

Dairy MAP Human Resource Management Workshops

YORK (York Co.) — Making 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 levels.

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. Registration 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).

Penn State encourages persons with disabilities to participate in its programs and activities. If you anticipate needing any type of accommodation or have questions about the physical access provided, please contact Tim Beck (telephone 717-840-7408) in advance of your participation.

The Pennsylvania State University is committed to the policy that all persons shall have equal access to programs, facilities, admission, and employment without regard

to personal characteristics not related to ability, performance, or qualifications as determined by University policy or by state or federal authorities. The Pennsylvania State University does not discriminate against any person because of age, ancestry, color, disability or handicap, national

origin, race, religious creed, sex, sexual orientation, or veteran status. Direct all nondiscrimination inquiries to the Affirmative Action Director, The Pennsylvania State University, 201 Willard Building, University Park, PA 16802-2801; telephone (814) 863-0471.

MILK. IT DOES A BODY GOOD.™

2 WEEKS ONLY
STAR ★ SILOS
March 3 - March 15
SPRING DISCOUNT SALE

Silos **Bunker Silos** **Manure Systems**
Equipment and Parts

J-Star Van Dale
Starline Silo Matic
Rissler Mixers Lancaster Level Flo
AFS Hammer Mills J&H Bunk
Silo Reline

Call Today - **1-800-431-7709**
Bob Brubaker - **717-464-3136**
John Swope - **717-933-4758**

KEYS **POLARIS** Believe it.
SNOWMOBILE SALE
Last Chance To Buy, Best Prices
Great Financing Available!! Plus we will deliver anywhere!



Year	Model	Reg. Price	Sale Price
1997	Indy Lite	\$3,200	\$2,500
1997	Indy Sport	\$4,000	\$3,200
1997	Sport Touring	\$4,500	\$3,500
1997	XLT	\$5,500	\$5,300
1997	500 E.F.I.	\$5,800	\$4,500
1997	440 XC	\$6,000	\$4,800
1997	XLT Special	\$6,200	\$4,800
1997	600 XC	\$6,200	\$4,800
1997	600 XC-XCR	\$7,000	\$5,500
1997	Ultra Touring	\$8,000	\$6,500
1997	Ultra SP	\$6,500	\$5,200
1997	Ultra SP XSE	\$7,700	\$6,500
1997	Ultra SPX	\$7,600	\$6,300

OTHER MODELS IN STOCK - CALL US BEFORE YOU BUY!
KEYS HAZEN, PA. 814-328-2222 • 814-328-2904

For all your kiln dried and green sawdust
Pine View Trucking Inc.
introduces to their fleet a 750 cu. ft. live bottom truck aimed at catering to the less accessible and small farms.
As always, larger sized loads up to 55 cu. yds are also available.



Pine View Trucking Inc. purchased this truck from Sensenig Wood Shavings and will assure prompt delivery and service.




We have radio dispatched trucks and will guarantee year round service to our customer list.
PINE VIEW TRUCKING INC.
350 Nottingham Rd., Nottingham, PA 19362
717-529-2855 717-529-2552
717-529-2540

Have "Hoof Rot" or "Bag Rot"
(strawberries)

Try Applying **"Tetra-Salve"**
- 1% Tetracycline HCL in waterproof base

- Waterproof base acts like a liquid bandage and prevents wash-off due to mud, wet floors, wet grass, and snow.
- 4-oz. Tube Treats 5 Hoof
- Also useful for cuts & abrasions
- Excellent for preventive use from bacterial infections

FISHER & THOMPSON Lancaster County, PA 717-655-3307	HUNTER & HEATH Lebanon/Berks Counties, PA 717-858-2246	TODD HAYWOOD EASTERN AG SUPPLY New York State 518-493-5333
INTERSTATE DAIRY EQUIPMENT Maryland 301-271-7344	MT. VIEW DAIRY SUPPLY Vermont 802-462-2986	

Call any dealer above or...
Send \$20.00 plus \$2.00 S&H - check or money order to...
HAWKEYE-JENSEN, INC. Call
51 Faust North Road or 717-933-5595
Bethel, PA 19507 leave message
if no answer

NAME _____
ADDRESS _____
PHONE NO. _____