

## APPENDIX 1 SAMPLE RESEARCH

No	Research Questions	Method	Instruments	Subjects
1	How are the perceptions of undergraduate students in English language Education Study Program about the characteristics of a good English teacher?	1. Questionnaire administration	1. Open ended questionnaire	21 undergraduate students in English language Education Study Program in Undiksha
2	How are the perceptions of undergraduate students in non-English language Education Study Program about the characteristics of a good English teacher?	1. Questionnaire administration	1. Perception questionnaires 2. Open ended questionnaire	28 undergraduate students in non-English language Education Study Program in Undiksha
3	How are the perceptions of post-graduate students in English language Education Study Program about the characteristics of a good English teacher?	1. Questionnaire administration	1. Perception questionnaires 2. Open ended questionnaire	21 post-graduate students in English language Education Study Program in Undiksha
4	How are the perceptions of post-graduate students in Non-English language Education Study Program	1. Questionnaire administration	1. Perception questionnaires 2. Open ended questionnaire	12 post-graduate students in Non-English

	about the characteristics of a good English teacher?			language Education Study Program in Undiksha
5	How are the undergraduate students majoring in English Language Education different from those majoring in non-English Language Education in perceiving the characteristics of a good English teacher?	T-test	1. Perception questionnaires 2. Open ended questionnaire	49 undergraduate students majoring in English and non-english
6	How are the post graduate students majoring in English Education different from those majoring in non-English education in perceiving the characteristics of a good English teacher?	T-test	1. Perception questionnaires 2. Open ended questionnaire	33 post graduate students majoring in English and non-english

## APPENDIX 2

### RESEARCH INSTRUMENT

Competencies	Components	Indicators Question	Number
Professional competencies	Use English in teaching, give model of how to use English language, effective communication in English	1) Use English proficiently in teaching 2) Adjust the English language to the level appropriate to the students' abilities 3) Give lots of examples of using English language 4) Become a model for communication in English	38-50
Pedagogical Competencies	Understanding the teacher's insight into the foundations Teachers understand the potential and diversity of students, Able to evaluate learning outcomes	1) Prepare lessons well 2) control class time wisely 3) Teach students according to the lesson plan 4) Explain the real benefits from studying a particular topic 5) Inform the assessment procedures 6) Facilitate students to learn effectively 7) Provide appropriate material to meet students' needs	1-20
Social Competencies	As social creatures, The teacher behaves politely, Able to communicate and interact with the environment effectively	1) appropriate relationships with students; 2) maintain class order 3) motivate students to voice their thoughts and views 4) engage students in class activities 5) communicate effectively	31-37
Personal Competencies	Steady and stable Wise, that is the appearance is beneficial for students Be honest, sincere and like to help	1) fair attention to all students 2) create pleasant learning environment 3) know all students 4) open minded 5) empathy 6) friendly	21-30

### APPENDIX 3

#### INSTRUMENT OF QUISSIONARE

Teachers' Category Based Competencies

No	ENGLISH	INDONESIA
1	Competency of Pedagogy	Kompetensi Pedagogi
	<ul style="list-style-type: none"> <li>• Use original ideas</li> </ul>	<ul style="list-style-type: none"> <li>• Menggunakan ide-ide orisinal</li> </ul>
	<ul style="list-style-type: none"> <li>• Demonstrate sense of humour</li> </ul>	<ul style="list-style-type: none"> <li>• Menunjukkan rasa humor</li> </ul>
	<ul style="list-style-type: none"> <li>• Show understanding</li> </ul>	<ul style="list-style-type: none"> <li>• Menunjukkan pemahaman</li> </ul>
	<ul style="list-style-type: none"> <li>• Get students understand the learning goals</li> </ul>	<ul style="list-style-type: none"> <li>• Membuat siswa memahami tujuan pembelajaran</li> </ul>
	<ul style="list-style-type: none"> <li>• Know students' names</li> </ul>	<ul style="list-style-type: none"> <li>• Mengetahui nama siswa</li> </ul>
	<ul style="list-style-type: none"> <li>• Good communication skills in English</li> </ul>	<ul style="list-style-type: none"> <li>• Keterampilan komunikasi yang baik dalam bahasa Inggris</li> </ul>
	<ul style="list-style-type: none"> <li>• Give feedback to students' work</li> </ul>	<ul style="list-style-type: none"> <li>• Memberikan umpan balik terhadap pekerjaan siswa</li> </ul>
	<ul style="list-style-type: none"> <li>• Acknowledge students' good learning achievement</li> </ul>	<ul style="list-style-type: none"> <li>• Mengakui prestasi belajar siswa yang baik</li> </ul>
	<ul style="list-style-type: none"> <li>• Can explain well</li> </ul>	<ul style="list-style-type: none"> <li>• Dapat menjelaskan dengan baik</li> </ul>
	<ul style="list-style-type: none"> <li>• Give many examples</li> </ul>	<ul style="list-style-type: none"> <li>• Memberikan banyak contoh</li> </ul>
	<ul style="list-style-type: none"> <li>• Use clear instructions</li> </ul>	<ul style="list-style-type: none"> <li>• Menggunakan instruksi yang jelas</li> </ul>
	<ul style="list-style-type: none"> <li>• Consider students' needs in teaching</li> </ul>	<ul style="list-style-type: none"> <li>• Mempertimbangkan kebutuhan siswa dalam mengajar</li> </ul>
	<ul style="list-style-type: none"> <li>• Answer students' questions</li> </ul>	<ul style="list-style-type: none"> <li>• Menjawab pertanyaan siswa</li> </ul>
	<ul style="list-style-type: none"> <li>• Encourage students ask questions</li> </ul>	<ul style="list-style-type: none"> <li>• Mendorong siswa untuk mengajukan pertanyaan</li> </ul>
	<ul style="list-style-type: none"> <li>• Ready to help student learn</li> </ul>	<ul style="list-style-type: none"> <li>• Siap membantu siswa belajar</li> </ul>
	<ul style="list-style-type: none"> <li>• Check students' progress</li> </ul>	<ul style="list-style-type: none"> <li>• Memeriksa kemajuan siswa</li> </ul>
	<ul style="list-style-type: none"> <li>• Teach English language in contexts</li> </ul>	<ul style="list-style-type: none"> <li>• Mengajarkan bahasa Inggris dalam konteks</li> </ul>

	<ul style="list-style-type: none"> <li>● Relate English language learning to real life</li> </ul>	<ul style="list-style-type: none"> <li>• Menghubungkan pembelajaran bahasa Inggris dengan kehidupan nyata</li> </ul>
	<ul style="list-style-type: none"> <li>● Provide activities to practice</li> </ul>	<ul style="list-style-type: none"> <li>• Memberikan kegiatan untuk berlatih</li> </ul>
	<ul style="list-style-type: none"> <li>● Provide activities to develop creative language use</li> </ul>	<ul style="list-style-type: none"> <li>• Memberikan kegiatan untuk mengembangkan penggunaan bahasa yang kreatif</li> </ul>
2.	Competency of Personal	Kompetensi Pribadi
	<ul style="list-style-type: none"> <li>● Treat students equally</li> </ul>	<ul style="list-style-type: none"> <li>• Memperlakukan siswa secara setara</li> </ul>
	<ul style="list-style-type: none"> <li>● Avoid any kind of discrimination</li> </ul>	<ul style="list-style-type: none"> <li>• Menghindari segala bentuk diskriminasi</li> </ul>
	<ul style="list-style-type: none"> <li>● Warm personality that results in positive vibes</li> </ul>	<ul style="list-style-type: none"> <li>• Kepribadian yang hangat yang menghasilkan aura positif</li> </ul>
	<ul style="list-style-type: none"> <li>● Cheerful</li> </ul>	<ul style="list-style-type: none"> <li>• Ceria</li> </ul>
	<ul style="list-style-type: none"> <li>● Open for critique</li> </ul>	<ul style="list-style-type: none"> <li>• Terbuka untuk dikritik</li> </ul>
	<ul style="list-style-type: none"> <li>● Easy to forgive</li> </ul>	<ul style="list-style-type: none"> <li>• Mudah memaafkan</li> </ul>
	<ul style="list-style-type: none"> <li>● Show empathy</li> </ul>	<ul style="list-style-type: none"> <li>• Menunjukkan empati</li> </ul>
	<ul style="list-style-type: none"> <li>● Respect all students</li> </ul>	<ul style="list-style-type: none"> <li>• Menghormati semua siswa</li> </ul>
	<ul style="list-style-type: none"> <li>● Good listener to students</li> </ul>	<ul style="list-style-type: none"> <li>• Pendengar yang baik bagi siswa</li> </ul>
	<ul style="list-style-type: none"> <li>● Care to students' wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>• Peduli terhadap kesejahteraan siswa</li> </ul>
3.	Competency of social	Kompetensi Sosial
	<ul style="list-style-type: none"> <li>● Give positive respond / comment</li> </ul>	<ul style="list-style-type: none"> <li>• Memberikan tanggapan/komentar yang positif</li> </ul>
	<ul style="list-style-type: none"> <li>● Good relationship with the students</li> </ul>	<ul style="list-style-type: none"> <li>• Hubungan yang baik dengan siswa</li> </ul>
	<ul style="list-style-type: none"> <li>● Motivate students to achieve high</li> </ul>	<ul style="list-style-type: none"> <li>• Memotivasi siswa untuk berprestasi tinggi</li> </ul>
	<ul style="list-style-type: none"> <li>● Alert to students' problems</li> </ul>	<ul style="list-style-type: none"> <li>• Waspada terhadap masalah siswa</li> </ul>
	<ul style="list-style-type: none"> <li>● Create learning atmospheres that make students feel comfortable</li> </ul>	<ul style="list-style-type: none"> <li>• Menciptakan suasana belajar yang membuat siswa merasa nyaman</li> </ul>
	<ul style="list-style-type: none"> <li>● Assure students' feeling of belonging</li> </ul>	<ul style="list-style-type: none"> <li>• Menjamin rasa memiliki siswa</li> </ul>



	<ul style="list-style-type: none"> <li>Praise students for good behaviours</li> </ul>	<ul style="list-style-type: none"> <li>Memuji siswa atas perilaku yang baik</li> </ul>
4.	Competency of professional	Kompetensi Profesional
	<ul style="list-style-type: none"> <li>Demonstrate positive attitudes toward the profession as a teacher</li> </ul>	<ul style="list-style-type: none"> <li>Menunjukkan sikap positif terhadap profesi sebagai guru</li> </ul>
	<ul style="list-style-type: none"> <li>Make the class alive</li> </ul>	<ul style="list-style-type: none"> <li>Membuat kelas menjadi hidup</li> </ul>
	<ul style="list-style-type: none"> <li>Come into the class with something new</li> </ul>	<ul style="list-style-type: none"> <li>Masuk ke kelas dengan sesuatu yang baru</li> </ul>
	<ul style="list-style-type: none"> <li>Set up classroom rules</li> </ul>	<ul style="list-style-type: none"> <li>Menetapkan aturan kelas</li> </ul>
	<ul style="list-style-type: none"> <li>Plan the lesson</li> </ul>	<ul style="list-style-type: none"> <li>Merencanakan pelajaran</li> </ul>
	<ul style="list-style-type: none"> <li>Teach according to the plan</li> </ul>	<ul style="list-style-type: none"> <li>Mengajar sesuai dengan rencana</li> </ul>
	<ul style="list-style-type: none"> <li>Have various strategies to motivate students to learn</li> </ul>	<ul style="list-style-type: none"> <li>Memiliki berbagai strategi untuk memotivasi siswa agar belajar</li> </ul>
	<ul style="list-style-type: none"> <li>Become a model in English language use</li> </ul>	<ul style="list-style-type: none"> <li>Menjadi model dalam penggunaan bahasa Inggris</li> </ul>
	<ul style="list-style-type: none"> <li>Employ various teaching strategies</li> </ul>	<ul style="list-style-type: none"> <li>Menggunakan berbagai strategi pengajaran</li> </ul>
	<ul style="list-style-type: none"> <li>Support teaching with appropriate learning media</li> </ul>	<ul style="list-style-type: none"> <li>Mendukung pengajaran dengan media pembelajaran yang tepat</li> </ul>
	<ul style="list-style-type: none"> <li>Manage time well</li> </ul>	<ul style="list-style-type: none"> <li>Mengelola waktu dengan baik</li> </ul>
	<ul style="list-style-type: none"> <li>Employ various strategies to assess students' learning</li> </ul>	<ul style="list-style-type: none"> <li>Menggunakan berbagai strategi untuk menilai pembelajaran siswa</li> </ul>
	<ul style="list-style-type: none"> <li>Guide students to reflect on their learning</li> </ul>	<ul style="list-style-type: none"> <li>Membimbing siswa untuk merenungkan pembelajaran mereka</li> </ul>



