

Original Article



Investigating Various Factors on the Academic Progress of Students in Educational Systems

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ABSTRACT

This study has investigated various factors on the academic progress of students in educational systems. Academic progress means that the expected level of education is met and the education organization is closer to the predetermined goals. Academic progress means increasing the amount of learning, increasing the level of grades and acceptance of students in courses and academic level. Undoubtedly, in today's advanced world, one of the signs of a person's success is academic success, without which the development and progress of any country will not be possible. The progress of any country is directly related to the progress of science and technology of that country. Scientific progress cannot be achieved unless thinking and creative people are trained. While educational progress is effective in the development and prosperity of the country, it leads to finding a suitable job and position at high levels, and as a result, sufficient income. Students who have academic success, their family and society will look at them with respect and they will be present in the society with more spirit and cheerfulness, and besides these, the exorbitant costs that are imposed on education and training due to academic failure. The role of human factor in organizations is very important. Therefore, according to the morals and motivations of the human factor in any organization, it is a necessity and a high priority. Human resources are one of the basic factors in every organization. This issue is more important in education.

Introduction

One of the most important factors in the development of the personality of teenagers and young people is school [1]. After the family, the school plays the most important role in the socialization process of the teenager. Through

teaching scientific and technical skills and providing a context for group cooperation and responsibility, the school provides all-round and balanced development of their personality. Although schools spend their time preparing teenagers and young people to obtain higher education degrees, despite this, many teenagers enter life directly without receiving higher

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education degrees and because they lack the necessary preparation to enter it. They feel defeated and helpless and their mental health is harmed [2].

Emphasis on Intellectual Growth

While the goal of education is to emphasize intellectual growth combined with emotional growth, the adaptation of teenagers and young people with themselves and other members of their family. Schools emphasize only the rational aspect and this causes one-dimensional and unbalanced young people to be born [3].

The Emotional Atmosphere of the School

The emotional atmosphere of the school also has an effect on the academic progress of the students. Research has shown that students benefit more in an environment where there is less psychological pressure, an environment in which they are guided and feel safe. Students pay more attention to the following factors than factors such as physical facilities, number of library books, school size, and per capita cost [4].

Presuppositions of Teachers about Students

Many teachers assume during teaching that students have learned the previous material; such an assumption does not apply to most students. Because a group of them do not learn it just because they do not have the necessary prerequisites to start and continue a new course, and as a result, they join the ranks of academic laggards and they believe that they can't do anything to compensate for their lags. They are not [5].

Teacher's Attitude

The teacher's attitude affects his performance. In a study, researchers assigned a normal class to a teacher and reminded him that these students have good talents. At the end of the year, their performance had improved compared to the matched group. This means that if the teacher has a positive attitude in the

classroom, he can advance in their education and training better with hopeful attitudes.

Learned Retardation

When the teenager believes that none of his activities will change the situation, or that he is not intelligent enough, or that the assigned tasks are difficult for him, or that the teacher they do not like him, he expects failure for himself in the future, and those who experience failure consecutively may come to believe that their failure in any activity is certain and inevitable. Such people experience learned helplessness. An attitude that is likely to provide them with more opportunities for failure and hinder their efforts to progress. In such a case, the saying of failure, fails, finds an example. On the other hand, the more a student succeeds in education and gains more power and acceptance in the classroom, his self-esteem further increases. Such a person strives for new successes and gains new successes, which increases self-esteem. This is where the proverb "success brings success" comes true. Researchers conducted an experiment in a research study in which two teachers presented solvable and unsolvable problems to fifth grade students. They found that when a teacher who presented students with unsolvable problems, when he presented solvable problems, some students stopped solving them even though the given problems were solvable [6].

Effects of Academic Progress

The importance of the effect of academic progress on the mental health of students is such that some experts have considered it as a basic criterion for diagnosing healthy performance at least until the second half of adolescence. Seif (1985) writes, quoting Bloom, when the school environment provides evidence of competence and worthiness for the student during the first few years and the same successful experiences are repeated in the next four or five years, a kind of immunity against diseases psychosis is created in a person for an unlimited period of time. Such a person will be able to easily overcome the pressures and crises of life. The belief of failure in the exam, in

any case, affects the minds of children and teenagers. Failed people suffer from depression, unhappiness, incompatibility, and restlessness. One of the main reasons for failure in the exam is the students' lack of familiarity with the conditions and manner of conducting the exam. Students' fear of failing the exam also causes cheating [7].

Factors Affecting Job Satisfaction

Job satisfaction as one of the most important success factors in work and life is very important not only for employees, but also for organizations. Here are the factors affecting it:

Work Environment

A suitable work environment with comfort, safety, and health facilities, a warm and friendly work environment, as well as a calm environment can create a sense of job satisfaction in employees [5].

