

MOTIVATION FOR NURSING STUDENTS

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INTRODUCTION

Motivation is the internal condition that activates behavior of the student, gives direction, energizes and directs goal-oriented behavior. Some students seem naturally enthusiastic about learning, but many need or expect their instructors to inspire, challenge, and stimulate them.

Motivation is the set of reasons that determines one to engage in a particular behavior.

Motivation in nursing education can have several effects on how students learn and how they behave towards subject matter. It can:

- Direct behavior toward Nursing profession
- Lead to increased effort and energy
- Increase initiation of and persistence in studies
- Enhance cognitive processing
- Determine what consequences are reinforcing
- Lead to improved performance

Because students are not always internally motivated, they sometimes need *situated motivation*, which is found in environmental conditions that the teacher creates.

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KINDS OF MOTIVATION

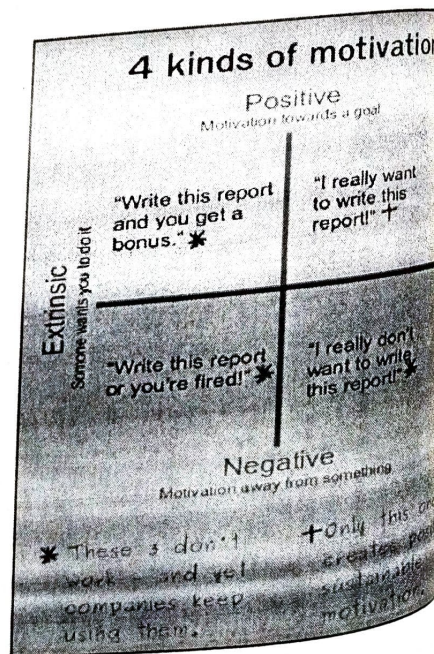
Intrinsic motivation - Occurs when students are internally motivated to do something because it either brings them pleasure, they think it is important, or they feel that what they are learning is significant.

Example: When a student gets first rank in the examination, motivate her by saying, "you have done a very good work, and keep it up".

Extrinsic motivation - Comes into play when a student is compelled to do something or act a certain way because of factors external to him or her (like money or good grades).

Example: When a student gets first rank in the examination, motivate her by giving books, pen, and pencils as reward for her achievement.

Positive motivation - Motivation of the students is always towards the achievement of the goal.



Negative motivation - Motivation of the students is always away from the goal.

FACTORS AFFECTING STUDENTS' MOTIVATION

Unfortunately, there is no single magical formula for motivating students. Many factors affect a student's motivation to work and to learn (Bligh, 1971; Sass, 1989)

- Interest in the subject matter
- general desire to achieve
- self-confidence and self-esteem
- patience and persistence

SOME IDEAS FOR MOTIVATING STUDENTS

To encourage students to become self-motivated and independent learners, instructors can do the following:

- **Explain** - Some recent research shows that many students do poorly on assignments or in participation because they do not understand what to do or why they should do it. Teachers should spend more time explaining why we teach, what we do, and why the topic or approach or activity is important and interesting and worthwhile.
- **Reward/Pleasure** - This is the old carrot on a stick technique. Rather than criticizing unwanted behavior or answers, reward correct behavior and answers. It creates eagerness for students to learn the subjects.

Example: Small children can be given a balloon, a piece of gum, or a set of crayons. At the college level - books, lunches,

verbal praise, certificates, and so on can be given.

- **Care/Kindness** - Be kind and considerate to students. Students respond with interest and motivation to teachers who appear to be human and caring. Show that you care about your students by asking them about their concerns and goals.

Example: What do they plan to do in the future? What things do they like? Such a teacher will be trusted and respected more.

- **Have students participate** - One of the major keys to motivation is the active involvement of students in their own learning. Standing in front of them and lecturing to them is thus a relatively poor method of teaching. It is better to get students involved in activities, group problem solving exercises, etc.

Example: Students can help the teacher (rearrange chairs, change the overhead transparencies, hold up pictures, and pass out papers)

- **Teach Inductively** - By beginning with examples, evidence, stories, and so forth and arriving at conclusions later, you can maintain interest and increase motivation for students to learn.
- **Satisfy students' needs** - Attending to need satisfaction is a primary method of keeping students interested and happy.

They will do an amazing amount of hard work if they are convinced that what they are learning ultimately meets their needs.

Example: Students must have adequate lighting, ventilation, place to sit, keep their books, and water for drinking and toilet facilities.

- **Make learning visual** - Use drawings, diagrams, pictures, charts, graphs, bulleted lists, even three-dimensional objects to help students anchor the idea to an image.
- **Use positive emotions to enhance learning and motivation** - Students remember better when the learning is accompanied by strong emotions. If you can make something fun, exciting, happy, loving, or perhaps even a bit frightening, students will learn more readily and the learning will last much longer. Emotions can be created by classroom attitudes, by doing something unexpected and by many other means.
- **Consequences** - Make students aware of the negative consequences of not getting good results.
- **Detailed instructions** - If you want a specific result give detailed instructions to the students.
- **Deadlines** - Many students are most productive right before a big deadline. Use this to your advantage by setting up a series

of mini-deadlines building up to an end result.

Example: Give deadline to the students by saying that "you have to submit the anatomy record by this week end." Students would respond by submitting the records.

- **Recognize achievement** - Make a point to recognize achievements one-by-one and also in group settings. Students like to see that they are not being ignored.
- Example:** If a student had won a prize in the competition, motivate her by giving a certificate in the college day celebration/general body meeting/putting her name in the notice board, etc.
- **Personal stake** - Think about the personal stake of students. What do they need? By understanding this you'll be able to keep students happy.
 - **Trust and Respect** - Give students the trust and respect they deserve and they'll respond to requests much more favorably.
 - **Create challenges** - Students are happy when they're progressing towards a goal. Give them the opportunity to face new and difficult problems and they'll be more enthusiastic.
 - **Let students be creative** - Don't expect everyone to do things your way. Allowing students to be creative creates a more optimistic environment

and can lead to awesome new ideas.

- **Constructive criticism** - Often students don't realize that they're doing wrong. Let them know. Most students want to improve and will make an effort once they know how to do it.
- **Demand improvement** - Don't let students stagnate. Each time a student advances, raise the bar a little higher.
- **Create opportunities** - Give students the opportunity to advance.
- **Environment** - Supportive environment is a must for the student. The rapport that the teachers develop with the student must be one of ease and comfort.

Example: An encouraging word or tone of voice, a hand on the shoulder. These may seem to be trivial but the impact on the learning is great.

CONCLUSION

In short, when students are treated well, respected, encouraged and the work has meaning, high levels of motivation will automatically develop. Students' self esteem is boosted and consequently their motivation is increased.

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