



Motivational strategies used by the private and public sector secondary schools

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ABSTRACT

The present study was carried out to analyze the use of motivational strategies at secondary level in public and private sector schools. For data collection, two schools in public and private sector each were selected from Islamabad. Data was collected through a Questionnaire. Fifty teachers (twenty-five from public and twenty five from private sector) of secondary classes were selected for answering the questionnaire. Quantitative analysis method was used for data analysis. The result of analysis shows that application of motivational strategies is better in private school as compared to public school.

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Introduction

Motivation is an internal state of mind that arouses, directs and maintains individual behaviour, generally psychologist are focused on the causes of behaviour choices because of the fact that the individual difference nearly everywhere (Woolfolk, 2008). Teaching learning is one such situation where students exhibit different type of attitudes towards learning some students are active and conscious learner while other are passive and procrastinate. As school educational years are very important for the learners because the quality of teaching is directly related with students' later performance at high education level. In teaching learning process qualified experienced and enthusiastic teachers appears to be great source of motivation for learner at any level of education. Along with this in the modern era, teacher is a facilitator who endeavors to expand the learning scope of students and motivate them to gain knowledge which is life-long. As learning processes are rapidly developing and inside the class room teachers used different approaches to impart meaningful learning. Somehow nowadays student centered approach has replaced the old method of teacher centered approach. This new method encourages student participation, as the average concentration span of students is twenty minutes approximately. A professional teacher is able to get the benefit of this limited time period. There are multiple teaching techniques and strategies which are being used by teachers in order to motivate learners in different educational institutions.

Techniques of teaching refer to specific, simple and easily understandable method used by the teacher in an effective manner on daily basis to educate his/her students. Presently more emphasis is given on delivery of concept of the subject rather than memorizing without understanding. The professional and skilled teachers will impart better results as compared to traditional teachers which depend on one way lecture. One way lecture creates a monotonous atmosphere providing full opportunity to sleep for back benchers in particular. The whole class waits for finishing of lecture without any gain except to add the attendance of the day. On the other hand, a professionally sound teacher is popular among the students of all IQ levels as he/she adopts various new techniques to gain the

“Strategy” meaning art or practice of exercising military leadership in a war was originated from Greek language. The history tells that conquerors of small or large battles had a good military strategy even with limited resources and man power. The successful rulers adopted different strategies in consultation with their close companions to for the administration of vast areas under their control.

In the context of teaching learning strategy is the plan of action adopted by the teachers to gather student's attention and concentration in order to impart maximum knowledge during a specified time. The well planned activity always gives a desirable result. It is an action to solve a problem. In other words it is a planning to reach successfully to a destiny. A strategy tells the ways and means of accomplishment of an assignment. A well thought strategy is a key to success as it can save resources as well as time. To plan a strategy, different options are kept in mind with their merits and demerits. While formulating a strategy past experiences must also be catered for to obtain better results. In simple words strategy determines the route to obtain a desired goal (Dhand, 2010).

Development of a strategy is essential to attain a particular goal or mission. One can find out its assets in terms of finances and man power to execute the plan, can identify and rectify the expected hurdles in minimum time thereby conserving the power. Take time to finalize the strategy keeping in view all pros and cons. make an alternative strategy also so as to implement it as and when required. Strategy may be flexible and adjustable according to the new demands on ground. Furthermore strategies must be modernized in the light of new additions/innovations. Concept of strategy must be simple and clear to all participants. It should have a wide approach giving maximum benefit to whole community. It should give a clear cut route. A good strategy should not become a burden on community. All the available possessions, finances and availability of man power must be considered in detail. This will avoid wastage of money, man and time. Identify the possible hurdles and any confrontation. Remove the hurdles to achieve the goal in a specified period without any wastage of any resource. Convince the opponents and bring them at your side (Dhand, 2010).

