

Psychology of Learning

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Motivation of Learning (Contd.)

Hello viewers, welcome back to this NPTEL course on Psychology of Learning. So, in the last class we were discussing about different theories of motivation, goal theory, expectancy theory, drive reduction theory so many theories. So, today we will discuss another theory that is Maslow's hierarchical need theory. So, this is the need hierarchy theory of Maslow.

So, Maslow has given that all the human needs are being organized hierarchically in the sense that if you take the different types of needs motivations etcetera of the individuals of the society these are all being arranged hierarchically and inductively. Hence it is not about this need or that need but how these needs human needs have been organized has been structured in a hierarchical way. He has shown it in a pyramid structure. So, starting from that is the physiological needs to the safety need to the belongingness need to the esteem need and then the self-actualization. So, all of us if we reflect analyze our needs these are being arranged hierarchically once the basic needs the primary needs are being fulfilled then we we aspire for the next need next level needs also all these let us see how all these needs are being arranged.

So, Maslow's theory of hierarchies of the needs it is a motivational theory and it is the 5 tier model he has arranged that means, 5 layers 5 layers 5 tier of the 5 layers of the human needs and all these like starting from the basic needs starting from the basic needs primarily the biological needs the physiological needs like food clothing all the biological requirements these are the primarily primary needs. So, physiological need then thereafter safety then thereafter when we after suppose for example, our basic needs is like you know earning our livelihood basic for you know earning for some kind of that means, housing then clothing food etcetera all these are our basic requirements thereafter then we seek for the safety or job security or safety security then we think of like once this basic needs are fulfilled then we think of our safety need job security or maybe that you know you know. So, that our regular incomes will come up or income will be regular all these things and thereafter we think of you know love affection belongingness affiliation then thereafter all these things comes in then after all these needs are fulfilled like we are being affiliated to so and so societies and our family family bonding our relationship our relationship with friends with seniors with juniors. So, when we are very happy with our social needs primarily the social needs that is belongingness affiliation love care this kind of things then we aspire for the self esteem self esteem primarily when we aspire for the higher level of social status socioeconomic status to achieve something you know which is very much recognized claimed socially claimed status position. So, that is called the self that is the esteem need estimate the higher level when we seek for the social respect social recognition some kind of status that is called the esteem need then thereafter the self

actualization self actualization that means, when we move beyond all these following needs like the esteem safety below whatever.

So, when we we want to move on move off that means, that means, when we think of the universe we think for the society. So, now, we go beyond our individual needs then when we think of the society think for the universe think for the general public then for think for the welfare and well being of others that is the self actualization. That means, you know all those great statesmen say you know all the statesmen like you know Gandhi Tagore or you know Mandela Nelson Mandela all these great statesmen that means, they go beyond their individual needs they do not care for their requirements also they have moved on from the from their own requirement needs satisfaction all these things to rather they think they think of the society for the welfare of the people. So, that is the self actualization. So, later on the other researchers they have also added one more layer that we will discuss in later on.

So, needs are needs lower down. So, here you can say the basic needs are like physiological needs safety need these are the basic needs. So, needs all the which are there in the lower portion of the need hierarchy must be satisfied before the individual aspire to attain the higher needs. So, unless and until our basic needs primary needs like the food biological needs and the safety needs are fulfilled how can we aspire for self actualization or self esteem. So, that is a motivation is seen as not just as an concerned with the tension of the reduction like drive not just about the drive reduction or the survival of the fittest kind of thing also, but also slowly and slowly and steadily it moved on towards the growth.

Once all these basic necessities you know requirements are fulfilled then the human beings they aspire for the higher level. So, higher level of things are self esteem and self actualization. You can say these are the growth needs because now the human beings we have move on from this basic requirements now we are aspiring we are in the upper ladder of the pyramid. So, then that is these are called the human growth and development needs. So, in this 5 layers in this 5 layers as you can see the first the first 4 layers 1 2 3 4 you can say the first 4 layers are you know are called as the referred as the deficiency need. Deficiency like that means, physiological need safety need and safety need and you know love and belongingness need even up to even up to self esteem also we say that these are the these are the basic needs these are the basic needs or the or it is called as the deficiency need.

And the above level that is above level that is for example, the behaviors associated with this deficiency motivated need because we are seeking for we are we feel that we are deprived of all these things and arise. So, the sense of deprivation sense of deprivation actually has motivated us has prompted us activated us to achieve all these unless and until our deprivations are deprived needs are fulfilled we how can you aspire for the higher level needs. So, these are the basic needs are the deficiency needs and the. So, here primarily the biological requirements and social safety security are there and the growth needs are more of the psychological need ok. Growth needs are that means, related to psychological need social need for example, now fulfilling the individual's full potential and serving others and working for others.