Rewards and Benefits

Attractive job rewards and benefits such as excellent salaries, insurance, additional benefits, shares in the company and other job benefits play a significant role in increasing employee job satisfaction.

Interaction with Managers

The behavior of managers and their approach towards employees and attention to their needs and problems, as well as self-confidence, the power to make decisions and do independent work can play a significant role in increasing the job satisfaction of employees [6].

Payment as an Effective Factor

Reasonable payment for progressive work and stable work quality, and the labor dispute rate also has an important effect on job satisfaction.

Opportunities for Learning and Work Development

Having the ability to learn in some cases directly increases job satisfaction. This allows

employees to provide training programs and have diverse experiences for career development.

Quality Leadership and Management

Strategies that help leaders promote a formal culture of addressing employee job satisfaction to succeed in their work and life, which includes setting goals and using relevant data to improve personnel activities. and creating effective communication with employees [7].

Support of People Such As Family, Friends, and Interests

Having family, friendly, social, and cultural support is necessary to achieve important goals. Therefore, if employees are not well supported in their work, the possibility of stress, depression, and dissatisfaction is high.

Communication between Employees and the Organization

Having a communication channel with the organization and their leader, employees can suggest ways to improve their work and minimize the stress caused by organizational problems. Overall, job satisfaction with appropriate pay, opportunities for learning and work development, quality leadership and management, support and family relationships, friendship and interests, strength in negotiations and interactions with the organization, calm and tolerable working conditions, and a suitable working culture. These factors can help the organization to reduce its employees' fear and insecurity in their work and lead them towards their designed goals [8].

Benefits of Job Satisfaction

Job satisfaction as one of the most important pillars of success in any organization has many benefits. Some of the benefits of job satisfaction include:

Increasing Employee Commitment and Motivation

When employees are satisfied with their jobs, they achieve better performance and are more willing to fulfill their duties [9].

Reducing the Resignation Rate

The satisfaction of employees in the field of respect for the job and also for the company causes fewer employees to seek to leave their jobs.

Reducing Training Costs

If employees are satisfied with their jobs and organizations, the need for retraining or replacing human resources will decrease [10].

Increasing Customer Satisfaction

Satisfied employees are more willing to provide better services to customers, which can lead to increasing customer satisfaction and raising the level of the lowest terminals and departments.

Attracting Top Talents

Organizations that provide appropriate rules and platforms to obtain employee satisfaction can become more competitive and attract top talents. In general, observing job satisfaction of employees can help to improve organizational affairs and will lead to better profitability for the organization [11].

Experience of Teachers

Teachers with experience show more tendencies towards developing teaching and classroom skills. They reduce the amount of time spent on classroom administration. He acts quickly in restoring order to the class and chooses a teaching method that puts more tasks on the shoulders of the students. It is concluded from this study that every effort should be made to employ experienced teachers equally in urban areas on the outskirts of cities and rural areas, and to reduce leaving and moving.

Of course, this issue is related to teachers' rights and improving their dignity [17].

Preparing Lessons and Grading

Teachers who take time to prepare lessons and also grade homework and class work of students, compared to teachers who do not do this, their students get better results. If this issue is emphasized in teacher training and if teachers do not have to work extra for extra income, it is expected that the learning process will improve [6].

Skills

Teachers who are stricter and more expected in the eyes of students, teachers who have the ability to quickly establish order in the classroom, teachers who evaluate their work in a systematic way and based on what a student has learned or remembered. They are aware of everything that should have been learned, and they give the students who did not learn the material the first time the chance to learn it again, and the teachers who help the students to understand the importance of the material. and can distinguish between main and secondary subjects, they are more successful as teachers than other teachers and their students have higher academic progress. Some dedicated teachers have the ability to encourage students to learn in the most deprived areas. In this field, Avalos has conducted studies in four Latin American countries and called them cultural roses. However, more studies are needed to be able to understand the working methods of such teachers who achieve very good results in working with underprivileged students [18].

Discussion

Undoubtedly, in today's advanced world, one of the signs of a person's success is academic progress, without which the development and progress of any country will not be possible. The development of any country is directly related to the progress of science, knowledge, and technology of that country and scientific progress is not achieved unless creative people are trained. While educational progress is

