

COMPARATIVE ANALYSIS IN THE ISSUES OF MOTIVATION: EDUCATION SYSTEM

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Abstract— In this scientific article is considered the opinions of listeners of the Branch (Regional) Centre for Retraining and Professional Development of Pedagogical Personnel under the National University of Uzbekistan about stimulus, motivation and encouragement since it helps modernization in the field of education. The gained results compare by sex and pedagogical experience in this article. The sociological-psychological research conducted in January, 2018, in Tashkent.

Index Terms— Motivation, motivation according to results, motivation according to status, requirement, stimulation, encouragement, moral encouragement, material encouragement.

1 INTRODUCTION

The authority of a leader based on the main factors like trust, respect and love. Trust is built on the professional merits: knowledge, dexterity, skill and speediness. Respect is found through uprightness, honesty, scrupulosity and high morality. Love is achieved by defending the interests of subordinates and taking care of satisfying their requirements. The administrative and managerial activity of a leader will be effective when these factors take into consideration. So stimulus and motivation is counted one of the most important assignments in the professional activity of a leader. Labor productivity and hope on future in workers will rise and labor conflicts will be stopped among workers in the group of people (labor collective) if a leader can give an incentive to his subordinates and stimulate their interests. To the purpose, paying extra to his subordinates for their productive work and efficient labor and admitting their success and luck aren't often counted unsuccessful step at management.

2 METHODS

Stimulus and motivation is counted the main object of research of several subjects such as psychology, pedagogy, economy, management, marketing, sociology and so on. We use one of the empiric sociological methods: semi standard interview to compare the opinions of the listeners of the Branch (Regional) Centre for Retraining and Professional Development of Pedagogical Personnel under the National University of Uzbekistan to stimulus: moral and material encouragement.

3 RESULTS

3.1. 50 respondents (all of them are the listeners) take part in the empirical sociological research conducted in January, 2018, in Tashkent. 56 % of them are male and 44 % of the rest respondents are female.

3.1.1. According to the results of the conducted empirical sociological research, 32 % of the male respondents and 59 % of the female respondents prefer to get material encouragement from their leaders for their productive works and efficient labors. 68 % of the male respondents and 41 % of the female respondents want to get moral encouragement. So many male

respondents support moral encouragement than material one; many female respondents support material encouragement than moral one.

3.1.2. On the second question: "When would you like to get material encouragement from your leaders?", 44 % of the male respondents (supporting material encouragement – 32 % of all the male respondents) give the answer they want to get it from their leaders when they participate in the public works actively; 22 % of them prefer when they defend their research works successfully; 11 % of them want when they become organizers of different events; 11 % of them prefer when their talented students become winners of Olympiads and different events; 11 % of the rest male respondents want when they achieve great successes in the field of Science. None of the male respondents wants to get material encouragement for making economical contracts and agreements.

In addition, 31 % of the female respondents (supporting material encouragement – 59 % of all the female respondents) give the answer they want to get it from their leaders when their talented students become winners of Olympiads and different events; 23 % of them prefer when they defend their research works successfully; 23 % of them want when they participate in the public works actively; 15 % of them prefer when they achieve great successes in the field of Science; 8 % of the rest female respondents want when they make economical contracts and agreements. None of the rest female respondents wants to get material encouragement for being organizers of different events.

3.1.3. On the third question: "Which of these ways would you like to get material encouragement from your leaders?", 78 % of the male respondents (supporting material encouragement – 32 % of all the male respondents) give the answer they prefer to get money and 22 % of them – break homework. None of them wants to get gift articles from their leaders for their productive works and efficient labors. In addition, 62 % of the female respondents (supporting material encouragement – 59 % of all the female respondents) give the answer they prefer to get money and 38 % of them – break homework. None of them wants to get gift articles from their leaders for their productive works and efficient labors like male respondents taken part in the empirical sociological research.

