

Original Research Article

EFL INSTRUCTORS' AND STUDENTS' PERCEPTION AND PRACTICE TOWARDS ACTION RESEARCH: JIMMA COLLEGE OF TEACHERS EDUCATION IN FOCUS

ABSTRACT

The main objective of this study is to explore college EFL instructors' and students' perception and practice towards action research in Jimma College of Teachers Education. To achieve this objective, relevant data were collected using semi-structured interviews (filled out by 5 EFL instructors and 10 third year English Language students). The qualitative data gathered through the general open-ended questionnaire was thematically organized and analyzed. Similarly, results of the RPC members and Dean Interview, Focus Group Discussion (FGD) and the randomly selected students' achievers' FGD were audio recorded, transcribed and thematically analyzed. The results indicate that most of the respondents show good perception concerning the significance of action research in improving their teaching practice, solving students' academic and non-academic problems, developing team spirit and mutual support among teacher educators, creating opportunities to increase their academic writing skills, and developing personal and professional career in life perception respectively. Finally, the results of the study revealed that the practices of action research in the college were ineffective and suffered perception with many challenges like lack of emphasis the RPC, shortage of resources for support, budget and material, low top management attention, instructors' dual role as teachers and researchers, initiation and recognition by trainers themselves.

Comment [u1]: Acronyms not properly introduced. These interviews and FGD should be listed along with the instructors and students' interviews within parentheses.

Comment [u2]: I'm not sure what "professional career IN LIFE" means, as opposed to just "career".

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Key words: *Inquiry, Perception, Practice, process of study*

Comment [u4]: Action research , EFL teachers, and EFL students should be akeywords. Process of study should not.

Introduction: Background of the Study

Action research (AR) is a process of systematic inquiry that seeks to improve social issues affecting the lives of everyday people (Stringer, 2008). Historically, the term ‘action research’ has been long associated with the work of Kurt Lewin, who viewed this research methodology as cyclical, dynamic, and collaborative in nature. According to (Kemmis, 1988), AR is a form of collective reflective enquiry undertaken by participants in social situations in order to improve the rationality and justice of their own social or educational practices, as well as their understanding of these practices and the situations. Action research is an attractive option for teacher researchers, school administrative staff, and other stakeholders in the teaching and learning environment to consider (Mills, 2011). Specifically, action research in education can be defined as the process of studying a school situation to understand and improve the quality of the educative process (Hensen, 1996); (Johnson A. , 2012)

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(Johnson A. , 2012) Aassert that action research bridges the gap between research and practice. For instance, the theoretical components underpinning action research practice are used to help practitioners understand and observe what is happening in a classroom setting. At the same time, and with the interests of best practice in mind, these collected data “are used to understand or inform theories and research related to best practice” (Johnson, p. 20). In a similar vein to the enhancement of the professional disposition of teachers, action research encourages teachers to become continuous learners within their classrooms and schools (Mills, 2011). Because of the professional, reflective stance required by practitioners engaged in the action research sequence, teachers are further encouraged to

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“examine the dynamics of their classrooms, ponder the actions and interactions of students, validate and challenge existing practices, and take risks in the process” (Mills, p. 46). These specific actions are similar to those regularly exercised by teachers on a daily basis; using a systematic, strategic action research plan provides those daily actions with increased structure, focus, and methodological rigour.

Classroom Action Research is an alternative research application that can be easily conducted during teaching and learning processes. Classroom Action Research can will sharpen teachers’ skill in teaching with simple methodological research application. Researcher pushed to make notes about classroom activities, doing action, observe and make reflections. The Rresearch cycles a suggested by Kemmis and Taggart benefit to expected research direction. They further state that it helps students to action research both trainers and trainees to examine all the strengths and weaknesses of their teaching linked with the teaching of English as a foreign language. It is becoming more important to improve the classroom practices of English language teachers, especially when presented to a professional audience for critique.

CAR from (Hopkins D. , 2002), states that classroom research encourages a discourse among teachers that is research-oriented and committed to action and the improvement of practice. Currently, most of published papers research in the area works have focused on the involvement of English Language Teachers in action research. However, the Instructors’ and students interaction in the participation has received limited attentiona little action research attention in Teachers Training Colleges.

