



Improving Motivation Among Students

Introduction

One of the goals of every educational institution is fetching better and better results every academic year. With the same goal in mind our college selected problems such as 'Enhancement of Results in Arts faculty', and 'Enhancement of Results in Commerce faculty'. While working on the same it was found that different areas need to be strengthened to improve results. One very important way was 'Need to improve Motivation'. It was also noticed that 'motivation', an intrinsic feeling of encouragement, needs to be handled at three levels — Teacher's motivation, Parent's motivation and Student's motivation. This led to work on an independent project 'Need to improve Motivation'. In this project, the focus is on students.

Motivation, which acts as a need, drives the individual to set a goal and forces him to work/ behave in the direction of achieving it. An achievement of the goal gives an individual immense satisfaction, which eventually develops a higher level of need in the individual, enabling him to achieve more and more.

Motivation being an internal factor was found hard to deal with. Since it was directly related to the improvement of results, increasing its level was felt to be very important.

A sample of 300 students, 100 from the Degree college and 200 from the Junior college were selected for the study. The sample was in proportion with the actual strength of the students in the colleges. Two criteria were used for selecting the sample:

1. 100 students from Degree college were

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| Project No. : Excellence 008 |
| Institution : S. P. N. Doshi Women's College of Arts, Ghatkopar. |
| Team Members : Ms. Madhuri Vaidya, Ms. Manorama G., Ms. Ami Yagnik, Ms. Amita Kendurkar |
| No. of meetings planned : 15 |
| No. of meetings held : 13 |
| Percentage of attendance : 95 |
| Project start date : July 14, 2006 |
| Project closing date : Oct. 14, 2006 |

selected who were from the Third year Arts, Commerce and Home-Science faculties.

2. 200 students from Junior college were selected who were from the XII Std.

The project team did brainstorming with the faculty in Senior college and Junior college as well as with the students in general to find out the reasons for lack of motivation. On the basis of this, a check-list was formulated and given by the team and given to the sample group. Similarly Dr. Rao's motivational scale consisting

of 50 items of multiple choice was administered on the sample group and each student's motivational level (score) was found out. As per the scale, the scores can be obtained in 3 levels — < 14, between 14 & 23 and > 23. From the check-list, 37 possible factors which lead to lack of motivation among the students were found out and they were classified into 5 categories such as personal, familial, social, teacher-related and college-related. Finally, 7 major causes were identified from them.

This further led to the planning of intervention programmes. For intervention, 50 students from Degree college and 50 students from Junior college were selected to have personal interaction with every student in the group. As per the plan, different Lectures, Workshops and Relaxation techniques, Concentration exercises, SWOT analyses, lectures on Goal setting and OMKAR were arranged. Every lecture and workshop was followed by a feedback session from all the participants. It was noticed that after the intervention programmes, the students seemed to be more self-confident, clear in their goals and eager to strengthen their strengths and overcome their weaknesses.



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Customer, Market, External Voice :

- Students of XII std. who have obtained less than 50% marks in the previous examination.
- Students of T. Y. (B.A., B.Com., B.H.Sc.) who have obtained less than 50% marks in the previous examination.

Gap Analysis :

- Change in motivational level
- Minimum 10% increase in their results from the previous examination.

Problem Area :

- Need for improving **motivation** among students to enhance their academic performance.

Project Definition :

To improve student's motivational level.

Justification :

Academic performance will help students to enhance their career prospects, which could be achieved through **high motivation**.

Quality Cost :

- To enhance their self-awareness & -esteem.
- To improve their career opportunities
- To improve the image of the college.
- To make them economically independent.

Project Relevance :

With high level of motivation, the XII std. as well as T.Y. B.A. B.Com, & B.H.Sc. results will improve.

Possible causes for a need to improve motivation

a) Personal

- Lack of vision in life
- General inertia about everything due to family environment
- Difficulty in language
- Wrong conditioning (fear) about a particular teacher

- Participation in extra-curricular activities
- Don't know whom to approach when in difficulty
- Physically unfit
- Change of medium
- Inappropriate company
- Contentment with one's results

b) Familial

- Force by parents to choose some faculty or subject.
- Ample distractions
- Financial constraints
- Totally different aims in the parent's mind
- Absence of academic orientation among parents
- Passive or neutral attitude of parents
- Constant wrong grinding on the minds of students
- Lack of role model

c) Social

- Absence of 'peer pressure' to feel 'challenged'
- Impoverished social environment
- Ample distractions
- Lack of role model

d) Teacher-related

- Less personal attention given to the students
- Irregularity in taking lectures
- Mechanical teaching methods
- Lack of interactive teaching
- Responsible for developing fear in the students' mind
- Constant grinding on students' mind about their inability

e) College-related

- Force the students to choose some subject
- Mechanical teaching method

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- ⇒ Lack of applicability of theoretical knowledge
- ⇒ Following the same curriculum for a long period
- ⇒ Leading to unavailability of books in market & in library
- ⇒ Following the same pattern of examination
- ⇒ Inadequate infrastructure
- ⇒ Crowded classrooms

