

LEARNING MOTIVATION & PERFORMANCE

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Kelas A1 & A2

*“...the secret of education lies in
respecting the pupils...”*

-Ralph Waldo Emerson-



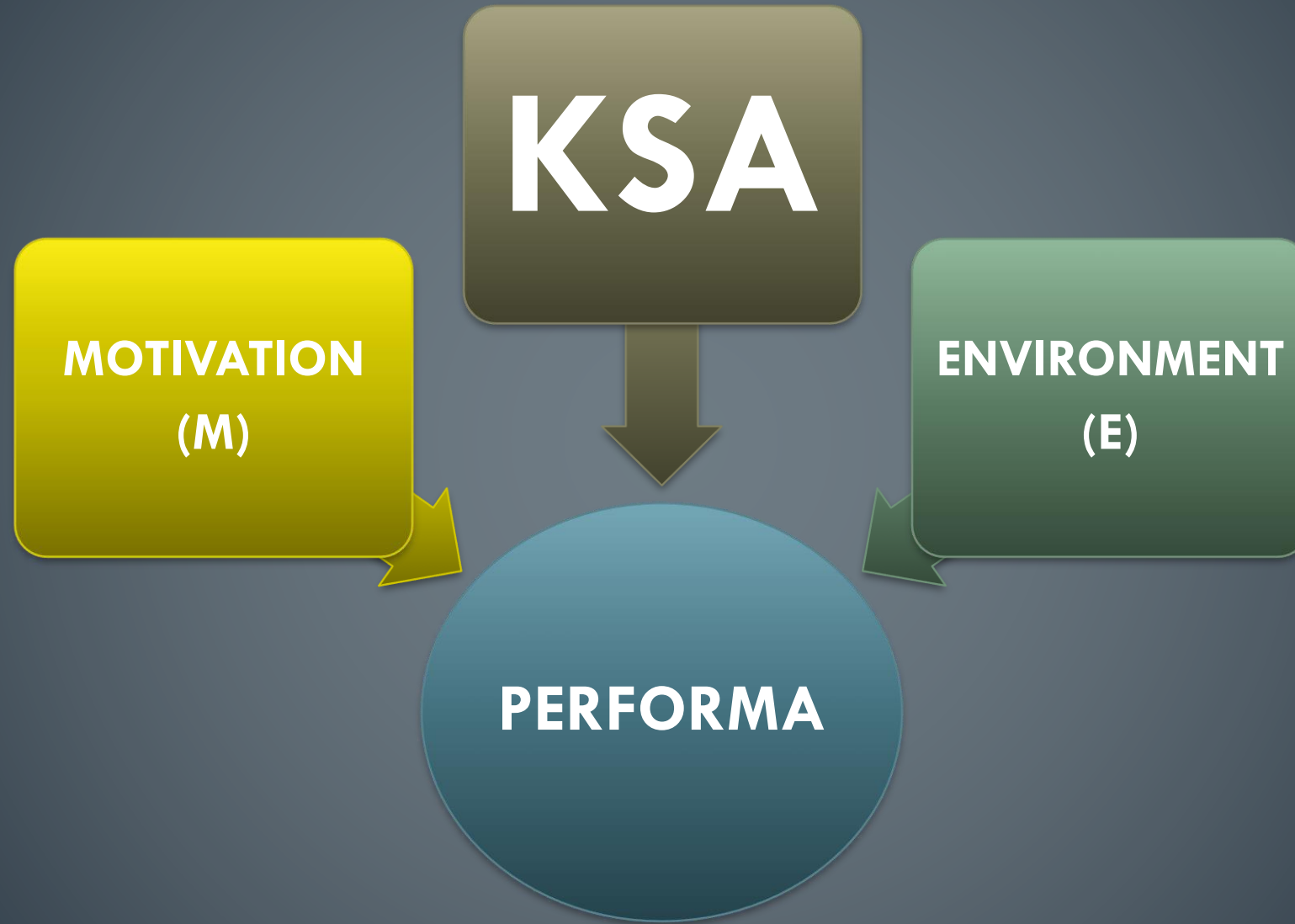
PERFORMA



Refleksi dari apa
yang individu TAHU,
MAMPU UNTUK
MELAKUKAN &
YAKINI

KSA_s

-MODEL FAKTOR PENENTU PERFORMA INDIVIDU-



$$P = M \times KSA \times E$$

MOTIVATION : WHY DO THEY ACT LIKE THAT?

