

**BASIC ELEMENTS OF
EDUCATIONAL PSYCHOLOGY**
(शैक्षिक मनोविज्ञान के आधारभूत तत्व)



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Measurement of Motivation

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Introduction:

Motivation and Learning are interconnected concepts in the field of Psychology and Education. Motivation refers to the internal processes that energize, direct, and sustain behaviour towards achieving specific goals. In the context of education, motivation influences students' willingness to engage in learning activities, persist in the face of challenges, and strive for academic success. Measurement is the process of quantifying or qualifying attributes, abilities, or behaviours, such as intelligence, personality, attitudes, or academic achievement. Measurement tools include tests, scales, surveys, and observations. It is a driving force that initiates and sustains behaviour, such as interest, desire, or need. Motivation can be intrinsic (e.g., personal satisfaction) or extrinsic (e.g., rewards). Learning is the process of acquiring new knowledge, skills, or attitudes through experience, practice, or instruction. Learning theories include behavioural, cognitive, and constructivist approaches.

Motivation and learning are connected to each other. Motivation can impact learning, as a motivated individual is more likely to engage in the learning process and persist in the face of challenges. Understanding these interconnected concepts is essential in fields like education, training, and development, as well as in organizational settings, where the goal is to promote learning, motivation, and growth.

Motivation:

Motivation can be defined as the driving force that energizes, directs, and sustains behaviour towards achieving specific goals or fulfilling needs. It plays a crucial role in influencing individuals' decisions, actions, and persistence in pursuing desired outcomes. Understanding and measuring motivation is essential in various contexts, such as education, work, sports, and personal development.

According to W.G.Scott -

"Motivation means a process of stimulating people to action to desired goals"

According to E.F.L. Brech-

"Motivation is a general inspiration process which gets the members of the team to pull their loyalty to the group to carry out properly the task that they accepted and generally to play an effective part in the job that the group has undertaken."

According to Michal, j. Jucius-

"Motivation is the act of stimulating someone or oneself to get a desired course of action or to push the right button to get a desired reaction."

There are several theories of motivation that provide insights into the different factors that influence and shape individuals' motivation levels. Some of the key theories include:

- ✓ Maslow's Hierarchy of Needs: Abraham Maslow proposed a hierarchy of needs theory, suggesting that individuals are motivated by a hierarchical sequence of needs, starting from basic physiological needs (e.g., food, water) to higher-order needs such as self-esteem and self-actualization.

- ✓ Self-Determination Theory (SDT): SDT emphasizes the importance of autonomy, competence, and relatedness in driving intrinsic motivation. It posits that individuals have innate psychological needs for autonomy, competence, and social connection, which support motivation and well-being.
- ✓ Expectancy Theory: Expectancy theory suggests that individuals are motivated by their beliefs about the likelihood of achieving desired outcomes based on effort and performance expectations. The theory emphasizes the importance of perceived effort-performance relationships, performance-outcome expectations, and outcome valence in motivating individuals.
- ✓ Goal-Setting Theory: Goal-setting theory posits that setting specific, challenging, and achievable goals can enhance motivation and performance. Goals provide a clear direction for action, enhance focus and persistence, and foster a sense of accomplishment when achieved.

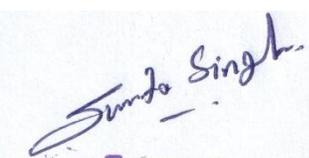
A common area where we see the need to apply motivation is in the work place. In the work place, we can see motivation play a key role, for example in leadership success. A person unable to grasp motivation or apply it in the work situation will not become a leader or stay as a leader for much time. Salary, benefits, working situations, supervision, coverage, safety, protection, affiliation, and relationships are all externally prompted desires. Achievement, advancement, reputation, growth, obligation, and activity nature are inner motivators. They occur when the individual motivates themselves after external motivation desires are met.