**Category Teachers' Competency of Pedagogy (1-20)**

No	Question of quisionare based on 4 teacher competencies
<b>Category Teachers' Competency of Pedagogy (1-20)</b>	
1	Use original ideas <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
2	Demonstrate sense of humour <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
3	Show understanding <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
4	Get students understand the learning goals <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
5	Know students' names <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
6	Good communication skills in English <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> </ul>



	<ul style="list-style-type: none"> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
7	<p>Give feedback to students' work</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
8	<p>Acknowledge students' good learning achievement</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
9	<p>Can explain well</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
10	<p>Give many examples</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
11	<p>Use clear instructions</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
12	<p>Consider students' needs in teaching</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>

13	<p>Answer students' questions</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
14	<p>Encourage students ask questions</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
15	<p>Ready to help student learn</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
16	<p>Check students' progress</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
17	<p>Teach English language in contexts</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
18	<p>Relate English language learning to real life</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
19	<p>Provide activities to practice</p> <ul style="list-style-type: none"> <li>○ Very Important</li> </ul>

	<ul style="list-style-type: none"> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
20	Provide activities to develop creative language use <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>

### Category Teachers' Competency of Personal (21-30)

No	Question of quisionare based on 4 teacher competencies
<b>Category Teachers' Competency of Personal (21-30)</b>	
21	Treat students equally <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
22	Avoid any kind of discrimination <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
23	Warm personality that results in positive vibes <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
24	Cheerful <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> </ul>

	<ul style="list-style-type: none"> <li>○ Very unimportant</li> </ul>
25	<p>Open for critique</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
26	<p>Easy to forgive</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
27	<p>Show empathy</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
28	<p>Respect all students</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
29	<p>Good listener to students</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
30	<p>Care to students' wellbeing</p> <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>

### Category Teachers' Competency of Social (31-37)

No	Question of quisionare based on 4 teacher competencies
<b>Category Teachers' Competency of Social (31-37)</b>	
31	Give positive respond or comment <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
32	Good relationship with the students <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
33	Motivate students to achieve high <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
34	Alert to students' problems <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
35	Create learning atmospheres that make students feel comfortable <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
36	Assure students' feeling of belonging <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> </ul>



	<ul style="list-style-type: none"> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
37	Praise students for good behaviours <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>

### Category Teachers' Competency of Professional (38-50)

No	Question of quisionare based on 4 teacher competencies
<b>Category Teachers' Competency of Professional (38-50)</b>	
38	Demonstrate positive attitudes toward the profession as a teacher <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
39	Make the class alive <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
40	Come into the class with something new <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
41	Set up classroom rules <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>

42	Plan the lesson <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
43	Teach according to the plan <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
44	Have various strategies to motivate students to learn <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
45	Become a model in English language use <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
46	Employ various teaching strategies <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
47	Support teaching with appropriate learning media <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
48	Manage time well <ul style="list-style-type: none"> <li>○ Very Important</li> </ul>

	<ul style="list-style-type: none"> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
49	Employ various strategies to assess students' learning <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>
50	Guide students to reflect on their learning <ul style="list-style-type: none"> <li>○ Very Important</li> <li>○ Somewhat important</li> <li>○ Unimportant</li> <li>○ Very unimportant</li> </ul>

### 5 OPEN-ENDED QUESTIONS

No	Values of a good English Teacher	Explanation
1	First Important Value	
2	Second Important Value	
3	Third Important Value	
4	Fourth Important Value	
5	Fifth Important Value	

**ASSESSMENT RUBRIC**

Score Percentage	Category	Interpretation Result	Explanation
0 – 49%	Very low	(-) Negative perception	It is not a very important attribute for a good English teacher
50 – 64 %	Enough	(-) Negative perception	It is not an important attribute for a good English teacher
65 – 79 %	Good	(+) Positive perception	It is an important attribute for a good English teacher
80 – 100 %	Very Good	(+) Positive Perception	It is a very important attribute of a good English teacher

# APPENDIX 4

## RESULT OF DATA QUISIONARE

No	STUDENTS	PERCEPTIONS	TEACHER COMPETENCY OF PENDAGOGY																			
			Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
1	English Major S1	Very Important	21	9	18	21	13	19	21	17	21	18	21	20	19	17	20	17	21	19	20	20
		Somewhat Important	0	10	3	0	7	2	0	4	0	3	0	1	2	3	1	4	0	2	1	1
		Important	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Unimportant	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
		Very Unimportant	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	English Major S2	Very Important	21	10	21	21	18	21	21	19	21	17	21	20	20	17	19	21	20	20	18	18
		Somewhat Important	0	11	0	0	3	0	0	2	0	4	0	1	1	4	2	0	1	1	3	3
		Important	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Unimportant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Very Unimportant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3	Non English Major S1	Very Important	25	17	25	27	25	17	24	26	28	17	24	21	27	23	26	25	16	16	24	24
		Somewhat Important	3	11	3	1	3	11	4	2	0	11	4	7	1	5	2	3	10	10	4	4
		Important	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Unimportant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
		Very Unimportant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
4	Non English Major S2	Very Important	12	9	12	12	10	10	12	12	12	10	11	10	10	12	12	11	11	9	10	12
		Somewhat Important	0	3	0	0	2	2	0	0	0	2	1	2	2	0	0	1	1	3	2	0
		Important	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Unimportant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Very Unimportant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0

No	STUDENTS	PERCEPTIONS	TEACHER COMPETENCY OF PERSONAL									
			Q21	Q22	Q23	Q24	Q25	Q26	Q27	Q28	Q29	Q30
1	English Major S1	Very Important	19	21	16	14	17	15	17	19	18	19
		Somewhat Important	2	0	5	7	4	6	4	2	3	2
		Important	0	0	0	0	0	0	0	0	0	0
		Unimportant	0	0	0	0	0	0	0	0	0	0
		Very Unimportant	0	0	0	0	0	0	0	0	0	0
2	English Major S2	Very Important	21	21	20	16	19	19	19	20	21	18
		Somewhat Important	0	0	1	5	2	2	2	1	0	3
		Important	0	0	0	0	0	0	0	0	0	0
		Unimportant	0	0	0	0	0	0	0	0	0	0
		Very Unimportant	0	0	0	0	0	0	0	0	0	0
3	Non English Major S1	Very Important	27	28	24	25	25	28	26	26	26	27
		Somewhat Important	1	0	2	3	3	0	2	2	2	1
		Important	0	0	0	0	0	0	0	0	0	0
		Unimportant	0	0	0	0	0	0	0	0	0	0
		Very Unimportant	0	0	0	0	0	0	0	0	0	0
4	Non English Major S2	Very Important	11	12	11	10	11	11	12	11	10	9
		Somewhat Important	1	0	1	2	1	1	0	1	2	3
		Important	0	0	0	0	0	0	0	0	0	0
		Unimportant	0	0	0	0	0	0	0	0	0	0
		Very Unimportant	0	0	0	0	0	0	0	0	0	0



[illegible][illegible]

## APPENDIX 5

### QUANTITATIVE ANALYSIS (QUISIONARE)

#### 1. NORMALITY TEST

Case Processing Summary							
	GROUP	Cases					
		Valid		Missing		Total	
		N	Percent	N	Percent	N	Percent
mean_score	1.00	21	100.0%	0	0.0%	21	100.0%
	2.00	21	100.0%	0	0.0%	21	100.0%
	3.00	28	100.0%	0	0.0%	28	100.0%
	4.00	12	100.0%	0	0.0%	12	100.0%

Descriptives				
	GROUP		Statistic	Std. Error
mean_score	1.00	Mean	3.8648	.04995
		95% Confidence Interval for Mean		
		Lower Bound	3.7606	
		Upper Bound	3.9690	
		5% Trimmed Mean	3.8949	
		Median	3.9800	
		Variance	.052	
		Std. Deviation	.22890	
		Minimum	3.18	
		Maximum	4.00	
		Range	.82	
		Interquartile Range	.13	
		Skewness	-2.153	.501
		Kurtosis	3.984	.972
	2.00	Mean	3.9124	.03339
		95% Confidence Interval for Mean		
		Lower Bound	3.8427	
		Upper Bound	3.9820	
		5% Trimmed Mean	3.9344	
		Median	3.9800	
		Variance	.023	
		Std. Deviation	.15303	
		Minimum	3.42	
		Maximum	4.00	
		Range	.58	

		Interquartile Range		.05	
		Skewness		-2.435	.501
		Kurtosis		5.452	.972
	3.00	Mean		3.8550	.04833
		95% Confidence Interval for Mean	Lower Bound	3.7558	
			Upper Bound	3.9542	
		5% Trimmed Mean		3.8922	
		Median		3.9800	
		Variance		.065	
		Std. Deviation		.25576	
		Minimum		2.96	
		Maximum		4.00	
		Range		1.04	
		Interquartile Range		.18	
		Skewness		-2.358	.441
		Kurtosis		5.551	.858
	4.00	Mean		3.9100	.05844
		95% Confidence Interval for Mean	Lower Bound	3.7814	
			Upper Bound	4.0386	
		5% Trimmed Mean		3.9367	
		Median		4.0000	
		Variance		.041	
		Std. Deviation		.20244	
		Minimum		3.34	
		Maximum		4.00	
		Range		.66	
		Interquartile Range		.08	
		Skewness		-2.509	.637
		Kurtosis		6.189	1.232