3.1.4. On the fourth question: "How much extra money would you like to get from your leaders for your productive work and efficient labor?", 11 % of the male respondents (supporting

material encouragement – 32 % of all the male respondents) give the answer they prefer to get about 5-15 % of their salary; 22 % of them – about 20-30 %; 67 % of the respondents – about 50-60 %. None of the male respondents want to get about 35-45 % of their salary. But 15 % of the female respondents (supporting material encouragement – 59 % of all the female respondents) give the answer they prefer to get about 5-15 % of their salary; 23 % of them – about 20-30 %; 15 % of them - about 35-45 %; 46 % of the rest female respondents – about 50-60 %.

3.1.5. On the fifth question: “How often would you like to get material encouragement from your leaders?”, 11 % of the male respondents (supporting material encouragement – 32 % of all the male respondents) give the answer they want to get it only during holiday days; 11 % of them – at the end of the year (once a year); 11 % of them – every six months (twice a year); 67 % of them – every quarter a year (four times a year); and none of the male respondents – when the enterprise derives much benefit.

So 23 % of the female respondents (supporting material encouragement – 59 % of all the female respondents) give the answer they want to get it only during holidays days; 8 % of them – at the end of the year (once a year); 46 % of them – every six months (twice a year); 8 % of them – every quarter a year (four times a year); and 15 % of the rest female respondents – when the enterprise derives much benefit.

68 % of the male respondents (supporting moral encouragement – 68 % of all the male respondents) prefer to get verbal compliment from their leaders as moral encouragement; 21 % of them – gift vouchers; and 11 % of the rest male respondents – moral encouragement by mass media. In addition, 44 % of the female respondents (supporting moral encouragement – 41 % of all the female respondents) prefer to get verbal compliment from their leaders as moral encouragement; 22 % of them – gift vouchers; and 33 % of the rest female respondents – moral encouragement by mass media.

3.1.6. 36 % of the male respondents (supporting moral encouragement – 68 % of all the male respondents) give the answer they want to get it from their leaders when they become organizers of different events; 16 % of them prefer when they defend their research works successfully; 16 % of them want when their talented students become winners of Olympiads and different events; 16 % of them want when they achieve great successes in the field of Science; 11 % of them prefer when they participate in the public works actively; and 5 % of the rest male respondents want when they make economical contracts and agreements.

3.1.7. 33 % of the female respondents (supporting moral encouragement – 41 % of all the female respondents) give the answer they want to get it from their leaders when they become organizers of different events; 22 % of them prefer when they defend their research works successfully; 22 % of them want when they make economical contracts and agreements; 22 % of the rest female respondents want when they achieve great successes in the field of Science. None of them prefers to get moral encouragement from their leaders when their talented students become winners of Olympiads and different events and when they participate in the public works actively.

3.2. 16 % of the respondents have 1-5 years of pedagogical

experience; 14 % - 6-10 years; 16 % - 11-15 years; 10 % - 16-20 years; 10 % - 21-25 years; 12 % - 26-30 years; 22 % of the rest respondents – more than 30 years of pedagogical experience.

3.2.1. According to the results of the conducted empirical sociological research, 60 % of the respondents having 1-10 years pedagogical experience; 58 % of the respondents having 11-20 years pedagogical experience; 33 % of the respondents having 21-30 years pedagogical experience; and 18 % of the respondents having more than 30 years pedagogical experience prefer to get material encouragement from their leaders for their productive works and efficient labors.

40 % of the respondents having 1-10 years pedagogical experience; 42 % of the respondents having 11-20 years pedagogical experience; 67 % of the respondents having 21-30 years pedagogical experience; and 82 % of the respondents having more than 30 years pedagogical experience want to get moral encouragement. So many respondents having 1-20 years pedagogical experience prefer material encouragement than moral one; many respondents having more than 21 years pedagogical experience support moral encouragement than material one.

3.2.2. On the second question: “When would you like to get material encouragement from your leaders?”, 22 % of the respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents); 29 % of the respondents having 11-20 years pedagogical experience (supporting material encouragement – 58 % of all the respondents); 50 % of the respondents having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) give the answer they want to get it from their leaders when they defend their research works successfully. None of the respondents having 21-30 years pedagogical experience (supporting material encouragement – 33 % of all the respondents) choose this answer. 25 % of the respondents having 21-30 years pedagogical experience (supporting material encouragement – 33 % of all the respondents) give the answer they want to get it from their leaders when they become organizers of different events. Neither the respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents) nor the respondents having 11-20 years pedagogical experience (supporting material encouragement – 58 % of all the respondents) nor the respondents having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) choose this answer.

