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The Poor Neglected Golf Course Employee

The end of the summer is a prime time to re-evaluate your employee benefits and working conditions. Bringing about effective changes within your operation results from observation of your labor productivity, working conditions, regulations, and compensation. Compare the club benefits to what the club house employees receive as compared to your grounds crew. Ever notice how few of the benefits are applicable to the grounds crew? The meals and uniforms, 15 minute breaks, etc; are rarely part of the ground crew benefits. An exception to this would be uniforms, as they are rapidly becoming more prominent.

You are the supervisor. You and only you can provide improved working conditions for your men. Certainly no one else will investigate a change or improvement, especially if more money spent is a result of a proposed change. You, as supervisor, may reward a subordinate, or fail to; give understanding, or fail to; promise security, or instill fear; recommend pay increases, or fail to; provide a good working environment, or not; give a man hope, or kill it.

The God-like power any supervisor or manager has over the life of a subordinate is awesome. Strive for improvements for the 1975 budget and you will be rewarded by a better qualified work force.

The following table was developed by the authors of improving individual productivity, published by the American Management Association. It reveals the gap between what workers really want and what supervisors think they want.

Job Conditions	Worker Rating	Supervisor Rating
Appreciation for good work.	1	8
Feeling "in" on things.	2	10
Help with personal problems.	3	9
Job security.	4	2
Good wages.	5	1
Work that keeps you interested.	6	5
Possibilities for promotion.	7	3
Personal loyalty to workers.	8	6
Good working conditions.	9	4
Tactful discipline.	10	7

I don't know what cross section of labor forces this test was administered to but I think you would find much of the above would apply to our work forces. Try this test on your employees on some rainy day.

Explosion Hazard: A Charging Battery

Auto and tractor batteries, while they are being re-charged, can explode. These explosions can shower you with the acid from the battery, so you should use caution around them.

Bob Durland, South Dakota State University extension agricultural engineer, says the act of charging a battery generates hydrogen gas in the battery. The proper mixture of hydrogen and oxygen is, of course, explosive. You all probably know this; but what you may not know is how little hydrogen this takes. Durland says as little as 4 percent hydrogen in the air is all that is needed to form an explosive mixture. Explosions of this gas mixture can shatter the battery case and send pieces of shrapnel through the air along with the acid that was inside the battery.

It is very important to keep ignition sources away from batteries while charging them. Obviously, do not smoke. But also be careful of sparks from connecting or removing terminal cables, Durland says.

Here are the procedures that Durland recommends you follow to minimize the risk of sparks that might set off an explosion:

When "boosting" a battery remove the cell caps from both batteries. Connect the positive (+) terminals of the two batteries first, making the first terminal connection to the live battery. Then make the negative (-) connection to the live battery. This next point is where mistakes are made. Don't connect the negative cable to the negative terminal of the dead battery. Instead, connect it to the frame, bumper, engine block, or some other good grounding spot away from the battery so that if a spark does occur it will not be near the battery (the area of the emitted gas).

When charging a battery remove the cell caps. Connect the charger to the terminals of the battery (positive to positive, negative to negative) before you plug the charger into the electrical outlet. When disconnecting the charger, reverse the procedure. Unplug the charger first, then disconnect the terminal connections.

The Green Breeze Newsletter
Greater Cincinnati G.C.S.A.