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Information Division, Ministry of Culture, City Hall, Singapore 0617 TEL 3378191 ext 352 353 354 / 3362207 / 3362271

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SPEECH BY MR WAN HUSSIN ZOOHRI, PARLIAMENTARY SECRETARY
(HEALTH AND CULTURE), AT BEDOK VIEW SECONDARY SCHOOL'S
SPEECH DAY ON FRIDAY, 26 AUGUST 1983 AT 5.00 PM

Looking through your school magazine I came across an article entitled "Co-operation between management and staff to increase productivity". This student writer described the conditions necessary to increase productivity. He was referring to an organisational set-up like a factory or a company. Therefore, for my speech, I would like to take the cue from this article by one of your own pupils and try to relate how this subject can be of relevance to the school's situation.

A school is an organisation by itself. It has its own rules and its management and production departments. The school's regulations constitute the rules for the organisation like the school, the Principal and the various departmental heads form the management department while the remaining teachers and pupils make up the production department.

There is, however, one basic difference between the school and the factory. While the factory produces concrete and inanimate products, the school is charged with the development and growth of animate beings, i.e. human beings with all the attendant human qualities. The other difference is that while concrete and inanimate products respond accordingly to the changes affected on them in terms of size, weight, shape and colour, each pupil responds differently to external stimuli. Some pupils respond positively and favourably to their learning situations and experience, while others react negatively

and unfavourably. However, irrespective of the nature of the pupil's response, there are certain constant and consistent factors which determine the level of productivity in the school.

Firstly, the school should have a good management style of its own. Here, the Principal with the other departmental heads have to set the tone of the school. This tone will depend on the charisma of the Principal, his leadership and administrative style, and the kind of human relationships he has with the staff and the pupils.

Secondly, there must be an adequate measure of teamwork amongst the staff. This teamwork should not only exist within each department in the school but must also manifest itself between the various departments. This demands co-operation and co-ordination between the different heads of departments.

Thirdly, the existence of teamwork depends on the practice of good work ethics by everyone concerned. Being punctual, obedient, responsible, co-operative, helpful and resourceful are some of the pre-requisites of good work ethics. Let me now focus this aspect of good work ethics on the pupils themselves.

Good work ethics can be equated to being a good self-disciplinarian. Your job as pupils is primarily to equip yourselves with the necessary knowledge and expertise as well as acquiring the right values to prepare you for entry into the adult world. Your entry into the adult world can either be a rewarding or a losing venture. This depends on how much input you made in your studies during your stay in the school. If you are not a good self-disciplinarian you will drift away into obscurity. That is, you will accomplish very little in terms of knowledge and values for your adult life. On the other hand, if you have good work ethics and by being a good

self-disciplinarian you will certainly ride the wave of success. You will acquire the necessary knowledge and expertise as well as the positive values that will make your adult life that much rewarding.

As pupils of this school you should consider yourselves fortunate to be here. This school has many conditions necessary towards increasing productivity. The school has a team of trained and dedicated teachers; it has the necessary modern educational facilities; and is being managed by a core of experienced Principal and departmental heads. You, on your part, can help the school improve its productivity. The recipe is quite simple. You should try to strengthen your self-discipline. One way is by being punctual in anything you do. You should do all your assignments and schoolwork on time. You should never let your recreational or entertainment pursuits take precedence over your school or academic work. At home, too, you should be consistent in practising self-discipline. All these demand a lot of input and sacrifice on your part. If, as I said earlier, you respond positively to the demands of a good self-disciplinarian, you will emerge successful and victorious. If, however, you let your negative instincts like laziness, playfulness, apathy and complacency take a firmer grip on yourselves, you will then crown yourselves with shame and ignominy. This is the choice you have to make. It is the choice between success and shame or between honour and disgrace. Let me conclude by reminding you of a simple but extremely apt Malay saying or 'pantun':

***Berakit-rakit ke hulu
Berenang-renang ke tepian
Bersakit-sakit dahulu
Bersenang-senang kemudian*.**

It simply means that in order to achieve happiness and comfort, you should first undergo and experience hardship and difficulty. On this note, I wish all pupils of this school a pleasant and a comfortable future. @@@@@@