33 % of the respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents); and 14 % of the respondents having 11-20 years pedagogical experience (supporting material encouragement – 58 % of all the respondents) give the answer they prefer to get it from their leaders when their talented students become winners of Olympiads and different events. Neither the respondents having 21-30 years pedagogical experience (supporting material encouragement – 33 % of all the respondents) nor the respondents having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) choose this answer.

11 % of the respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents); and 25 % of the respondents having 21-30 years pedagogical experience (supporting material encouragement – 33 % of all the respondents) give the answer they prefer to get it from their leaders when they make economical contracts and agreements. Neither the respondents having 11-20 years pedagogical experience (supporting material encouragement – 58 % of all the respondents) nor the respondents having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) choose this answer. 22 % of the respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents); 43 % of the respondents having 11-20 years pedagogical experience (supporting material encouragement – 58 % of all the respondents); 50 % of the respondents having 21-30 years pedagogical experience (supporting material encouragement – 33 % of all the respondents) give the answer they want to get it from their leaders when they participate in the public works actively. None of the respondents having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) choose this answer. In addition, 11 % of the respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents); 14 % of the respondents having 11-20 years pedagogical experience (supporting material encouragement – 58 % of all the respondents); 50 % of the respondents having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) give the answer they want to get it from their leaders when they achieve great successes in the field of Science. None of the respondents having 21-30 years pedagogical experience (supporting material encouragement – 33 % of all the respondents) choose this answer.

3.2.3. On the third question: “Which of these ways would you like to get material encouragement from your leaders?”, 56 % of the respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents); 71 % of the respondents having 11-20 years pedagogical experience (supporting material encouragement – 58 % of all the respondents); 100 % of the respondents having 21-30 years pedagogical experience (supporting material encouragement – 33 % of all the respondents); and 50 % of the respondents having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) prefer to get money as material encouragement from their leaders for their productive works and efficient labors. So 44 % of the respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents); 29 % of the respondents having 11-20 years pedagogical experience (supporting material encouragement – 58 % of all the respondents); and 50 % of the respondents having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) prefer to get break homework as material encouragement. None of them wants to get gift articles from their leaders for their productive works and efficient labors.

3.2.4. On the fourth question: “How much extra money would you like to get from your leaders for your productive work and efficient labor?”, 22 % of the respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents); and 100 % of the respondents having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) give the answer they prefer to get about 5-15 % of their salary as material encouragement. Neither the respondents having 11-20 years pedagogical experience (supporting material encouragement – 58 % of all the respondents) nor the respondents having 21-30 years pedagogical experience (supporting material encouragement – 33 % of all the respondents) choose this answer.

33 % of the respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents); 14 % of the respondents having 11-20 years pedagogical experience (supporting material encouragement – 58 % of all the respondents); and 25 % of the respondents having 21-30 years pedagogical experience (supporting material encouragement – 33 % of all the respondents) give the answer they prefer to get about 20-30 % of their salary as material encouragement. None of the respondents having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) choose this answer. 22 % of the respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents) give the answer they prefer to get about 35-45 % of their salary as material encouragement. Neither the respondents having 11-20 years pedagogical experience (supporting material encouragement – 58 % of all the respondents) nor the respondents having 21-30 years pedagogical experience (supporting material encouragement – 33 % of all the respondents) nor the respondents having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) choose this answer.

22 % of the respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents); 86 % of the respondents having 11-20 years pedagogical experience (supporting material encouragement – 58 % of all the respondents); and 75 % of the respondents having 21-30 years pedagogical experience (supporting material encouragement – 33 % of all the respondents) give the answer they prefer to get about 50-60 % of their salary as material encouragement. None of the respondents having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) choose this answer.

