



## ACADEMIC PERFORMANCE OF STUDENTS: ROLE OF PSYCHOLOGICAL WELL BEING AND MOTIVATION OF TEACHERS IN TEACHING

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## ABSTRACT

The proposed paper examines the concept of Psychological well-being which has now become concern in recent studies of various fields especially in teaching. This paper attempts to explain about promotion of awareness of psychological well-being in beginning teachers as well as in-service teachers for their optimal functioning in teaching. The important aspect in the teaching learning process is psychological well-being as it talks about realization of human strengths and potentials which is considered an important aspect in innovations and creativity in any profession. Psychological well-being plays a central position and is aspect of well-being as it stress on the goals and meaning of life which is an ultimate aim of teaching. This paper also explains relationship between psychological well-being and motivation, which are very useful for effective teaching. Psychological well-being as a means of success for the individuals, it facilitates motivation level among the teachers. Teacher well-being and motivation play important roles in teacher and student experiences at school. When teachers are faring well and feeling motivated to teach, they are more effective in their teaching, leave the profession less often, and promote motivation and achievement among their students.

## Key words:

Psychological well-being, Achievement motivation, Academic performance & Students.



## Introduction

### Psychological wellbeing

Psychological well-being (PW) is a multi-dimensional concept, which includes experience of everyday life. Psychological wellbeing is the combination of mental, physical and social wellbeing perceived by each individual (Andrew & withey, 1976). Well-being is important for all people to flourish in their lives. Well-being equals to happiness, purposeful living, growth of a person etc. It is that dynamic state in which a person is able to develop his/her potential, produce work effectively and creatively, having strong and positive relations with others, which in turn contributes to society. It is very important aspect in humans as it is most desirable state in humans. People with good well-being, do better and, having a more desirable life. Ryan and Deci(2001) advocate well-being defines by society has effect on teaching, government, therapy, parenting, as all these endeavors aim to change in people's life for better. Well- being is associated with how and why people experience their lives in more positive ways including cognitive functioning, decision making and judgment, effective performances and affective reactions. World Health Organization (World Health Organization, 1952) defines well-being as “a state of complete physical mental and social well-being and not merely the absence of disease or infirmity.” Bradburn (1969) expressed that well-being is related to people's feeling about their daily lives.

The two important approaches which are being used in the positive psychology that is Hedonic and Eudaimonic approach. First approach which deals with the happiness only and absence of negative impact (Kahneman et.al., 1999). Diner a leading psychologist in (1984) worked on subjective wellbeing which is related to happiness, because in subjective well-being an individual evaluates themselves on the basis what they experience of wellness.

Second approach which is concerned with the total life of an individual or human life. wellness has been taken from the Aristotle's philosophy of Nicomachian Ethics which indicates that “living well and doing well”. It implies that good life functioning and excellence of humans. It has been rightly said that for the effective functioning of life, one has to function and perform well in his life. According to Aristotle the ultimate goal of life is the human realization. It clearly indicates that this approach is closely related to efforts by humans.



Academic success of students is considered a major achievement and key goal of life. During their academic journey student face various challenges this becomes the primary source of their anxiety and stress. In most cases students are able to cope up with the problems which they face, but most of cases it has serious impact on the psychological well-being. It is necessary for the students to be psychologically fit in order to achieve their goal and obtain success in the academics. But stressful environment may hamper psychological distress and may effect on their academic performance (Dwyer & Cumming, 2001).

Psychological well-being (PW) is a wide ranging, multifarious concept. It includes different aspects of everyday experience. Many researchers (Andrews and Withey, 1976; Najman and Levine 1981; Campbell and Converse 1971) psychological well-being is considered to be the composite measure of physical, mental and social well-being as perceived by each individual. Well-being is important for all people to flourish in their lives. Well-being equals to happiness, purposeful living, growth of a person etc. It is that dynamic state in which a person is able to develop his/her potential, produce work effectively and creatively, having strong and positive relations with others, which in turn contributes to society. It is very important aspect in humans as it is most desirable state in humans. People with good well-being, do better and, having a more desirable life. Ryan and Deci (2001) advocate well-being defines by society has effect on teaching, government, therapy, parenting, as all these endeavors aim to change in people's life for better. Well-being is associated with how and why people experience their lives in more positive ways including cognitive functioning, decision making and judgment, effective performances and affective reactions. World Health Organization (World Health Organization, 1952) defines well-being as "a state of complete physical mental and social well-being and not merely the absence of disease or infirmity." Bradburn (1969) expressed that well-being is related to people's feeling about their daily lives.

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### **What is Psychological wellbeing?**

In current years there is addition of a new form well-being to subjective well-being has been emerged from the work of great positive psychologists Deci and Ryan (Ryan & Deci, 2000,2001) and Ryff (1989). This perspective of psychological well-being is based on humanistic theories of positive functioning. According to Ryff psychological well-being is concerned with lives going well. It is the combined form of feeling good and functioning purposefully and effectively. Her psychological well-being is multi facet model. Ryff (1989) model of psychological well-being includes six dimensions i.e. Personal growth, self-acceptance, Environmental mastery, Positive relation with others, Autonomy and Purpose in life.

These six dimensions originated from the covering theoretical literature (Ryff & Singer, 1996). Maslow theory of self-actualization, Erickson's model stage and work of other personalities who have contributed to the concept of well-being. There are also some other aspects which are included in the idea of feeling good, these are emotions, affection, motivation. Smooth functioning of life implies that person's goals of life in which a person having self-control, self-determination and positive relationships which adds glory to the life of an individual.