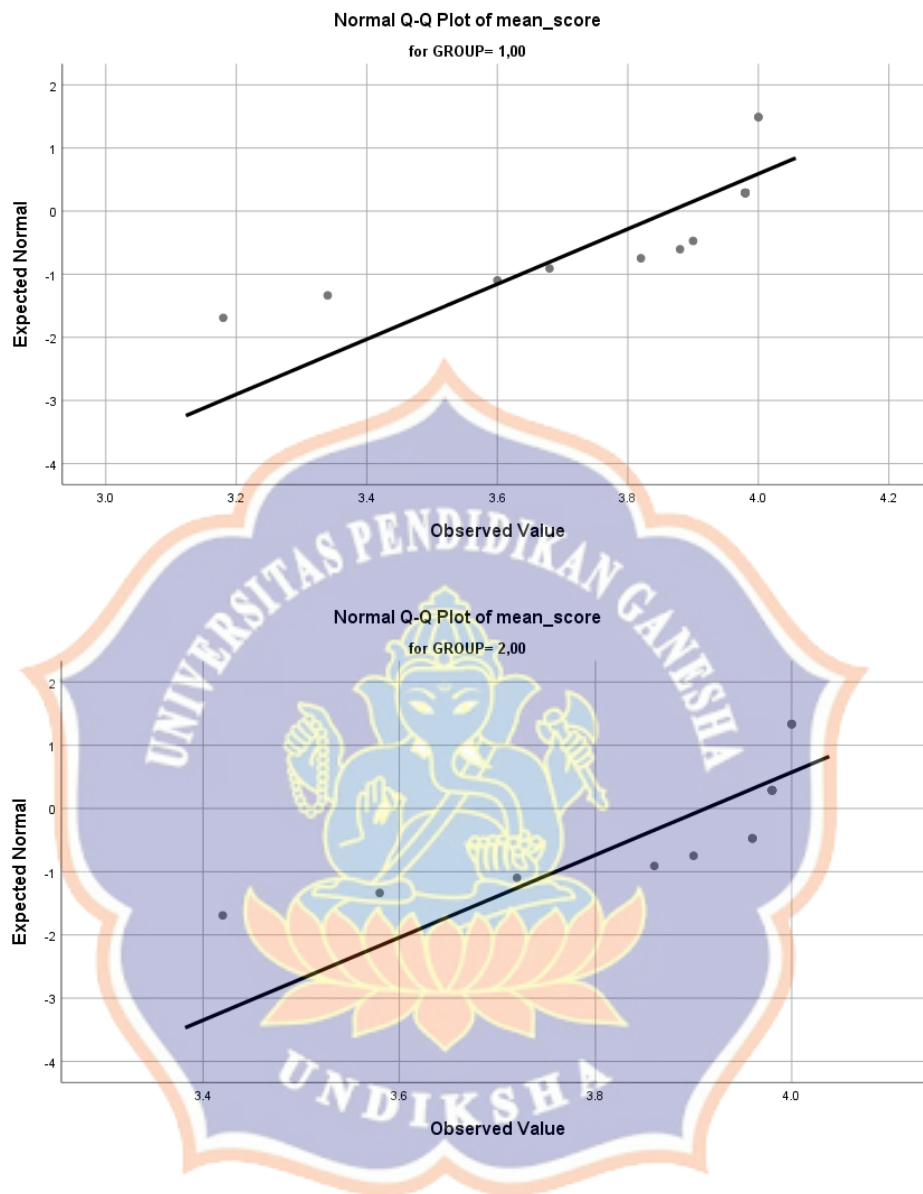
### Tests of Normality

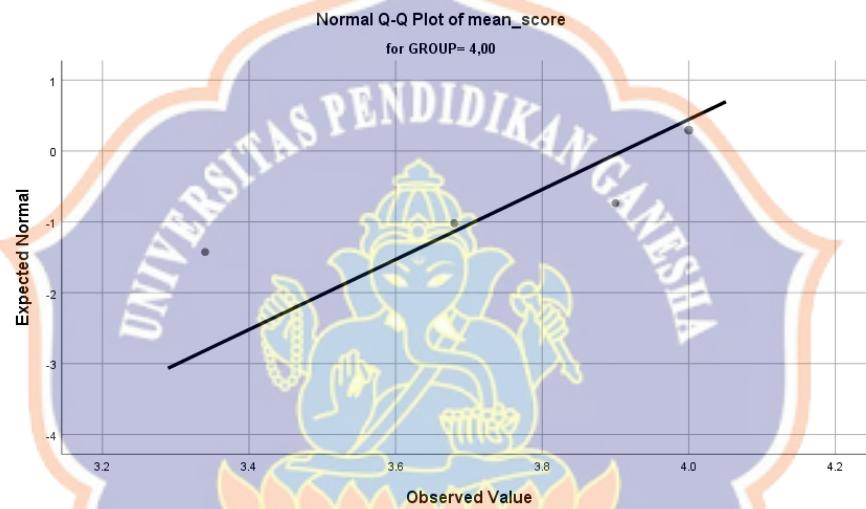
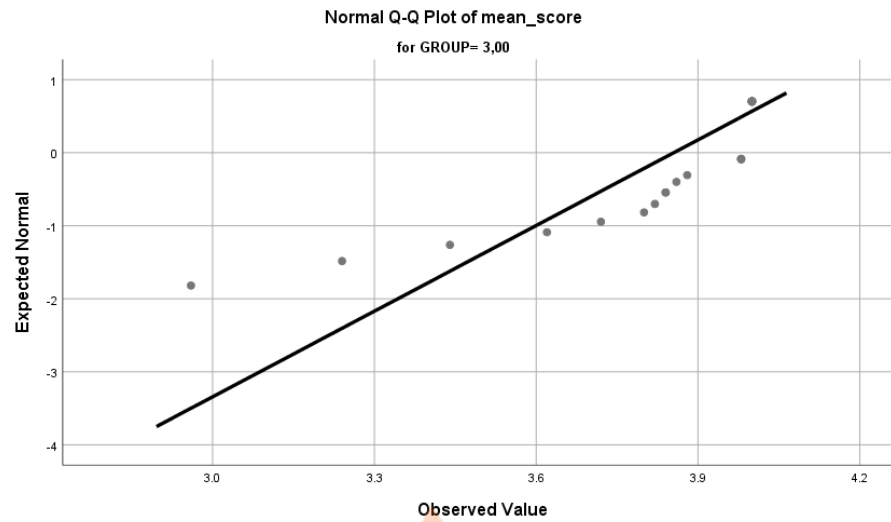
	GROUP	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
mean_score	1.00	.359	21	.000	.617	21	.000
	2.00	.384	21	.000	.582	21	.000
	3.00	.295	28	.000	.638	28	.000
	4.00	.422	12	.000	.535	12	.000

a. Lilliefors Significance Correction

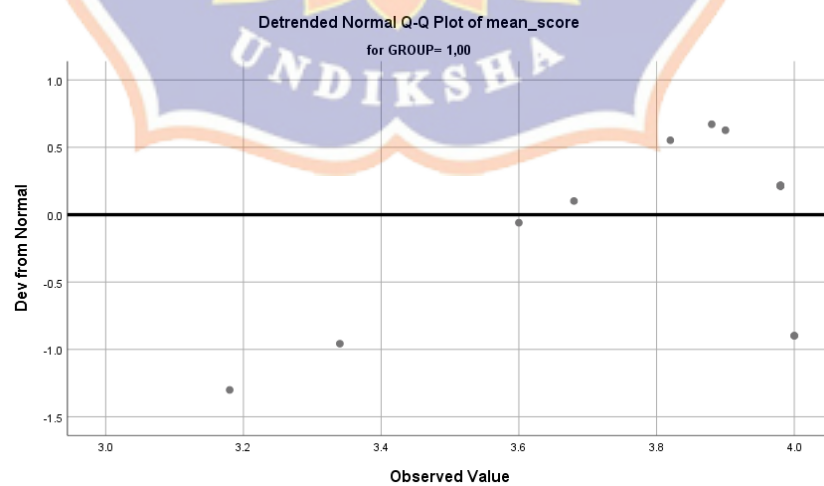
Mean\_score

Normal Q-Q Plots

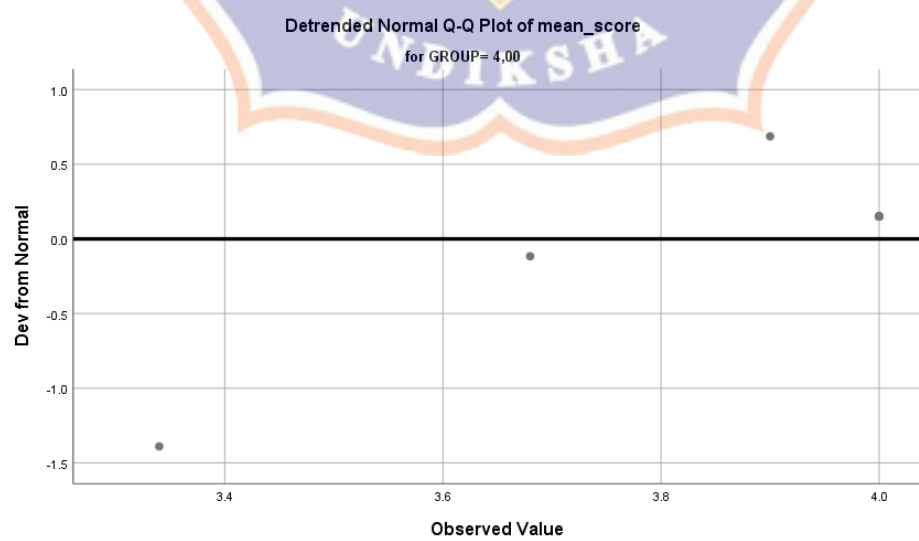
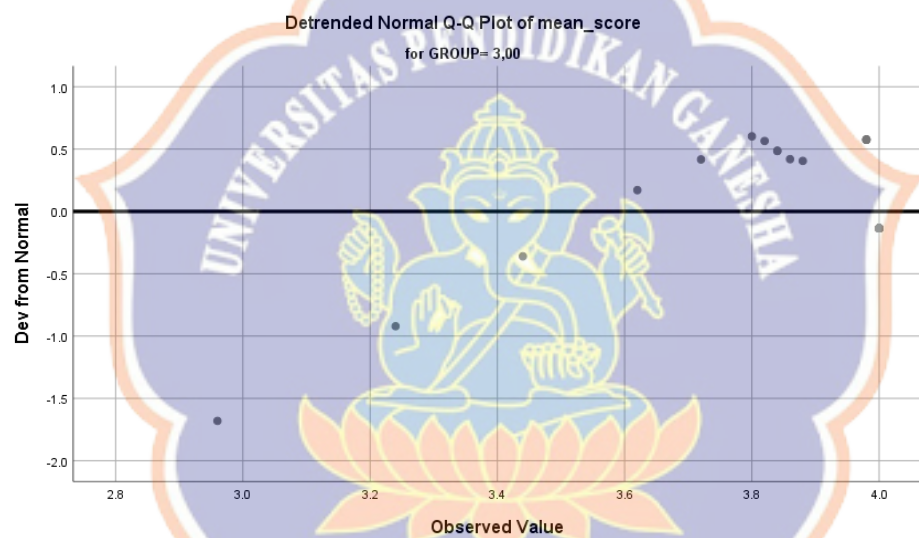
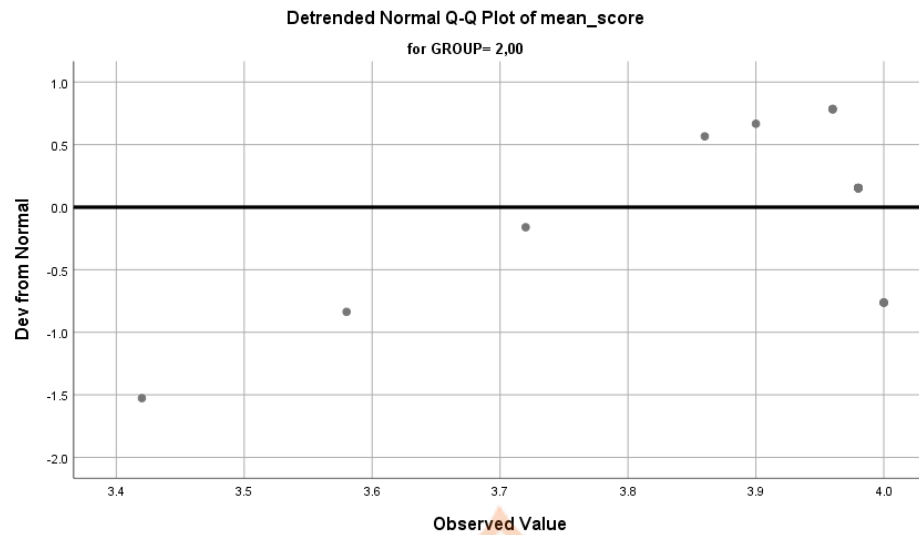


