

## University Approves Institute

on the ground.

- Follow the instructions of the judge. The judge will want to see your sheep from the front, rear and side. He or she may ask you to move your sheep to see how it walks or to place it.

- Keep the sheep between you and the judge. Guide the sheep from its left side, when possible. Move to the front when the judge handles the sheep, then move back to the left side.

- Pay attention to the judge.
- If the sheep moves its feet out of position, move them back quickly and gently.

- Be courteous to other persons who are showing.

- Be a good sport! Accept winning and losing gracefully.

Being a good sport applies to all showpersons. Although everyone may deserve a blue ribbon, only one person can place first in a class. If you win a blue ribbon, be proud but don't show off. Accept congratulations with thanks and congratulate your fellow showpersons.

Even if you don't win a blue ribbon, remember to be proud of what you did accomplish. Most importantly, think about all the things you learned about yourself and livestock while taking your project. Try again the next year for a blue ribbon!

ADELPHI, Md. — The University of Maryland System (UMS) Board of Regents has approved the establishment of the Maryland Institute of Agriculture and Natural Resources (MIANR) to serve as an umbrella organization for the Maryland Agricultural Experiment Station and the Cooperative Extension Service.

The board also approved changing the title of Dr. Raymond J. Miller from vice chancellor for agriculture and natural resources to president of MIANR.

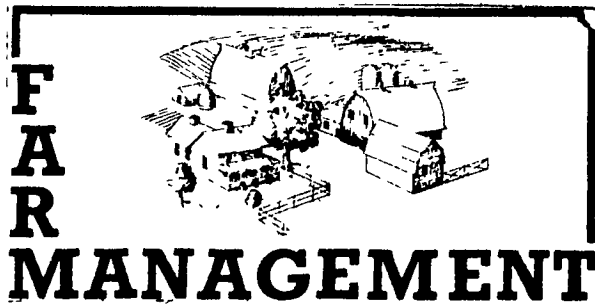
"The creation of MIANR establishes a strong, stable identity for the Experiment Station and Extension Service," said UMS Chancellor Donald N. Langenberg, who introduced the proposal.

"It also reaffirms the status of the two components as independent statewide research and outreach components of the University of Maryland System."

Added Dr. Miller: "While the establishment of MIANR does not make fundamental changes in Extension or the Experiment Station, it will enable both units to be more proactive in pursuing their respective federally mandated missions. It will also increase their access and service to the entire

University of Maryland System."

Founded in 1888, the Maryland Agricultural Experiment Station works to promote agricultural profitability and to increase knowledge about plants and animals through the use of biotechnology and other methods. The Cooperative Extension Service, founded in 1914, is a major outreach component of the University of Maryland System. Program initiatives include agricultural profitability, natural resource protection, family nutrition and economic stability, and marine and aquaculture industries.



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The figure can be added to machinery cost per tillable acre, with the combined figure serving as a means of comparing costs of getting work done on farms similar in size and type.

- Value of Production Per Man is to a limited extent a measure of labor accomplishment. Acceptable ranges of value of production per man will vary by enterprise:

Dairy \$40,000-\$45,000

Hogs \$45,000-\$50,000

Beef \$45,000-\$50,000

Crops \$50,000-\$60,000

- Man Work-Units Per Man which is based on the units of work that are done when figured according to some standard. Grouping by type of farm is not so important in this case. If different standards are used for different sizes of enterprises, comparisons might also be made among

farms of different sizes.

Let us assume for an example a farm of average mechanization. Overhead labor on this 320-acre livestock farm may amount to 950 hours. Thus, the number of man-work-units are as follows: Suppose 19 months of labor are available. Figuring 220 hours per month as available labor means 22 man-work-units per month or a total of 418 are available. These units are accomplished by a man working a 10-hour day.

200 acres of corn x 4.5 hr. 900 hr.

80 acres of soybeans x 4.5 hr. 360 hr.

40 acres of wheat x 2.0 hr. 80 hr.

150 litters of hogs x 18 hr. 2700 hr.

Overhead labor 950 hr.

TOTAL 4990 hr.

Work accomplishments in this farm example amounted to 499 man-work-units, 19 percent more than indicated by the amount of labor available for use. Remember that the total operator, family, and hired labor should be considered. Keep in mind that judgement is needed along with these figures.

### Improving Labor Efficiency

Some ways of improving labor efficiency are:

- Planning A Labor Calendar. If difficulty is encountered in getting work done, a labor calendar may be useful. Farm jobs can be considered in the priority or the urgency of getting the job done within a given time-frame. Fixed jobs are those which must be done within a short or restricted time period like harvesting vegetables, fruits, hay, etc. Other fixed jobs may include regular farm chores; milking, planting crops and harvesting crops. Semi-fixed jobs have more time over which they can be satisfactorily done. Some examples may be marketing of lightweight hogs, cultivation of crops, fence building, hauling manure, etc. Flexible jobs have greatest time range such as fence building, general machinery repair, etc.

- Making Productive Use of Hired Labor. One of the first things to consider is whether the extra help will increase the value of production more than the total labor cost. We should look at hiring and managing labor with the idea of making that labor profitable. Maintaining good labor relations is an important aspect of successful employment of hired labor.

Some of the things that aid in making good labor relations according to Dr. Paul Robbins: 1) Mutual respect, trust, and loyalty; 2) Knowing the jobs to be done and adequate supervision and doing them; 3) Giving orders in such a manner that the employee knows exactly what is expected of him; 4) Praise and expression of gratitude for a job well done; and 5) Sharing some of the unpleasant tasks that must be done on the farm.

- Good Work Methods. Work methods can often be improved to provide greater work accomplishment without adding expensive equipment. A systematic means of doing so can be accomplished by work simplification. This eliminates non-economic use of time, equipment, materials, space, or human effort. The objective is to improve methods, secure a greater efficiency, and reduce unit costs. This can be done by improving work procedure, tool positioning and work space.

- Providing More Power and Equipment. The productivity of a worker is related to the tools and machines he has to work with. Investing in additional equipment may be a means of meeting labor peaks with a given labor force. But you still need to consider the cost of the equipment in relation to the value of labor saved and any additional production that is likely to occur as a result. A partial budget is an effective tool for helping make such a decision.

### Summary

Hired labor is necessary for the success of many farm businesses. Improving labor efficiency requires records of labor use so that problem areas can be identified.

Proper attention to labor management will also provide employees an opportunity to achieve their potential, thus benefiting themselves as well as the farm operation.

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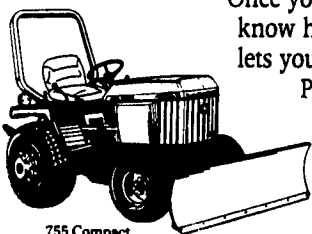
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