So, that is called the need to self actualize that means, we want to you know we want to get satisfaction which is beyond this mundane affairs ok. So, that is why so, the self actualization

and need that is called as the growth need. So, the individual has already has already been satisfied with whatever basically requirements are there now he has moved on up to the upper level and now he wants to do something wants to work for some society to do something substantial to you know to justify his life with some good deeds with some values with some you know morale ethics. That means, yes I have served the communities of the societies of my country in this way that way. So, that gives some kind of different kinds of satisfaction.

So, that is more psychological satisfaction more kind of you know social responsibility also. So, these needs are achieved more through intellectual and creative behaviors ok. So, self actualization that means, all these creative you can say the all the creative thinkers, creative people, innovative people when they when they think beyond their individual requirements they think for the society for the community. Like for example, nowadays as because we are facing n number of challenges. So, in these challenges climate change for example, climate change is the biggest challenge.

So, the mundane the normal people those who are you know who are daily struggling for you know fulfilling achieving their requirement basic requirements they will not think of the climate change. Rather the highly creative thinkers innovators now they think of how climate change they can understand they can realize how this climate change has affected the human lives in general. So, universal universal universal life per say. So, how these how this climate change has affected and how it has how it has taken place because of the because of the result of n number of you know and our result of some kind of you know unsustainable behaviors or irresponsible activities or you know ignorance. That means, our you know our that means, lack of care for our environment all these things how it has happened and is high time that now we have to address it.

Now they think of think of this you know how to meet this climate change challenges and the global challenges at the higher level at the higher cognitive level at the collective level at the universal level at the global level ok. So, that means, they have moved on up to the higher level that is the universal level that is the global level. Now they are not just thinking about their state their family their their their relatives their friends, but they think in terms of the global in terms of global well being. So, that is that they are the they are the true statesmen who think for the globe for the world for the people they think that the world is the community. So, they think for the humanity they think for the people across the globe.

So, they how to protect our planet earth. So, these kind of things now they are thinking of some creative ideas some you know they start you know start advocating propagating some basic information educating people and spreading the awareness about the how to take care of the our planet our how to take care of our planet earth how to care for the ecosystem all these kind of related things. So, not only not only just create the general awareness, but they actually truly seek for any kind of solution to this that is the sustainable solution for this. So, that is called the growth need. So, this is the pyramid as you can see.

So, basic needs we need food water warmth whatever it is required for our survival then the safety needs security safety that is so, that in future. So, in future that is up in the coming up in the near future or the coming days we should not be we should not you know strive for you

know strive for the basic requirements of food and etcetera. So, safety needs then the belongingness and help need that is we try to be being the social animal social social organism we want the want to want to be want to achieve want to be in the in relationship with others our friends our you know our friends our family our you know even peer groups in the workplace in the even in the schools colleges at every stages want to be want to be a member of the group you do not we do not like to be alone only. So, to care for others and to be cared by others. So, belongingness love needs.

Thereafter the safety esteem needs as you know prestige feeling of accomplishment. Here all kinds of higher level of needs higher level of that means, growth needs and etcetera like sense of that means, achievement. Achievement in the sense of achievement that in the sense of academic achievement performance achievement high achievement. So, these are you can say these are from here actually begins the psychological needs social needs that is self esteem. Because up to this all these three level thing needs have been already been fulfilled.

So, the top level things the esteem needs the psychological where from the psychological needs starts then our growth needs also starts. Then thereafter the self-actualization that achieves one's full potential including the creative activity. So, here self-fulfilling needs that means, suppose you know the creative people for example, the individual has some inclination some curiosity some you can say passion about maybe artistic thing maybe you know scientific thing maybe something that they want to you know they want to explore their full potential results and follow their passion. So, it may be related to creative activities scientific activities and they think of you know going beyond this ordinary life mundane life or the day to day life. So, that means, they want that the like earning some good deeds doing good to the humanity.

So, that it gives the kind of self-fulfillment self-satisfaction and they they pray for that that kind of you know it is more of you can say it is a more of fulfilling our creative need innate potential self-fulfilling need potential how to achieve it how to explore it how to materialize it how to practice it. So, that is the self-fulfilling that is why it is self-fulfilling that means, yes now I have explored myself the best I have achieved the best and I have completely come utilize my full potential for the benefit of others. And the later on others researches they have identified they have added further added another level layer of this pyramid that is called the transcendental needs transcendental that means, above when we move on move above the self-actualization now we think for higher level of higher level like transcendental beyond this life when think of the beyond this birth beyond this life like those who believe in that in you know rebirth our karma and all kinds higher level. So, prime so that means, it is more of a spiritual kind of thing. So, it is where we believe that it is not our life does not end you know does not end here only we all we are also going to be there for future for the infinite times and for that we need to have some satkarmas.