Another place motivation plays a key function is in education. A teacher who implements motivational techniques will see an increased participation, effort, and higher grades. Part of the teacher's job is to provide an environment that is motivationally charged. This environment accounts for students who lack their own internal motivation. One of the first places people begin to set goals for themselves is in school. School is where we are most likely to learn the correlation between goals, and the definition of motivation. That relationship between these factors leads to success.

Characteristics of Motivation:

Following are the characteristics of motivation-

- **Direction:** Motivation provides a sense of direction or purpose towards a specific goal, task, or outcome. It directs behaviour and effort towards achieving desired objectives.
- **Intensity:** Motivation varies in intensity, reflecting the level of effort, energy, and persistence individuals invest in pursuing their goals. Higher motivation often results in greater effort and determination.
- **Persistence:** Motivation influences the duration and consistency of effort towards a goal. Individuals with high motivation are more likely to persevere in the face of challenges, setbacks, or obstacles.
- **Variability:** Motivation can fluctuate over time and across different situations or contexts. External factors, personal experiences, and individual differences can influence the level and nature of motivation.
- **Intrinsic and Extrinsic Factors:** Motivation can be driven by internal factors such as personal interests, values, and enjoyment (intrinsic motivation), as well as


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external factors such as rewards, recognition, or social approval (extrinsic motivation).

- **Individual Differences:** Motivation varies among individuals based on factors such as personality traits, beliefs, past experiences, and cultural background. What motivates one person may not necessarily motivate another.
- **Self-Regulation:** Motivation involves self-regulatory processes that enable individuals to set goals, monitor progress, and adjust their behaviour to achieve desired outcomes. Self-regulation includes aspects such as goal-setting, planning, self-monitoring, and self-control.
- **Positive and Negative Motivation:** Motivation can be driven by the pursuit of positive outcomes (e.g., rewards, success) or the avoidance of negative outcomes (e.g., punishment, failure). Both types of motivation influence behaviour and decision-making.
- **Dynamic Nature:** Motivation is dynamic and can change over time in response to shifting goals, priorities, and circumstances. It requires ongoing attention and nurturing to maintain and enhance.

Types of Motivation

Motivation is mainly are of two types:

1. Intrinsic motivation:

Intrinsic motivation refers to engaging in an activity for its inherent satisfaction rather than for external rewards or pressures. It's the drive that comes from within, curiosity, or a sense of fulfilment. It is the motivation which comes from the self of an individual through our own thoughts, our beliefs in our own abilities, intensity of our need and our attitude towards goal achievement.

Those people who are self motivated/ self geared that don't require any push or accelerator from outside. People driven by intrinsic motivation are more likely to persist in their efforts, take on challenges, and experience a deeper sense of satisfaction with their accomplishments. This type of motivation fosters creativity, innovation, and a genuine passion for learning. It's often associated with activities that align with personal interests, values, or long-term goals.

Nurturing intrinsic motivation involves providing opportunities for autonomy, mastery, and purpose. Allowing individuals to have a sense of control over their tasks, encouraging skill development, and connecting activities to meaningful outcomes can enhance intrinsic motivation.

2. Extrinsic Motivation:

Extrinsic motivation involves engaging in an activity for external rewards or to avoid punishment, rather than for the inherent enjoyment or satisfaction it brings. This type of motivation relies on incentives such as money, praise, grades, or recognition from others to drive behaviour.

While extrinsic motivation can be effective in prompting action, especially for tasks that might otherwise lack inherent appeal, it may not foster genuine interest or long-term commitment. Individuals motivated primarily by external rewards may experience fluctuations in motivation when the rewards are removed or when they become less compelling over time.

Extrinsic motivation can sometimes undermine intrinsic motivation, particularly if the external rewards overshadow the inherent satisfaction of the activity itself. This can lead to a decrease in creativity, autonomy, and overall enjoyment. However, extrinsic motivation isn't inherently negative. It can be a useful tool in

certain contexts, such as encouraging initial engagement or shaping behaviour in specific situations. For example, offering bonuses for meeting sales targets or giving students grades for completing assignments can provide tangible incentives to drive performance.

