classroom.
3. Consider ways to integrate learning modules or components of the modules into courses.





Literature Review Related Work

- Barriers to following safe food handling behaviors have been identified, including employee motivation (Pragle, Harding, & Mack, 2007; Giampaoli, Sneed, Cluskey, & Koenig, 2002; Roberts, et al., 2008; Youn & Sneed, 2002; York, et al., 2009).
- Education alone does not assure follow-through by the employee (Clayton, Griffith, Price & Peters, 2002; Green & Selman, 2005; Henroid & Sneed, 2004).
- Management culture is important in assuring safe food practices are followed (Green & Selman, 2005).





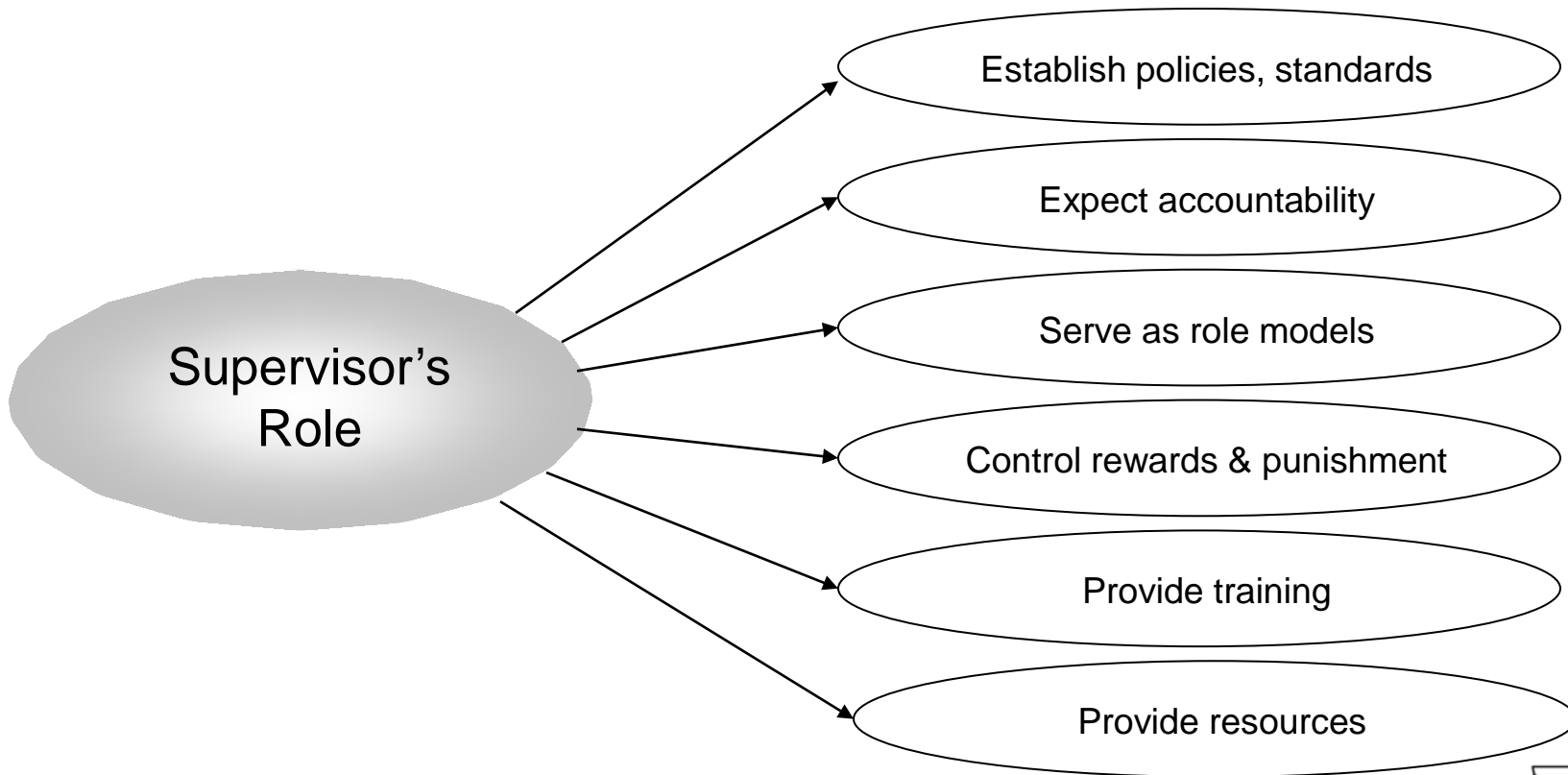
Research Objectives

1. Develop and test a model to explain foodservice employees' motivation for following safe food handling practices (Arendt & Sneed, 2008).
2. Assess employees' perceived role of supervisor in establishing organizational culture supportive of safe food practices.
3. Develop versatile education modules utilizing the tested model.





