

# NATIONAL INSTITUTE OF TECHNICAL TEACHERS TRAINING AND RESEARCH

TARAMANI, CHENNAI – 600 113

## SWAYAM COURSE ON “STUDENT PSYCHOLOGY”

### WEEK-4: STUDENT MOTIVATION

#### INTRODUCTION

The word “Motivation” is derived from Latin word “Movere” means to move. There are many definitions in many perspectives. They are as follows:

“It is why of behaviour” - Behaviouristic School

“Unconscious Impulse” - Freud

“Process of need – drive satisfaction” - Maslow

“Process of Tension Reduction” - Hull

“The Impetus to do well” - McClelland

#### MOTIVATION TERMINOLOGY

##### Motive

Motives are conditions – psychological physiological within the organism that dispose it to act in certain ways.

##### Drive

A drive is an intraorganic activity which initiates for specific activity and behaviour.

##### Incentive

Incentive is an object or external condition perceived as capable of satisfying an aroused motive.

##### Curiosity

Curiosity implies the tendency to investigate and seek to learn more about new objects with which there was no experience.

#### THEORIES OF MOTIVATION

- ✓ Maslow's Need hierarchy theory (Hierarchy of Needs)
- ✓ Herzberg's two factor theory (Motivation factors and Hygiene factors)
- ✓ McGregor's X&Y Theory (Refusing to work and Cheering to work)
- ✓ Vroom's Valence & Expectancy theory (Expectancy, Instrumentality and Valence)
- ✓ Alderfer's ERG Theory (Existence, Relatedness and Growth)
- ✓ McClelland's Theory of Needs (Achievement, Affiliation and Power)

## CLASSIFICATION OF MOTIVATION

- **External/Extrinsic** - Money, Societal approval, fame or fear
- **Internal/Intrinsic** - Pride, Sense of Achievement, responsibility and belief, Self reward or satisfaction.

## PROCESS OF MOTIVATION

The three steps in the process of Motivation are:

- Internal needs/desire
- Observed Action
- External satisfaction

## TYPES OF MOTIVATION

- Achievement Motivation
- Affiliation Motivation
- Competence Motivation
- Power Motivation
- Attitude Motivation
- Incentive Motivation
- Fear Motivation

## FUNCTIONS OF MOTIVATION

Motivation is the key for learning. The various functions of Motivation are that it

- Energizes Behaviour
- Selects Behaviour
- Regulates Behaviour
- Helps Capture Attention
- Helps Develop Interest
- Helps Acquire Knowledge
- Helps In Character Formation
- Develops Social Qualities

## DEMOTIVATORS IN THE CLASSROOM

- Content not relevant and not useful
- Passive teaching methods employed
- ILL organised teaching
- Difficult instructional materials in use
- Fast pace of instruction
- Negative feedback by teachers

## SIX FACTORS FOR IMPROVING STUDENT MOTIVATION

1. Student
2. Teacher
3. Parents
4. Content
5. Method
6. Environment

## CHARACTERISTICS OF MOTIVATING TEACHERS

- A motivated teacher strives to motivate his students
- Willing to be flexible
- Capable of perceiving learning situation from learner's point of view
- Able to personalise teaching
- Willing to experiment and try out new and innovative approaches
- Possess competence in the skill of questioning
- Gives frequent feedback
- Willing to provide guidance to learners

## STRATEGIES OF MOTIVATION

(May be used by college teachers inside and outside the classroom)

- Encourage students to set personal goal
- Help students explore “what they want to become”
- Be a role model and mentor to your students
- Discuss employment prospects to eradicate insecurity
- Create friendly environment in the classroom
- Discuss future scope of the subject in professional careers
- Improve teacher-student relationship
- Clarify objective of the lesson
- Follow Learner centered approach than teacher centered approach
- Give appropriate feedback and reward
- Award test marks and grades according to merit
- Conduct seminar for the students by the students
- Acknowledge the contribution and participation of students
- Create competition in the academic work for students in areas such as project work, assignments etc.
- Clarify doubts raised by students
- Deliver instructions and materials to suit the level of students (individual differences)
- Use audio-visual aids including multimedia
- Encourage students in group discussion
- Ask questions (encourage student's participation)
- Relate personal experiences in teaching learning process
- Organise industrial visits/educational visits
- Encourage students to participate co-curricular activities
- Organise individual counseling and group counseling sessions

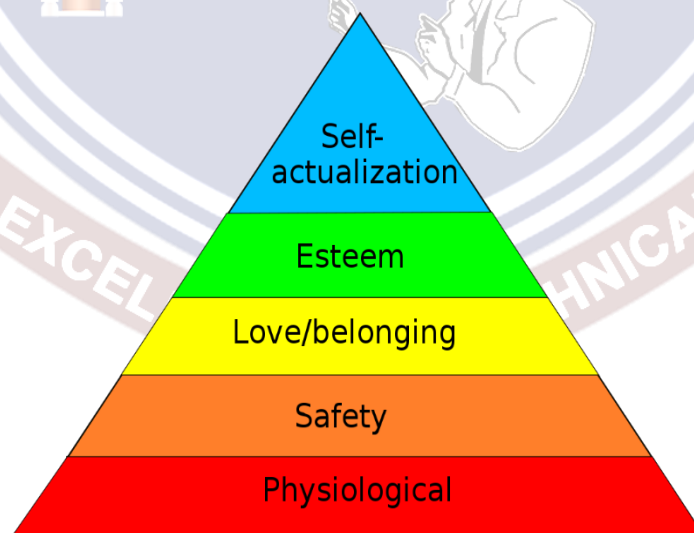
- Make provisions for reward (both material and social) in order to satisfy students' need for recognition. Punishment, must be avoided to the extent possible.
- Create competition in the academic work for students in areas such as project work, assignments etc.
- Nurture growth needs

## ACHIEVEMENT MOTIVATION

Achievement Motivation is the desire to experience success and to participate in activities in which success depends on personal effort and abilities. The achievement motive is a pattern of planning of actions and of feelings connected with striving to achieve some internalised standard of excellence. Though it involves planning and striving for excellence, it is the attitude towards achievement that is important rather than the accomplishment. McClelland theory of needs focusses on three things: Need for Achievement, Need for affiliation and Need for Power. Teacher should try to promote at least the first two in a larger way along with attitude motivation. The need for Achievement can be measured by Thematic Apperception tests (TAT).

## ABRAHAM H MASLOW'S NEED HIERARCHY THEORY

Maslow is well known for his motivation theory on Hierarchy of needs. He explains that people have growing needs and it is represented in the form of a pyramid. Since Human beings have varying needs, the lower needs have to be satisfied before higher form of needs are reached. The Maslow's Hierarchy of needs is depicted below:



The various needs are as follows:

**Physiological** : Food, water, warmth and rest

**Safety** : Security, Safety

**Belongingness and Love** : Relationships and friends

**Esteem** : Prestige and feeling of accomplishment

**Self Actualization** : Achieving one's fullest potential and self-worth

### SELF ESTEEM AND MOTIVATION

Esteem needs can be classified as the need to be appreciated and the need for power. Highly improved motivation can increase self Esteem. If one does not have the right level of Motivation, then you will not have the self-esteem to go higher. Low self-esteem in students will lead to Social withdrawal.

### THE FOUR C'S

Teachers should encourage students by giving 4 C's :

- **Connection** – having the sense of belonging
- **Capability**—having the ability to take care of oneself
- **Count of knowledge**—having the knowledge that one can make a difference
- **Courage**—believing one can handle what comes

\*\*\*\*\*