

President's News Digest

Message From the Editor

Welcome to the 16th issue of the 5th volume of the President's News Digest.

In this issue **Mr. Yasser Mustafa Abusinah**, the Head of HR Department will address the subject of "Motivation Theory & the Management of Human Resources"

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Mrs. Hessa Al Meraisi
Manager of President's Office

Message from a Colleague Motivation Theory & the Management of Human Resources

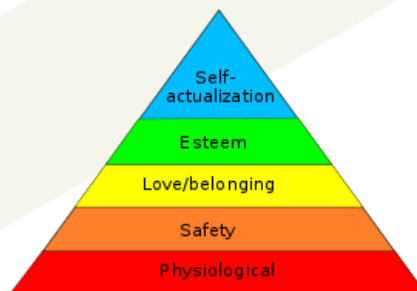
Management is defined as the achievement of the organization's goals in the effective utilization of the organizational resources through the 4 functions of management which are planning, organizing, leading, and controlling. The definition itself holds an important element which is the organizational resources one of which is the human capital and building on the capacity of this capital within the organization.

Motivation plays a vital role in the maximization of the input-output process especially when the human factor is the main player in the process.

A recent study using data from more than 20,000 people surveyed, discovered that there are five major types of motivations that drive employee actions at work: (Leadership IQ, Feb 2019)

1. Achievement-people want to excel and continually reach for a higher level of personal best.
2. Power-driven people want to take charge and make decisions that impact others.
3. Affiliation-driven people want to build harmonious relationships and feel accepted by others.
4. Security-driven people want to maintain continuity, consistency, and predictability.
5. Adventure-driven people want to seek risk, change, and uncertainty.

Abraham Maslow developed a theory that suggests humans have 5 basic needs, Physiological Needs, Safety Needs, Social Needs, self Esteem Needs, and Self-Actualization Needs. From a human resources management view, Maslow's theory can be put in practice which can help in staff motivation, recruitment, and retention.



Mr. Yasser Mustafa
Abuseneh
Head of HR Department

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من روائع الشعر العربي

- Physiological needs – examples could include an ergonomic place to work, on time monthly salary, comfortable working environment and facilities general.
- Safety needs – These needs include having formal contracts of employment as well as benefits such as a health insurance, safe work environment.
- Social needs – team work and eliminating one man show approach toward achievement of tasks is an example on this need, encouraging team work and capacity building across all colleges and directorates through social activities can help satisfy this need.
- Self-esteem – mutual respect between employees is important, appraisal and feedback from line managers to their team members also help in recognizing employees' contribution and achieving their self-esteem.
- Self-actualization – examples on this is the annual employees personal development plan (PDP) which is developed based on the employees annual appraisal, training, mentoring, and the opportunity for promotion enable employees to self-actualize themselves.

Line managers in collaboration with the human resources department can put-together an overall strategic approach towards the attainment of staff motivation which will certainly enhance our beloved university operational functions and produce better outcomes and take a valuable place locally and on the international league.

References:

- Tanner R. (2015). Management is a Journey. Motivation – Applying Maslow's Hierarchy of Needs Theory. Business Consulting Solution LLC.
- Weatherly, L. (2003). Human capital—the elusive asset; measuring and managing human capital: A strategic imperative for HR Research Quarterly, Society for Human Resource Management.
- <https://study.com/academy/lesson/four-functions-of-management-planning-organizing-leading-controlling.html>

Team Working as a Key for Success

In a previous message, I covered how team working in sports has made us succeed and how the supports from the fans motivate our players. When I see our teams playing in harmony and supporting each other I am always impressed. When I reflect back on how we worked as a team to achieve institutional accreditation and soon institutional review I realised the importance of team working. I remember when I joined the University, Professor Waheeb mentioning to me that team working is a key to our success. I adopted the same approach and created a culture of team working. Self-interests and egos destroy any team efforts. My humble opinion is that we will only succeed if we work together in harmony and respect. Our very top priority over the next few weeks is our Computer Science Program Review. We should all be working to support the team to achieve full confidence, everyone in their capacity and ability. If we have good practices in other programs, we should share them with the team exactly like our three sports teams share their good practices. There should be no room in the University for anybody who survives on tension or friction and not committed to team working. Internally, we should all be united to face the external challenges and constraints. We should all be loyal to our University in order to support our students and ultimately to keep our jobs. We should all be passionate and driven by success and we should all demonstrate our love to our University by supporting each other. The competition is becoming tough and the quality requirements are becoming even tougher. We should all embrace a culture of quality and excellence which can be achieved through hard work, team efforts, rigour, and sharing of good practices. Our colleague and Head of HR, Mr Yasser Abuseneh, covers in his “message from a colleague” the subject of motivation theory and management of Human Resources. My article will follow nicely from his message. Let's all make our University shine.



