Dairy MAP Human Resource Management Workshops

efficient use of human resources on the farm is a goal many farm managers share. This is easy to understand because when labor and family living costs are combined, they rival feed and debt service as significant costs of doing business on dairy farms.

The goal of the Dairy MAP human resource management module is to help managers create a productive, efficient, satisfying work environment on their farms. Participants will explore the larger picture of the labor scene across Pennsylvania and how that impacts the supply and demand of the potential farm workers. They will work together to solve a series of problems relating to the work of an example dairy farm — Hope Springs Farm.

The key to effective human resource management will be discovered through the process of solving Hope Spring's problems. Participating managers should be able to improve their own farm work environment by applying the principles learned to their own staff. Improved productivity

results when roles, responsibilities and authority are clearly defined and understood. A satisfying work environment can then be maintained with open and honest communication channeled constructively in both directions between workers and managers at all

Two Dairy MAP human resource workshops are planned in the area. A session will be offered in York on Wednesday, March 12 and Wednesday, March 19 at Hoss's Steak and Sea House in West York. A second session will be offered at Theo's Restaurant in Shippensburg on Thursday, March 13 and Thursday, March 20. The program starts with refreshments at 9:30 a.m. and concludes at 3:00 p.m. Cost for the workshop is \$50/farm operation. Meals costs are additional and will be payable at the workshop. The Hoss's restaurant in West York is located at 2175 White Street across from the Delco Plaza off Route 74. Many agribusinesses provide scholarships for Dairy MAP workshops. Reimbursement information will be available at

the workshop. Registraiton is requested on or before March 10, 1997. To register contact Tim Beck (York office telephone 717-840-7408), Roland Freund (Cumberland office telephone 717-240-6500) or Phil Wagner (Franklin office telephone 717-263-9226).

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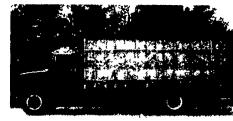
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