Some scholars even argue that action research has been directly linked to the professional growth and development of teachers. (Johnson W. , 1993) States, "improved instruction, more reflective learners, professional growth and collegial sharing-all can result from involving teachers in classroom research." On top of the points noted above, there is inspired to study the perception and practice in EFL instructors and students’ towards action

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Acronyms need to be properly introduced.

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research. Besides this, learners' perception and practice towards action research has not yet been investigated in Jimma Teachers College. Therefore, it appears important to undertake a study and know the nature of instructors and students' perception and their practice towards this action research in the context of Jimma College of Teachers Education, particularly on the practicum courses.

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Statement of the Problem

The most effective method of generating autonomous professional development is through the ability to reflect on one's own professional practice action research (Freeman, 1996). Perception and practice towards action research, therefore, can be a perceptual problems of instructors regarding action research, initiated him to develop an interest to investigate the perception of EFL instructors. Based on our experiences as University professors, we noticed that although Perception and practice towards action research has been implemented in the Ethiopian public colleges in the last seven years, it seems that stakeholders (instructors and students) have still insufficient awareness about the approach.

Learners' and instructors' practices and perceptions may be the major factors that hinder this innovative method of which English language instruction is one. Typically, in Ethiopian EFL classrooms at all educational levels in general and college education institutions in particular, a teacher-centered approach needs to be minimized. This being the case, yet, studies that focus on EFL instructors' and students' perception and their practice towards action research are insufficient in this context. Considering this, this study attempts to explore college instructors' and students' practice and perception towards practicing action research in teaching English as a Foreign Language in Jimma College of Teachers Education. It will also investigate the relationship between students' and instructors' perception and practice towards action research. Therefore, this study is aimed to fill this knowledge gap by discovering the relationship between students and instructors' perceptions with that of their investigate objectives ascertain.

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General Objective

The main objective of this study is then to explore college EFL instructors' and students' perception and practice towards action research in Jimma College of Teachers Education.

Specific objectives

Specifically, this study tried to identify EFL instructors' and learners':

- Perception and practice about action research
- Investigate other non-perceptual factors; affectings EL trainers' action research practice.
- Analyze how instructors' perception affects their practice towards action research.
- Appear about the manner in which of EFL instructors' assist their learners' practicum course towards action research.

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Scope of the Study

Although, action research has been implemented in all education fields of study, this study is limited to English majors. The focus of the study would be to how EFL instructors' perceive action research, its importance in improving their teaching practice, to developing their profession and classroom management skills, increasing positive team spirit among themselves, which affect their involvement in responsibility action research. In addition, it addresses only final year students in the program. The study limited to graduating year English majors and instructors who are offering courses to these students. To select the one institution, third year English Language and Literature students of the stated institutions were chosen because the students, having accomplished their first and second year requirements of learning through action research, are expected to have ample experiences and can provide adequate information on the issue raised.

Comment [u15]: Are the students preparing to be English teachers?

Definition of Terms and Abbreviations

Action research is a broad term that refers to super ordinate term for a set of approaches to research which, at the same time, systematically investigate a given social situation and collaborative participation. Almost any teacher can find a way to use AR that is congruent with his/her philosophies and practices. So many teachers use it in so many different ways that the operationalization cannot all be listed here.

AR- Action research

CAR- Classroom Action Research

EFL- English Foreign Language

FDG- Focus Group Discussion

RPC- Research and Publication Committee

MATERIALS AND METHODS

Study Area and Period

The studies were conducted in Jimma College of Teachers Education with particular focus on EFL instructors and learners in the year 2019/20. The students were third year English majors who were selected from the college. The students were classified as low, middle and high ability groups based on their CGPA results in the previous semesters and years.

Study Design

The study employed a descriptive survey design in which qualitative data were collected to explore the practice and perception of participants. The investigators believed that descriptive survey study design could increase the reliability and applicability of the conclusions by providing different types of data related to the same research problem. Thus, by employing this study design, qualitative data were collected in order to through semi-

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structured interview and focus group discussions to answer the research questions set based on the research objectives.