Balancing extrinsic and intrinsic motivators is essential for fostering sustainable motivation and promoting both short-term compliance and long-term commitment to goals and activities.

How to Motivate Ourselves:

In today's fierce competition era, nobody has time to push other person. One has to be self motivated on one needs to be intrinsically motivated. In an organization if you are not performing you will be fired from the job.

Lucky are the students or employees who have their teachers, parents, siblings or bosses who motivate them otherwise motivational talks and motivational speeches have price tagged with them. In business world, motivational speakers charge huge money to motivate us. Anyhow this is profession now because this is need of the hour as everybody is in mad race of minting money and cannot spare time to their employees and in personal lives to their kids etc.

Therefore, instead of relying on somebody else one should read good books, should talk to good and successful people and follow their foot prints, observe their positive behaviours and try to adapt those things in their own life and should have a firm belief on one's abilities, skills, and law of nature that hard work never goes waste, it will always fetch rich dividends sooner or later. Besides it, positive auto signal is a very powerful technique to stay motivated. Positive auto signals means doing positive self talk e.g.

- > I can do this.
- > I am very intelligent
- > I will definitely achieve my goal I am responsible

That means no negative statements and not even positive statements in negative forms e.g. I am Intelligent (Correct for self talk) I am not dull (Incorrect for self talk)

Psychologists are of the view that with this positive self talks your mind start accepting those positive aspects and start behaving in that way only. To prove this concept, many years back in USA an experiment was carried out where the whole class was divided into two groups of students with LOW IQ level students and another with high IQ level students. Students with High IQ level were being told that they have low IQ and vice versa and this thing was constantly reinforced to those group of students. To the amazement of all, at the end of year their results got reversed.

Low IQ students who were being labelled as High IQ students actually outperformed High IQ students who were being labelled as Low IQ students. This is the impact of positive talks and reinforcement

Need of Motivation:

- > **Goal Achievement:** Motivation provides the drive and energy necessary to set and pursue goals effectively. It helps individuals overcome obstacles, persevere through challenges, and ultimately achieve desired outcomes.
- > **Productivity and Performance:** Motivated individuals tend to be more productive and perform better in their tasks and responsibilities. Motivation enhances focus, concentration, and effort, leading to higher levels of performance and success.

-
- > **Personal Growth and Development:** Motivation fuels continuous learning, improvement, and personal development. It encourages individuals to seek new experiences, acquire new skills, and expand their knowledge and capabilities.
 - > **Resilience and Adaptability:** Motivation strengthens resilience and adaptability in the face of adversity or setbacks. It helps individuals bounce back from failures, learn from mistakes, and remain determined in the pursuit of their goals.
 - > **Positive Attitude and Well-being:** Motivation contributes to a positive attitude, sense of purpose, and overall well-being. It fosters feelings of fulfillment, satisfaction, and happiness by aligning actions with personal values and aspirations.
 - > **Effective Leadership and Management:** Motivation is essential for effective leadership and management in organizations. Motivated leaders inspire and empower their teams, fostering a culture of engagement, innovation, and high performance.
 - > **Healthy Relationships:** Motivation enhances interpersonal relationships by promoting collaboration, cooperation, and mutual support. Motivated individuals are more likely to contribute positively to their relationships and communities.
 - > **Overcoming Procrastination:** Motivation helps individuals overcome procrastination and take action towards their goals. It provides the momentum needed to initiate tasks, maintain momentum, and avoid unnecessary delays.
 - > **Adopting Healthy Habits:** Motivation plays a key role in adopting and maintaining healthy lifestyle habits. Whether it's exercising regularly, eating nutritious food, getting enough sleep, or managing stress, motivation provides the incentive to prioritize health and well-being.
 - > **Overcoming Fear and Doubt:** Motivation helps individuals confront and overcome fears, doubts, and insecurities that may hold them back from pursuing their goals. It instills confidence, courage, and belief in one's abilities to overcome challenges and achieve success.
 - > **Inspiring Others:** Motivated individuals serve as role models and sources of inspiration for others. Their enthusiasm, determination, and achievements can motivate and uplift those around them, fostering a supportive and empowering environment.
 - > **Creating Positive Change:** Motivation drives individuals to make positive changes in themselves, their communities, and the world at large. Whether it's advocating for social justice, volunteering for a cause, or leading initiatives for environmental sustainability, motivation fuels action towards creating a better future.
 - > **Enhancing Creativity and Innovation:** Motivation stimulates creativity and innovation by encouraging individuals to explore new ideas, take risks, and think outside the box. Motivated individuals are more likely to seek novel solutions, experiment with different approaches, and push the boundaries of what's possible.
 - > **Fulfilling Potential:** Motivation empowers individuals to strive for excellence and reach their full potential. It encourages them to pursue their passions, follow their dreams, and make the most of their talents and abilities, leading to a sense of fulfillment and satisfaction in life.

