

Fostering Achievement Oriented Behaviour

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Abstract: *The present paper attempts to examine how to foster the achievement oriented behaviour among the young adolescents. A glaring weakness of our young generation is that they are not performing well in different national and international competitive examinations. In this paper an attempt was made to give suggestions for foster the achievement oriented behaviour among our youth. It is quite obvious that due to explosion of knowledge and population everyone has to face tough competition in general and Muslims in particular. Therefore, we must develop achievement oriented behaviour through - cooperation with other communities, establishment of free coaching centres, skill development for answering the different questions in various competitive exams, awareness about utilization of computer and internet, selection of good resource persons for motivation, establishment of carrier counselling programmes, inculcating the spirit of competition with other communities. These mechanisms will work as a catalyst for promoting the achievement oriented behaviour in our youth. This will go along in removing backwards, illiteracy, poverty from our community; not only we can lead a good life but can contribute to the country as well.*

Key Words: *Need for achievement; Cooperation and Competition ; sprit; Muslim.*

1. INTRODUCTION:

To detect and foster human talents is one of the most significant tasks before all societies. As all countries are committed to development, this matter has assumed the necessary feature of a revolution that has no precedent in human society. To raise the public standard of living is not just a matter of growth and development of physical resources; it requires the education and socialization of the entire population. Education and socialization facilitates new ways of life, thought and work, while the development of physical resources is a means to an end. Sufficient development of physical resources is also not possible without the proper development of human resources. Therefore it is being increasingly realized that human resource development is necessary condition, if not enough for achieving the national good. Overall development of a country or society depends upon appropriate and adequate development of both its physical and human resources. The development of all the determinants (socio-cultural) of nation development is only possible through human resources having high achievement oriented behavior which can be defined as the behavior which shows efforts to do one's best, to do better than others. It is a strong motive characterized by ambition, high level of energy and a strong desire for to excel in any field with independence. It creates a path way for passion that provides meaning and a clarified sense of identity that develops goal commitment, strategic intent and feeling of empowerment.

In the aftermath of 9/11 we have witnessed a lot of stereotypes getting associated with Muslims. The media generated myth about Muslims as 'backward' and things like that become a matter of concern particularly in the context of countries like India, where they are a minority constituting 16% of the entire population, and when we look at their educational status reflects the unfortunate fact that they are certainly lagging behind. When we look at the ratio of Muslims appearing in competitive exams like that of civil services, it is really poor and still poorer in comparison other communities. Is it because that Muslims do not allow their girls outside their homes? What is the reason behind the male educational backwardness among Muslim youth? Why we have just a few Muslim IAS officers? In the announcement of 3 May, 2013, "out of the 998 candidates recommended (for selection) for various services, only 28 were Muslim. Is it because that they do not participate in such exams? If the answer is yes, then, why we are not making such initiatives that would develop their interest for such exams. Or, is it just because they are lacking this ability, but that could certainly be not the reason as we have a topper like Shah Feisal that too from a remote village in Kashmir. We also find that only a small proportion of Muslims are getting admissions in the elite institutions like that of IITs, IISc, and IIMs etc. It is not because that they don't have the capability to qualify the entrance, but because they are not being trained to face these competitive examinations.

Muslim youth have the capability to compete at the national as well as at the international level, but what they need is the proper orientation and guidance as how to develop this competitive skill. This paper is an attempt to provide some observations that would be helpful in developing their skills for such competitive exams. It is indeed a matter of fact that economic backwardness is one of the reasons for educational backwardness of any community and this is same with Muslims as well. The educational backwardness of Indian Muslims is a widely known fact and there exists enough data to prove this situation. While literacy and enrolment figures may suggest an improvement over the years, however, these figures do not tell us the exact story of educational deprivation of the Indian Muslims.

Enrolment figures are not so much a cause to worry; it is the continuation of children in school which is problematic. As Muslim children go up the educational level, a large number of dropouts occur. So schooling of the Muslims is not being paid full attention as it requires. That is the reason we find lack of achievement motivation among the Muslim youth. Early healthy schooling is the foundation of the entire superstructure of the education of the youth of today and which must be given due attention. So we must assist and guide the Muslim children right from the primary stage to face the challenging tasks of the globalized and competition based world which they are going to face.

To face this competitive world, every one irrespective of the community to which he/she belong need specialized skills, by the help of which they can face this complex world. But unfortunately, we find the lack of these specialised and competitive skills among our Muslim youth which is a matter of concern. No doubt, schooling of Muslims is not and had not received a proper attention, but still we can create a class of Muslim youth who will become the motivational and inspiring source for the next generations to come. We are certainly in need of competitive trainers whom we may have to take from other communities who would have excelled in that field. The need of the hour is to keep our religious prejudices aside and try to achieve our goals in cooperation with people no matter whatsoever the religion they belong to.