Study Population

The target population was 10 third year English majors learning in the Jimma College of Teachers Education. Five English language instructors, two Research and Publication Committee members and Dean of college were considered as part of the study. The student participants were a final year college students majoring in English language. They were are selected based on our assumption that they could have ample experiences with regard to action research during their three years stay using this approach

Comment [u17]: Include the non-students in your count of participants.

Comment [u18]: Not all of them.

Sampling Procedure and Sample Size

All leaders of third year English majors were taken comprehensively for the focus group discussion since their number was manageable to handle. To select instructors and students to participate in the study, comprehensive sampling method was employed for the questionnaire. However, purposive sampling technique was used for middle and low achiever participants for the FGD based on their CGPA cut off points.

Comment [u19]: This is hard to understand. "Leaders of students" is not the best word to describe the instructors, committee members and dean. I don't know what you mean when you say that you took them comprehensively.

Comment [u20]: Define what this is and cite the source.

Comment [u21]: Explain. I thought the FG was only for non-students.

Data Gathering Tools and Analysis Procedure

Two type of data collection tools were employed in this study. The first one was open-ended questionnaires for target students and instructors. The second one was Semi-structured interviews, having similar contents with the questionnaire to crosscheck the responses drawn through the questionnaire was prepared based on the objectives of the study and a relevant literature was systematically reviewed. As for the qualitative data, two instruments (the interview and FGD) were prepared based on the literature review to get deeper information and triangulate the data gathered via questionnaire. The face-to-face interviews were audio recorded on the stated college.

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It ensures flexibility in which new or extension questions can be forwarded during the interview based on the responses of the interviewees, Data gathering was accomplished

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through the following steps: Firstly, randomly gave instructors, $T_1, T_2, T_3 \dots T_5$ according to the sequence of interview made to them. Similarly, for the data gathered from RPC members, he gave RPC_1 and RPC_2 were designed for the purpose. In this study qualitative methods design was implemented with the required information was audio-recorded, transcribed, thematically sorted, analyzed and interpreted qualitatively.

Data Analysis and Presentation

Analysis of Qualitative Data

In addition to, the questionnaire included one open-ended item intended to allow the respondents to freely explain the respondents' (instructors and students) overall reflections about 'action research, semi structured interview and focus group discussions to investigate the respondents' reactions on the issue raised.

Analysis of students from Open-Ended Questionnaire

Students and instructors' reflections to the open-ended item of the questionnaire are coded and thematically analysed.

Analysis of Instructors' Open-Ended Questionnaire

Instructors' responses to the open-ended item of the questionnaire are summarized as follows. Majority of them think that action research is essential. They consider that action research is theoretically grounded and educationally recognized. They think that since it is one form of educational value, it is helpful for learner's success both academically and personally. It creates conducive environment and opportunity to learners to scaffold each other develop their creativity.

DISCUSSION OF THE FINDINGS

Here, the results and discussion of the data collected through open-ended questionnaire, interview and FGD are treated. The qualitative data are dealt using thematic qualitative analysis technique. First, the results and discussions of the qualitative data are carried out. Then, the relationship between instructors' and students' perception and practice towards action research were discussed respectively.

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Comment [u26]: Who gave what to whom and why talk about design now? Very confusing.

Comment [u27]: Be more descriptive of your analytic procedure and cite relevant sources.

Comment [u28]: Again, this is confusing. Isn't all data qualitative in this study?

Comment [u29]: But you haven't presented the findings yet.

The Qualitative Data Findings and Discussions

Based on the open-ended items of the questionnaire, interviews and the two FGDs, many of the student respondents think action research is a useful toward EFL and they believe that working in educationally benefit themselves from one another. However, more than half of the instructors believe that action research is pedagogically valid technique in the field of EFL. Parallel to this, almost half of them stated that this action research contributes little to high achieve academic development. They are interpreted bellow.

Analysis of relationship between teaching and research

It is difficult to see one in the absence of the other because research paves the way for teacher educators to assess and diagnose teaching and learning problems act towards finding possible solutions for the problems.

Teaching and research are highly integrated. Teaching is an art. As an art, it goes under many changes and developments. Traditional ways of classroom instructions are frequently replaced by modern and innovative methods of teaching. However, such changes for improvement often happen not as a matter of mere trial and error, but as a fact of scientific research (T₁)

The above data show the relationship between teaching and research is that of a cart and a horse guides a horse as the cart, teaching is guided or led by research.