What **NEED(S)** the person trying to satisfying

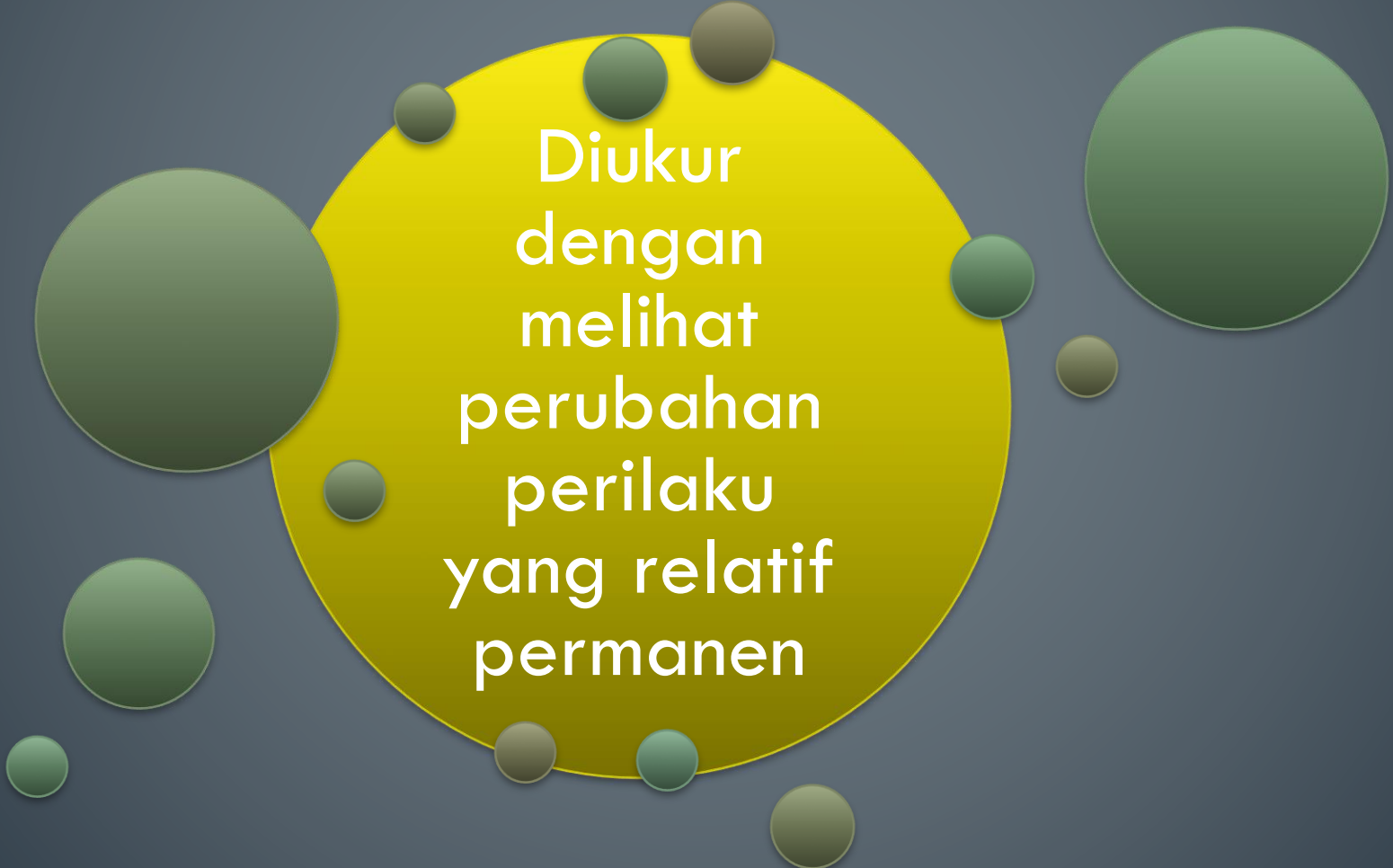
What type of **ACTIVITY** the person engages in to satisfy the need

