



**Kansas State University**

**Agricultural Experiment Station  
and Cooperative Extension Service**

**Animal Sciences & Industry**

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## Conference highlights employee management

Recruiting, hiring and retaining employees in your animal production operation are important tools in running your business smoothly. To assist producers in managing employees, K-State Research and Extension will sponsor a conference, "Employee Management for Animal Agriculture," August 10 and 11 in Wichita.

General session topics include Business Success Through People-Oriented Management, a presentation to provide a vision for a farm business that develops employee capabilities; Creating a Positive Culture, which is designed to help employers create an environment where people enjoy working; Building a Reputation as an Employer, a session that highlights ways to build on your name as a recruitment tool; and Measuring and Improving Employee Satisfaction, which includes research results on job satisfaction from interviews with 300 farm employees.

Speakers are Dr. Robert Milligan, noted researcher in human resource management and professor of Agricultural, Resource and Managerial Economics at Cornell University; Dr. Bernard Erven, a pioneer in agricultural employee management and professor of Agricultural Economics and Extension Specialist at The Ohio State University; and Sarah Fogleman, faculty member in Kansas State University's Department of Agricultural Economics.

Participants will have the opportunity to learn about the following topics in twelve breakout sessions:

1. Conflict Resolution – Employee managers are constantly struggling to "put out fires." This session will cover ways to prevent and resolve those conflicts.
2. Employee Empowerment – This session will help you develop the kinds of employees who can think for themselves, manage their own work, and take initiative.
3. Selecting for Success – Participants will learn about selection tools that match their business objectives and culture.
4. Creative Compensation – It is more important than ever to create competitive, flexible and affordable compensation packages. This session will help outline a pay

system that sends all the right messages.

5. Managing the Multicultural Workforce – This session covers tough topics like conquering language barriers, appreciating different cultures, and integrating traditional and multicultural employees.

6. Building Teams as a Staffing Strategy – Many employers are turning to team-based work to allow more flexibility. See how you can create teams and improve your employee productivity and morale.

7. Evaluating Performance and Providing Feedback – Research shows that providing timely and useful feedback is one of the most important things any manager can do. This session will help make sure you do it right.

8. The First 30 Days – The first month of a new job is the most important time of an employee's tenure with a business. This session will focus on the steps every employer should take to make the first 30 days, and possibly the next 30 years, run as smoothly as possible.

9. Overcoming Barriers to Communication – It is easy to assume messages are clear, but this session might make you rethink your current practices.

10. Becoming the Employer's MVP – Every operation needs a Most Valued Person – the employee which ownership turns to in a crisis. This session details the rise of an employee into MVP status.

11. Managing the Family Workforce – Learn how to manage conflicts and communicate through the problems that arise when working with friends and family.

12. Minimizing Legal Risks – Participants will deal with questions about discrimination, liability and discipline.

The conference will begin at 10 a.m. Thursday, August 10, and continue through 3:30 p.m. Friday, August 11, at the Hyatt Regency, 400 W. Waterman, Wichita.

For more information, contact Sarah Fogleman by phone at (316) 431-1530, or e-mail, [sfoglema@oznet.ksu.edu](mailto:sfoglema@oznet.ksu.edu).

**To register, use the form on page 3.**

# Increasing L-Lysine HCl on Growth Performance and Carcass Characteristics of Growing-Finishing Gilts—A Follow-Up

*Manuel de la Llata, Graduate Research Assistant*

Last year in Swine Update, we reported results of two studies demonstrating that the addition of more than 3 pounds per ton (.15 percent of the diet) of L-lysine HCl in corn- and sorghum-soybean meal based diets decreased growth performance and carcass characteristics. We have recently completed a third study, conducted in a commercial research facility, that confirms our previous results. Additions of more than 3 pounds per ton of L-Lysine HCl to corn-soybean meal diets (without the use of other crystalline amino acids) results in decreased growth performance and poorer carcass traits of growing-finishing pigs.