- **Building Resilient Communities:** Motivation fosters resilience and empowerment at the community level, enabling individuals to come together, support each other, and overcome shared challenges. Motivated communities are better equipped to adapt, thrive, and create positive change collectively.
- **Measuring motivation in psychology** is a multifaceted endeavor that involves various theories, assessment methods, and research techniques aimed at understanding the underlying factors that drive behaviour. In this comprehensive exploration, we will delve into the theoretical frameworks, assessment tools, and empirical approaches used in the measurement of motivation within the field of psychology.

Theoretical frameworks of Motivation:

✓ **Drive Theory:**

Drive theory, proposed by psychologists such as Clark Hull and Kenneth Spence, suggests that motivation arises from the need to satisfy biological drives, such as hunger, thirst, and sex. According to this theory, motivation is influenced by internal physiological states and the drive to reduce tension or discomfort.

✓ **Incentive Theory:**

In contrast to drive theory, incentive theory emphasizes the role of external stimuli or rewards in motivating behavior. Psychologists like B.F. Skinner and Edward Thorndike proposed that behavior is driven by the anticipation of positive rewards or the avoidance of negative consequences.

✓ **Cognitive Theories:**

Cognitive theories of motivation, including expectancy-value theory and achievement motivation theory, emphasize the role of cognitive processes such as beliefs, expectations, and goals in driving behavior. Expectancy-value theory, developed by psychologists like Atkinson and McClelland, posits that motivation is influenced by the expectation of success and the subjective value of the outcome. Achievement motivation theory, proposed by researchers like David McClelland, focuses on individuals' need for achievement, affiliation, and power as motivational factors.

✓ **Self-Determination Theory (SDT):**

Self-Determination Theory, developed by Edward Deci and Richard Ryan, proposes that motivation can be categorized into different types: intrinsic motivation, extrinsic motivation, and a motivation. Intrinsic motivation involves engaging in an activity for its own sake, driven by internal satisfaction or enjoyment, while extrinsic motivation involves engaging in an activity for external rewards or to avoid punishment. A motivation reflects a lack of motivation or interest in an activity.

Assessment tools for Measuring Motivation:

Measuring motivation involves assessing both intrinsic and extrinsic factors that influence individuals' drive to pursue goals and take action. Some common methods of measuring motivation include-

✓ **Self-Report Scales:**

Self-report scales are commonly used to measure motivation in psychological research. These scales typically consist of a series of questions or statements designed to assess individuals' motivation levels, preferences, and attitudes towards specific tasks or activities. Examples of self-report scales include the Self-Determination Scale (SDS) for assessing autonomy, competence, and relatedness, and the Academic Motivation Scale (AMS) for measuring motivation in academic contexts.