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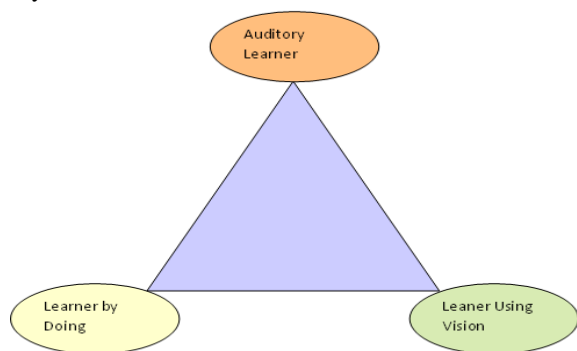
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Teaching strategy is the sum of information that is conveyed to the students in a simple manner that is not only acceptable but also retainable in their minds. The information may be transmitted by a number of methods e.g. through lecture, group discussion, assigning the projects, experimental methods, demonstration by sketches/ drawings and use of audio visual aids. The following diagram represents the types of learner's i.e auditory learner, learner who use the vision, individuals who learn by doing.

Auditory learners have good auditory power. They can understand and memorize the contents of any presentation without any difficulty. Vision power of some students is very strong. They understand and memorize the presented contents effectively. They are good observers.

Some students learn through self-experience. They are naturally skill full and are able to flourish in technical fields.



A good teacher must be able to identify the above mentioned capabilities of his /her students and employ them as per student's understandings. The teacher must keep in mind the above

Mentioned triangle while planning the lessons to get favorable results

Motivation is a stimulus to be active in a desirable way. It gives life to the dead thoughts. It helps a person to participate in all walks of life physically and mentally. Without motivation and enthusiasm, a person can't achieve success. It is the motivation that changes impossible to possible. (Error! Hyperlink reference not valid.) Motivation is a product of multiple factors that activate an individual with his will to achieve a certain aim. Motivation depends on extent of inspiration to achieve a target for the mental satisfaction and a desire to become prominent among his/her fellows e.g. a sense of competition among students is instituted when a big reward is announced for the winner. Every student wants to participate and tries to win this target.

Motivation is a tool that is required throughout academic life. Motivation activates the slow learners and special children. Few words of praise work as medicine to a sick person. It increases the morale of all individuals. Without motivation the educational progress is impeded and ultimately a student does not become a good citizen of the society. Demotivated student is unable to keep the pace with the class and tries to skip due to repeated failures. Ultimately he leaves the school without completing the education. Two kinds of motivation have been identified; internal motivation and external motivation, internal motivation drives a person to achieve a goal at his/her own free will. She/he enjoys the success whereas external motivation focuses on accomplishment of goals set by the others.

Motivational strategies result in the integration of students and teachers in a way that help the teachers to convey their point

of view to the students according to their receptive capabilities. Following strategies are being practiced. Learning is dependent on student's involvement. Involving the students through day to day affairs and assigning them a particular task help to expose their inner thoughts and natural capabilities.

At secondary level learning can be strengthened by teachers through respect the decision power of students. Teachers should ensure the availability of related material for class activities in order to enhance the interest of students. For this teachers should use variable activities. Teachers should use of latest technology and modern equipment's like computers and projectors can catch the attention of students. Recognition of students can arouse motivation in learners so teachers award successful learners with merit certificates and other distinction prizes including monetary or symbolic not only greatly enhance their capabilities but also motivate other students to compete in future. Moreover teachers may record the progress of each student in terms of curricular and extracurricular activities and display them in the class room. Or just verbally apprise them it can act like strong tool which gives confidence to the students. Present study is designed to compare the application of motivational strategies being used by the teachers of public and private sector schools.

Objective

- To explore motivational strategies used by the teachers at secondary level.
- To compare the public and private secondary level schools regarding the application of motivational strategies in the classroom.

Method

The design of present study was quantitative .A questionnaire was designed to gather information about the comparison of motivational strategies application in secondary schools of public and private sector. 20 items questionnaire was designed to collect the data. Questionnaire was given to 25 teachers of public sector (Islamabad Model College for Girls I-9/1 Islamabad) and 25 of private sector.

Results

Above table highlights the responses of private and public sector school teachers on 20 items research questionnaire. Findings show that there is a vast difference regarding the application of motivational strategies between public and private sector school. Private school teachers were well versant with the latest techniques and administration of the school was equally involved in the uplift of teachers as well as students.