So, that is beyond they think beyond this life that is transcendental needs. So, here after this during this stage and in between the self-actualization transcendental they also want to you know kind to grow to nurture to nourish others you know or nourish others for the you know for the social welfare for the social community well being and nurturing the talent, nurturing the things, bringing the best among the human beings. So, that is the transcendental needs that

has been added later on, but this Maslow's need hierarchy theory is very very popular in the sense that it is being practiced applied everywhere in the educational workplace, in the in the in the education system, in the workplace system, in the organization everywhere this because it is very much close it is very much very much close to our every individual's day to day affairs, day to day life and day to day needs. So, that is this is very much popular because it is practical it is it has the practical implications and it is feasible and it is easy to easy to understand it is easy to classify and easy to motivate the people to slowly and steadily growth grow up move on towards the upper upper ladder. So, but actually it happens in case of all of us. So, that is the thing it has been given in a very organized way, but actually all of us we actually strive to achieve the things or fulfill our needs in this way only.

Now, that another theory is there that is called the self determination theory. Self determination theory is very is also very very practical very relevant authentic in our life that is being propagated by Ryan and Deci 2000 and is also very relevant in our life for example, this is the structure this is the structure of his model. So, and we will discuss one by one autonomy, competence relatedness that is experience of we have the experience of all these things, how it fosters our these motivation engagement and how the results come in.

Now, let us discuss with this. So, this is a table which has been given has given how these are being given by different viewers in a different elaborated at the different label individual level then the context contextual level global level etcetera. It is just a I have clipped that means, it is an you know clip from the from some journal. So, we can go through it and, but we will discuss in detail. So, self determination theory it links to it is links to human personality that is personality attitude, trait, human motivation and optimal functioning. How the individual's personality traits and his that means, motivation that means, his personality trait along with his motivation function properly.

So, that so, that it achieves certain things it get certain things. So, it it posits that again here also intrinsic motivation and extrinsic motivation both are important equally important that powerful powerful tool for achieving anything. So, for again this theory as DT theory self determination theory differentiates between the autonomous motivation and control motivation. So, what is autonomous motivation and what is control motivation? So, they have further clarified that autonomous motivation it comes from the internal sources that means, the person the individual feels like something is that they are requires the feels the need internally ok. And it also includes the motivation from the extrinsic sources for the individuals.

So, who identify with the with an activity value activities value and how it aligns with the sense of self. That means, in initially there are some inherent motivation in inherent inherent innate motivation is already there. Autonomous motivation internal sources of motivation some liking some inclination is already there, but when he comes across any external factors external sources of information external information external sources of individual etcetera then he can align it with it. Like say that he has actually that means, he has then his internal sources is to align with this external external sources. Now, then the individual can feel the importance of the some certain activities its importance it values and add value to know its.

Like for example, when we think we are initially it was it you know initially it may be our internal desire internal desire and we are inclined to do certain things, but the moment we get exposed to certain kind of resources information environment etcetera. Then we feel its importance in terms of its this activities value this context value this any certain stimulus value and how it aligns with the sense of self. Then we blend that our inner desire for that thing and

the external information sources are we are getting then we perfectly integrate it blend it. And then we align it in with our individual sense of you know sense of self like yes then we add it we add it in our value system in our need hierarchy and we value and we also adopt it and try to fulfill it.

So, that is the autonomous motivation. So, here motivation get automated autonomous. So, but the control motivation is that it comprised of the external regulation with the motivation is that, but it is being regulated by some external factor ok. So, control motivation comprised of external regulation a type of motivation where the individual acts out of the desire for the external rewards fear or punishment etcetera. For example, in the workplace the individual is doing his job he is motivated optimally etcetera ok, but the moment as he moment he get he gets attracted to towards the you know annual you know annual reward system like you know their annual every corporation they used to give the award based professional award based manager, award based staff, award all kinds of things. So, he is being motivated towards getting this awards in the workplace and that may be the factor or may be that if he does not work then he may be punished or he may be some may be penalized in some other way.

So, that it is here again it comes our you know conditioning kind of thing in operant condition in the moment. We feel that now we are being we are either we are being motivated by the incentive that reinforcement or just to avoid the punishment. So, here the motivation is that, but it is externally regulated by some external factors that is why it is called as the control motivation. So, but again yes. So, we have already discussed I think now from the amotivation means no motivation to the you know self regulated motivation etcetera.