**Procedures.** A total of 1,200 gilts (PIC C22 x 337) with an initial weight of 64 pounds were used in this experiment. Pigs were allotted to one of eight dietary treatments in a randomized complete block design with 25 pigs per pen and six pens per treatment. The treatments were corn-soybean meal-based diets fed in four phases and consisted of a positive control diet with no added L-lysine HCl or the control diet with 1, 2, 3, 4, 5, and 6 pounds per ton of L-lysine HCl replacing the lysine provided by soybean meal. A negative control treatment with no added L-lysine HCl was formulated to contain .10 percent less total lysine than the other treatments to ensure dietary lysine was not above required levels.

**Results.** For the overall experiment, ADG was decreased (quadratic,  $P < .01$ ) and F/G worsened (quadratic  $P < .01$ ) with increasing L-lysine HCl. The greatest decrease in pig performance was observed in those pigs fed diets containing greater than 3 pounds L-lysine HCl per ton. Pigs fed the negative control diet had decreased ( $P > .01$ ) ADG and poorer F/G when compared to those fed the positive control (0 lb/ton L-lysine HCl). Increasing L-lysine HCl did not affect ( $P > .20$ ) carcass yield, but increased (linear  $P < .01$ ) backfat depth, decreased (linear  $P < .02$ ) loin eye depth, percent lean, and fat free lean index.

This data indicates that growth performance and carcass traits are adversely affected when adding more than 3 pounds per ton of L-lysine HCl to the diet. In pigs fed the negative control, the decrease in performance indicates that the dietary treatments were not formulated above the required levels. This is important because if diets were over-formulated, it would overestimate the amount of L-lysine HCl that could be added.

In summary, in agreement with previous research, these results indicate that no more than 3 pounds per ton of L-lysine HCl (.15 percent) should be added to corn-soybean meal-based diets for growing-finishing pigs to avoid deficiencies in other amino acids that limit growth performance.

**Table 1. Effect of Increasing L-lysine HCl on Growth Performance and Carcass Characteristics of Growing-Finishing Gilts<sup>a</sup>**

Item	Negative Control	L-lysine HCl, lb/ton						
		0	1	2	3	4	5	6
ADG, lb <sup>bc</sup>	1.61	1.76	1.78	1.75	1.76	1.64	1.59	1.56
ADFI, lb	4.49	4.54	4.56	4.50	4.50	4.54	4.44	4.52
F/G <sup>bc</sup>	2.79	2.57	2.56	2.57	2.56	2.77	2.82	2.91
<b>Packing Plant Data<sup>d</sup></b>								
Carcass Wt.	190.0	207.1	206.0	203.4	206.0	194.9	189.4	187.5
Yield, %	75.56	76.78	76.37	75.88	76.29	76.12	75.97	76.23
Back Fat, In. <sup>b</sup>	0.700	0.661	0.665	0.676	0.673	0.694	0.718	0.700
Loin Depth, In. <sup>b</sup>	2.22	2.36	2.32	2.25	2.32	2.35	2.28	2.22
Percent Lean <sup>b</sup>	54.78	55.80	55.61	55.25	55.51	55.29	54.67	54.78
FFLI <sup>b</sup>	50.07	50.53	50.49	50.35	50.40	50.14	49.84	50.06

<sup>a</sup> One thousand two hundred (PIC) growing-finishing gilts. Initial weight 65 lb.

<sup>b</sup> Linear effect of increasing L-lysine HCl ( $P < .05$ ).

<sup>c</sup> Quadratic effect of increasing L-lysine HCl ( $P < .05$ ).

<sup>d</sup> Carcass weight used as a covariate to analyze the packing plant data.