Proposed Model

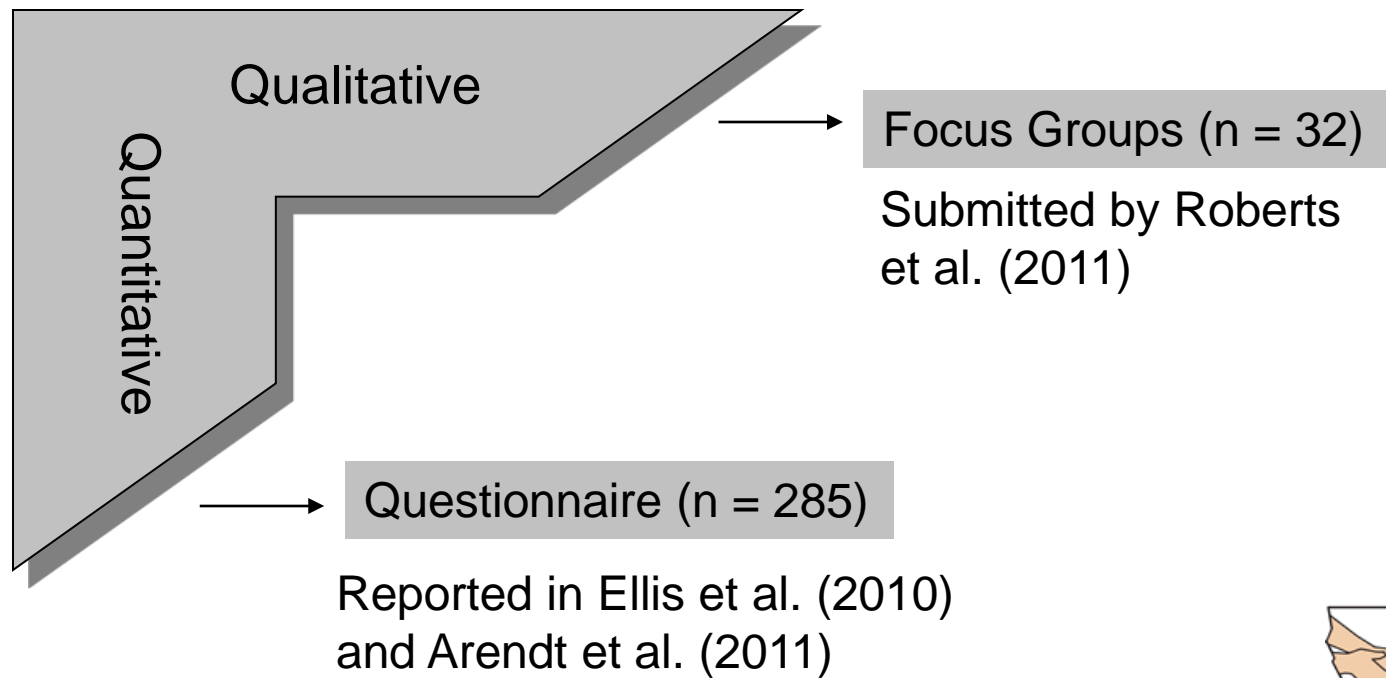


(Arendt & Sneed, 2008)