effective in the development and prosperity of the country, it leads to finding a suitable job and position at high levels, and as a result, sufficient income. Students who have academic positions, their families and society look at them with respect [19]. They will be present in the society with more spirit and vitality, and besides these, the exorbitant costs imposed on education and training due to academic failure will be reduced. Achieving productivity and improving the quality of the educational system can be considered the most effective factor in the development of countries. The experiences of advanced countries such as Japan in the field of comprehensive development also indicate investment in educational and human resources. To obtain these goals, improving the quality of education is one of the basic goals of educational programs. While today, academic failure is one of the concerns of families and education professionals. Among the topics of interest to educational science experts is finding the necessary and effective conditions and facilities for successful education and academic progress [20], but failure in education is the basis of individual and social problems and deviation from achieving the goals of the education system. Researchers have considered various factors involved in the academic progress of students, but due to cultural differences and rapid changes of factors over time, it is not possible to propose specific causes for societies as a general rule [21]. Because the rules of the cultural context and society's ratio, people's attitude towards education, parents' income level, etc., are all factors that affect academic success or failure, especially in a society. The available sources show that education is generally influenced by five inclusive factors: teacher, program, equipment, and educational environment, each of which has characteristics that can have different effects on academic progress and learning. Every person is equipped with some tools in order to enter the society and as a result to face different situations and different people culturally and economically. These personal tools can be considered as the psychological structures of a person that can help him deal with life events. These psychological structures are mutually

influenced by various factors such as family, community, peer group, etc., on the other hand, they influence them. Accordingly, researchers have always paid much attention to the effects of these psychological components on various aspects of people's lives, among which they pointed out the effects of these components on occupational, academic and social performance [23]. In the meantime, educational progress has received more attention from psychologists than other variables. Because it seems that what can help an individual, a family, and ultimately a country in the path of progress the most, is the benefit of people who not only have good mental health, but also have their education with have been successful, awareness of the psychological aspects of students can act as a powerful educational aid tool. For example, understanding how a student behaves in a specific situation can lead to an increase in the effectiveness of educational tools and the teacher's educational methods and the educational system and finally the academic progress of students.

Disadvantages of Low Job Satisfaction

Low job satisfaction can lead to several disadvantages, including:

Working in an Unpleasant Environment

The work environment in some companies can become a factor for low job satisfaction when it becomes boring, absurd, and unattractive for a long time.

Psychological Pressures

Employees who have high work pressure and significant stress may turn to unfavorable performance in order to achieve their work goals [12].

Deficit in Salary

Employee salary is one of the factors influencing his satisfaction. Therefore, in case of not receiving proper and timely salaries, it can be the basis of low job satisfaction.

Lack of Work Facilities

Lack of access to suitable facilities in the work environment such as vehicles, suitable work tools and suitable space for work, as well as after-work facilities such as welfare (water heater, television, daily breaks, etc.) is also possible; depending on the satisfaction, the career of the employees is effective.

Lack of Career Advancement

Defects in individual advancement can be a cause of job dissatisfaction. In other words, if employees cannot learn in some way and do not earn more money with their career development, they may be negatively concerned about this issue [13]. In this way, the lack of job satisfaction brings negative and multiple effects on employees and their low motivation and commitment in their work and activities that are their responsibility.

Conclusion

To check the academic progress of students, there are several criteria that are designed based on different goals. One of the simplest and easiest measures to measure students' academic progress is to check their grades and GPA. For example, comparing the average of a student's academic semester with the average of his previous semester can indicate his academic progress or decline during the year. Furthermore, if the goal is to check the student's academic progress in a specific subject, it is possible to compare his grades in different class tests held by the teacher. Besides these cases, it is possible to check the student's grade point average in different years of an educational level, such as primary, first secondary or second secondary, and judge his academic progress. In general, it can be said that the most common criteria for the academic progress of students in our country is to check their grades and GPA. Students at different ages experience different emotional, learning, and communication conditions. Their academic performance is also subject to the same conditions. Therefore, the solutions provided by the academic advisor for the academic

progress of the elementary school student should be completely different from the solutions provided for a secondary school student. An academic advisor should be able to identify a student's talents and weaknesses in the beginning years of school, i.e. elementary school, using various academic counseling techniques and examining various factors and criteria. Likewise, teach the students of this level how to study correctly, manage time for studying, lesson planning, create motivation and improve lifestyle. It was found that overall job satisfaction is a pleasant, positive, and pleasant feeling that a person has about his job. Most scientists consider social factors, work environment and work ego to be effective in job satisfaction. All theories of job satisfaction in some way give importance to meeting the needs of people, material or psychological, and consider it important to pay attention to the wishes and expectations of the employee. The manager should know that a satisfied workforce will increase productivity due to reduced absenteeism and will bring happiness and joy from the organization to home and society. Of course, opposing opinions have also been presented in this regard, who believe that job satisfaction does not have such an impact on productivity. Relationships and occasions of colleagues are the most important factors in determining job satisfaction. During a study, when employees were allowed to choose their colleagues, their job satisfaction increased and the cost of work decreased. On the other hand, management has traditionally been considered as an important aspect of a job. Research shows that employee-oriented management leads to job satisfaction more than worker-oriented management. In general, we should note that the job satisfaction caused by the organization's communication system depends on the differences between what a person wants to achieve through communication in the organization and what he achieves in this process. Today, public education is known as one of the pillars of sustainable development, and every country in the world allocates a large part of its national income for its expansion, improvement, and efficiency.

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