

Importance of Motivation in Education

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Abstract: *Motivation is one intrinsic force inside human being which helps on doing and not doing certain activities. In the field of education too, motivation of students as well as teachers is very important in order to achieve the desired outcome. During the course of time different theories well developed in order to provide the guidelines for motivating people. Maslow's hierarchy of need theory, expectancy theory exposes the essence of motivation for learning. There are different methods to motivate students and teachers which need to be applied as per situation and as per requirement i.e. there is no one specific method. For effective teaching learning process in education, motivation of both teachers and students is important.*

Keywords: motivation, hierarchy, strategies, collaborative, desire

1. Introduction

If we burn wooden log, it burns brightly for a certain time and gradually starts to extinguish. If we satire those only- it starts to burn brighter. Human beings are also like burning wooden log. Sometimes they seem active and sometime passive. In order to bring them to energized form, like wooden logs that need to be moved; i.e. new desires to be created. Such a process of creating a new desire which drive them to achieve it is motivation. According to (Beach, 1970), "Motivation can be defined as willingness to work to expand energy to achieve a goal or reward". Likewise (Griffin, 1997) says, "Motivation is the set of forces that cause people to behave in certain ways." Thus motivation is the internal and external factors that stimulate desire and energy in people to be continually interested and committed to a task, role or subject, or to make an effort to attain goal.

The term motivation did not come into use until the beginning of the twentieth century. If people are viewed as rational beings whose intellects are free to choose goals and decide on courses of action, then a concept of motivation is unnecessary (Bolles, 1967). Later some psychologists felt that we need such a term only to account for energizing aspects of behavior; other mechanisms (namely, learning and cognition) can account for direction of behavior (Cofer, 1972), then a concept of motivation developed.

Motivation is one of the most used term in teaching today, usually in the phrase, 'How can I motivate these kids?' it is also a very misunderstood process. That question alone reveals that we are approaching motivation from wrong angle: 'carrot and stick' may work if you want a classroom full of donkeys, but real motivation comes from within (Gilbert, 2013). In the field of education, where there are learning activities, for better result or for effective teaching learning, insight motivation of students as well as teachers plays an important role. If anyone the party i.e. either students or teachers are demotivated, the effective teaching learning process remain as a dream only. Keeping these things in mind, different theories, techniques or methods were propounded in different period of time in order to provide different ideas to motivate people. Some of the theories developed related to motivation are like Maslow's hierarchy of need theory which talks about different needs of human in hierarchical order and suggested that the needs that are low in the hierarchy must be at least partially satisfied before those that are higher can become important source of motivation (Maslow, 1954), equity theory which

has talked about comparison of input- output ratio of a person with another, Vroom's expectancy theory, instinct theory, arousal theory, humanistic theory of motivation and so on. Despite of numerous theories a lot is yet to be done to implement it in our context.

Why is motivation important for teachers and students?

Motivation contributes to a dynamic class environment. It increases interest in students in learning particular knowledge i.e. they pay more attention and exhibit eagerness to perform and activity again and again. Motivation even boosts up student's energy level contributing to the effort a student put forth. Educational psychologists say that motivation enhances the quality of learning in students i.e. they pay attention more and retain more information. Such motivate students not only create an engaging learning environment for themselves but also their eagerness helps them to develop positive attitude towards teachers, who put their heart and soul in teaching, are as well encouraged. Thus, in turn benefits the students, as enthusiastic teachers positively affect student learning (smith, n.d). From this what we can conclude that motivation creates chain effect in education i.e. motivation of students motivates teachers and vice versa.

How to motivate students as well as teacher?

In order to motivate students, first of all we need to determine why the students are not motivated. As per Maslow's hierarchy of need theory, one should identify what type of need they are demanding which is demotivating them like problem at home, school, health issue, having low self-esteem, a learning dis ability etc. After identifying the issue, teachers can deal as per to motivate them.

Likewise, teachers need to evaluate their teaching strategy and make necessary adjustments as per time. As John Keller's ARCS motivation theory (1983)- teachers can develop different methods and strategies related to Attention, Relevance, Confidence and Satisfaction to stimulate students i.e. in order to be motivated, the learner needs to attend to the material, see its relevance, be confident that they can learn it and achieve satisfaction from the learning

Similarly, as expectancy theory has explained, one should not be afraid to set high expectations for class. Teachers should tell students that s/he has faith on them time and again and try to give students challenging and achievable assignments to complete and also need to provide them

emotional support. We can also use incentive theory of motivation by providing rewards to students for doing a good job in class. Rewards may be even simple verbal praise such as “great job”, “excellent” or providing pencils, giving stickers or other educational materials.