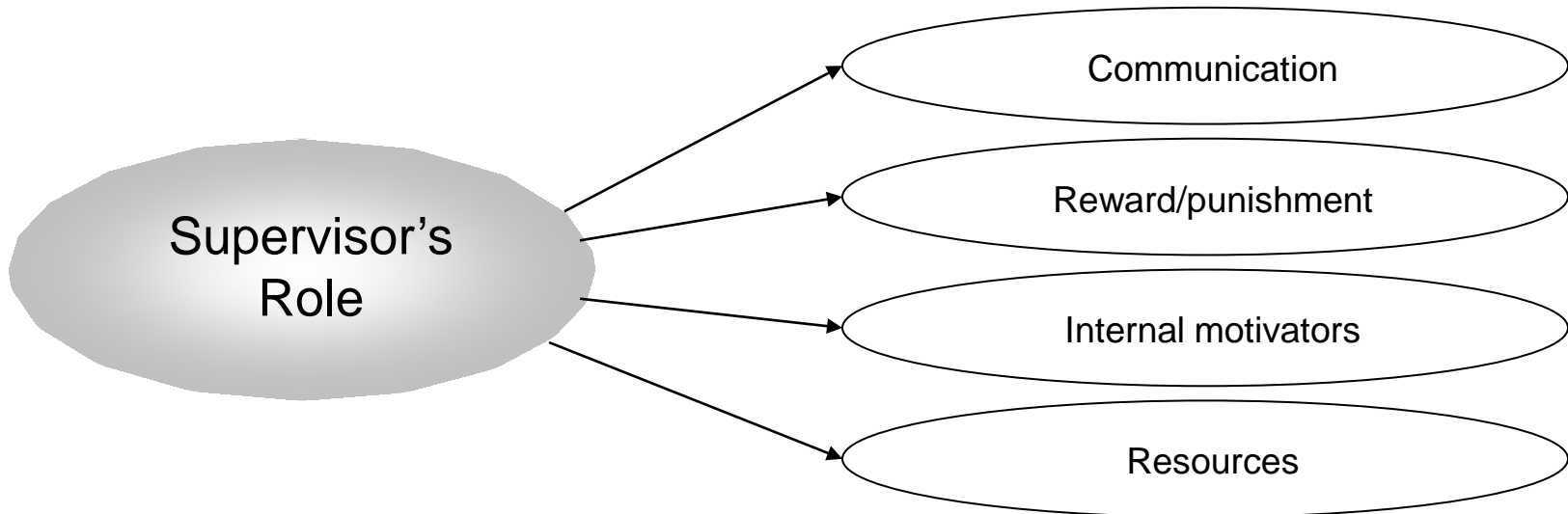
Methods

Mixed Approach





Final Model



(Arendt et al., 2011)



Supervisor's (Future/Present) Toolkit

- Two Modules:
 - Communication
 - Rewards/Punishments
- Delivery Modes:
 - Traditional self-contained toolkit
 - Computer modules



Both available at www.iowafoodsafety.org



Communication Module Components

- Pre-assessment
- Checklist
- Case Studies
- Audio PowerPoint Presentation
- Standard Operating Procedures
- Post-assessment





Let's look at the Communication Module

<http://www.extension.iastate.edu/foodsafety/toolkit/>





Recognition and Discipline Module Components

- Pre-assessment
- Checklist
- Case Studies
- Audio PowerPoint Presentation
- Best Practices
- Post-assessment





Let's look at the Recognition and Discipline Module

<http://www.extension.iastate.edu/foodsafety/toolkit/>





4-Phase process to evaluate module

1. Review by knowledgeable colleagues

- Content experts (4)
- Expert in education and communication (1)

2. Interviews/feedback

- Supervisors/managers (2)
- Dietetics/hospitality management students (2)

3. Small pilot study

- Commercial operation (2)
- Non-commercial operation (2)

4. Final check

- Other experts (2)
- Foodservice managers (2)
- Dietetics/hospitality educators (2)





How can modules be used?

- Stand alone
- Supplemental
- Select specific components





Where can modules be used?

- Foodservice Management Courses
- Quantity Food Production Courses
- Food Safety Courses
- Human Resources Management Courses





Instructor Feedback: Strengths

- Content is very thorough, specific and complete
- Create students interest
- Encourage student to think
- U-tube video were attentions grabbing
- User friendly
- Accessible at any time
- No time limit





Instructor Feedback: Weaknesses

- Potential answer given for case study section discourage thinking
- Content is a bit long or redundant
- Easy to skip some content
- Easy to drift away
- Technical problem





Questions and Comments
are Welcomed