So, it is a motivation is a continuum it is a paradigm it is a scale it is a continuum process it is it cannot be yes and no, but it can be in the rating scale from 0 to slowly moving up towards the 10 or 100 etcetera. So, in this between how do we regulate, how do we control, how do we explore our needs, how do we realize it, how do we manifest it, how do we make effort to achieve it all these things. So, here this all kinds of the regulations comes in. So, introjected regulation here again introjected regulation is a motivation from partially internalized activities and the values such as avoiding the shame, seeking the approval and protecting the ego also. Like introjected value our regulation or behavioral regulation behavioral regulation is being controlled or is being manipulated is being controlled by some external factor that is introjected regulation.

That means, it has been introjected or not either to avoid some some in avoid some negative remark or criticism or maybe that we want to seek some approval from others recognition of others. So, so far as when this you know when this you know we can say the belongingness need, group need, affiliation need actually takes need happens in case of then introjected regulation function works on. Because suppose for example, we want to be affiliated to some elite group, some war group, some project big project. So, then we have to follow their rules and we have to behave accordingly, we have to achieve and perform accordingly.

So, then it is introjected regulation. So, for the purpose of all these things achieving the group affiliation and the approval etcetera then we regulate our behavior that is called introjected regulation is the motivation. Partially internalized activities and the partially yes I must because we are seeking for the approval, we are seeking for the affiliation, we are seeking for the cognition etcetera. So, here when the individual is driven by autonomous motivation they feel self directed. Now, yes it is it is there autonomous motivation this the desire was there very much within me and I it get facilitated my boosted off enhanced through some

opportunity, some external resources, some sources of information. Then I just so, internally I automated internally I motivated self motivated myself, self directed myself, my behavior. So, this kind of thing is that autonomous motivation because the desire was there provided the opportunity I get then automatically it becomes a part of my activity or self directed behavior that becomes autonomous.

So, when the individual is driven by the control motivation you know because they feel they that means, they are changing their feel, they are regulating their behavior, their motivation etcetera as on the pressure as a result of pressure of some certain things. So, they may feel pressure to behave in a certain way and thus experience little or no autonomy. Like for example, suppose in the workplace we are having some deadlines, we are having this and that meetings, we have having these assignments, we have having this workload. So, sometimes even if we are internally not very much interested because we think that it is a it is a organizational or the institutional work etcetera or maybe that I am too exhausted, maybe that I am doing something on something on my own for my for my academics or work etcetera.

So, but there as because it is associated with the workplace, it is the it is it falls under the you know protocol of the workplace, office etcetera. Then we automatically we try to you know we try to like you know sense of dutifulness, sense of you know responsibility that that is being created within us and then we try to commit or fulfill that criteria. So, that is more of the control motivation that means, initially we are that means, we are not so much interested, but we feel pressured or we feel maybe that due to ethical standards, ethical values or morality or job pressure or you know official guidelines or formalities then we are. So, this is here it is called as the control motivation. And in identified so, introjected regulation and then again identified regulation.

Identified regulation is the motivation that is again somewhat internal and based on the conscious values, conscious values that that is which is which is personally important to me. So, we in the in the past actually in the last class we have already discussed amotivation that is no motivation. Then introjected regulation then these are the processes, mechanism, introjected regulation that is partially internalized, but because of you know for the for seeking the approval, for seeking the recognition or it is our ego satisfaction then we have we are following it. Then identified regulation means we have identified yes it is importance within us. So, it has an internal base and base that is and the value that we attach we that is because it has come from our conscious decisions conscious decision that yes these values, these factors now I need to do I must do because we have already created kind of value system we have added values to this kind of thing.

So, that we are regulating our behaviour or motivation and identify these things as a part of our internal value system. So, and that is which is personally because it is personally very important for me especially suppose in especially the academics actually say that we are we aspire to be so and so in this process you know we think that no I have to you know follow these guidelines, I have to prepare myself, I have to you know I have to develop this kind of study habits or work habits etcetera. So, this is called of the identified regulation that means, we have identified these factors are very important I and I must adopt it I must practice it and accordingly we move on. So, here extrinsic motivation is integrated regulation, integrated regulation in which the intrinsic sources and the desire to be self aware and the guiding the individual behaviors are guiding as an individual we are. So, extrinsic motivation here again integrated a regulation.