2. RECOMMENDATIONS FOR PRACTICE

- Firstly we need to cooperate with other communities and try to understand their background. Because Muslims have to face the competition at the national level of this multi-religious country. As we see, there are very few Muslims who are holding the elite positions, and rest are from other communities, who have faced the tough competition. If we want to develop these competitive skills among our Muslims brothers, we need to understand the schooling of already those persons who have faced the tough competitions and are holding the prestigious positions irrespective of the community from which they belong to. This will serve as a motivating force for our Muslim youth.
- In the introduction of this paper it is mentioned that one of the causes of backwardness of Muslims is the poverty and lack of proper educational facilities that hampers them adversely in the later stages of life. An average Indian Muslim cannot afford to pay heavily even for sophisticated education, then how they join the top coaching centre where coaching is offered for different competitive examinations like those of civil services etc. That is one of the reasons that we find a very few Muslims being able to crack these examinations. The need of the hour is to establish free coaching centres for Muslims, where experts from different fields can guide the Muslim youth, and will assist them in developing their competitive skills. To provide residential facilities of these coaching centres will act as the motivating force for the Muslim youth. It is worth to mention that every year universities like that of Jamia Millia Islamia is conducting entrances for free residential coaching for minorities, SC, ST and women candidates only. It is good effort by the universities to help the Muslims to compete at the national level in different competitive examinations. It is the responsibility of every state or central university to establish free coaching centres for Muslim youth to train them in facing various competition based exams. As a result, a large number of promising Muslim students from the distant places get advantage of the counselling and coaching programmes.
- Muslims are lagging behind in the present scenario because they are not aware about the utilization technological resources like- internet and media, due which they are not familiar about job avenues and other policies and schemes which are useful for them. Therefore the need of the hour is to create awareness among the Muslims about the different schemes and policies. So that they can get benefit of these and face the challenges in the day today life situations henceforth.
- The lack of competitive skills among the Muslim youth is due to lack of proper motivation also. The Muslim representation among the government jobs is much below their population percentage, not only at the level of IAS cadre, but also in the jobs at the lower level. There are several reasons for this; anti-Muslim prejudice is being one among them. The lack of education and training is another reason. Thus there is dare need for proper motivation also. It is interesting to note that Kanshi Ram before entering into politics was conducting training camps for Dalits to boost their morale and competitive skills for higher level of government jobs. Syed Hamid, ex-vice chancellor of Aligarh Muslim University had taken similar initiative and started a training centre for IAS exams for Muslims in Aligarh Muslim University. However, others did not appreciate this work with great enthusiasm.
- It is an accepted fact that the Muslim representation in government services, industries, banks and in other professions was very low. With a view to correcting this unfortunate state of affairs centres was being established for coaching, candidates belonging to minority communities for different competitive examinations. In the past about 30 coaching centres have been established in the universities and colleges for the benefit of students belonging to the weaker sections among minority communities. However, for a number of coaching centres, for competitive examinations with requirements different from regular teaching is an altogether new experience. As a result, these centres are encountering numerous difficulties in different areas of their functioning. Hence the candidates are not getting optimum benefit from the coaching programmes. It

is generally observed that the centres concentrate mainly on coaching and do not give systematic and meticulously planned guidance and counselling to the candidates about the competitive examinations. It may be noted that there is widespread ignorance about career opportunities available through competitive examinations on the part of students, parent and teachers. The Muslim youth need expert counselling and guidance in this area.

- In this competitive world one will have to work much harder and with a sense of dedication. The Muslim leadership, particularly politicians, keep on complaining about lack of proper Muslim representation in government jobs but it is more of a political act than a genuine concern. Such routine complaints are made to make political capital out of them rather than to do something concrete to spread educational skills and increase the competitive capabilities by making available such facilities.
- What is needed at present by the Muslim leaders and intellectuals is genuine commitment, a social vision and dynamic approach. To give a concrete shape to this, think tanks should be established in every state by non-political, non-partisan Muslim intellectuals along with other secular elements genuinely sympathetic for upliftment of minorities. These think-tanks can take into account the actual condition of Muslims in the respective states and devise measures to help solve their local problems. Hard work and establishment of proper institutions will help them.

We find that today is the world of competition which is based on the principles like that of Darwin's "Survival of the fittest." Only those will survive who have the competitive skill to beat the competitors. Thus these skills can be developed by proper education. At present it is noticed that Muslim community continues to lag behind other socio-religious categories in socio-economic and educational developments. The situation is demanding due attention from the Muslim leaders and Muslim intellectuals.

3. CONCLUSION:

In this paper an attempt was made to throw light on some recommendations that we need to practise. It is quite obvious that due to explosion of knowledge and population everyone has to face tough competition in general and Muslims in particular in facing different competitive exams. Therefore, we must develop achievement oriented skills through - cooperation with other communities, establishment of free coaching centres, awareness about utilization of computer and internet, selection of good resource persons for motivation. Most of the competitive examinations involve an interview by a panel of experts. It has been noted that the students belonging to Muslim community do not perform well in this area. It is, therefore, suggested that with a view to improving the oral communication ability, such methods as group discussions and seminars should be adopted. The Muslims should be inspired to work on their own, which is an important pre-requisite for success in these examinations. These mechanisms work as a catalyst for promoting the competitive skills among Muslim youth. So that their backwards, illiteracy, poverty will be removed, not only they lead a good life but they can contribute the country as well.

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