Recently, even the concept of multiple intelligence in learning is developed which can also be one effective method in teaching learning process. According to Harvard teacher and researcher Howard Gardener, there are seven distinct learning styles: spatial(visual), kinesthetic, musical, interpersonal, intrapersonal, linguistic, naturalist and mathematical. According to Think Port (McGuffin, n.d), the average teenage student's attention span is limited to five to ten minutes. So, mixing up teaching styles and using different teaching and experimentation techniques, such as handson learning, can help students to stay engaged for a longer period of time. So there are so many techniques to motivate students for learning but one thing should be kept in mind that there is no one specific technique to motivate all students as they are different in nature. Teachers need to identify situation, find out what students want to learn about and what activities they enjoy doing, then build those into their curriculum as much as possible (Brophy, 2010). Similarly, in order to motivate students teachers should empathize with learners and offer ‘unconditional positive regard’; facilitate rather than dictate the learning experience; be authentic and honest in their interactions with learners; help students identify and clarify their own experiences and values (Feinberg & W.Feinberg, 2001).

Even we can follow following strategies to motivate students like Promote a culture of openness and respect where bullying is unacceptable, respect different viewpoints while allowing them to be challenged, teach social, communication and collaborative skills, promote a sense of classroom community (e.g. use ‘we’ in teacher talk) allow ‘friendship’ groups for academic support but vary their composition, create a sense of identity (school houses, or academic departments), use inter-group competition and cooperation, encourage clubs and societies, encourage study groups and homework clubs etc. (Jordan, Carlile, & Stack, 2008). By varying teaching methods, creating assignments that are appropriately challenging, providing constructive, timely feedback and making lesson relevant to situation (Callahan, n.d) too may help in motivating students.

In order to motivate students, the teachers should also be motivated as they are also one important pillar in education field. It is very important need to get excited about the class room lectures and activities because this help to gain the students attention and keep them interested in learning. So, to motivate teacher’s school management should also play important role. School management should take teachers as the asset of the school but not as easily obtainable goods or labor and should try to retain teachers in school as long as possible because frequent teachers turn over create waste of time and money in adjustment and so on. School management can motivate teachers by different ways. Some of the techniques (Educational world, n.d)are as follow:

- Encourage teachers to seek out professional development courses or workshops.
- Develop quality of work life in school.

- Encourage teachers to ask for the instructional supplies they require facilitating teaching and learning.
- Organize interactive staff meeting with a concept that raise the praise, minimize their criticism.
- Developing the sense of team work
- Organize a trip to new places at least once in a year; celebrate the end of busy year by arranging special party.
- Send cards to teacher to welcome them back after an illness; celebrate a birthday or any important events or achievement.
- Select a “teacher of the month”
- Organize a social committee to plan events just for fun
- Organize small fun raising activities to raise money for an all staff holiday or end- of- year banquet.
- Respect them, use positive, respectful language, remove the class conflict i.e. superiority and juniority concept.
- Pay them for what they deserve by proper evaluation.

If trustable environment between teacher and management is created, a sense of team develops which not only motivate teacher, even increase creativity. As a result effective teaching will be possible.

2. Conclusion

Desire is the key of motivation. Like in other sectors, in education sector too, for better output or for effective teaching learning process, desire need to be aroused, in order to create desire or to motivate them, teachers should play a vital role. Even the investigation between the relationship between teacher immediacy and student state motivation and the combined impact of these factors on learning found to be positive relation. This helps in even minimizing supervision cost. If teachers are not motivated, effective teaching won’t be possible and if students are not motivated, effective learning won’t be possible, for effective teaching and learning process and to achieve desired output, motivation is very important in education. Finally, showing students how information, they’re learning is useful to real-life scenarios will help them to see the practical application that it holds. Often students will switch off when they don’t see how it will ever benefit them, but if you can connect it to life outside the classroom, it will give it new importance and motivate them to listen more attentively.

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Author Profile



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