T₂: This strongly emphasized that relationship between teaching and research, exposed:

...both teaching and research are based on reality, seen as part of the duty and not an 'add on', give rapid feedback, provide opportunity to

practitioners to try out new ideas and solutions to problems, and encourage reflection and further development. Generally, students act as researchers in their classrooms, put the findings into action, and exercise as part of their professional development.

According to the above (T_2), research is an activity that creates opportunity for teachers to try out innovations, assess their practices, and seek possible solutions to problems that may occur in the process of every day teaching. As teacher educator, he indicated that research is a means to reflect up on their professional career.

T₃: Here, stressed on the relationship between teaching and research:

...they are both interdependent. Research can be considered as an authentic source for improving teaching, particularly English language teaching. As there are changes, new findings could be exploited and applied to language teaching.

As clearly explained by instructor (T_3), must interdependently exist primarily to improve teaching. In addition, research is useful for the proper exploitation of one's human potential, which would enhance the ability to depend on new ideas and thoughts in making decisions concerning instruction. Moreover, in explaining the relationship between research and teaching, another instructor (T_4) perceived that "Research is a means to introduce new method of teaching, investigate problems, and seek solutions for the problems." According to my observation, teacher educators practice different types of researches, they investigate new mechanisms, strategies, and styles of doing things.

Analysis of specific relationship between EFL and Action research

EFL is regularly prepared instructional plans; they need to actively participate in undertaking action research. It creates a fertile ground for instructors to develop their

language skills, particularly academic writing skills in which researchers increase their ability to generate, organize, and synthesize ideas in a coherent way.

Action research is significant for the improvement of English language teaching. Developing English language skills requires a teacher to know to what degree the learning outcomes have been met by his/her students and make adjustments to instruction as needed. In order to do this, teachers must be familiar with and conduct action research. (T₁)

According to the data indicated in T₁ and T₂ was explaining the relationship between action research and English language teaching are significance of action research in their professional development, the assessment of the actual teaching and learning situation, and ensuring the provision of high quality education. He responded:

I think the relationship between English language teaching and action research is that teachers who practice action research ... perceive action research as a method of professional development, means of improving classroom practices and raising standards ... inventing procedures grounded in classroom practice that would call for the planning of the next action.

Moreover, for instructors (T₃ and T₅), it is a method of solving problem, "... action research is more scientific and conducive to give immediate solutions to problems that may occur in the teaching learning processes." (T₃). Similarly, (T₅) indicated that, "... action research is a means by which a teacher can identify any specific problem related to his teaching in a classroom." For example, in conducting action research, a teacher can measure how the methodology she/he applied is effectively functioning in the classroom; to what extent

she/he meets the needs of instructors both individually and groups. It is a self-reflective practice in teaching English.

In fact, EFL in particular and teaching in general should follow systematic approaches of assessing needs, planning, implementing, and evaluating outcomes, makes it science. Similarly, the instructors' perception has also strong rich and empirical evidence concerning the nature and background of their pupils, the subject matter they teach, the social conditions and its culture, and the educational system of the country at large. (T₄ and T₅), explained that action research is primarily meant for problem solving. It follows empirical evidence in which the evidence is analyzed, synthesized, and interpreted to draw methods, which help to meet the pre-determined objectives of the course. As individuals or group initiates toward action research in teaching EFL, it has direct relation and implementation with teaching-learning processes.

Instructor's beliefs toward the role of action research in teaching EFL

EFL instructors in response to the question, 'What are your beliefs about the role of action research in teaching of English as a foreign language (EFL) ? , instructor (T₁), responded that, "I believe that action research plays a key role in the teaching of EFL. Foreign language may not be learnt in the same way as the native language. Therefore, to identify the possible ways of teaching foreign language, action research is essential." Other instructor similarly disclosed that in the teaching of EFL, action research is a fundamental tool to measure and evaluate the overall teaching program, particularly, the teaching of English language, which could help to improve, modify or even totally abandon it. The following quote from instructor (T₂) support to this view:

My beliefs about the role of action research in teaching English as EFL are as follows. Firstly, it makes change in teaching and assessment methods. Secondly, it encourages the identification of the most appropriate principles and developing practical classroom application. Thirdly, it enables me to

investigate learners' problems, and intervene in to the life chances of disadvantaged students. Fourthly, it improves teaching practices. Finally, it helps to systematically observe, describe, plan, act, reflect, evaluate and modify the situation.