✓ **Behavioural Observations:**

Behavioural measures of motivation involve observing individuals' actions, choices, and performance in tasks or situations. Researchers may assess factors such as persistence, effort, and goal-directed behaviour to infer motivational states. Behavioural observation techniques can provide valuable insights into individuals' motivation in real-world settings.

✓ **Goal-Setting Scales:**

Goal-setting theory highlights the importance of setting specific, challenging goals in motivating individuals to perform at their best. Goal-setting scales assess individuals' goal orientation, goal commitment, and goal progress, providing a quantitative measure of motivation in goal-directed activities. These scales help researchers understand how individuals' goals influence their motivation and behaviour.

✓ **Neuro-scientific Techniques:**

Neuroscience research has contributed to our understanding of the neural mechanisms underlying motivation. Neuro-imaging techniques such as functional magnetic resonance imaging (fMRI) allow researchers to examine brain activity associated with motivation, including the activation of reward-related regions like the ventral striatum and prefrontal cortex. Physiological measures such as heart rate variability and skin conductance can also provide insights into individuals' motivational states.

✓ **Empirical Approaches to Studying Motivation:**

1. **Experimental Studies:**

Experimental studies involve manipulating variables related to motivation and observing their effects on behaviour. Researchers may conduct laboratory experiments to investigate how factors such as rewards, goals, and feedback influence individuals' motivation and performance in tasks. Experimental designs allow researchers to establish causal relationships between motivational variables and behaviour.

2. **Co-relational Studies:**

Co-relational studies examine the relationship between different variables related to motivation. Researchers may use surveys or questionnaires to assess individuals' motivational traits and behaviours, and then analyze the correlations between these variables. Co-relational research provides valuable insights into the associations between motivational factors and outcomes, although it cannot establish causality.

3. **Longitudinal Studies:**

Longitudinal studies follow individuals over an extended period to examine changes in motivation and behaviour over time. By collecting data at multiple time points, researchers can track the development of motivation from childhood to adulthood or investigate how life events and experiences shape individuals' motivational trajectories. Longitudinal research provides a dynamic view of motivation and its impact on various life outcomes.

✓ **Self-report measures:** Surveys, questionnaires, and scales can be used to assess individuals' self-reported levels of motivation, goal orientation, and intrinsic/extrinsic motivation.

✓ **Behavioural observations:** Observing and tracking individuals' behavior, engagement, and persistence in goal-directed activities can provide insights into their motivation levels and patterns of response.

✓ **Achievement assessments:** Evaluating individuals' performance, goal attainment, and task completion can serve as an indicator of their motivation and commitment to achieving desired outcomes.

- ✓ **Motivational inventories:** Standardized tools and inventories, such as the Motivation Assessment Scale or the Self-Regulation Questionnaire, can help assess different aspects of motivation, such as self-determination, goal orientation, and persistence.

By utilizing these measurement methods and theories of motivation, educators, employers, and individuals themselves can gain valuable insights into understanding, enhancing, and sustaining motivation towards achieving their goals and fulfilling their needs.

Conclusion:

Motivation, defined as the energizing of behaviour in pursuit of a goal, is a fundamental element of our interaction with the world and with each other. Many different factors influence motivation, including the individual's internal physiological states, the current environmental conditions, as well as the individual's past history and experiences.

People need motivation to pursue their dreams and ambitions in life, whether they are related to their careers or their personal lives. As an added bonus, it may also play a significant role in deciding how much time and energy individuals invest in a certain endeavor. Motivated people are more likely to act in ways that benefit themselves and others, including putting in extra effort at work or studying for an exam. A lack of motivation, on the other hand, might result in disinterest, procrastination, and poor performance.

The measurement of motivation is a complex and multifaceted endeavour that involves assessing various psychological constructs, employing diverse methods, and considering the context of educational settings. By incorporating theoretical frameworks, assessment methods, and implications for educational practice, educators and researchers can gain a deeper understanding of students' motivation and learning processes and implement evidence-based strategies to support their academic success.

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