MOTIVATION
FACTORS

How **LONG** the person **ENGAGE** in the activity

How **HARD** the person **WORKS** at it

Learning



Diukur
dengan
melihat
perubahan
perilaku
yang relatif
permanen

Reinforcement VS Punishment

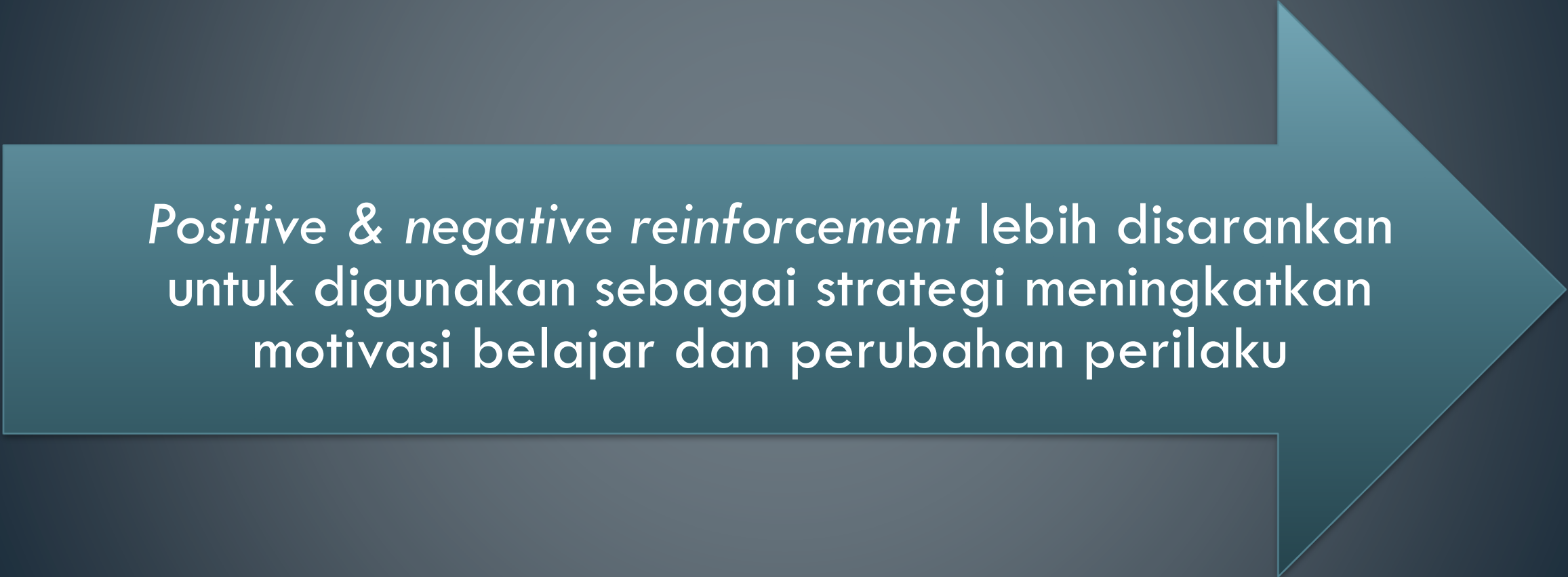


Reinforcement

?



Punishment



Positive & negative reinforcement lebih disarankan untuk digunakan sebagai strategi meningkatkan motivasi belajar dan perubahan perilaku

Alasan punishment tidak begitu disarankan :

Tidak memotivasi individu untuk melakukan hal yang diharapkan, hanya melarang untuk tidak melakukan suatu hal.

Jika hukuman atas perilaku yang tidak diharapkan tidak konsisten, individu akan berusaha belajar pada situasi mana mereka tidak akan dihukum

Individu yang diberi hukuman akan menjadi target penghindaran dari rekan lain.

MOTIvtion to learn

● **FEAR OF THE UNKNOWN**

● **FEAR OF INCOMPETENCE**

● **FEAR OF LOSING REWARD**

● **FEAR OF LOST INFLUENCE**

● **FEAR OF LOST INVESTMENT**

TRAINING THAT MOTIVATES ADULTS TO LEARN

1

- TRAINING RELEVANCE, VALUE, & READINESS TO LEARN

2

- ALLOWING TRAINEES CONTROL OVER THEIR LEARNING → “how to & why and when”

3

- INVOLVING TRAINEES IN THE PROCESS

9 principles in developing training program :

1. Identify the types of individual learning strengths and problems, and tailor the training around them.
2. Align learning objectives to organizational goals.
3. Define program goals and objectives clearly at the start.
4. Engage the trainee, thus maximizing attention, expectations, and memory.
5. Use a systematic, logically connected sequencing of learning activities so that trainees master lower levels of learning before moving to higher levels.
6. Use a variety of training methods.
7. Use realistic job- or life-relevant training material.
8. Allow trainees to work together and share experiences.
9. Provide constant feedback and reinforcement while encouraging self-assessment.

Terima kasih