Interventions

- ⇒ A lecture on 'Learn to relax & concentrate' was organised for the sample group so that they would start practising immediately & have its benefit throughout this academic year.
- ⇒ An interactive session on 'SWOT analysis' was conducted & students were taught to identify their Strengths & Weaknesses, avail the Opportunities, & overcome the Threats.
- ⇒ A lecture on 'Goal Setting & Motivation' was organised to demonstrate how to form Short-term & Long-term goals with which they would get a sense of satisfaction, confidence, vision & feel motivated.
- ⇒ With a session on 'OMKAR', the students were equipped with better concentration techniques.
- ⇒ Breathing Exercises.
- ⇒ An inspiring film '10th F' was shown to get self-motivation by removing a taboo from their minds as 'Average Students'.

Knowledge of Results (KoR)

69% students felt that Omkar session helped them. 67% students said that the various sessions helped them in goal-setting. 61% students felt that the SWOT technique helped them and 60% students were motivated by the movie, '10th F' that was shown to them. The following is the feed-back from students about the importance of the various sessions they had:

- ⇒ Taught them the methods of concentration
- ⇒ Became aware of our Strengths & Weaknesses
- ⇒ Helped to know how to memorise &

- retain
- ⇒ Helped in goal-setting & molding our behaviour positively
- ⇒ Raised confidence
- ⇒ Taught to achieve Relaxation & Peace of mind
- ⇒ Will help us in our studies
- ⇒ To determine our Strengths & Weaknesses
- ⇒ Aware of how to overcome the Threats in our life
- ⇒ Learnt the techniques of concentration & Relaxation
- ⇒ Learnt about Goal-setting & achieving, self-reliance, self-responsibility in our studies
- ⇒ Learnt about techniques of tension reduction & relaxation.

Improvement in Results

At the end of the project, the students' half-yearly performance was studied by the team. There was a 2% increase in the Degree college results and 2.5% in the Junior college results. The project team interacted with the students and possible reasons were brought forward. The following are the justifications.

Justification

a) Senior College

- ⇒ Lack of availability of books
- ⇒ New syllabus
- ⇒ No follow up
- ⇒ Students want lectures on concentration
- ⇒ Exercises to be regularly held

b) Junior College

- ⇒ Lack of follow-up
- ⇒ Exams not taken seriously

Conclusion/Prospective Plans

- ⇒ Awareness programmes like SWOT & Goal-Setting
- ⇒ Effective Study Habits
- ⇒ Counselling
- ⇒ Career guidance programmes
- ⇒ Stress Management Techniques



To Develop A System For Clean Environment

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Although change is a fact of life, it is also dreaded. Becoming a member of NCQM helped us to do away with the fear of failure and helped in developing proactive and innovative approach to succeed in change management. Further, participation in BQET (Best Quality Enhancement Team) gave us a scientific approach to proceed with the TQM project. Quality is not an act, it is a habit. It generally signifies the degree of excellence. Guidelines given by NCQM gave us a path to follow. Importance of team building, feeling of ownership, effectiveness of brainstorming, involvement of maximum possible people in a project, working without hierarchy, handling both people and process sides of change are among the few steps we learned while working together.

Following is a short overview of the QC Story presented by us for which we received the first position at BQET awards. We followed Performance Excellence Roadmap.

For us the basic **philosophy** of quality management is

- ▣ Improving quality by removing the causes of problems in the system inevitably leads to improved productivity.
- ▣ The person doing the job is most knowledgeable about the job.
- ▣ People want to be involved and do their jobs well.
- ▣ Every person wants to feel like a valuable contributor.
- ▣ More can be accomplished by working together to improve the system than individual contributor working around the system.

Identification of the problem was done by asking all the staff to list three problem areas where they want improvement. Problem was analysed based on their responses.

Problem Analysis



We defined the problem as under.

Cleanliness is standardisation of the procedure of cleaning and sustaining the work environment through the system.