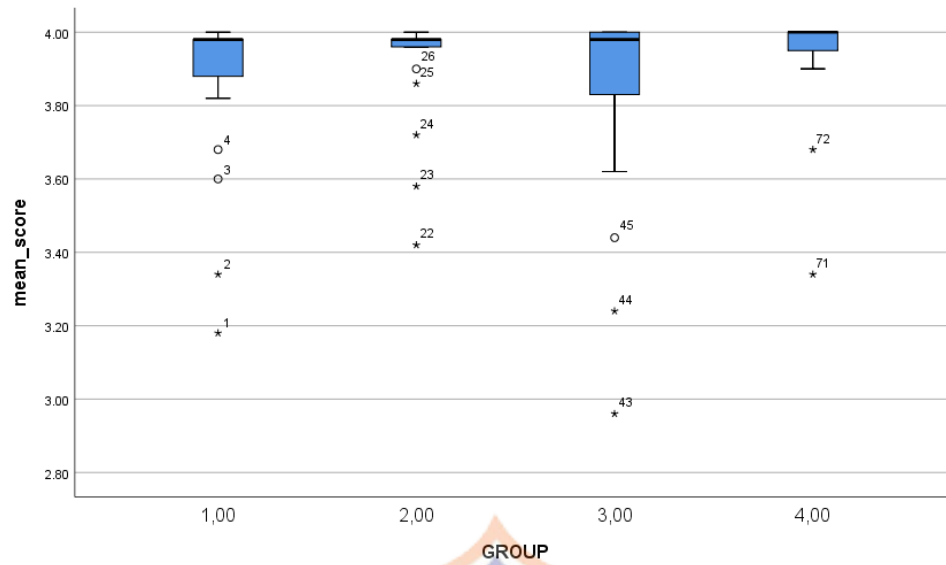


### Detrended Normal Q-Q Plots









## 2. Homogeneity Oneway

Test of Homogeneity of Variances					
		Levene Statistic	df1	df2	Sig.
mean_score	Based on Mean	.892	3	78	.449
	Based on Median	.483	3	78	.695
	Based on Median and with adjusted df	.483	3	70.482	.695
	Based on trimmed mean	.764	3	78	.518

ANOVA					
mean_score					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.055	3	.018	.384	.765
Within Groups	3.733	78	.048		
Total	3.788	81			

### 3. Non-Parametrik Test

#### Mann-Whitney Test

(UNDERGRADUATE STUDENTS ENGLISH AND NON-ENGLISH)

Ranks				
	GROUP	N	Mean Rank	Sum of Ranks
mean_score	1.00	21	22.29	468.00
	3.00	28	27.04	757.00
	Total	49		

Test Statistics <sup>a</sup>	
	mean_score
Mann-Whitney U	237.000
Wilcoxon W	468.000
Z	-1.190
Asymp. Sig. (2-tailed)	.234
a. Grouping Variable: GROUP	

#### Mann-Whitney Test

(POSTGRADUATE STUDENTS ENGLISH AND NON-ENGLISH)

Ranks				
	GROUP	N	Mean Rank	Sum of Ranks
mean_score	2.00	21	14.33	301.00
	4.00	12	21.67	260.00
	Total	33		

Test Statistics <sup>a</sup>	
	mean_score
Mann-Whitney U	70.000
Wilcoxon W	301.000
Z	-2.180
Asymp. Sig. (2-tailed)	.029
Exact Sig. [2*(1-tailed Sig.)]	.036 <sup>b</sup>
a. Grouping Variable: GROUP	
b. Not corrected for ties.	

## APPENDIX 6

### QUALITATIVE ANALYSIS (OPEN-ENDED QUESTIONS)

#### Result of The First Important Value

No	The First Important Value	Reason
UNDERGRADUATE STUDENTS OF ENGLISH MAJOR		
1	Explaining the material in language that students can understand	Because basic language will be easy for students to understand.
2	Going Slow but Sure	Many teachers rush into teaching, so that some students fall behind and don't understand some parts or even everything.
3	Using teaching strategies that suit students' needs	So that learning runs effectively according to student needs
4	Patience English teachers must have high patience in teaching. Language learning often involves many mistakes and confusion, especially for students who are just starting to learn the language. Patience will help teachers provide clearer explanations and give students space to learn from their mistakes without feeling pressured.	This will create an environment that supports students to speak up and try new things without fear of making mistakes.
5	Pedagogical knowledge competences	As a teacher, you must be able to design and manage the learning process in the classroom.
6	Mastery of English language skills	Because as a basic competency as a teacher, it is mandatory to master basic techniques in speaking English.
7	Making an approach with students	Making an approach with students is important because teachers can find out what things are needed by students when the teaching and learning process takes place. In addition, students can feel that teachers are open to problems experienced by students during learning.
8	Understanding student abilities	By understanding the abilities of students in a class, teachers can properly organize teaching materials, so that students can understand the learning well and without overlapping.
9	Earlier it was mentioned in the question about "Connecting English with the real world"	the reason is because, if English is combined into the real world, students will find it easier to understand. For example, studying English in everyday life , students will know that learning English is not only

		used to get good grades maybe in exams, good communication. But it can also be used to interact with foreigners
10	Pedagogical Competence	Because this pedagogical competence is very important in the learning process such as learning planning and class management so that the learning process runs well.
11	Pedagogical Competence	A teacher must have pedagogical competence to understand effective teaching techniques and be able to plan learning well
12	1. Patience	Every student has different abilities and learning speeds. A patient English teacher can help students feel supported, especially when they are struggling with grammar, vocabulary, or correct pronunciation. This is essential to creating a comfortable learning environment.
13	Discipline	Based on observations from the surrounding environment regarding the importance of discipline possessed by teachers, it can be seen from the disciplined attitude of the students themselves. This is because students tend to make their teachers as models in the school environment both in learning in class and outside the classroom. Therefore, the main important value of teachers in general is discipline.
14	Good communication skills	English teachers must be able to deliver material clearly and easily understood. In addition, the ability to listen and respond to students in a way that supports two-way communication is essential in the learning process.
15	Helping quiet students in class	So that students feel that they are being paid attention to in learning. Because many students are quiet in class because they feel that they are not being paid attention to and are embarrassed to answer.
16	Strong Communication Skills	The most important quality of a good teacher is the ability to convey information clearly and effectively. English teachers must be able to explain complex concepts in a way that is easy for students to understand, and be able to listen and respond well to student questions.
17	Social Competence	A teacher must get the attention of students socially so that they can be attracted to participate in learning.
18	Know English.	When teaching English, the main thing every teacher must know is to dare to use



		English in 4 skills. How the teacher expresses English will be imitated by the students, especially in spoken language which is followed autodidactically.
19	Honesty	In acting and speaking, honesty is crucial. In my opinion, a teacher's honesty can create a relationship of mutual trust with students to be able to build a positive and transparent environment.
20	Passion	Because not everyone can be a teacher. Being a teacher requires passion and skills to teach children, especially English.
21	Understand the material taught	Because when we understand the material, it will be easier for us to convey the material.
POSTGRADUATE STUDENT OF ENGLISH MAJOR		
1	Knowledge or insight into the learning topic	Because without knowledge, it will be difficult for teachers to convey the topic.
2	Creative	Because teachers are required to continue to innovate and provide new things for students so they don't get bored.
3	Commitment	When a teacher has a strong commitment to educate and transfer knowledge to students, it will create an effective, enjoyable learning atmosphere and provide a sense of comfort to students.
4	Self Confident	Self Confidence is an example that can be given in the learning process and a teacher is required to have it.
5	Value the time	By using time as best as possible will set a good example for students.
6	Empathy	An empathetic teacher can understand the needs and feelings of students. By putting themselves in the shoes of students, teachers can create a supportive and safe learning environment where students feel valued and heard. Empathy helps teachers adjust teaching methods to suit each student's learning style.
7	Self-awareness	Having self-awareness of yourself as an English teacher will really help in managing energy during learning.
8	Have good communication	As a teacher, we should be able to convey information well and clearly to students, both in delivering lessons and in delivering information in general. In addition, teachers must not only be able to convey information but also be able to listen to their students, so that when students find difficulties in learning, students are willing to discuss it with the teacher openly and the

		teacher can help find solutions to the complaints .
9	Effective Communication	Because me 28 becomes basic capital in speaking what 29 especially as a language teacher specializing in English 30
10	pedagogical	in order to be able to make 31 jars correctly
11	Pedagogical competence	This value has been listed 3 um in the role of teachers in managing learning.
12	Love my job as a teacher	When someone loves their job, they will try to do it as best they can.
13	Teachers must prepare learning well	Because with thorough preparation, teachers can design learning that is in accordance with the objectives they want to achieve based on the level and needs of the students being taught. Learning will also be focused.
14	Effective communication skills	Teachers must be able to convey simple to complex material using effective language so that it is easy for students to understand.
15	Creativity	A teacher must be able to compile and process learning materials that are interesting and easy for students to understand.
16	Love	when we teach with love students can feel it and accept what we teach
17	Knowing the characteristics and learning needs of students	Can provide insight for PBM planning
18	Understanding student character	So that you can determine the appropriate learning method
19	Skilled in organizing classes (classroom management)	In my opinion, being skilled in organizing a good class is also very important to create a productive and structured learning atmosphere. Sometimes students easily feel bored and tired when activities are monotonous and the material is boring, so teachers are expected to be able to organize lesson time, class activities, handle disturbances, and keep the classroom atmosphere conducive for all students.
20	Integrity.	Teachers must set an example of honesty
21	Have a warm personality	With a warm and kind personality, a teacher can embrace students and motivate them to learn.
UNDERGRADUATE STUDENTS OF NON-ENGLISH MAJOR		
1	Cultural Mastery	Language is inseparable from culture. A good English teacher must understand and be able to teach the cultural aspects related to the language, so that students not only learn the language but also its social context. This makes learning more relevant and interesting.