As indicated in (T₃), the role of action research in teaching EFL ... as language is dynamic; we expect changes in life that promote rapid change in words of the language, approaches, methods and techniques that may advance the learners' overall ability. In fact that action research is collaborative in its feature, could call for practitioners' argument and discussion, and hence create for them the opportunity to cultivate new theories, methods, principles and techniques. The sentiments expressed in the quotation above when teachers undertake action research together, they argue up on varieties of approaches that help them to effectively manage their profession as teacher educators.

According to instructor statement reproduced above, "Action research is a fundamental method of providing immediate solutions to problems that encounter students and teachers in every day teaching and learning processes." According to instructor, action research have used to examine one's own instruction, students' learning, the actual implementation of varieties of active learning methods, and the environment in which teaching and learning takes place. It can further be said that (T₄), "The role of action research in teaching EFL could be to adapt the different teaching methods advocated by different scholars with local needs." The foregoing shows that to back up our knowledge and relate foreign language (English language) to our locality, action research is very crucial. Both instructor (T₄ and T₅), indicated that action research plays a crucial role in negotiating the different approaches of teaching EFL employed around the world with the real students' needs, interests, abilities, backgrounds, and classroom situations of our schools. Instructor (T₄) added her voice to this statement as follows:

Action research has a key importance to evaluate the outcome of the teaching process. It helps to seek possible solutions for problems encounter while teaching English. It follows the process of preparing action plan, trying out and evaluating to assess exactly the extent of alleviation of the problem.

One may add that (T₅), “The role of action research in teaching English is that, it enables the teacher to easily recognize problems related to his teaching and give immediate solutions at its onset.” Following his statement (T₅), action research enables teachers to learn from their practice and plan on the kind of amendment or interventions have to be made. Therefore, they could easily meet the needs of their students both as an individual and as a group.

Instructors’ views toward action research in developing collaboration and team spirit among teachers

According to most instructors’ reflection, there was positive attitude towards the contribution of action research as a means of developing collaboration and team spirit among teachers. As indicated in (T₁), Teachers get opportunity to share experiences, use research-based instructions that engage students in active, communicative learning. Therefore, action research creates conducive atmosphere for teachers to openly discuss, argue, debate, and share experiences. Similarly, following his statement (T₂) as follows:

The role of action research in developing collaboration and teamwork among teachers is that it enables teachers to develop mutual understanding and trust. It also facilitates interactive discussions to solve problems, understand concepts and develop critical thinking skills.

As indicated from the above view, teaching is a profession; it should be governed by certain professional codes of ethics. It is further to be noted that action research necessitates are collaboration and collegiality among staff members. (Küçük, 2005.) further noted that a teacher are become involved in a collaborative action research group and to communicate, discuss and share ideas, and make judgments with the other participants, could result in

changing teaching practices. Moreover, the teaching in EFL requires teachers to work in collaboration, as language development needs interaction, frequent drill and practice. This subsequently could lead to the attainment of the institutional aims and goals. The words of (T₃) reproduced below are instructive:

... firstly, it encourages teachers' debate and arguments, and self-reliance. Secondly, it motivates teachers to apply significant tasks and activities in their class to promote better learning. Thirdly, it encourages trainers' periodical revision of their instructional plans and the improvement of their pace. Fourthly, it allows commitment of teachers and regular exchange of experiences. Finally, it serves as a means of solving school and/or classroom problems together.

Strengthening the above instructors (T₄ and T₅) expressed their feeling in the same way, action research and its implementation can develop and strengthen team spirit when it have done on common agreeable methods of teaching. In addition, it does a good in developing alliance among teachers because it creates opportunity for teachers teaching the same course to discuss concerning the course and their classroom, and hence, devising better method of teaching and intervening in to students' academic problems together. In the place where there is a good practice of action research by teacher-practitioners, there is harmony and mutual support.

