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BATCH-5(AI&ML)

Q-1 Compare and contrast the four methods used to modify behavior in operant conditioning (positive reinforcement, negative reinforcement, and punishment), giving original examples of how each can be used at the work place.

Solution:

Positive Reinforcement:

In positive reinforcement, a desirable stimulus is added to increase a behaviour. Positive reinforcement works by presenting a motivating/reinforcing stimulus to the person after the desired behaviour is exhibited, making the behaviour more likely to happen in the future.

For Example, a manager in a company can give extra rewards for extra work done by any employee.

Negative Reinforcement:

Negative reinforcement occurs when a certain stimulus is removed after a particular behaviour is exhibited. The likelihood of the particular behaviour occurring again in the future is increased because of removing/avoiding the negative consequence.

For Example, constantly being reminded to be more productive by employees, is a negative reinforcement technique. It creates a negative condition in which the employees are subjected to an unpleasant situation. When they reach the productivity level desired, the nagging stops, which reinforces the desired behaviour.

Punishment:

Punishment is a process by which a consequence immediately follows a behaviour which decreases the future frequency of that behaviour. Like reinforcement, a stimulus can be added (positive punishment) or removed (negative punishment).

For example, in a work place an employee may not be given his full salary if he doesn't complete the work provided to him.

Extinction:

In classical conditioning, when a conditioned stimulus is presented alone without an unconditioned stimulus, the conditioned response will eventually cease. In operant conditioning, extinction occurs when a response is no longer reinforced following a discriminative stimulus.

For example, an employee regularly stays late at work to assist the next shift in catching up after a very busy day. No praise or thanks is ever given to the employee by his co-workers, so eventually he leaves work on time and stops assisting the next shift. Ignoring his good behaviour caused its extinction.