3.2.5. On the fifth question: “How often would you like to get material encouragement from your leaders?”, 33 % of the respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents); 14 % of the respondents having 11-20 years pedagogical experience (supporting material encouragement – 58 % of all the respondents) give the answer they want to get it only during holiday days. Neither the respondents having 21-30 years pedagogical experience (supporting material encouragement – 33 % of all the respondents) nor the respondents having more than 30 years pedagogical experience (supporting material

encouragement – 18 % of all the respondents) choose this answer. 11 % of the respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents); and 25 % of the respondents having 21-30 years pedagogical experience (supporting material encouragement – 33 % of all the respondents) give the answer they prefer to get it at the end of the year (once a year). Neither the respondents having 11-20 years pedagogical experience (supporting material encouragement – 58 % of all the respondents) nor the respondents having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) choose this answer.

22 % of the respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents); 29 % of the respondents having 11-20 years pedagogical experience (supporting material encouragement – 58 % of all the respondents); and 25 % of the respondents having 21-30 years pedagogical experience (supporting material encouragement – 33 % of all the respondents) give the answer they prefer to get it every six months (twice a year). None of the respondents having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) choose this answer.

22 % of the respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents); 43 % of the respondents having 11-20 years pedagogical experience (supporting material encouragement – 58 % of all the respondents); 50 % of the respondents having 21-30 years pedagogical experience (supporting material encouragement – 33 % of all the respondents); and all the respondents (100 %) having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) give the answer they prefer to get it every quarter a year (four times a year).

11 % of the respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents); and 14 % of the respondents having 11-20 years pedagogical experience (supporting material encouragement – 58 % of all the respondents) give the answer they prefer to get it when the enterprise derives much benefit. Neither the respondents having 21-30 years pedagogical experience (supporting material encouragement – 33 % of all the respondents) nor the respondents having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) choose this answer.

3.2.6. 67 % of the respondents having 1-10 years pedagogical experience (supporting moral encouragement – 40 % of all the respondents); 40 % of the respondents having 11-20 years pedagogical experience (supporting moral encouragement – 42 % of all the respondents); 62 % of the respondents having 21-30 years pedagogical experience (supporting moral encouragement – 67 % of all the respondents); and 66 % of them having more than 30 years pedagogical experience (supporting moral encouragement – 82 % of all the respondents) give the answer they prefer to get verbal compliment from their leaders as moral encouragement.

33 % of the respondents having 1-10 years pedagogical

experience (supporting moral encouragement – 40 % of all the respondents); 60 % of the respondents having 11-20 years pedagogical experience (supporting moral encouragement – 42 % of all the respondents); and 22 % of the respondents having more than 30 years pedagogical experience (supporting moral encouragement – 82 % of all the respondents) give the answer they prefer to get gift vouchers as moral encouragement. None of the respondents having 21-30 years pedagogical experience (supporting moral encouragement – 67 % of all the respondents) choose this answer.

38 % of the respondents having 21-30 years pedagogical experience (supporting moral encouragement – 67 % of all the respondents); and 11 % of the respondents having more than 30 years pedagogical experience (supporting moral encouragement – 82 % of all the respondents) give the answer they prefer to get moral encouragement by mass media. Neither the respondents having 1-10 years pedagogical experience (supporting moral encouragement – 40 % of all the respondents) nor the respondents having 11-20 years pedagogical experience (supporting moral encouragement – 42 % of all the respondents) choose this answer. So many respondents want to get verbal compliment as moral encouragement from their leaders for their productive works and efficient labors. The respondents having 1-20 years pedagogical experience don't want to get moral encouragement by mass media at all. But the respondents having more than 21 years pedagogical experience prefer it.

3.2.7. 20 % of the respondents having 11-20 years pedagogical experience (supporting moral encouragement – 42 % of all the respondents); 25 % of the respondents having 21-30 years pedagogical experience (supporting moral encouragement – 67 % of all the respondents); 22 % of the respondents having more than 30 years pedagogical experience (supporting moral encouragement – 82 % of all the respondents) give the answer they want to get it from their leaders when they defend their research works successfully. None of the respondents having 1-10 years pedagogical experience (supporting moral encouragement – 40 % of all the respondents) choose this answer.