Written By
Professor Ghassan Aouad
The President of Applied
Science University

Strategies for Motivating our Students

If any lecturer wants to succeed in his/her career, he/she must have the talent to motivate his/her students. He/she must encourage them to become interested in what he/she is teaching them. All studies have shown that students who are not motivated will not focus in class, nor will they ask questions or participate in discussions. They will not take notes or study at home. There are two things we need to find out. First why some students are motivated and others are not and the second is what we can do in order to motivate our students.

Some students are not motivated because they show no concern in learning the subject the lecturer is teaching them. Other students are not motivated because they cannot understand what the teacher is talking about during the lecture. This could be related to certain learning difficulties that they personally have. They may need tuition in order to improve their skills in learning. Some of the students are not motivated to learn because the lecturers themselves are not using the proper methods of teaching and certain students cannot understand the methods the lecturer uses in class. Many students are not motivated because they are confused of certain matters that are happening to them personally and they cannot focus on their studies. The question is how the lecturer can motivate his students to learn and to become more engaged in what he/she is teaching them.

Lectures and activities in class must be tailored to be interesting. The lecturer must bear in mind that what is interesting for a group of students may not be useful and interesting to the other groups of students. He/she needs to try his/her best to understand the mentality of the students he/she is dealing with and accordingly prepare his/her lecture.


Lecturers must give as many opportunities as possible to each student to participate in the class activities. In case the student does not show interest in these activities, the lecturer must keep encouraging him/her to participate and show positive attitude and focus on any kind of activity that the student does in class.

Some students prefer to be given freedom in choosing the kinds of activities they need to do in class. Such freedom motivates them to become more interested in the material they study.

One of the best ways to motivate students is to repeat encouraging words during the lecture which expresses that they have done a good work, to praise them and encourage them. For those who do not do the homework, the lecturer must explain to them how to do it properly without frustrating them. Lecturers must not use negative words with their students because they will feel frustrated and this will reflect negatively on their motivation.



Written By
Mr. Hamzah Ramadan
Lecturer



Participation is very important. Lecturers must always encourage the students to engage in all the activities in the classroom. If the student feels that he/she is given a task and he/she needs to accomplish it, at the beginning, he/she may show reluctance, but if the lecturer urges him/her to do the task, he/she will respond and show positive attitude.

Comprehension passages play an important factor in motivating students. If the student reads in front of the other students, this will encourage him/her to have the courage to ask questions and answer any questions raised in the classroom. The more he/she participates in class activity, the more likely he will be motivated and become interested in the subject.

Incentives play an important factor in motivating students. Sometimes grades are an excellent incentive in order to motivate students and make them enjoy the course. It starts when the student's aim is to make better grades in spite of the fact that he/she is not interested in the subject. When the incentive is the grade and he/she gets himself/herself involved in the subject to get better grades, things change after some time and he/she becomes more motivated. Making grades in order to pass the courses is sometimes a great motivator for the students because the teacher's incentive in this case is to give grades for those who participate in certain activities.

Delivering lectures alone in the class is not enough to create a pleasant environment for our students to be motivated. Lecturers must encourage their students to express their opinion and participate in playing games. Presentations that include pictures and many questions must be presented in class in order to attract the attention of the students. Some lecturers include a short film in their presentations to explain the subject that they are teaching. Such a creativeness from the instructor's side helps regarding the above mentioned issue.

It is useful for instructors to control the class but rather important to let the students feel independent in order to motivate them. Students can be given freedom to write about the subject they choose, do exercises they enjoy, or raise certain topics and discuss them with their peers.