2	Professionalism	Professionalism is very important because as teachers we are responsible for shaping the future of students. A professional attitude helps us provide quality teaching, be a good role model, and continue to improve our competence to face educational challenges.
3	Strong Language Competence	English teachers must have excellent skills in reading, writing, speaking, and listening. This is important because a teacher is the main source of language learning for students. Teachers' mistakes or shortcomings in language can directly affect students' understanding. With strong competence, teachers can be good role models and provide quality learning.
4	Mastery of the material	As an English teacher, you must master the teaching material well, so that the material delivered to your students can be understood well and easily.
5	Religious	Implementing religious values into a habit that must be instilled in students. Such as praying before starting learning.
6	value of justice	As a teacher, you must be able to act and treat students fairly, so that you can create a comfortable learning atmosphere for students and students feel appreciated.
7	Moral values	With moral values such as being able to apply honesty to influence students to have good character, an attitude of humility in managing learning in the classroom, and having a sense of responsibility.
8	Self-confident	With confidence, we will definitely not feel inferior in delivering material or be afraid to face students in class.
9	Patience and empathy	As a teacher must have patience because in one class each student has a different character and a different way of learning. So we need to be sensitive to it how to make one class on the line in understanding the subject matter.
10	Provide teaching materials to students before starting learning	The reasons: 1. To increase creativity 2. Strengthen understanding 3. Encourage involvement
11	Very important	Being a teacher must have the knowledge to be able to guide students well without having to deceive and make the knowledge we give boomerang for the students. So as a teacher, knowledge must continue to be honed to be able to educate the next generation.

12	Provide teaching materials to students before starting learning	1. to increase creativity 2. Strengthen understanding 3. Encourage involvement
13	using different learning methods	so that students do not get bored and are more interested in participating in learning because the learning method is interesting and does not get boring every day.
14	Using a variety of learning methods	The reason is to find out and improve the activeness of the class conditions. If the methods used every few weeks are always varied, automatically students have many opportunities to explore the learning process actively and communicatively.
15	use ideas in learning	Using ideas in learning is very important because it can improve the quality of the teaching and learning process and help achieve educational goals more effectively
16	Can explain well	Because if they cannot explain well, it is feared that students will not be able to follow the lesson in a conducive manner, there will be misunderstandings between students' knowledge, and the theories in the lesson will not be fully accepted by students.
17	Can explain well	So that students can understand
18	Planning learning	Before each learning activity begins, there must be a plan or design in accordance with the curriculum, so that learning is focused and runs conductively.
19	Encourage students to ask questions	By encouraging students to ask questions, students can practice their courage when expressing their opinions and there is feedback between teachers and students.
20	Make students understand learning objectives.	To help students know what to expect, motivate them to learn, and direct their focus on desired outcomes. It also allows them to evaluate progress and develop effective learning strategies.
21	Based on pedagogical competence	Because understanding pedagogical competence is very important for student development.
22	Using ideas in learning	So that students understand the material better
23	Make students understand learning objectives	Providing an overview of learning objectives is very important to instill in students so that they know the benefits of learning and appreciate the learning process more.
24	Pedagogy	Because by encouraging students to ask questions, it can make students active in the learning process.



25	Treating all students equally	because with the above grades, students feel that they exist or are considered in the class
26	Make students understand learning objectives	Because, I want students to listen and understand the learning objectives that I convey in class.
27	Encourage students to ask questions	Encouraging students to ask questions really helps students to have critical and active thinking in the classroom.
28	know the student's name	As teachers, it is only right for us to know the names of our students. Apart from knowing the students' identities, we can also see how the students' learning progresses while attending class so that in the future we can evaluate these students.
POSTGRADUATE STUDENTS OF NON-ENGLISH MAJOR		
1	Good communication skills	To be a language teacher, you must be able to communicate with students in the classroom to liven up the classroom atmosphere.
2	CREATIVE	Teachers must be creative in order to teach English because it is not their mother tongue.
3	Empathy and caring	This means that teachers are able to understand the difficulties faced by students in learning a foreign language, both linguistically and psychologically.
4	Ready to help students	Being ready to help students is a very important action and has many benefits, both for the students themselves and for the learning environment as a whole.
5	Communication skills	Communication skills are very important because they are the bridge that connects us with other people.
6	Providing feedback	Constructive feedback gives students clear guidance on what they are doing well and where they need to improve.
7	Critical	-
8	Becoming a Good Listener	because whatever the activity, the teacher must be a good listener
9	Important, because in the assessment students become more enthusiastic	Important, because in the assessment students become more enthusiastic
10	Exemplary	A teacher must be a role model because students see, hear and feel more directly what the teacher does, says and decides when teaching. If, knowledge, rules and activities can be obtained in cyberspace or family.
11	Make the classroom atmosphere lively	In order to create more enthusiastic learning

12	Communication	Teachers should have good communication skills to be able to deliver material clearly and efficiently and understand and resolve problems that students have.
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### Results of The Second Important Value

No	The second important value	Reason
UNDERGRADUATE STUDENTS OF ENGLISH MAJOR		
1	Provide examples related to life	Important
2	-	-
3	Have an open attitude	Be open to listening to opinions, suggestions and criticism from students so that they can help teachers to reflect on themselves.
4	Empathy A good English teacher should be able to understand the feelings and needs of students. Empathy will help teachers create better relationships with students, understand the challenges they face in language learning, and provide appropriate support.	With empathy, teachers can adjust their teaching approaches to the different characters and abilities of students, which will increase the effectiveness of learning.
5	Content knowledge	Because if the teacher does not master the material, the teacher will not provide comprehensive knowledge to his students.
6	Able to design learning plans	A teacher must master how to design learning plans and adapt them to learning objectives.
7	Knowing students' learning needs	Knowing students' learning needs is important to later be used as a reference so that the learning process runs smoothly and can be in line with what teachers and students want to achieve.
8	Getting to know learning strategies	Through appropriate and interesting learning strategies, students will be interested and have a desire to learn.
9	No discrimination against students (meaning, no regard for gender & student background)	If we treat them fairly & equally regardless of gender & background, they will be more open and respect us more. They will also be more confident and active in the learning process, so students themselves do not need to be afraid of discrimination against them.
10	Material knowledge	As a teacher, you must have a deep understanding of English so that the material you receive can be applied well.



11	Personal Competence	A teacher must have a good personal character, be a role model with a creative, patient and professional nature.
12	Creativity	Teaching English requires a creative approach to make learning interesting. Creative teachers can use various methods, such as games, songs, applications, or digital media, to help students understand the material and develop their speaking, listening, reading, and writing skills.
13	Creative	As a teacher, especially an English teacher, of course, you must have high creativity in teaching. Where this will certainly make the teaching process much more diverse and enjoyable so that students can receive the material better.
14	Patience and empathy	Learning English can be challenging for some students. A good teacher should be patient and understanding of the difficulties that students experience, as well as provide emotional support and motivation to encourage them to stay enthusiastic about learning.
15	Giving more value to active students	Because it can make other students want to be active in learning and feel that their grades have increased.
16	Have good creativity and innovation in teaching	Creative and innovative teachers are able to find teaching methods that are more effective and interesting for students. They are also able to adapt the learning materials according to the needs and interests of students, and use various tools and technologies to enhance the learning experience.
17	Professional Competence	Teachers must be organized individuals. Respect their own and their students' time and follow the existing rules.
18	Understanding the material.	As a teacher, you need a deep understanding of the material, although later every teacher will also learn, but understanding the material will help communication between teachers and students to be in the same direction in learning.
19	Discipline	In the learning process, teachers must be able to be disciplined, especially in managing time and responsibility. Such as implementing the learning process according to the agreement that has been set with students. In addition, disciplined teachers can be role models for students as one of the important skills in life.
20	Be patient	Because teaching English students where it is English requires an extra level of patience.

		Where if they can't we have to find another strategy instead of getting angry straight away.
21	Good communication	So that students can understand more easily
POSTGRADUATE STUDENTS ENGLISH MAJOR		
1	Attitude and character	Teachers are required to have good attitudes and character as teachers, because students will see and imitate teachers
2	Empathy	Because teachers must understand what their students feel and show concern so that students feel comfortable.
3	Creative	Creativity is very necessary to be a teacher, sometimes students get bored with monotonous learning models and strategies. So, teachers must be able to meet students' needs according to the context in teaching practice.
4	Well Knowledge	Teachers must have adequate skills to provide appropriate learning materials in class.
5	Respect others	By respecting others, we will also be respected by both colleagues and students.
6	Creative	Creativity in teaching is essential to make the subject matter more interesting and relevant. Creative teachers can develop innovative methods and activities, so that students are more involved in the learning process. In this way, students not only learn English, but also develop critical thinking and problem-solving skills.
7	Good class management	Students have a level of motivation to learn every day that makes learning take place outside of planning. With good classroom management, teachers can still ensure that students have learned that day.
8	Creative	In teaching, not only the ability to deliver the material is needed. A teacher should be able to use methods that are appropriate and effective with the needs of students and in accordance with the subject matter. Also, teachers are able to provide interesting learning experiences so that they attract students' interest in learning and actively participating in the learning process.
9	Empathy and Patience	Students are still not very familiar and fluent in using English, so patience in teaching becomes the next important value.
10	communication	somewhat the material is delivered well
11	social competence	This value is stated to emphasize effective social interaction and emphasize inclusivity and cultural awareness.

12	Responsible and disciplined	Through this value, teachers will become people who are committed to carrying out their work.
13	Teachers must be able to be criticized	By being open to criticism, we will become teachers who continue to improve. Whether from the teaching methods, media, or assessments used.
14	Have high empathy and patience	Teachers must have high empathy and patience in dealing with problems related to students and parents/guardians of students with different characters.
15	Concern	A teacher must have a caring attitude and pay attention to students who are a bit slow learners.
16	Responsibility	when we as teachers take responsibility in teaching, they will be able to follow what we ask them to do
17	Understand learning objectives	In order to be able to determine the right activity
18	Knowing the learning objectives	So you can determine the type of assessment that will be used
19	Always update with technological developments	In my opinion, technology has helped a lot in learning activities. As technology develops, prospective English teachers also need to be sensitive to the use of digital tools and online learning platforms that are already available, because technology makes learning activities easier and opens up wider access for teachers and students to practice. English.
20	Empathy .	Teachers must be able to feel what obstacles students face.
21	Have a good command of English	Of course, as a teacher, especially of English, a teacher must be able to provide good and correct examples.
UNDERGRADUATE STUDENTS OF NON-ENGLISH MAJOR		
1	Empathy	Empathetic teachers can understand students' needs, challenges, and feelings. With empathy, a teacher can create a supportive and inclusive learning environment, so that students feel comfortable to learn and practice.
2	Empathy	Empathy allows us to understand students' learning difficulties, provide appropriate learning approaches, and create a comfortable and supportive learning environment. With empathy, we can build positive relationships with all components of the school.
3	Ability to Adapt to Technology	In the digital age, technology plays a vital role in language teaching. A good teacher should be able to use various digital platforms, such as learning apps, interactive

		videos, or AI-based programs to enhance the learning experience of students. This can also help meet the needs of students who have different learning styles.
4	Have integrated moral values	A good teacher must be able to teach good moral values such as teaching honesty and good cooperation in the learning process.
5	Tolerance	Train students to appreciate differences and treat everyone at school without discrimination.
6	discipline	In learning, it is very important to enforce class rules consistently and firmly so that the learning process can run smoothly.
7	Tolerance	With the values of tolerance applied by teachers, it provides the right environment for students to learn to appreciate, learn to accept differences, and understand how to be together with different backgrounds.
8	Mastering the material	By mastering the material we can easily manage the class
9	Effective communication	A good English teacher must have clear and good communication skills in English. So that students are expected to be able to understand the material well and we as teachers can be a good example for students in communicating in English.
10	Prepare teaching materials before starting learning	The reasons are: 1. to increase student engagement 2. to reduce stress and anxiety 3. to improve memory 4. to build emotional connections
11	Very important	Whatever our profession is, professionalism must be applied. Because professionalism shows how we pursue the title or profession that we get. The professionalism of teachers here is very necessary to maintain the continuity of learning activities or good relationships with students.
12	Prepare teaching materials before starting learning	1.to increase student engagement2.to reduce stress and anxiety3.to improve memory4.to build emotional connections
13	treat students equally	In this way, no students will feel inferior or lack self-confidence due to the teacher's treatment of students who differentiate between gender, ethnicity, race and other backgrounds, so that students can learn comfortably and receive the same treatment.
14	Professional	The reason is because as educators we must be able to be professional in providing learning. Because we must be able to position ourselves as educators who prioritize the conditions and situations of