### **MOTIVATION**

Motivation which plays a crucial role in teaching learning processes. It is a force which prompts or compels a person to behave in such a manner in order to achieve the goal, without this it is possible for any individual to achieve the specific goals. Motivation will act as a driving force for teachers in teaching to achieve a goal in teaching learning process. The ultimate aim of teachers is to achieve the objectives in teaching; a teacher should be sound in all aspects mentally as well as physically as sound mind resides in a sound body(Thales



Miletus). Because it is necessary for a teacher to be firm in all dimensions of life, as it impacts heavily on the achievement of the students.

Psychologists' view about motivation has evolved considerably over the years. Within the last two or three decades, their theories have focused largely on motivation's cognitive elements—that is, on perception, interpretations, beliefs and so that affects the choices learners make and the energy and persistence with which they pursue various activities.

### **Teachers' Psychological Well Being and Motivation for Successful Teaching**

Motivation is defined as reason or purpose for acting or behaving in a desired manner. It is that psychological driving force that reinforces a person to act for achieving a desired goal. It is a necessary driving force to perform effectively and purposefully. It is true that teachers' well-being plays a pivot role in motivation and optimal and effective functioning in the classroom. According to Asemah (2010), teacher's motivation is a term that includes needs, desires, interest, forces, and drives initiated for teachers in order to instigate them to behave in a desirable academically manner. Teacher motivation is basically related to teacher's attitude to work which includes teacher's desire to participate in teaching learning process within school environment. Teacher's motivation also incorporates teacher's interest in classroom discipline and classroom control in a proper way. In this way teacher's motivation underlies involvement or noninvolvement in scholastic and non-scholastic activities in school settings.

Motivation in a teacher influences a teacher to teach and to transfer knowledge to students effectively. Oko (2014) argued that teacher's motivation also impacts on student academic performances as a teacher desires to teach his learners well, this results in students to encourage learning more and achieving better grades in class, emerging out of their potentials which in turn develops self-concept and enhances self-confidence. He further said that teacher motivation energizes, directs and sustains teacher-student efforts.

For behaving well and performing best in a classroom a teacher's psychological well-being needs to be good which is also important for motivation and optimal functioning of teachers in a classroom. It is also discussed earlier in self-determination theory that the three internal or psychological (autonomy, competence and relatedness) needs put an impact on motivation.

Psychological well-being is based on self-determination theory in which a person with healthy psychological well-being is characterized with four motivational concepts (Ryan et al. 2008).



- i. seeking intrinsic goals and give priority for their personal growth, community and relationships.
- ii. Acting in independent, autonomous or volitional ways.
- iii. being mindful and behaving with a sense of awareness.
- iv. Acting in ways to satisfy all psychological needs.

They further said that people with high psychological well-being tend to act in more prosocial ways and contribute towards strengthening of society and community for example teachers with good psychological well-being contribute for strengthening of nation. In fact, psychological well-being is associated with several positive outcomes. Firstly, hedonistic aspects or subjective well-being which is essential for satisfaction in life which possesses high positive affect for every individual. For example if a teacher feels good, he/she may satisfy with their teaching job and pay attention toward their duties in classroom as well as in school. Secondly, eudemonic aspect which also contributes to positive effects. Ryff and Singer (1989) suggest six dimensions (personal growth, self-acceptance, environmental mastery, purpose in life, positive relations and autonomy) which is outcomes of a well lived life. If a teacher opts this multidimensional approach he/she would better understand his/her potentials in teaching learning process, develop self, having confidence in their act which is essential for any profession; set meaning and purpose of life (Ryff & Keyes, 1995) which focuses on what is the mission of teaching and how to achieve teaching goal which has long term significance like higher life satisfaction, self-esteem and coping and resilience dealing with all situations good as well as worst which in turn facilitate mental health etc; positive and meaningful relationships influences both aspects of wellbeing that is reduction of impact of negative experiences and help to create meaningful and positive life experiences which helps teachers to motivate in school engagements (Furrer and Skinner, 2003).

### **Academic performance**

Academic Performance which includes multidimensional concepts which is the combination of inter-relations of variables (Gupta 1993). Most frequently associated are cognitive factors (Badenhorst, 1993). Aptitude, competence, intelligence are the common cognitive factors which influence on the academic performance of students. Psychological well-being which influences heavily on the academic performance help the students to utilize their cognitive potentials in the academics, this will help in them



to promote intellectual growth (Mayer & Salovey, 1997). Students possessing good mental health are likely to gain success in academic field (carmeli, 2003). It also helps the students to improve personal as well as organizational success.

## **Conclusion**

For growth of any nation education is very important factor and educating the younger generation for becoming a responsible citizen is the primary responsibility of teachers. So in all conditions teacher should be more effective, motivated and having healthy well-being. They should be well trained in all manners. The current study deals with importance of psychological well-being for teachers which is associated with optimal functioning by realization of one's strength and self as every individual, society and nation need to flourish through focus on well-being rather than disorder or dysfunction (Huppert, 2009). Good psychological well-being is essential for teachers because it includes self-growth of teacher, emphasizes on teacher's sense of direction and meaning or purpose of life by achieving teaching goals, makes teacher confident by autonomous or self-determined behavior, help teachers to gain mastery over all situation in school settings which significant aspect of good mental health and make teachers and students bonding strong.

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