# Maximizing Feed Intake During Lactation

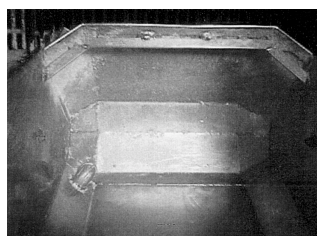
Mike Webster, Graduate Research Assistant

Proper feeding during lactation is one of the most important aspects in managing sows in the farrowing house. It has been well established that, as the amount of feed consumed by sows increases, litter weights improve due to increased milk production. The goal of any lactation feeding program should be to maximize the sow's feed intake. The objective of this article is to discuss K-State's guidelines to feeding the lactating sow and to introduce the K-State Lactation Feeding Guide.

The most important facet of any lactation feeding program is to ensure that the sow always has access to feed. Lactating sows should be fed at least three times per day to assure that fresh feed is available at all times. However, sows should be fed differently during the period from prefarrowing to day two of lactation, as compared to day three of lactation through weaning.

Prior to farrowing, sows should be offered 6 pounds per day, divided in two 3-pound feedings in the morning and evening. On the day of farrowing, sows should be offered up to 6 pounds total, split up into three feedings of 2 pounds morning, noon, and evening. On the day after farrowing, sows should be offered up to 9 pounds, again split into three 3-pound meals morning, noon, and evening. If a sow has not consumed all of the previous meal, or there is more than 1 pound of feed in the feeder at any feeding time, do not add more feed.

From day three of lactation through weaning, sows should be fed at least three times a day. In the morning, sows should be fed 2 scoops (1 scoop is equal to 4 pounds) if the feeder is empty, 1 scoop if the feeder has less than 2 pounds, and no added feed if there is more than 2 pounds left from the previous meal. At the noon feeding, sows should be fed in a similar manner as the morning feeding. During the evening, sows should be fed 2 scoops if the feeder is empty or has less than 2 pounds, and no added feed if the feeder has more than



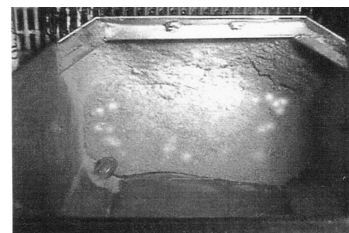
Empty: 2 scoops after day 2.



< 2 lbs: Give 1 scoop.



>2 lbs: No added feed. Get sow up and check waterer.



Stale/moldy feed: Clean feeder and add fresh feed.

2 pounds. If no feed has been consumed from the prior feeding, the sow should be investigated to determine the cause of the loss of appetite. The waterer should be checked, and the feeder should be inspected for stale, moldy feed.

To assist producers in standardizing their lactation feeding program, we recommend providing managers and employees with actual pictures of sow feeders with varying amounts of feed and a description of K-State's lactation feeding guide. Posting the pictures and the feeding guide in every barn will provide a quick and standardized reference to maximize feed intake in lactation.

Laminated copies of the K-State Lactation Feeding Guide can be obtained for a small charge (to cover photo processing) by calling the K-State Northeast Area Research and Extension Office at (785) 532-5833. The guides are laminated to increase their longevity for actual use in barns. We encourage producers to hang a guide in each farrowing room as a handy reference to feeding the sow during lactation.

## Employee Management for Animal Agriculture Conference Registration Form

No registrations will be accepted after August 3.

Mail form and check to:  
Southeast Area Extension Office  
308 West 14th  
Chanute, KS 66720

Make Checks payable to:  
SEA Extension Office.

No refunds given after August 3.

**Register Early--Space is Limited!**

Questions?  
Call Karen at 316-431-1530

Name \_\_\_\_\_

Business name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ E-mail \_\_\_\_\_

Breakout sessions most interested in attending: # \_\_\_\_\_ # \_\_\_\_\_ # \_\_\_\_\_ # \_\_\_\_\_ # \_\_\_\_\_

Enterprise most involved in: Beef Swine Dairy Other

Check included for:	_____ Full Registration:	\$100 (includes all meals, except breakfast, and materials)
	_____ Late Registration:	\$125 (after July 21 and before August 3)
	_____ Guest Ticket:	\$15 (for Riverwalk Barbecue)

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# SWINE UPDATE



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