		students. Starting from the learning process, the nature that must be fair, and providing comments according to our observations of students.
15	know the student's name	It is very important to know the student's name so that the teaching process is not confusing in mentioning the student's name and to help make it easier for teachers to give grades in the process of active learning in class.
16	Treating students equally	This is useful so that every student feels fair, both those who have high achievements and those who have not had the expected achievements. So as to minimize the occurrence of envy and jealousy between students.
17	Treating students equally	So that students feel fair in class
18	Appreciate students' work or assignments	Students will be motivated when their work or assignments are appreciated by the teacher.
19	Applying humor in learning	I think it is important because by balancing learning with humor, it can make the situation in the classroom less tense.
20	Can explain well.	So that students are able to understand and absorb the material well so as to achieve learning objectives.
21	Using personal competence	Understanding students in more depth can help in discovering students' talents and development.
22	Make students understand learning objectives	So that students can better understand the material provided
23	Providing feedback on student work	Feedback on all work that has been completed by students will make students feel appreciated and motivated to improve their performance in terms of future results.
24	Personality Competence	Because a warm personality from a teacher will produce a positive aura during the teaching and learning process in class.
25	Appreciate every effort or achievement made by students	With the above values, students have the motivation to learn.
26	Good listener for students	Because, I want students to give opinions that I will listen to carefully.
27	Always be cheerful in front of students	Always being cheerful when teaching is very important to encourage students to be more active in the learning process.
28	treat students equally	Treating students equally can have a positive impact on their academic, social and emotional development. By treating students equally, teachers create a space where all students feel accepted and valued regardless of their background, abilities or personal characteristics.

POSTGRADUATE STUDENTS NON-ENGLISH MAJOR		
1	Using various learning strategies	Teachers must be able to use various learning strategies so that classroom activities are not monotonous.
2	INNOVATIVE	TEACHERS MUST BE INNOVATIVE IN LEARNING MEDIA
3	Creativity in teaching	This is because creative teachers are able to design innovative teaching methods, using various media, games, and interesting approaches to make the teaching and learning process fun and effective.
4	Treating students equally	Treating students equally is a basic principle in education that has a significant impact on individual development and the quality of learning.
5	Avoiding discrimination	Every individual has the same rights, regardless of background, race, religion, gender, or other identity. Discrimination is a violation of these basic rights.
6	Produce positive aura	The positive aura created by the teacher or learning environment can motivate students to be more active and involved in the learning process.
7	Sensitive	-
8	Want to be a student twman	in the sense of being a friend who is nice for students to share with
9	Because in the assessment students are increasingly enthusiastic	Because in the assessment students are increasingly enthusiastic
10	Wise	Teachers who are wise to themselves must be wise with their duties and responsibilities as teachers who make students wise through the learning process according to the system and learning freedom given to students.
11	Paying attention to students' needs	As a teacher, you should pay attention to what students need so that they feel more appreciated.
12	Patience	Teachers must have extra patience, especially when the students they teach have different levels of knowledge and understanding.

### Results of The Third Important Value

No	The third important value	Reason
UNDERGRADUATE STUDENTS OF ENGLISH MAJOR		
1	Enriching vocabulary	Will be used in life
2	-	-
3	Have interactive learning media	So that learning is not boring



4	<p>Creativity</p> <p>English learning should be interesting and fun. Creative teachers are able to design innovative teaching methods and materials to overcome boredom or deadlock in the classroom. Using games, technology, or activities that are relevant to students' lives can help them be more interested in learning English.</p>	<p>Creativity will allow teachers to explain difficult concepts in a way that is easier to understand.</p>
5	<p>Personal knowledge</p>	<p>Teachers must be able to pay attention to their students one by one so that students feel cared for and guided.</p>
6	<p>Classroom management</p>	<p>Able to master the things that are the foundation for the smooth running of the learning and teaching process in the classroom. By being able to <u>organize</u> the classroom to support the student learning process.</p>
7	<p>Planning learning well</p>	<p>Being able to make plans regarding learning in class for one semester is important so that learning objectives can be achieved properly.</p>
8	<p>Class management</p>	<p>A good teacher can <u>manage</u> the class well to ensure that all students follow and pay attention to the learning.</p>
9	<p>Using student-centered learning methods</p>	<p>As a good teacher in today's era, it is better for us to teach them with the student-centered learning method, teach them to think critically, do assignments independently and even express opinions in public. With this method, they will indirectly feel challenged and grow a deep curiosity. So they don't need to be too attached to the teacher anymore, and they can explore on their own and be able to learn independently without a teacher.</p>
10	<p>Communication skills</p>	<p>Teachers must master these skills in order to communicate clearly and listen to students to create positive interactions.</p>
11	<p>Social Competence</p>	<p>A teacher must be able to build good relationships with students to increase motivation and learning comfort.</p>
12	<p>Adaptability</p>	<p>Every class and every student has different needs. Teachers who are flexible and able to adjust their teaching methods to suit the students'</p>

		ability levels will be more effective in helping students achieve their learning goals.
13	Reflective	Based on several readings, many have stated that reflections carried out by teachers on students or on the teacher themselves are very good to do. This will provide space for students and teachers to support what should be improved during teaching or student learning. So that the teaching process will be better in the future.
14	Creativity in learning	Effective English teaching requires varied and interesting methods, such as the use of media, language games, and interactive approaches. Creativity in teaching can make the material more interesting and easier for students to digest.
15	Giving appreciation	So that students are proud of themselves because they appreciate their own results.
16	Ability to Build Genuine Relationships with Students	A good relationship between teachers and students can increase students' motivation to learn and create a positive learning environment. Teachers who can build genuine relationships with students will be better able to understand students' needs and challenges, and provide appropriate support.
17	Pedagogical Competence	Teachers must have broad insight to be able to provide explanations and answer students' questions well.
18	An effective combination of techniques and media.	A teacher sometimes does not understand how to combine the right media and techniques with the needs of students, so prospective teachers should at least understand how to choose the techniques and media that are needed by students.
19	Openness	As a prospective English teacher, you must have an open mind towards new ideas, cultures, and perspectives related to language. Through this openness, teachers have a greater opportunity to adjust appropriate teaching methods and teaching materials.

20	Creative	To teach children English requires creativity, where we as teachers cannot just sit still giving theories to children. We have to create something that can attract children's attention.
21	Implementing fun and interesting teaching methods	So that students are interested and don't get bored easily
POSTGRADUATE STUDENTS ENGLISH MAJOR		
1	High discipline and empathy	Students will see teachers in any aspect
2	Integrity	Because teachers must be honest and have high integrity
3	Patience	Every student has a different personality. So, a teacher is expected to have patience in dealing with student behavior.
4	Creative	Without creativity, the learning process will not be alive and will not take place comfortably.
5	Mastering the use of English	By mastering the use of English, students can also get used to using English when they are around an English teacher.
6	Critical thinking and commitment	Teachers who are committed to lifelong learning demonstrate that they are always seeking to improve their knowledge and skills. This not only inspires students to continue learning, but also demonstrates that education is a never-ending process. This attitude is essential to building a positive learning culture in the classroom.
7	Differentiated learning	Differentiation in learning provided by teachers can facilitate students according to their respective learning styles.
8	Presenting relevant material	When teachers are able to create and deliver appropriate material, this will lead students to achieve their learning goals.
9	Creativity	The excitement of the teaching and learning process begins with activities designed by the teacher concerned.
10	Patience	so that a supportive environment can be created and students feel comfortable
11	personality competency	This value has also been stated, the teacher's personality is very important considering that being a

		teacher does not only rely on cognitive intelligence but also emotional intelligence.
12	Be patient	Teachers will easily forgive and be able to empathize by having a patient nature.
13	Knowing the student's name	As a teacher, you must know the name, characteristics, needs, and level of the students you teach. Then what we explain will be in accordance with the target.
14	Good understanding of the material	Teachers are "role models" for students, especially in English learning. Before transferring knowledge, teachers must first understand the material to be taught so that there is no explanation that deviates from what should be taught.
15	Communication	A teacher must be able to communicate well because students will make their teacher a role model and be imitated by the students.
16	integrity	Teacher does what she/he has said before, will make students trust him/her
17	Able to manage class	Understand class conditions and actions to be taken
18	Understanding learning materials and their relationship to other scientific knowledge	Can provide examples that are relevant to everyday life so that they are easy for students to understand
19	Appreciate the learning process	In my opinion, teachers who are able to appreciate the learning process, not only care about the end result (not rigid), but will help students to enjoy the process of their journey in mastering the language. every process is indeed not easy, but always appreciating the little things in the learning process is very valuable. This teaches students the importance of their efforts and perseverance in learning and achieving goals.
20	Focused on Lifelong Learning	Teachers encourage students to have a lifelong learning spirit.
21	Have social skills	Teachers can communicate well with students and fellow teachers to improve their skills both professionally and personally.
UNDERGRADUATE STUDENTS OF NON-ENGLISH MAJOR		
1	Creativity	Learning a language often requires innovative and interactive teaching



		methods, such as games, simulations, or discussions. Creativity helps create a fun and effective learning environment, making students more motivated.
2	Dedication	Dedication drives us to give our best in teaching, not to give up easily when facing challenges, and always try to help students achieve their best potential.
3	Empathy and Patience	Every student has different learning abilities. Some may struggle with grammar or pronunciation. A good English teacher must have the empathy and patience to support students, provide encouragement, and create a non-intimidating environment where students feel comfortable trying and learning from their mistakes.
4	Ability to manage processes	Teachers must be able to manage or design good learning that can attract students' interest in learning.
5	Independent	An independent person has a sense of not being dependent on other people.
6	communicative	A teacher must have good communication skills in order to establish good communication with students, parents, and colleagues.
7	Culture	By applying cultural values to learning, it can lead to real conditions.
8	Patience	This patience is important because in class we will definitely face various student characters.
9	Creativity and flexibility	A good teacher can create interesting and varied learning methods, such as using songs, games, or interactive media. And teachers can also be flexible in adjusting methods to students' needs.
10	Motivating students	The reason is so that students are able to do what the teacher gives them.
11	Very important	So that students are able to do what the teacher gives them
12	Motivating students	The reason is so that students are able to do what the teacher gives them.
13	make students understand the purpose	It is very important to guide students to know what the learning objectives

