

Reinforcement & Punishment

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Behavior



1. Behavior is observable. It is what we see or hear, such as a student sitting down, standing up, speaking, whispering, yelling, or writing. ...
2. Behavior is measurable. This means that the teacher can define and describe the behavior.
3. In psychology, behavior consists of an organism's external reactions to its environment.

Desirable behaviors

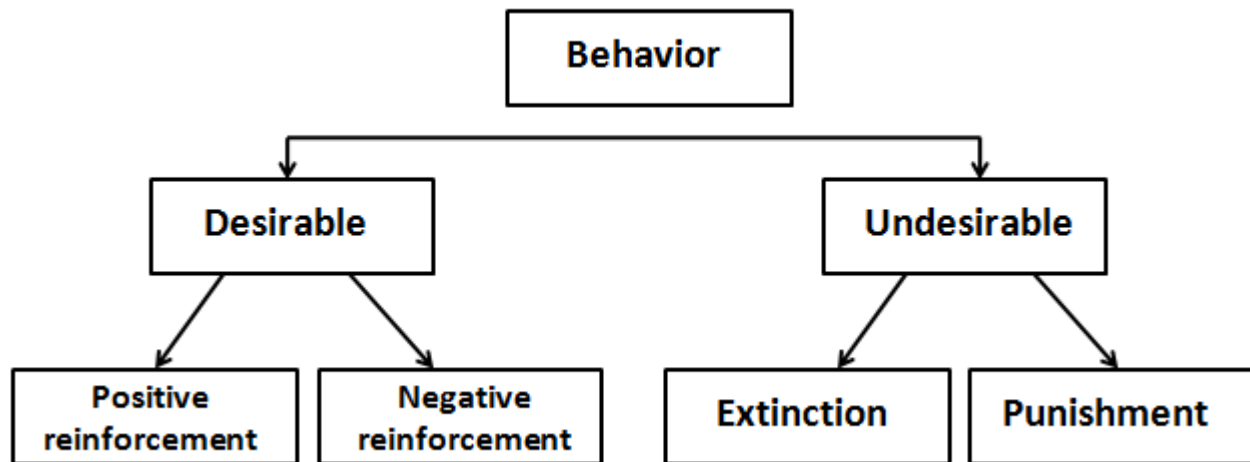
Any good behavior or appropriate behavior in present situation is known as desirable behavior. Desirable behavior will always be helpful in achieving the target goals. **For example,** imagine a class of 42 students and they all are paying attention to the teacher without creating any disturbance. This behavior is desirable and appropriate in the class settings. Moreover, it is helpful in achieving the target goal. (target goal= developing the comprehensive understanding with the concepts in the present situation)

Undesirable behaviors

Undesirable behavior is behavior that creates an unpleasant, unfriendly, or even threatening workplace or study environment. Such behavior always has damaging or disadvantaging effect (physically or mentally) on the person and environment. **For example,** in your company your employees are not following your instructions or in a class students are not paying attention to the lecture. Such behaviors create hurdles in achieving the target goals. In your company you want all of your employees to follow your instruction so that you can make progress but if your employees

are not following your command you will not be able to achieve the progress among your competitors.

Behavioral Approaches



1. Reinforcement

2. Punishment

We use behavioral approaches alone (**reinforcement**) or (**punishment**) or in combination (**reinforcement + punishment**) in order to formulate an effective management plan to control the behavior. **Effective management plan** is that in which we apply the we apply reinforcement alone or punishment alone or sometime both i.e. punishment & reinforcement to control the behavior. **Behavior control** = decrees any undesirable behavior (for example your employees are not following your commands at workplace) and increase desirable behavior (for example your employees are struggling to finish their tasks on time)

	Reinforcement (Increase / maintain behavior)	Punishment (Decrease behavior)
Positive (add stimulus)	Add pleasant stimulus to Increase / maintain behavior	Add aversive stimulus to Decrease behavior
Negative (remove stimulus)	Remove aversive stimulus to Increase / maintain behavior	Remove pleasant stimulus to Decrease behavior

Reinforcement

Adding something pleasant (reward) in any present situation to increase the desirable behavior of a person. The basic purpose of the reinforcement is to give strength to the desirable behavior.

- **Positive reinforcement**
- **Negative reinforcement**
- **Schedules of reinforcement**

Positive Reinforcement

Positive reinforcement works by giving a motivating/reinforcing stimulus (any reward) to the person after the desired behavior is showed. Reward or a motivating/reinforcing stimulus is given to increase the chances of desired behavior in the future.