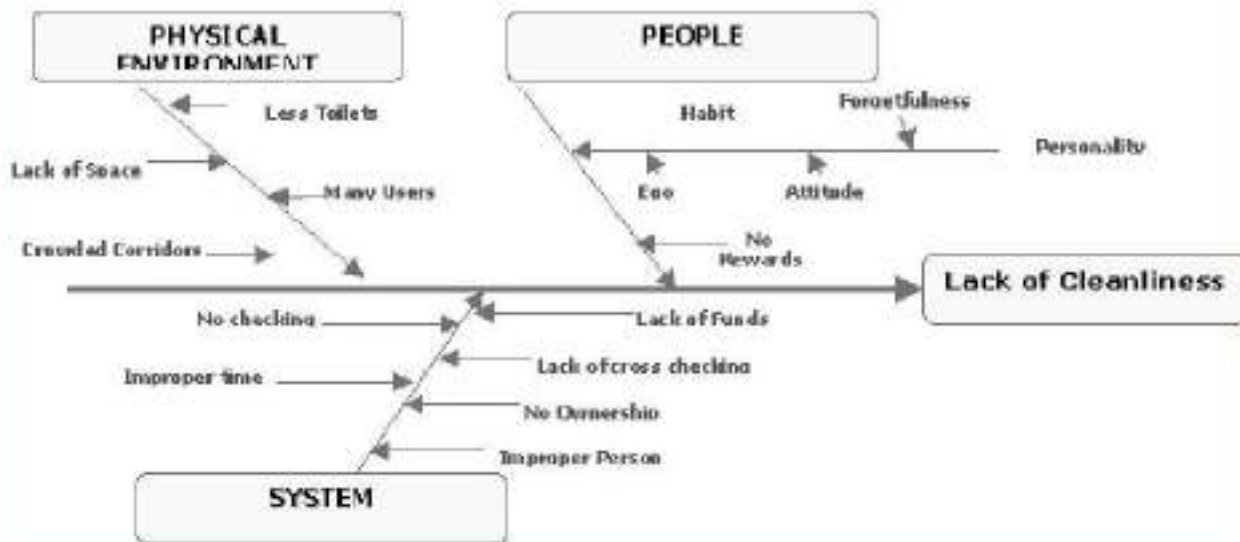
As our problem was lack of cleanliness, we had a brain-storming session to search for causes. (See diagram on the next page).

The analysis done on the combined effect of Philosophy and Graphical techniques led to:

1. Joint Meeting of teaching and non-teaching
The Class IV employees
 - To plug loop holes
 - To regularise work system
2. Meeting with the student representative
 - To decipher peculiar habits
 - To understand common attitudes



Cause and Effect Diagram



3. Meeting with the NSS volunteers — start serving from home (i.e. college) before moving towards community work.

4. Meeting with Management

— IQAC Chairperson conveyed the relevance of steps to be taken to upgrade **Quality**.



It resulted in:

- Painting of classroom
- Separation of toilets from drinking water facility.
- Renovation of toilet blocks.
- Sliding window installed in classrooms.



Following are the photographs before and after the implementation of the system.

In addition to this, incentives in the form of awards, certificates and badges have been planned to make it a continuous process.

Awards like:

- ☐ Neatest Floor Award.
- ☐ Neatest Classroom Award

To maintain cleanliness, a system was further

evolved where we prepared floor charts for each floor where ownership of an area is given to support staff and a team of people including teaching staff, administration staff and support staff was given the responsibility of maintaining cleanliness on each floor.

Finally the primary purpose of the project was to make work more fulfilling with a smile on the faces of all. To achieve anything we need to work together, collaborate with each other and tolerate others because — **'None of us is as smart as all of us'**. ☐☐☐





Faculty Upgradation through Research and Development

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The context that required the initiation of the practice

Any college to improve its quality culture needs to emphasise research activities. It was in this context that the activities under IQAC & QAC emphasised the need for Research and other developmental activities.

- ⇒ To reinforce the healthy practices of the college with suitable mechanisms to identify and reform — to incorporate quality culture among the teachers which was lacking earlier — encouraging and motivating teachers to shoulder the additional work willingly.
- ⇒ Inculcate a research culture, develop scientific thinking and acquire research skills through higher education - Encourage training in designing a project, planning its execution, methodologies to be used and methods of reporting.
- ⇒ Encourage staff to pursue M.Phil/PhD programmes, undertake minor and major research projects and to organise Regional/State/National level workshops and seminars/participate in collaborative projects etc. — to see the effectiveness of the goals set by the principal on 20 point programme.

Objectives of the practice

- ⇒ Enable the faculty to work in the direction of innovations in Higher Education
- ⇒ Motivate the teachers to aim constantly at quality and sustenance activities
- ⇒ Encourage teachers to improve their professional grades
- ⇒ Encourage teacher participation in State, National and International level seminars and also organise seminars, exhibitions, workshops, etc.