So, introjected identified and then integrated how we have blended it, how we have blended these things in which our intrinsic sources of desire and desire and our self awareness all these things are guiding our behavior ok. So, human beings are very complex human beings are very complex and therefore, it is very useful to think of the motivation on a continuum then a scale and to the continuous process ranging from earlier it was amotivation to intrinsic completely in it intrinsic motivation. Now, here we can say it is according to self determination theory it is more of non self determined to self determined. Non self self determined as the name implies we have decided we have identified self determined. Non self determined means we have not identified, but we are doing it because of some external pressures.

So, that is amotivation no motivation no basic intrinsic motivation. So, non self determined to self determined. So, now this is self determination continuum against how for example, a motivation that is amotivation a motivation then non regulation starting from the no motivation non regulation, then thereafter external regulation, then thereafter you know interjected regulation, identified regulation, then integrated regulation all these four sub processes that actually this is the that comes under the extrinsic motivation. So, under extrinsic motivation these are the behaviour behavioral mechanisms from non regulation no action no regulation to the external regulation. Interjected regulation these are the steps I can say these are the steps sequences in which we move on.

Interjected to identified then integrated then thereafter we perform that is the an intrinsic motivation is completely intrinsic regulation that is intrinsic regulation that is our internally we have already regulating we have already regulated our values and ethics and the what to do what not to do all these things is completely independent, but in extrinsic motivation these are the sequences in which human motivation actually takes takes place or the activities human motivational activities takes place. Now, in the next theory same things self determination refers to a personality a person's ability to make choices manage its own life. Self determined when I have decided determined these what to do what not to do. So, what are my priorities what are my priorities, what are my focuses and accordingly how it meaningful it is to my life I have to decide. So, people can become self determined when their needs need for competence, connection, autonomy are fulfilled.

So, the more the individual is tilted towards being autonomous, independent and competent and try to connect the that means, connect himself with the multiple factors stimulus or the goals multiple goals in life. So, they becomes the part of this self determined process. So, here the self this theory says that how being self determined impacts the motivation that means, we have taken the decision for ourselves what is important, what is valuable for us. So, accordingly what to do and what is not so much valuable for us. So, that the people feel more motivated to take action when they think that what they will do have an impact have a positive impact on their career on their welfare and the well-being.

So, you can say here the independent learner, independent thinker, independent researcher like this self determined. So, people are motivated to grow and change by 3 innate universal psychological needs. What are these 3? So, motivated intrinsic motivation or engaging in the activities for the inherent reward of the behavior itself. So, different psychological needs growth needs and if they are in the intrinsic motivation plays an very important role in this theory intrinsic. Basically intrinsic for example, suppose somebody will ask you that why are you why have you decided to study in this institute or that institute or why have you opted for this job or this company or so and so. Then you try to identify now they then will think of now why you have chosen a particular job because you believe that that

job for example, teaching job or you know or doc being a doctor how this job how this job that means, if you get into this job and being this how being a professional health professional being an educational professional how much self satisfaction how it fulfils your potentialities how it gives you immense help and what are its values what are the strengths how that means, to what they will go on explaining its advantages its benefits and how this profession has helped them in achieving that self fulfilling satisfaction.

That means, whatever they are doing, they are not doing just as a part of the profession they feel really enjoyed, they feel completed, they feel accomplished. they feel successful being a part of this profession. So, that kind of things that means. It is that self-determination that knowingly or unknowingly rather definitely knowingly that that intrinsic motivation plays a very important role in this case.

So, this is again the same thing, Autonomy competence and relatedness these are the factors. So, to strengthen our intrinsic motivation these three psychological needs are to be fulfilled and complemented. First thing is the autonomy feeling autonomy independent competency is that yes sense of self efficacy sense of ability sense of having the self efficacy and competence etcetera and the relatedness. That means, we have to find out the kind of relationship that that we are that means, develop kind of relationship that means, we want to achieve and our present state of ability etcetera how do we link up this.

So, these are the three components or psychological needs which can fulfil this intrinsic motivation. Autonomy that means, situations need to make us feel that we are carrying out the task on our own choice independent. That means, we are not working under pressure there is no external pressure. Competency is that a sense of self efficacy that 'yes I am competent I am capable of doing this.' You are very confident. And relatedness makes us feel connected to fellow peoples. That means, 'whenever I am working it has an impact on the community and how this community people are interrelated to me maybe in the my work place my colleagues maybe my peers maybe my family members my teachers.' So, that is the relatedness. These are the three psychological factors that influences our intrinsic motivation which is a very important part of self-determination theory.

So, again, intrinsic learning is autonomy supported how to achieve it in the teaching learning environment. So, that we will discuss in the next class. Thank you very much.