		are so that students know the direction of learning given by the teacher.
14	Pedagogy	Of course, as teachers, besides being professional, we must also have broad insight. Because we are required to know many things that we can use as learning materials or discussion topics for students.
15	answering students' questions	It is very important to answer students' questions because it can help students understand what they don't understand.
16	Be aware of student problems	This can reflect a teacher who cares about his students, so that it is expected that when there is a problem, students are able to immediately tell it and find a solution together. With this, there is no negative impact on the student learning process.
17	Beware of students	Because many students cannot respect teachers
18	Treating students well	Students are also human beings, we should treat students equally in accordance with human rights.
19	Treating students equally	As teachers we must not treat students unequally, because all students are the same, there are no different students or special students.
20	Encourage students to ask questions.	So that students are active, critical, and understand the material more deeply.
21	Based on social competence	Because it can increase students' enthusiasm for learning and increase students' sense of comfort.
22	Taking students' needs into account in teaching	Because students sometimes lack understanding of learning
23	Encourage students to ask questions	By encouraging students to ask questions, it will make the class more active and ensure that students really understand the material that has been presented.
24	Social competence	Because creating a good learning atmosphere makes students feel comfortable and safe while studying.
25	Making Classroom Learning Interesting	With the above values, students will not get bored while taking part in learning.
26	Motivating students to achieve high	Because, I want to support students to achieve high achievements. So



		that, the students become capable in their respective fields.
27	Motivating students to achieve high levels of achievement	With some motivation conveyed, it will have a big influence on the desire or will to be able to achieve.
28	good relationship with students	teachers must establish good relationships with students in order to increase student motivation because students tend to be more motivated to learn when they feel supported and appreciated by the teacher. good relationships make students more confident to ask, answer, and actively participate in class.
POSTGRADUATE STUDENTS OF NON-ENGLISH MAJOR		
1	Supporting teaching with appropriate learning media	Teachers must be able to utilize learning media in the classroom to make it more varied and support learning activities in the classroom.
2	class management	able to create an active class
3	Ongoing commitment	This ongoing commitment ensures that teachers remain relevant and can provide the best learning experience for their students.
4	Giving positive feedback	Positive feedback makes people feel appreciated for their efforts and hard work. This will increase their motivation to continue to excel.
5	Establish good relationships with students	Students who feel comfortable and appreciated by their teachers tend to be more motivated to learn.
6	Motivating students	Motivated students will be more enthusiastic in learning, they will be more active in following lessons and doing assignments.
7	Can guide students	
8	as a family at school	Warm learning conditions help smooth learning
9	Because in the assessment students are increasingly enthusiastic	Because in the assessment students are increasingly enthusiastic
10	Discipline	A teacher who is disciplined towards himself will influence his students, so that students respect and are motivated to learn because the teacher is disciplined in carrying out his duties as an educator, teacher and motivator who is disciplined in his attitudes, actions and words towards himself or the students.
11	Create a safe and comfortable atmosphere	So that learning can feel calm

12	Flexibility	Teachers must have good flexibility when teaching if the planned teaching does not go according to plan. Teachers must be flexible to either repeat or explain again for a long time, instead of being rigid in following the prepared lesson plan.
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#### Results of The Fourth Important Value

No	The fourth important value	Reason
UNDERGRADUATE STUDENTS OF ENGLISH MAJOR		
1	Give students the right to speak or give opinions.	Important
2	-	-
3	Creating a lively classroom with 2-way interaction	To create interaction between teachers and students
4	Clear Communication As an English teacher, the ability to convey material clearly is essential. English is a subject that involves grammar rules, vocabulary, and speaking skills that can be difficult for students to understand, especially those who are not used to it.	Teachers must be able to communicate material in a way that is easy to understand, use language that is appropriate to the students' level of understanding, and provide relevant examples to help students understand the concepts being taught.
5	Social competences	Teachers must teach students to collaborate in order to achieve the 4c skills in the 21st century.
6	Variation in teaching	A teacher is obliged to add variety to learning by following technological developments or interesting activities that can be applied in the classroom.
7	Creating a comfortable classroom atmosphere	A comfortable classroom atmosphere is worth considering so that students feel comfortable and focused on the learning process while in class.
8	Designing interesting learning	Interesting learning will make students more interested and feel that learning is more enjoyable.
9	Provide them with constructive feedback	So it's good as teachers, we should also give positive feedback to help them understand where their mistakes are and correct them without feeling inferior. By giving feedback, it will also make students feel motivated and indirectly we give them appreciation for something that they have successfully completed it.
10	Socio-affective skills	In order to create a good relationship between teachers and students to increase

		learning motivation and reduce student anxiety.
11	Professional Competence	Teachers' professional skills are one of the important aspects in achieving quality education goals. Teachers must master the subject matter in depth, be able to plan and implement effective learning, and have skills in assessing student progress.
12	Empathy	Understanding the challenges students face, such as lack of confidence, difficulty understanding accents, or social barriers, will help teachers provide the emotional support students need. Empathetic teachers can build rapport and motivate students to continue learning.
13	Competent	Of course, as a special English teacher, you must have a good understanding and knowledge in speaking good English. So that the knowledge given to students can be accounted for later.
14	Objective evaluation skills	English teachers need to be able to evaluate students' progress objectively and fairly, whether in the form of tests, assignments, or speaking and writing activities. Providing constructive feedback is also important so that students know what needs to be improved.
15	Guide students in speaking using English	So that students become accustomed to the language and are not embarrassed to speak it.
16	Have perseverance in teaching	Teaching is a challenging job that often requires a lot of time and energy. Good teachers must have the perseverance to continue learning and growing, and the resilience to face challenges and failures.
17	Personal competence	It doesn't mean it's not important, but at least teachers must have a good attitude.
18	Have a stable sense of humor.	Students feel that English is the scariest language on earth, whereas learning English is not as scary as they think if the English teacher who teaches has humor and ensures the class remains comfortable. In essence, the goal of teaching is to make students understand English.
19	Creativity	Creativity in prospective English teachers is needed to present more varied learning methods. Through their creativity, they will be able to bridge the use of language with culture or real life. In addition, teachers can also explain complex materials in a simple and easy-to-understand way.

20	Empathy	As a teacher we need to have a sense of sympathy, this is to form a good relationship between teacher and student.
21	Appreciating students	So that students become more enthusiastic
POSTGRADUATE STUDENTS OF ENGLISH MAJOR		
1	Able to create a sense of comfort in class	Students will feel bored if the teacher does not provide a sense of comfort
2	Effective Communication	Because teachers are required to deliver learning well and correctly and so that it can be easily understood by students.
3	Empathy	Teachers are expected to have an empathetic attitude towards students, especially students who have problems related to learning conditions or others.
4	Up to Date	Teachers must follow developments in technology and trends so that they can provide new insights to students in the learning process.
5	Ready to accept criticism	Teachers who are able to accept criticism have the courage to improve themselves to be better.
6	Adaptable	In a world of constant change, the ability to adapt is a vital value. Adaptable teachers are able to quickly adjust their teaching methods to suit changes in curriculum, technology, or student needs. This ensures that the learning process remains relevant and effective, and helps students develop important flexibility skills in their lives.
7	-	-
8	Discipline	Discipline is one of the important things that must be implemented by every teacher, where teachers must make clear rules in every class they teach so that students know exactly what and how future learning will take place.
9	Student Center	Language learning places great emphasis on language to use rather than language to study and this focuses on students.
10	empathy	to build positive relationships between teachers and students
11	Professional competence	This value has been emphasized in how teachers carry out their duties and obligations as educators.
12	Willingness to learn	With this value, teachers will continue to strive to develop their abilities so that they can become good educators and teachers for students.
13	Teachers must be able to communicate well.	By using good communication, teachers can transfer knowledge and teaching optimally.



14	Innovative and creative	To make the class lively and fun but also useful for students, teachers must have many creative and innovative ideas in designing learning activities.
15	Constituent	A teacher must be consistent in delivering material and learning.
16	Sense of hope	Teachers should have a sense of optimism that students will improve their knowledge and skills
17	Determining the right method	To be right on target according to learning objectives
18	Tolerance	Can understand the differentiation that exists in the class
19	Accepting student differences	What I mean is, I think English teachers should accept and appreciate the diversity of cultures, backgrounds, and abilities of their students. This can create an inclusive space where all students feel valued and accepted, so that students will be motivated to learn.
20	Ability to Build Positive Relationships	Teachers must be able to create an inclusive and supportive environment.
21	Mastering the appropriate use of technology	In the digital era, mastering the right technology that is appropriate to the characteristics and environment of the school is very important to support learning objectives.
UNDERGRADUATE STUDENTS OF NON-ENGLISH MAJOR		
1	Patience	Teaching a foreign language can be challenging because each student has a different level of understanding. Patience is needed so that teachers can provide appropriate attention and guide students without making them feel stressed.
2	Creativity	Creativity allows teachers to develop fun learning methods, motivate students to learn, and create a dynamic classroom atmosphere. Creative teachers can face various learning challenges with innovative solutions.
3	Intercultural Skills	English is a global language spoken in many countries and cultures. A good English teacher must have an understanding of these cultures to help students understand the cultural context behind the use of language. This can also increase students' tolerance and cross-cultural understanding.
4	Professionalism	A good English teacher must be professional in his duties as a teacher.

5	Mutual cooperation	Socializing with a sense of mutual cooperation has been taught since the time of our ancestors.
6	creative and innovative	A teacher must be able to determine and use interesting learning methods to motivate students and develop them according to student needs.
7	Innovative and Creative	With innovation and creativity brought by teachers, they will always be able to provide new and interesting methods that can be developed through mutual agreement.
8	Able to create a comfortable classroom atmosphere	Create a classroom atmosphere so that students do not get bored easily when receiving lessons.
9	Professional competence	English teachers must have a strong command of English grammar, vocabulary, pronunciation, and culture. In addition, they continue to study to update their knowledge and skills.
10	Giving the best example to students	The reason is so that students can imitate what the teacher does.
11	Giving the best example to students	Exemplifying what teachers do
12	Giving the best example to students	The reason is so that students can imitate what the teacher does.
13	provide feedback to students	Providing feedback to students is also important so that we can know to what extent the students understand the learning provided and what they don't understand.
14	Personality	To be an educator, you must have a positive personality so that you can set an example for your students.
15	ready to help students to learn	It is very important to be ready to help students learn so that it can encourage students to want and have the intention to learn.
16	Using a variety of teaching strategies	Not all students are able to adapt to a strategy that may be acceptable to other students, so teachers must think again about other strategies that can be used in class so that all students are able to follow the learning process.
17	Creating a learning atmosphere that makes students comfortable	So that students don't make noise in class
18	There must be feedback	Teachers must provide feedback to students, whether in the form of questions, so that we know the progress of the students.