49 % of the respondents having 1-10 years pedagogical experience (supporting moral encouragement – 40 % of all the respondents); 20 % of the respondents having 11-20 years pedagogical experience (supporting moral encouragement – 42 % of all the respondents); 38 % of the respondents having 21-30 years pedagogical experience (supporting moral encouragement – 67 % of all the respondents); 33 % of the respondents having more than 30 years pedagogical experience (supporting moral encouragement – 82 % of all the respondents) give the answer they want to get it from their leaders when they become organizers of different events.

40 % of the respondents having 11-20 years pedagogical experience (supporting moral encouragement – 42 % of all the respondents); and 11 % of the respondents having more than 30 years pedagogical experience (supporting moral encouragement – 82 % of all the respondents) give the answer they want to get it from their leaders when their talented students become winners of Olympiads and different events. Neither the respondents having 1-10 years pedagogical experience (supporting moral encouragement – 40 % of all the respondents) nor the

respondents having 21-30 years pedagogical experience (supporting moral encouragement – 67 % of all the respondents) choose this answer.

17 % of the respondents having 1-10 years pedagogical experience (supporting moral encouragement – 40 % of all the respondents); and 25 % of the respondents having 21-30 years pedagogical experience (supporting moral encouragement – 67 % of all the respondents) give the answer they want to get it from their leaders when they make economical contracts and agreements. Neither the respondents having 11-20 years pedagogical experience (supporting moral encouragement – 42 % of all the respondents) nor the respondents having more than 30 years pedagogical experience (supporting moral encouragement – 82 % of all the respondents) choose this answer.

17 % of the respondents having 1-10 years pedagogical experience (supporting moral encouragement – 40 % of all the respondents); and 20 % of the respondents having 11-20 years pedagogical experience (supporting moral encouragement – 42 % of all the respondents) give the answer they want to get it from their leaders when they participate in the public works actively. Neither the respondents having 21-30 years pedagogical experience (supporting moral encouragement – 67 % of all the respondents) nor the respondents having more than 30 years pedagogical experience (supporting moral encouragement – 82 % of all the respondents) choose this answer.

In addition, 17 % of the respondents having 1-10 years pedagogical experience (supporting moral encouragement – 40 % of all the respondents); 12 % of the respondents having 21-30 years pedagogical experience (supporting moral encouragement – 67 % of all the respondents); and 33 % of the respondents having more than 30 years pedagogical experience (supporting moral encouragement – 82 % of all the respondents) give the answer they want to get it from their leaders when they achieve great successes in the field of Science. None of the respondents having 11-20 years pedagogical experience (supporting moral encouragement – 42 % of all the respondents) choose this answer.

4 DISCUSSIONS

4.1.1. Many male respondents (68 % of the respondents) prefer moral encouragement than material one (32 % of them); many female respondents (59 % of the respondents) support material encouragement than moral one (41 % of them);

4.1.2. Many male respondents (44 % of them supporting material encouragement) prefer to get material encouragement for participating in the public works actively. But many female respondents (31 % of them supporting material encouragement) want to get material encouragement from their leaders when their talented students become winners of Olympiads and different events;

4.1.3. Both many male respondents (78 % of them supporting material encouragement) and female ones (62 % of them supporting material encouragement) prefer to get money from their leaders for their productive works and efficient labors. None of them wants to get gift articles as material encouragement;

4.1.4. Both many male respondents (67 % of them supporting material encouragement) and female ones (46 % of them

supporting material encouragement) want to get extra money: about 50-60 % of their salary from their leaders;

4.1.5. Many male respondents (67 % of them supporting material encouragement) prefer to get material encouragement from their leaders every quarter a year (four times a year); but many female respondents (46 % of them supporting material encouragement) want to get it every six months (twice a year);

4.1.6. Both many male respondents (68 % of them supporting moral encouragement) and female ones (44 % of them supporting moral encouragement) prefer to get verbal compliment from their leaders as moral encouragement for their productive works and efficient labors;

4.1.7. Both many male respondents (36 % of them supporting moral encouragement) and female ones (33 % of them supporting moral encouragement) prefer to get moral encouragement from their leaders for being organizers of different events.

