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## Principles of learning

Principles of learning are highly useful for trainer in order to impart maximum knowledge and skills to the trainees. Principles are many but the most important of them are: motivation, reinforcement, punishment, extinction, whole versus part learning, learning curves, meaningfulness of material and learning styles.



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**(a) Motivation:** Motivation to learn makes learning more effective. Without motivation learning does not occur. A college student must have the need and drive to accomplish a task and reach a specific goal.



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## Reinforcement, Punishment & Extinction

**(b) Reinforcement:** R play key role in learning process used to enhance desirable behaviour.

P & E used to minimise undesirable behaviour.

**R is an attempt to enhance desirable behaviour.**

Positive R & Negative R

Positive Reinforcement strengthens and enhances behaviour by the presentation of positive reinforcers.

Positive reinforcers are 1. primary and 2. secondary



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© **Punishment-** is the attempt to eliminate or weaken an undesirable behaviour.

One way is to apply negative consequences (Athlete ex) and the other way is to stop or withhold a positive consequences following an undesirable behaviour (Sales R example).



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**(d) Extinction-** is the weakening of a behaviour by ignoring it or making sure it is not reinforced. The rationale for using extinction is that a behaviour not followed by any reinforcer is weakened. In other words, if rewards are withdrawn for behaviour that were previously reinforced, the behaviours probably will become less frequent and die out.



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**(e) Learning curves** - The trainer should understand that how learning proceeds in stages-called curves. Learning curve is a diagrammatic presentation of the amount learned in relation to time (OY axis amount learned and OX time). There is a great enthusiasm to learn at the commencement of training session (initial spurt), then peaks (plateau), there is fatigue and spurt at the end of the session. Many experienced trainers use this initial stage for communicating the most important items.



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**(f) Meaningfulness of material:-** The more meaningful the material, the better does learning proceed. Learning of nonsense syllables proceeds more slowly than that of prose or poetry.