RPC concerning the perception in EFL instructor toward action research

EFL instructors in particular were found to have little problem of awareness concerning action research, although have motivational factors that affected their action research practice. As indicated in *RPC*, "...mostly, instructors are not interested to carry out action research by their own internal motivation unless there is some sort of reinforcement behind."

The foregoing shows that EL instructors have good perception about the significance of action research in improving their teaching practice, solving students' academic and non-academic problems, developing team spirit and mutual support among teacher educators, creating opportunities to increase their academic writing skills, and developing their personal and professional career in life.

Instructors' self-reflection on their practice toward action research in teaching EFL

For the majority of EFL instructors' responses concerning toward action research practice has shown that they made less effort for different reasons. Following his statement (T₄), "...rarely, because of constraints like time, budget, initiation and lack of recognition." Furthermore, instructor (T₅) views practicing action research is lack of favorable or suitable conditions. He reflected that he used to make some trials of action research, although he cannot successfully accomplish what he planned.

Since most respondents showed that similar views concerning in practice of action research, little effort or occasionally took part in action research. As indicated in (T₃) view, "I took part in carrying out action research only when I was taking Higher Diploma Program (HDP). I do one action research with two of my colleagues." According to this instructor, HDP is part of Continuous Professional Development (CPD) and all instructors have taken this training. Consequently, they have opportunity to practice action research a fundamental requirement for the successful completion of the program.

Major stakeholders' evaluation in EFL instructors' toward action research practice

As indicated in *RPC₁* views,

... I personally, have not faced any action research document carried out by an individual English language trainer, except in a team of four or five members. According to the principle of HDP, teacher educators should actively participate primarily in activities like active learning methods,

instructional planning, and action research. All educators, including English language trainers have to go through these tasks, and hence gain access to the practice of action research. Consequently, EL instructors' action research practice is not significantly observed as compared to others. Like other trainers in the college, EL trainers are instrumentally (i.e., salary increment, academic promotion, etc) oriented towards the practice.

For the purposes of this discussion, RPC_1 were not established to coordinate and supervise EFL instructors' practice in action research, it is also instructors have took in other fields of specialization. They have no outstanding research practice recorded in the college by EL instructors. In supporting the above view, the Dean said "..., both EFL instructors and students of the college practice action research very poorly." Extending his idea, "...instructors are usually engaged in such activities when there are academic, financial and material benefits." particularly EL trainers tended to view the practice of action research in the eyes of incentives.

Moreover, another member of the committee (RPC_2) views a follow:

It is a rare phenomenon, if any that research works are done here in the college. Whenever some researches like papers happen to come to the committee, it is a returnable copy that we receive, comment and give back to the owner.

The foregoing shows that research works have seldom done in the college and ELT participation status in action research was difficult to independently judge. From the above views of the major stakeholders, action research has not perceived as part of teachers every day duty. Besides, the RPC was established and merely accomplishing its responsibilities for the fulfillment of the formality of the guideline from the regional education bureau. It did not properly plan the activity, encourage educators, and evaluate the achievement gained. It seemed to undermine the role of action research as a method to improve school

practice, solve problems, develop team spirit, promote better student learning, etc.

Instructors' evaluation in the role of stakeholders encouraging learners toward action research

According to the reflection of majority of the respondents, the effort that RPC of the College has made in order to encourage student toward action research is insignificant. T₂ Show that, "The role of RPC in encouraging teachers to undertake action research in our college is somewhat insignificant." Similarly, as indicated in (T₁) view:

As far as evaluation is concerned, there is a limited effort made on the part of RPC to encourage teachers to undertake action research in our college. It does work occasionally and even there are times when it ceases to function.

Most other respondents contribute to the same view with the aim of the effort of the committee was poor. Most of his statements not effectively discharging its responsibility; however, its delegation was to perform activities such as encouraging and coordinating all teachers and other staff members to participate in preparing graduation bulletins, undertaking action research, writing poems, publishing pamphlets, and brochures that have different lessons and purposes for trainees. According to the response of English language teacher educators, the role of the college dean was not satisfactory. From (T₁) above it can be deduced that there is an attempt, other than the contribution is not satisfactory. As is shown (T₃) views the contribution of the College Dean as follow:

It should include activities such as organizing teachers to do action research, allocating budget to purchase the materials necessary for the project, giving awareness raising workshops through more knowledgeable teachers on action research, considering action research in the year's action plan,

working in collaboration with teachers, informing teachers about the demanding problems.