Discussion

The purpose of the study was to compare the application of multiple teaching strategies in public and private sector schools in Islamabad. Different modalities like student attention seeking efforts by teachers and various other ways by which the grasping power of students can be enhanced was evaluated in detail. As expected the performance of private sector school was much more ahead as compared to public school of the same area. Many factors were responsible for this discrimination. The most important factor was the limited availability of funds to the public school. The administration of public school was seen handicapped due to the lack of funds, unavailability of modern technology, unequipped laboratories, increased strength of students in a class, deficiency of trained teachers and no incentive/appreciation to any teacher who wants to use latest methods of teaching.

S.No	Teaching Strategies	Public Sector School		Private Sector School	
		Teacher Using	%age	Teacher Using	%age
1	Create Student Concentration	10	40%	22	88%
2	Respect the Decision Power of students	5	20%	20	80%
3	Apply Related Equipment	4	16%	18	72%
4	Use Variable Activities	6	24%	23	92%
5	Use of Latest Technology	12	48%	25	100%
6	Grant of Merit Certificate and Winning Cups etc.	20	80%	25	100%
7	Addition of plus point	3	12%	21	84%
8	Achievement Charts	10	40%	25	100%
9	Admiring Remarks Verbally and Written	20	80%	25	100%
10	Installation of Mail Box/Notice Board	5	20%	20	80%
11	Use of Newspapers/journals	2	8%	15	60%
12	Mutual learning	10	40%	23	92%
13	Small group instruction	6	24%	20	80%
14	Relationship Between Present and Past facts	12	48%	22	88%
15	Change Testing and Home Assignments	2	8%	19	76%
16	Model Drawings	11	44%	20	80%
17	Speech Contests	22	88%	25	100%
18	Co-curricular Activities	18	72%	25	100%
19	Recreational Trips and Expeditions.	4	16%	25	100%
20	Magical Learning.	1	4%	15	60%

No special training to teachers within the country or abroad is given to public school teachers. The syllabus is lengthy which needs to be completed in a specified period. There is no provision of educational tours. Unfortunately there is no concept of motivating the children in true letter and spirit. Therefore the results of public schools are not promising and the rate of drop out students is increasing day by day. A country like Pakistan cannot afford this alarming situation. There is a need to address the problem on priority at higher government level.

Conclusion

The education system in private school was much ahead than public school. The addition of modern equipment/audio visual aids was not possible in public school due to the paucity of funds released by the Ministry of Education. On the other hand there was no such issue in the private sector school. The selection of teaching staff was on merit and performance dependent. The pay structure of teachers was quite reasonable along with other allied facilities. The parents of all the students belonged to upper class in private sector school whereas in public school most of the students belonged to middle or lower middle class.

Recommendations

1. Appropriate funds may be allocated to all schools in public sector.
2. Qualified and well trained teachers may be employed and their performance may be monitored regularly.
3. Best teacher award and special pay increments should be given to hard working teachers.
4. Teachers giving poor results continuously may be warned initially and then dismissed from service.
5. Latest technical equipment should be provided in public schools.
6. Recreational facilities and educational trips should be carried out.
7. The overcrowding in classes can be minimized by opening more schools so that teacher can attend all students with full devotion and concentration.
8. Special seminars and workshops on application of teaching strategies should be arranged for the teachers on regular basis. The progress on implementation on these strategies must be

asked and problems in implementing them must be identified and rectified accordingly.

9. Parent Teacher meetings may be carried out on quarterly basis.

Significance of study

The identification and application of motivational methods to impart knowledge to the students is an important topic. Time has proved that traditional method of teaching has produced just students whereas scholars were produced by adopting scientific methods of studies. The development of country mainly depends on its education system. The success of education system is based on quality education. Qualified teachers are pillars for the quality education. In the modern world, the teaching profession is placed on top priority. Education system is student centered and multiple scientific techniques are being used to educate them. By using various motivational strategies, the interest of students in studies has been developed thereby reducing the number of drop out. Our country is trying hard to get an advanced system of education to compete with the world. So it is the need of hour, to analyze the implementation of motivational strategies in private and public sectors of education.

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