- ⇒ Encourage staff to pursue M.Phil/Ph.D programmes, undertake minor & major research projects, to participate in collaborative projects.
- ⇒ Develop research culture at the grass roots level
- ⇒ Train the staff on various Research Methodologies.

The practice

An action plan was drawn on an annual basis which included :

- ⇒ Motivating teachers in the department to pursue at least one minor research project in their area of specialisation.
- ⇒ Publishing of articles/papers in leading journals and books
- ⇒ Registration for PhD. Programmes
- ⇒ Conducting Regional/State/National level seminars/conferences
- ⇒ Participation in workshops/seminars
- ⇒ Encouraging paper & poster presentation
- ⇒ Encouraging Radio/T.V. talk shows
- ⇒ Encouraging teachers to write articles in newspapers, magazines, books, etc.
- ⇒ Felicitating and appreciating teachers' participation in all the above activities.

The Principal encouraged all the departments to maintain a departmental profile which was handed over to the department heads at the commencement of each academic year and the same was used to evaluate critically the strengths and weaknesses of every department. It also provided scope for every department to identify its best practices.

This being an annual feature, finds a place in

- # the calendar of events and now works as an in-built strategy, making documentation a regular feature. Meetings are held regularly. Suggestions for improvements are given to all the departments. Participatory Management is practised in all possible situations.

Obstacles faced if any and strategies adopted to overcome them

The obstacles faced were lack of motivation, lack of time, commitments in the family, personal problems and small number of staff.

The challenging issues that had to be addressed were :

Motivating the teachers to shoulder additional work responsibilities, providing adequate time slots, encouraging them to use books and journals, upgrading the library services, giving internet facility, computer training to make them competent in computer skills, media presentations, assessing internet etc.

The strategies adopted were :

- ⇒ A workshop on Research Methodologies was organised, which gave the teachers the confidence to write proposals and project presentations.
- ⇒ The library services were upgraded by giving internet facility, adding more books and journals in the specific fields of specialisation.
- ⇒ Computer training classes were organised for making better multi-media presentation, how to assess, store and reproduce the data, how to use various programmes to make one's presentations more interesting and effective.

The Principal also encourages the teachers by felicitating and mentioning their efforts on the Founders' Day and Teachers' Day celebrations, etc. Teachers are also encouraged to participate in workshops and seminars which will upgrade them in their Research work.

Impact of the practice

- ⇒ Till date the college boasts of 14 minor research presentations

- ⇒ Two staff members have enrolled for PhD. One has gone on an FIP and is near completion. Out of 13 staff members, 4 are already PhD. Two staff members will be registering for PhD by the end of this academic year.
- ⇒ College has organised Two National Level Seminars & Two State Level seminars.
- ⇒ No. of Paper Presentations made in
 - a] International Seminars : 8,
 - b] National Level Seminars : 10,
 - c] State Level Seminars : 4,
 - d] Biennial Conferences : 2
- ⇒ Poster Presentations, 8 at international seminars, 4 at national level, 4 at State level and 1 in a biennial conference.
- ⇒ International Research Exchange Programme : 2
- ⇒ No. of awards won for Poster/Paper Presentations : 4
- ⇒ Full Bright Fellowship : 1
- ⇒ Post Doctoral Research : 1
- ⇒ Collaborative Projects : 5
- ⇒ Amount of money sanctioned for minor research projects : Rs.5,80,000/-
- ⇒ Amount of money sanctioned for library books in minor research projects : Rs.77,126.80/-
- ⇒ No. of Library books added : 177
- ⇒ Amount of money sanctioned for national, State level seminars : Rs.2,00,000/-
- ⇒ No. of Seminars/workshops organised : 2 National, 2 State
- ⇒ No. of equipments bought for the college : 10
- ⇒ No. of papers published in Referred Journals : 7
- ⇒ No. of articles published in books/newspapers : 7
- ⇒ No. of Radio/T.V. talk shows : 8
- ⇒ The college librarian applied for a minor

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research project which was not accepted on the grounds that she is not a teaching faculty. She is pursuing the matter with higher authorities to get the sanction.

Resources required

Financial Resources :

Sponsorship/Financial Assistance for Stationery/Banners/Organising Seminars/Workshops, Gifts etc.

Materials Resources :

Overhead Projectors, Multimedia presentations, Internet, Stationery for Charts, exhibits etc.

Technological Resources :

Computer availability for Data Processing Packages : SPSS

Human Resources :

To collect information, to process to type report etc.

