Motivating Students & Teachers In Higher Education With Reference To Pandemic Situations

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ABSTRACT

The Study is focused on the student learning skills and continuous the gaining the knowledge and updating the learning skill both by the faculty and students. The teachers had to play as Facilitator, Manager and Designer of Learning to the Students. The study chose the motivation theories from the organization behavior that applied in our students learning activities in COVID 19. The Teaching and Learning practices was change due to the pandemic condition in the global, COVID 19 take over any options and off line practices in India. The study is focused on the motivation practices for teachers and students to engage them learning and share the learning path.

1. Introduction

Various distinctive global areas have applied confined terminations influencing a colossal assortment of additional students. UNESCO (The United Nations Educational, Scientific and Cultural Organization) is supporting worldwide areas of their endeavors to alleviate the snappy effect of workforce terminations, especially for extra powerless and denied networks, and to encourage the lucidness of preparing for all through far off considering. The UNESCO report appraises that the COVID pandemic will unfavorably affect more than 290 million understudies all through 22 global areas. The UNESCO gauges that cycle 32 cores undergrads are influenced in India, consolidating

these in resources and resources. Hence, the legislature has given you e-learning program. Many edu-tech organizations have attempted to use the event by giving free on-line exercises or connecting with limits on e-learning modules. These measures have been met with overpowering reaction by undergrads with some new organizations seeing as inordinate as 25% uptick in e-learning. Inaccessible examining seems a feasible answer for school kids all through this time as they give convenient, on – the-go and sensibly valued passage to classes. E-adapting also comes as an eye catching and intuitive different as in examination with homeroom instructing. Notwithstanding, Covid-19 has incited pros to reexamine the customary method of preparing.

A whole insurgency inside the strategy we are instructed right now has been accomplished by Know-how. Each student will engage with a world class preparing, which isn't clear to offer by the conventional white chalk and blackboard technique for educating. This new examining is additional eye catching, tweaked and wonderful. A huge open on-line course (MOOC) is a web course pointed toward boundless interest and open passage by method of the net. India is considered to be the biggest commercial center for MOOCs on the planet after the USA. For the explanation that assortment of occupants in India is huge, colossal open on-line course (MOOC) is claimed to open entryways for a huge load of Indians with regards to bringing a scholarly insurgency.   Advanced learning has many advantages in itself like computerized learning has no actual limits, it has more learning commitment ability moderately than the conventional examining, moreover it is clever and undergrads will be instructed inside the bounds of their ordinary shift of commonality. In any case, advanced learning isn't without its limitations and difficulties, since vis-à-vis interchange is generally seen as the ideal kind of correspondence as in correlation with the moderately impersonalized nature of distant learning. Around the world, on-line preparing has met with some achievement. By virtue of India, we even have far to go sooner than advanced contemplating is viewed as standard preparing, because of undergrads dwelling in metropolitan space have the conveniences to determine on computerized preparing, by the by, rural space understudies don't have the necessary foundation nor are fiscally solid to benefit the sources needed for advanced preparing. The development of the advanced training foundation by the Government of India by and by is by all accounts irksome as a result of nonattendance of value range. Extra, in any event, when the advanced foundation is created, preparing must be given to the speakers to utilize the computerized framework to offer real and right, continuous and consistent preparing to the researchers. Distant finding out increasingly more relies upon the trustworthy energy deftly and normal Web network which can be a fantastical factor for Tier 2 and Tier 3 urban areas in India.

One other issue is that e-learning comes all through as impressively conflicting and generic mastery. Also, e-learning is bound to observe an extreme dropout charge because of nonattendance of climate for examining. Undergrads may is probably going to get diverted by gaming reassures, online media at abiding and potentially won't generally feel a method of network while taking on-line

exercises. Beneficial flexibly of preparing can likewise be in question because of concentrating on the level of upper preparing and concentrating on the kindergarten/professional education could be totally extraordinary. Advanced preparing can't be used the indistinguishable at every level of preparing.

ROLE OF TEACHER: It is a well known fact that higher education is student centric.
The teacher may probably play the role of:
1. Facilitator of learning
2. Manager of Learning
3. Designer of learning

