

**A Study on the Various Motivational Techniques to Improve the Quality of Education**

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**Abstract**

Motivation plays a vital and significant role in the lives of individuals, groups, communities, establishments, organizations and nations. Motivation is a process that starts with a physiological and psychological deficiency or need that activates behavior or a drive that is aimed at a goal or an incentive. Motivation is necessary but insufficient condition for excellent performance, but actual performance depends on the ability of the worker and the circumstances of the job as well as on motivation. Heads are involved in planning, organizing, coordinating and executing various activities to achieve the organizational goals. Often, heads forget the important aspect of direction and feel that their function is commanding or leading. Motivation is more effective in achieving goals rather than ordering people about.

**Introduction**

Motivation is one of the basic factors upon which the quality of a person's work depends. It may be in the form of appreciation, incentives, rewards or penalties. Most policy makers agree that in the field of education, improving the teacher's workplace is one of the best ways to improve education system. Heads can provide appropriate working conditions. A motivated and committed school teacher has the opportunity to influence the student significantly in building a global view that rests on a faith commitment.

**Keywords**

**Indirect Positive Stimulation**

It is the indirect tool which makes everyone to be positive and think everything positive and their good will is high.

**Motivation**

It is the process of arousing, directing and maintaining behavior towards a goal.

**Objectives**

To study various motivational techniques to improve the quality of education.

**Motivational Techniques**

Motivation is the force that drives towards an action. Communication skills are much helpful in motivation and it takes place within a culture, and it shows an organizational behavior model. Motivation originates within an individual. An individual will be more motivated when he has clear goals to achieve. Objectives play a vital role in educational process and motivation plays its important role in achievement of educational aims, goals and objectives. The head of institution must ensure that the teachers and staff are well motivated. Each motivational technique has one main goal, to make day-to-day jobs more purposeful and interesting to employees, workers, staff, teachers or students (Lewis, 1994). The various motivational techniques are as follows:

**1. Quality of Leadership**

An educational leader is quite simple who leads the educational organization. The degree to which heads are also leaders, relates to the way they construct their

roles. Those who are successful view themselves as leader, not just heads. Leadership and motivational qualities are excellent to have not only among the institution in education, but among teachers as well. A good leader takes understanding of what motivates others.

## **2. Integrity of behaviour**

Appropriate behaviour is rewarded and inappropriate behaviour results in Punishment. Consequently, the rewarded behaviour is repeated and inappropriate behaviour tends to be eliminated. Positive reinforcements or rewards, is preferable because it is more effective in achieving positive result. Teachers perform better and feel better about their jobs when they receive recognition for their efforts and feel that what they do is valuable and appreciated by the Head.

## **3. Role model**

A leader is the role model for his staff. Member follows him in achieving the goals of organization. Head or leader should be friendly and supportive in all relationships with staff members and try to create a conducive working environment. A successful head has to displays self-assurance in the honesty, obedience and regularity in his actions. Heads should be cool tempered and professional in approach as well as responsible in personal relationships.

## **4. Security of employment**

Objectives are signs of the presence or absence of job security, such as tenure, company stability of job security and assurances of threats to continued employment. Security is a very intense motive in a fast paced, highly technological society such as, is found in modern America. Apart from others, Job insecurity, in particular, has a great effect on organizational behaviour. Job security is one of the top goals that motivate employees. Heads need to communicate and clarify organization policy and discuss job security to their employees. Teachers can help to soften the blow of getting laid off by providing outplacement services, counseling and assistance to lay off students so they can secure a new position elsewhere. By having such assistance available, the negative emotional aspect of job security is reduced. If teachers feel that the educational institution cares about their employment, they are more likely to be committed to the educational institution and therefore be motivated to work harder.

## **5. Opportunities for growth**

Teaching is to attain the status of a profession. The right of the teacher is to grow and get promotion in service and all these rights must be carefully safeguarded. These growths are fulfilled by strong personal involvement that fully utilizes our skills, abilities and creativity. The growth is to attain the highest status. Here the responsibility of the head like the principal of other organizations is to support the teachers to attain their status. Head should provide all the elements of growth to the teachers like support and facilities.

## **6. Clear Communication**

Communication is two ways, one – way communication is lecturing or telling or demonstration by the teachers. It denies the facility to the students to seek clarification. The learners remain passive listeners. Two – way communication has built in system of feedback. The feedback provides a learning opportunity to the sender and the receiver because it mirrors the consequences of behaviour. Communication helps to us and it's a great tool for motivation.

### **7. Encouragement offered**

Encouragement and praise are two ways a teacher can recognize and promote desirable attitudes and behaviour. Encouragement is used to develop spirit of co-operation.

Encouragement is positive acknowledgement responses that increase the efforts of the teacher as well as student.” Encouragement statements like ‘Good’, Great and ‘fine’ has great impact upon appropriate performance and used as powerful motivational device.

### **8. Personal Support**

In most of the institutions, the heads carries the responsibility for personal support, guidance and training for which they are hired. Leader should personally support their teachers at every stage. Head should appear well manner, positive attitude, and anxiety for the needs of others. Head should devote taking some time to listen to their staff problems and showing sympathy. Head should fully support their staff, parents and public.

### **9. Empathy with employees**

Empathy is needed for a leader, if empathy is present within a leader definitely no problem will arise and it helps each leader to understand everyone and it itself is a great motivation.

### **10. Promotion**

Actual status within the organization is the result of performance, promotion, lack of expected promotion, or demotion related to performance. For many employees, promotions do not happen often: some never experience even one in their careers. Promotion is always the dream of an employee. Some workers succeed in fulfillment of their dream whereas the others do not. The reason behind this success and failure is their performance. Head of an organization, for instance the head of a school should promote its staff grades especially teachers on the basis of their performance making right evaluation. This not only provides them with satisfaction but also encourages a healthy competition among the teachers, which finally improves the performance of the workers benefiting the organization and making it distinguished among die competitors. Security is also one of the measures of promotion in some of the organization. Performance, if it can be accurately assumed, is often given significant way in promotion reward allocations.

### **11. Conclusion**

As from the above, we can come to conclusion that if the leader has all the above techniques then no one to in his institution will have an idea to go out and personally every individual will develop within themselves.

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