The following is an example of positive reinforcement:

- A boss gives his employees a bonus or praise for doing good work.

Reward or a motivating/reinforcing stimulus = praise and bonus.

Behavior = good work

Negative Reinforcement

Negative reinforcement occurs when a certain stimulus (usually an aversive stimulus or any problematic thing present in the situation and causing distraction) is removed after a particular behavior is showed.

The following is an example of negative reinforcement:

Aversive stimulus is the thing which is unpleasant in the present situation for example songs in the background will be problematic while doing exam. If we eliminate the songs from the situation students can perform well in the exams.

Aversive stimulus = song

Behavior = good performance in the exam.

Schedules of reinforcement

1. Fixed ratio= reward will be given after a fix number of tasks.
2. Variable ratio= reward will be given after a variable number of tasks.
3. Fixed interval= reward will be given after fixed time
4. Variable interval= reward will be after different time periods.

Key notes: 1. *fixed* = not changing, 2. *variable* = changeable, 3. *ratio* = number of tasks, 4. *interval* = time duration.

Examples of schedules of reinforcement

Schedule of reinforcement	Example
Fixed Ratio	A student receives a reward after a fixed number of times they perform a desired behaviour (e.g. a merit every time they attempt an extension question)
Variable Ratio	A student receives a reward after a variable number of times they perform a desired behaviour
Fixed Interval	A student receives a reward after a fixed period of time in which they perform the desired behaviour (e.g. a merit for working hard for 5 minutes)
Variable Interval	A student receives a reward after a variable period of time in which they perform the desired behaviour

Chart for your understanding

what do you know about reinforcement?	When thinking about reinforcement, always remember that you are trying to increase the behavior,	give daily life example of reinforcement (positive and negative)
For positive reinforcement, think of it as adding something positive in order to increase a response.	look around and find an example of negative reinforcement.	For negative reinforcement, keep in mind that it is removing something negative in order to increase a response.
punishment?	don't worry about the term. i will explain it below.	punishment procedures are used to decrease behavior

Punishment

- When people hear that punishment procedures are being used, they typically think of a harmful moment. This is not always the case as you can see below.
- Punishment is a process by which you will add something unpleasant or sometimes remove something pleasant to decrease the future frequency of undesirable behavior.
- There are two types of punishment: positive and negative.

Positive Punishment

Positive punishment works when you add an aversive or unpleasant stimulus after an undesired behavior is showed. The basic goal is to decreasing the undesirable behavior in the future.

Example

if a child making noise during class and the teacher warns him in front of his classmates.

Aversive stimulus = warning of teacher

Undesirable behavior = making noise during class

Results = child will stop making noise after repetition of the positive punishment.

Negative Punishment

Negative punishment happens when a certain reinforcing stimulus or a pleasant thing will be removed after a particular undesired behavior is showed. The goal is to reduce undesirable behavior in the future.

Example

- When A child at your home fights with her brother you can take away her favorite toy for some time.

Removal of pleasant stimulus = taken away the favorite toy.

Undesirable behavior = fight.

Whenever the child fight you have to take away the toy so that is should be clear to the child that the results of the fight will be removal of the toy. In this way he will reduce the fighting behavior gradually or might stop fighting in order to save the favorite toy. This is the simple example of reducing undesirable behavior. (fighting)

With punishment, always remember that the end result is to decrease the undesired behavior.

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Reinforcement: increase desirable behavior.

Positive reinforcement: adding something good.

Negative reinforcement: removing something bad.

Punishment: decrease undesirable behavior.

Positive punishment: adding something unpleasant.

Negative punishment: removing something favorite.

Activity

Example of Negative Reinforcement

Drying Wet Hands.

Thomas has wet hands after washing them. He rubs them in the towel and the water is now removed from them. He knows that every time he doesn't want his hands to remain wet he can use a towel to get rid of the water. He now uses a towel every time he wants to remove the water from his hands.

Why is this negative reinforcement?

The water on his hands was present before he rubbed them in the towel. His behavior of rubbing his hands in the towel removes the water and he uses a towel every time he wants this to happen. Therefore, negative reinforcement is occurring.

- **Before:** hands are wet.
- **Negative reinforce:** rub them in the towel.
- **After:** water is gone from his hands.
- **Future behavior:** Thomas will rub his hands when they are wet.

Important note: The example is for your understanding. In your exam a similar scene might be given and you have to identify the type of reinforcement and behavior.