Facilitator of Learning: A facilitator of learning, in this manner, is an instructor who doesn't work under the conventional idea of educating, yet rather is intended to guide and help understudies in finding out on their own - dissecting thoughts, shaping their own musings about them, and possessing material through self-investigation and discourse.
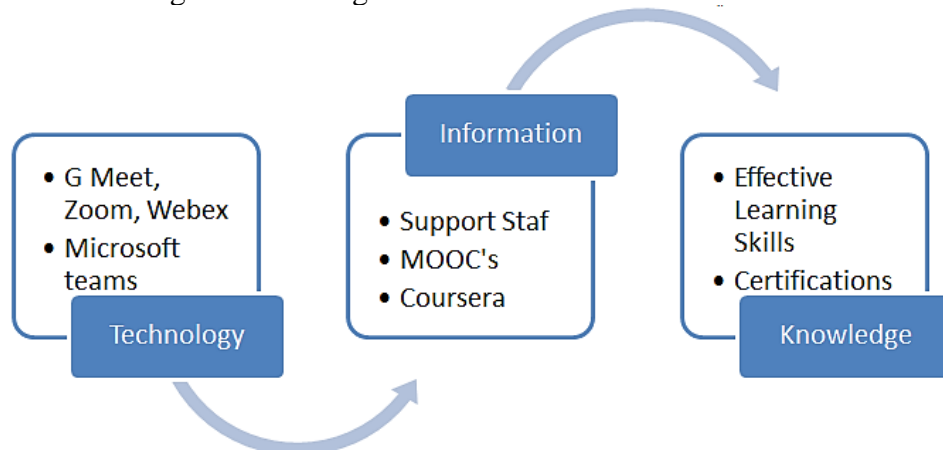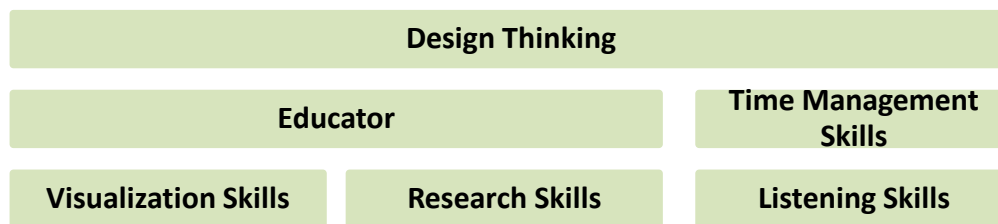

Manager of Learning: The Manager of Learning (MOL, otherwise known as, "Viable Teaching") competency is more perplexing than most initiative skills. Basically, Manager of Learning (MOL) depicts a framework for presenting students to the need to know and including them in their own learning.
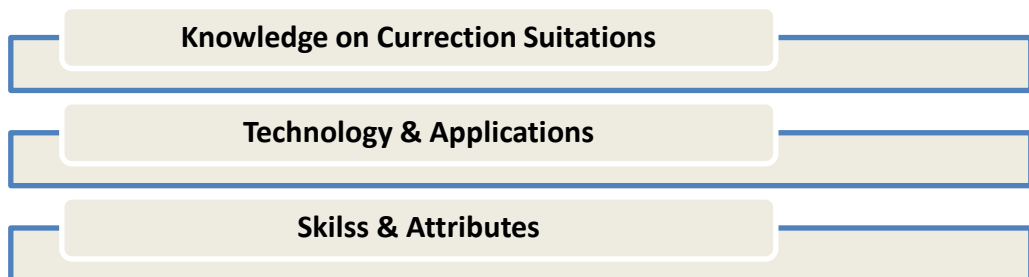
Designer of learning: Learning Design is the structure that supports learning encounters. It alludes to consider decisions about what, when, where and how to educate. Choices should be made about the substance, structure, timing,

academic procedures, succession of learning exercises, and the sort and recurrence of appraisal in the course, just as the idea of innovation used to help learning.

Design Thinking		
Educator		Time Management Skills
Visualization Skills	Research Skills	Listening Skills

2. Application Of Motivation Theory:

To improve the quality of higher education, student must voluntarily come forward to the educational Organization and play an active role in learning. This (Coming voluntarily) is nothing but **Motivation** of student. In most of the educational Institutes, where the productivity of the organization is good they are having highly motivated students.

As observed by Frederick Herzberg, Motivation involves two factors.

- **Hygiene factors** These factors take care of the factors leading to dissatisfaction i.e. the absence of these factors in the product/service leads to dissatisfaction.
- **Motivators** These factors lead to enhancement of satisfaction because elimination of dissatisfaction has already been taken by hygiene factors.

As quality motivates the student, and the motivation (from external factors) constitute of hygiene factors and motivators, therefore, quality, (i.e. characteristic features of product/service) that determine quality must take into consideration, the hygiene factors and motivators.

3. External Factors Determining Motivation

Hygiene factors

1. Some of the major factors motivating the students may be if they miss the class today the questions related to today's topic may appear in the exam.

2. If the attendance is not maintained properly, they may not be allowed to appear in the university exam.

3. Major companies coming for placements may not take them through placement if they don't perform well in academics.

4. Sometimes possessing a professional degree is very important not only for livelihood but also for high standard of living.

5. Education equips you with skills not only to do productive job but also it enables you to lead a meaningful social life.

4. Motivators

1. Social status
2. Power and authority

3. Recognition
4. Sense of achievement
5. Better life style
6. Distinction from others.

The above are the list of factors that motivate student.

Now, let us see how motivation comes from within to a student. (i.e., internal factors)

1. A minimum level of education is a basic requirement for obtaining a job to satisfy minimum basic requirements.
2. Also, good education enables you to get jobs with high job security.
3. Also getting mingled in a group and social interactions also help motivate student.
4. Finally educated people are empowered and lead an independent and a meaningful life.

5. Conclusion:

Finally, as a matter of fact, people get motivated due to different reasons, such as some of their immediate need is a job. But some others may be aiming at getting powerful position. These motives may also be changing because of the environment in which they are brought up and also on their personality traits etc. Therefore, as a facilitator of learning, the teacher must help the students in setting those goals that take care of their immediate needs along with making a career in future. In this process, understanding the personality traits of the people will be helpful, because their goals must be realistic and in compatibility with their needs.

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