Some teachers do not explain to their students what their objectives are and this makes the students feel very confused regarding their homework. They will not be able to know what their aims are in order to achieve them.

Lecturers must give their students positive reinforcement in order to motivate them. This can be achieved if the teachers make the students feel secure, supported and encouraged.

Creating a sense of competition in the classroom is really vital in order to motivate the students as long as this competition is based on friendship and mutual respect. One of the best ways to get your students motivated is to share your enthusiasm. If we deal with their personal problems, all of these factors will help them to overcome frustration and be more motivated.

To conclude, if we understand the mentality of our students by knowing what is behind their behavior, interest, what they care about and what they do not care about, this will definitely make them work more intensively, be more excited and motivated.

References:-

- <https://cft.vanderbilt.edu/guides-sub-pages/motivating-students/>
- <https://teach.com/what/teachers-change-lives/motivating-students/>
- <https://www.teachthought.com/pedagogy/21-simple-ideas-to-improve-student-motivation/>

The College of Administrative Sciences held a Seminar

In line with the plan of Research Seminar Series, the College of Administrative Sciences held a seminar on Thursday, February 13, 2020, from 11:00 to 12:00 am at the Dome Hall. The title of the seminar was "The relationship between Machiavellian and pro-organizational immoral behaviors: The interactive mediating role of organizational identity and moral identity and positive response beliefs "An analytical study" presented by Dr. Abdel Nasser Mohamed Taha, the professor of Business Administration in ASU.

The purpose of this seminar was to share the proposal and conceptual framework of the study that aimed to investigate the existence of the Machiavellian phenomena in the organizations and explain how the leaders can overcome this issue in their work environment.

Furthermore, the audience appreciated the subject which was handling a real problem in the realm of management and how it affects the people perception. To Conclude, the academic members shared their ideas and proposed constructive ideas for future research.



Written by
Mr. Saeed Al dulalmi
Asst. Professor



Interview with Alumnus

	 <p>ASU Alumni Club</p>
Name:	Hussain Jassim Hassan Qoti
Workplace:	Ministry of Education
Academic Degree	Bachelor
Academic Major	Political Science
Tell us about your Experience at ASU in terms of learning environment and teaching methods.	Excellent experience because of the good academic atmosphere at the University.
What did you enjoy the most about your experience at ASU?	<ul style="list-style-type: none"> • When it comes to research and projects, the lecturers and students are very cooperative. • Implanting responsibility and the spirit of cooperation between the students. • Encouraging students during the lectures and workshops.
Tell us a success story inspired by ASU.	I have finished my education by God's will and I hold the position of a specialist at work.
In your Opinion, What are the Improvement areas you would like to see at ASU in the future?	Laptops must be used by students all the time instead of books and notebooks.
Final words	I would like to express my best thanks and appreciations to all of my teachers for the delivery of the information. The lecturers' main concern is to raise the academic level of the students.



Interviewed By: Mrs. Noora Musalam, **Manager of Career Development & Alumni Affairs Office, Deanship Of Student Affairs**

Sports Day Celebration 11th Feb 2020

On 11th February 2020 with the celebration of the Kingdom of Bahrain of the Sports Day, the Sports Club, Student Council and other clubs organized many sports activities starting from 10:45 am to 3 pm. The event was attended by Professor Waheeb Al Khaja, Chairman of Board of Trustees, Professor Ghassan Aouad, University President, the senior management, the academic and the administrative staff with a great number of students.

The event consisted of different sports mainly walkathon, Football Dart, PlayStation tournament, billiard tournament, chess, carrom, Air hockey and other activities. In addition, a Gym (Sphnix) offered to check BMI to both students and staff members. All the participants enjoyed the sports day as it broke the daily routine.



Written by
Ms. Rawan Bucheeri
Administrator In
Student Services
Office



Quote of the Week

“Intelligence without ambition is a bird without wings.”

- Salvador Dali

من روائع الشعر العربي

لا يحمل الحقد من تعلوبه الرتب *** ولا ينال العلامن طبعه الغضب

- عننرة بن شداد