Conversely, (T₂ and T₅) was not want to say much about the role of the College Dean in encouraging trainers to take part in the work of action research and there is nothing that could be evaluated, he seemed positive towards the activity in general. Moreover, the College had not given much emphasis to action research because it is merely used as a requirement for salary increment and professional.

RPC's self-reflection encouraging instructor toward practice in action research
RPC₂ views:

The college has valued research as one of the professional commitment and criteria for professional as well as criteria for biannual work efficiency evaluation (done by the college itself) however, the encouragement on the budget and material incentive is not available. The RPC did not do any practical supportive except planning to give workshop for the staff.

According to the above respondent, involvement in the practice of action research have considered as one of the professional competencies instructors should toward in regular teaching and learning activity. In contrast, the college had not provided the necessary facilities such as, financial and material resources required effectively run the project. Hamersley (2007: 176) states that, "the relationship between outside facilitators and action researchers can have profound effects on the character of the action research undertaken." In admitting the above fact, the Dean responded,

We have done nothing in substance other than announcing the importance of action research on staff meetings, but now there is a plan to give awareness raising trainings in collaboration with HDLs and RPC members.

Such less emphasis towards the project by the college authorities demotivated the committee to properly plan, implement and evaluate the practice and progress of action research in the

college. Thus, the committee was rarely encouraging teachers, including English language inductor, to engage themselves in the research activity.

However he have not clearly point out the kind of encouragement (i.e., moral or financial) he renders to these trainers, *RPC*₂ share as, "...as a committee, I encourage teachers to conduct action research because it is the best method to bring possible solutions to problems that occurs in the course of teaching and learning." As is shown, trainers suffered from the workload they have, as teachers could not allow them to undertake action research. He expressed his view that action research, as an activity, is crucial for English language trainers to improve their teaching practice, support their decision with real evidence, develop their professional competence, create supportive and conducive environment for instruction, etc.

Constraints or challenges for instructor toward in action research

The responses of the subjects have shown that, lack of time and financial support were the most frequently reported constraints that lessens their action research practice. As indicated in (T₅), 'The most revealing problems or research constraints are time and finance.' He further explained that shortage of time is a serious attribute to do research to his satisfaction and still fulfilled his professional roles, especially teaching. Similarly, "...time and financial constraints are hampering my practice of action research." He further indicated that practitioners have to be prepared taking a considerable amount of time and budget for the proper and thorough planning of the research project.

Moreover, it can further be said that (T₃), "The most revealing problems or research constraints I encountered in toward research are scarcity of reference materials." He stressed on the shortage of time and financial support, and lack of necessary materials (i.e., model action research done and reference materials) as limiting factors that inhibit trainers' participation in action research.

Students awareness toward the role of action research in teaching English

In fact, that English is a foreign language created in the minds of students the perception that it is a difficult language to acquire easily and in a short period. A group of students that has ten members reported,

The role of action research for teachers of English as a foreign language (EFL) include:- it fosters their knowledge of the subject matter, it creates a conducive atmosphere for the teaching and learning process, it helps teachers to give judgment or decision which is based on reality, it helps to evaluate the consistency between theory and classroom practice.

When we see the student responses action research have a significant role for the successful attainment of the pre-determined educational goals and objectives. As action research is both problem-solving and professional development methods, it gives opportunity for teachers to manage the pace of their instruction and advance their professional career as English language teachers. In this regard, they forwarded some of the roles of action research for teachers of EFL as,

It helps as a means of obtaining feedback on the effectiveness of one's teaching, remedying problems diagnosed in specific situation, injecting additional or innovative approaches to teaching and learning in to an ongoing system, determining the best method of teaching-learning process, enhancing quality of education, promoting better learning by students, bringing the change needed.

From the above views, teachers should actively engage themselves in the activity of action research. As they make action research part of their every day activity, at the same time, they could get the chance to upgrade their writing skills, develop critical thinking and problem-solving skills, establish positive team spirit, and get a room to reflect up on their own practice.