4.2.1. Many respondents having 1-20 years pedagogical experience prefer material encouragement than moral one; many respondents having more than 21 years pedagogical experience support moral encouragement than material one;

4.2.2. Many respondents having 1-10 years pedagogical experience (60 % of them supporting material encouragement) prefer to get material encouragement when their talented students become winners of Olympiads and different events. Both many respondents having 11-20 years pedagogical experience (58 % of them supporting material encouragement) and many respondents having 21-30 years pedagogical experience (33 % of them supporting material encouragement) want to get it when they become organizers of different events. Many respondents having more than 30 years pedagogical experience (18 % of them supporting material encouragement) want to get it when they achieve great successes in the field of Science and when they defend their research works successfully;

4.2.3. Many respondents having from 1 to more than 30 years pedagogical experience prefer to get money from their leaders as material encouragement. Some of them want to get break homework as material encouragement. None of them wants to get gift articles from their leaders for their productive works and efficient labors;

4.2.4. Many respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents) prefer to get about 20-30 % of their salary as material encouragement. Both many respondents having 11-20 years pedagogical experience (58 % of them supporting material encouragement) and many respondents having 21-30 years pedagogical experience (33 % of them supporting material encouragement) want to get about 35-45 % of their salary as material encouragement. All the respondents having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) prefer to get about 50-60 % of their salary from their leaders as material encouragement;

4.2.5. Many respondents having 1-10 years pedagogical experience (supporting material encouragement – 60 % of all the respondents) prefer to get material encouragement only during holiday days. Both many respondents having 11-20 years pedagogical experience (58 % of them supporting material

encouragement) and many respondents having 21-30 years pedagogical experience (33 % of them supporting material encouragement) want to get it every quarter a year (four times a year). All the respondents having more than 30 years pedagogical experience (supporting material encouragement – 18 % of all the respondents) also prefer to get it every quarter a year (four times a year) from their leaders for their productive works and efficient labors;

4.2.6. Many respondents having 1-10 years pedagogical experience (supporting moral encouragement – 40 % of all the respondents); having 21-30 years pedagogical experience (supporting moral encouragement – 67 % of all the respondents); and having more than 30 years pedagogical experience (supporting moral encouragement – 82 % of all the respondents) want to get verbal compliment as moral encouragement from their leaders for their productive works and efficient labors. But many respondents having 11-20 years pedagogical experience (supporting moral encouragement – 42 % of all the respondents) prefer to get gift vouchers as moral encouragement. The respondents having 1-20 years pedagogical experience don't want to get moral encouragement by mass media at all. But the respondents having more than 21 years pedagogical experience prefer it;

4.2.7. Many respondents having 1-10 years pedagogical experience (supporting moral encouragement – 40 % of all the respondents); having 21-30 years pedagogical experience (supporting moral encouragement – 67 % of all the respondents); and having more than 30 years pedagogical experience (supporting moral encouragement – 82 % of all the respondents) want to get moral encouragement from their leaders when they become organizers of different events.. But many respondents having 11-20 years pedagogical experience (supporting moral encouragement – 42 % of all the respondents) prefer to get moral encouragement from their leaders when their talented students become winners of Olympiads and different events.

5 CONCLUSION

Male respondents	Female respondents
<ul style="list-style-type: none"> ■ moral encouragement ■ for participating in the public works actively ■ money ■ extra money: about 50-60 % of their salary ■ every quarter a year (four times a year) ■ verbal compliment ■ for being organizers of different events 	<ul style="list-style-type: none"> ■ material encouragement when their talented students become winners of Olympiads and different events ■ money ■ extra money: about 50-60 % of their salary ■ every six months (twice a year) ■ verbal compliment ■ for being organizers of different events

Interactive method: comparison table			
1-10 years	11-20 years	21-30 years	More than 30 years
Material encouragement	Material encouragement	Moral encouragement	Moral encouragement
Their students become winners	They become organizers of events	They become organizers of events	They defend their research works
Money	Money	Money	Money
About 20-30 % of their salary	About 35-45 % of their salary	About 35-45 % of their salary	About 50-60 % of their salary
Only during holiday days	Four times a year	Four times a year	Four times a year
Verbal compliment	Gift vouchers	Verbal compliment	Verbal compliment
They become organizers of events	Their students become winners	They become organizers of events	They become organizers of events

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