A reflection from students concerning with instructor provision of advice in action research

The result of the study with focus group discussion have shown that their advisors occasionally gave them constructive comments and feedbacks on the action research done during the final practicum course. In fact, according to their information, teachers whose areas of specialization are related to give the theoretical aspect of action research to them. They were assigned advisors for their research from English language instructor. The following quote from group support to this view:

Our research advisors provide us with the necessary support while we undertake our action research on the practicum course. To mention some, our advisors comment and approve the title for action research, give feedback on the procedures and methodologies we have to follow when writing the proposal, suggest us relevant reference materials, comment and amend the preliminary components of action research report.

As indicated in the above view, some members of the group expressed their dissatisfaction concerning their advisors' contribution for their research project they carried out as,

Although we are well equipped with the theoretical aspect of action research, our advisors are not committed to help us deal with our project. We only follow the model of our senior graduates' way of doing action research. Once trainees are placed to the schools for teaching practice block teaching), it is up to them to identify topic for research, plan, gather data, analyze and interpret, write the report, and come for the reflection. We all carry out action research in a similar fashion. One is not different from the other (i.e., a copy of each other_ plagiarism) except very little changes in research setting, handwriting, punctuation marks, etc. There is no

consistence between what we theoretically learn and what we practically implement (i.e., practicing action research in schools).

The sentiments expressed in the quotation above they could not clearly understand the reason behind trainers' lack of commitment to assist them in their action research, they felt discomfort as regards to their research advisors.

The students opinion in research advisors' for research expertise

Instructors were proficient enough to guide them in to the work of action research. Although they may be reluctant in helping students on their research project, English language trainers were proficient in both the theoretical and practical aspect of action research. In this respect,

Primarily, our instructors' problem is not emerged from those factors related to proficiency, but issues associated to commitment, devotion, and diligence. They have rich experience in providing advice for instructors in action research on practicum courses in the college. However, they lack of commitment and diligence. This might be related to lack of or reduction in incentives for the activities (i.e., reading the material, giving feedback, etc.) they undertake as advisors. They do not take much time to thoroughly read and give constructive comments. Besides, this lack of commitment might be related to lack of motivation and their dual role as research advisors and regular teachers.

Instructors have not committed themselves to provide the necessary professional advice and guidance for EL majoring trainees on action research. This was mainly due to lack of motivation and encouragement, their dual role as teachers and research advisors, and lack of resources by the authorities of the College. Moreover, instructors have more knowledge and

skill (i.e. theoretical and practical) in action research, other than lack of commitment, diligence, and encouragement.

Conclusion

Based on the major findings of the study, the following conclusions are drawn.

- Most of the teachers were good perception concerning the significance of action research in improving their teaching practice, solving students' academic and non-academic problems, developing team spirit and mutual support among educators, creating opportunities to increase their academic writing skills, and developing their personal and professional career in life.
- This indicates that majority of the respondents think practice of action research were unable to problem of perception, non-perceptual factors (i.e., other external factors). However, according to the qualitative data, there is variation among participants. Most of the student respondents stated that the action research is not perceived as part of teachers' every day duty. With this regard, the RPC were established and merely accomplishing its responsibilities to fulfill the requirement of the guideline from the regional education bureau. They did not properly plan the activity, encourage teacher educators, and evaluate the achievement gained. They seemed to undermine the role of action research as a method of improving school practice, solving problems, developing team spirit, promoting better student learning, and enhancing varieties of English language skills.
- The result of the study indicated that students were unable to satisfactory by research advisors' provision of professional assistance in action research on

Comment [u30]: Do not use bulleted paragraphs. Do compare with other similar studies. Do state your study's limitations and implications for further research.

Comment [u31]: Ungrammatical.

practicum courses. In relation to this students carried out action research in a similar fashion (i.e., one is a copy of the other- plagiarism), except very little changes in research setting, handwriting, punctuation marks and other formats. Consequently, majority of the students were found have not conceptual problem about action research both the theoretical and practical aspects, other than they lacked commitment, encouragement, and diligence, which were attributed to lack of proper incentives and other essential facilities.

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