19	Creating a learning atmosphere that makes students feel comfortable	As teachers, we are obliged to create a comfortable learning atmosphere for students, because with a safe and comfortable situation, students can easily receive the material we give them.
20	Recognizing good student learning achievement.	So that students feel appreciated and increase student motivation and self-confidence.
21	Based on professional competence	The level of professionalism is very important for the smooth running of learning in class so that students better understand what is being explained.
22	Encourage students to ask questions	So that students understand better
23	Applying humor to the learning process	By inserting humor into the delivery of material, the class will not be boring and the students' attention will not be diverted.
24	Professional competence	Demonstrate a positive attitude towards the profession as a teacher
25	Always hold tests to give students to know their achievements.	By giving tests to students, we as teachers can find out the students' abilities. For example, if the students' abilities are only limited to the same level, we as teachers can evaluate the learning provided.
26	Make the class a lively atmosphere	So that, students throw opinions at each other in learning. Therefore, I want to make the class a lively atmosphere full of questions and answers.
27	Have various strategies to motivate students to learn	The strategy of learning while guessing is also better and helps students think.
28	make the class a lively atmosphere	Creating a lively classroom atmosphere is very important because it helps increase the effectiveness of learning and creates a fun experience for students.
POSTGRADUATE STUDENTS OF NON-ENGLISH MAJOR		
1	Using clear instructions	Teachers must be able to provide clear instructions so that they are easy to understand when delivering learning material.
2	communicative	can understand students' mood
3	Adaptability and flexibility	This is because teachers must be able to adapt to the various backgrounds, abilities, and learning styles of students. They need to develop flexible teaching approaches, adjust teaching methods and materials according to individual student needs, and be responsive to challenges and changes in the educational environment.
4	Motivating students	The key to creating an effective learning environment and encouraging students to reach their maximum potential

5	Praising students	Praise given sincerely will make students feel appreciated and recognized for the efforts they make.
6	Empathy	When a teacher shows empathy, students feel more emotionally connected to the teacher.
7	Creative	-
8	complement each other	So it takes a teacher to fill in the gaps with the students
9	Because in the assessment students are increasingly enthusiastic	Because in the assessment students are increasingly enthusiastic
10	Openness	A teacher must be open to all good and bad situations that develop from students or knowledge. So teachers must open their minds to gain knowledge from teaching experiences, student attitudes, or existing knowledge. Even ready to accept criticism, suggestions and want to evaluate themselves and continue to innovate against changes in students that change.
11	Using media as a learning support	So that learning becomes more effective.
12	Analytical and evaluation	Teachers must have the skills to analyze and evaluate the state of students in learning. For example, in the middle of learning, a problem occurs, the teacher must be able to analyze and evaluate the problem so that it can be resolved even though the lesson does not go according to plan. Provide feedback and analyze the problems and challenges experienced by students.

#### Results of The Fifth Important Value

No	The fifth important value	Reason
UNDERGRADUATE STUDENTS OF ENGLISH MAJOR		
1	Providing feedback	Very important
2	-	-
3	Mastering learning materials	As a teacher, you must master the learning material before teaching students.
4	Openness to Lifelong Learning The world of education, including English language teaching, is always evolving. Good teachers must always be ready to continue learning and developing themselves. Openness to lifelong learning allows teachers to always update their teaching methods and techniques, understand the latest	This will ensure that teachers remain relevant and effective in their teaching.

	technologies that can be used in learning, and keep up with the latest developments in linguistics or the English language itself.	
5	Technological Knowledge	Teachers do not have to rely on technology if they can teach with or without technology because technology must be helpful in learning.
6	Empathy and professionalism	Empathy is very important for a teacher to have in order to act professionally and empathetically in providing feedback.
7	Good class control	Teachers are expected to be able to master the class well so that they can know the right way to teach students in certain classes because each student in the same or different classes has different characteristics. Mastery of the class is also needed to be able to adjust to the students so that learning objectives are achieved well.
8	Giving Rewards	Giving students rewards in the form of sentences of praise or objects is something that can motivate students.
9	The most important thing in my opinion, what a teacher should do is; "Grow interest in learning English in students"	As a teacher later, this last point I always remember, and maybe I share a little here, how to make students like English, how to make them always enthusiastic in learning English. Do it by giving interesting topics to students, such as movies, music and even their hobbies. Then don't forget to intersperse some games for them, such as quizzes, puzzles or fun games for them. And the last one is, use learning through visuals or audio for them, this will make learning more interesting, because visuals such as pictures or even videos will be easier to understand, so they will find it easier to understand the context of learning.
10	Patience and empathy	In order to be able to deal with the differences in abilities that students have and understand and support students' difficulties in learning English.
11	Communicative Skills	A teacher must be able to communicate effectively and listen to students to create an interactive learning environment.
12	Commitment to self-development	English is a dynamic language, with changes in vocabulary, culture, and teaching methods. Teachers who continue to learn and develop themselves, such as updating their teaching techniques or understanding the latest trends in language

		education, will stay relevant and provide quality learning to their students.
13	Critical	An English teacher must of course be critical and responsive to something related to the student's learning process or the students themselves. If a teacher cannot think critically, the teacher will not know the problems that occur in students and the right solutions to the problems. Which causes the student's learning process to be greatly hampered.
14	Continuous learning and professional development	The world of education and language is constantly evolving. A good English teacher must be open to updates and continue to develop their knowledge and teaching skills through training, seminars, or research to improve the quality of teaching.
15	Give students the opportunity to write on the board	So that students can easily understand what they are learning and know what text they are reading.
16	Can manage the class well	Managing a classroom well is key to creating an effective learning environment. A good teacher must be able to manage time well, organize tasks and activities efficiently, and create clear rules and routines to ensure that students stay engaged and focused.
17	.	There are only 4 competencies in Questionnaire 1.
18	Transparency in student grades.	Value is a form of student acquisition in their knowledge during learning. And value transparency is an openness of value given or shown to students as a form of reflection. In some students, numbers or values can make them have the spirit to learn and achieve the best grades.
19	Patience	Patience is one of the emotional intelligences that must be possessed by prospective teachers, especially those who will face students of gen z or the next generation. Significant changes in both student behavior (internal) and rapid technological developments (external) can be a challenge that needs to be faced with patience.
20	Class management	As a teacher, we must be able to create a conducive learning atmosphere and manage the class well so that comfortable teaching and learning activities are created.
21	Using technology in teaching	So that students don't get bored easily



POSTGRADUATE STUDENTS OF ENGLISH MAJOR		
1	No discrimination against students	The downside of a teacher is when they start to see smart and not smart students. That's why. A good teacher is a teacher who doesn't choose between students who can and can't and is able to encourage each student's abilities.
2	Commitment	Teachers must have a high enthusiasm for learning and be willing to continue to improve their competence to provide the best for students.
3	Discipline	A teacher is also expected to have high discipline, such as making rules in the classroom or mutual agreements with students regarding behavior in the classroom during learning. This aims to make students have a sense of discipline and responsibility.
4	Friendly	Without blankets, everyone will definitely be cold during the rainy season. Teachers must be able to be a thick blanket for all their students in order to provide warmth in the middle of the learning process.
5	Have a desire to learn and increase insight	When teachers are able to motivate themselves to continue learning, then the teacher will be able to be an example and motivation for their students to continue learning and exploring new things.
6	Openness to diversity	Every student has a different background, culture, and way of learning. A teacher who is open to differences can create an inclusive classroom, where all students feel welcome. This also helps in teaching students to appreciate diversity, which is an important skill in today's global world.
7	-	-
8	Flexible	Teachers must be able to adapt quickly to classroom conditions and their students, because when teaching in class unexpected things may happen, so when teachers have this value they can quickly adjust the methods that may be used when facing these conditions.
9	Commitment	Having a strong commitment to teaching English to students is very important and significant for sustainable learning.
10	creativity	Creative teachers can adapt their teaching approaches to suit students' learning styles.
11	Communication and empathy	This value is already implied among other competencies and needs to be emphasized regarding the firmness of teachers in dealing with students in this era.



12	Religious	Teachers need to have this value because a teacher who diligently practices the teachings of his religion will become a human being who realizes that every other human being is unique and has shortcomings and advantages so that he can view students as human beings created by God who he educates to learn knowledge in the world, not to become smart. Because the matter of students becoming smart is God's will.
13	Using a variety of teaching strategies	Teachers must be creative and use appropriate strategies so that students do not get bored.
14	Have a commitment to improve professionalism	This value is very important considering the era that continues to develop rapidly, so teachers must continue to enrich themselves with new learning trends in order to create fun and useful classes.
15	Education	A teacher must be able to educate himself and improve his abilities to always be up to date with the latest technological developments.
16	self learning	Teachers not only teach but also learn every time she/he teaches because they are always learning
17	Self-reflection	In order to determine what needs to be continued or improved
18	Wise and fair	Able to understand and make appropriate decisions without siding with any of the students concerned
19	Collaboration / Cooperation	The next reason is that as an English teacher, you should have the ability to work together with other fellow teachers, parents, and the school. With this, the student learning process will be more innovative because of the collaboration of the creativity of teachers, parents and the school to create a learning environment or activities that support student development.
20	Adaptability	Teachers must be able to be flexible in facing changes and challenges in learning.
21	Able to prepare learning well	Without good planning, teachers cannot help students achieve learning goals.
UNDERGRADUATE STUDENTS OF NON-ENGLISH MAJOR		
1	Effective Communication	English teachers must be able to convey information clearly and interestingly. Good communication skills help students understand language concepts more easily, including grammar, vocabulary, and pronunciation.

2	Exemplary	As educators, teachers not only transfer knowledge but also life values. Teachers' exemplary behavior will shape students' positive characters through real examples in everyday life.
3	Commitment to Self-Development	English is a language that is constantly evolving, with new words, idioms, and changes in usage emerging over time. English teachers must commit to continuous learning and development, whether through training, reading the latest literature, or joining professional communities. In doing so, they can provide relevant and up-to-date learning to their students.
4	Innovative and creative	Teachers must be creative in designing the learning process so that it is not monotonous and boring.
5	Integrity	Individuals with high integrity are certainly not easily influenced by unimportant things and have firm principles and views.
6	care about student development	A teacher must be able to provide encouragement and support so that students can continue to develop.
7	Concern	With this value, it will provide a good sense of sympathy to students because they have a sense of caring that is so important to help other students who will follow the learning process.
8	Must be able to teach	Being able to teach, we as teachers will be respected by students. However, if we are not able to teach, of course we will be laughed at by students.
9	Dedication and motivation	Good teachers demonstrate a high level of commitment to educating students. They motivate students to learn by providing support, encouragement, and appreciation for every achievement, no matter how small.
10	Providing learning that is easy for students to understand	The reason is so that students are able to take responsibility in the process of completing their assignments.
11	Providing learning that is easy for students to understand	Students are able to take responsibility in the process of completing assignments
12	Providing learning that is easy for students to understand	Students are able to take responsibility in the process of completing their assignments
13	good explanation and supporting media	A good explanation is very necessary in learning so that students can understand the learning delivered by the teacher. With

		supporting media, they can deepen the learning provided.
14	Social	To find out to what extent we as educators can adapt to the school environment, and to test how far we can embrace students so that they can participate in activities cooperatively and well.
15	check student progress	very important because by checking student progress we can see whether the student understands the material being taught and see whether their development is progressing or regressing, if they are regressing there needs to be another evaluation
16	Manage time well	If you arrive on time and do not break promises, it will have a good impact on the learning process, this will be a good reflection for students.
17	Using shared strategies to assess students	Can help students in their abilities
18	Social justice for all students	Teachers must treat all students fairly
19	Good listener for students	As a teacher, you must be a good listener
20	Applying humor to the learning process.	To create a fun learning atmosphere and increase student engagement.
21	Adding humor to learning	It is very important to build students' enthusiasm for learning.
22	Connecting English learning with real life	Because it is very important for us
23	Setting class rules	By setting class rules, it will provide boundaries for students later so that students will get used to being disciplined.
24	Pedagogy	Using ideas in learning is very necessary to lighten the learning atmosphere.
25	Collaborate materials with audio visuals such as making videos	With the above values, students have new experiences in learning.
26	Have various strategies to motivate students to learn	We must provide effective learning strategies, for example role-playing strategies so that students can be motivated to learn or group strategies.
27	Get to know the students' names	So that when appointing or taking attendance, students can immediately know the name in the attendance book.
28	use good learning media	Using good learning media in class can help to facilitate student learning in class, such as using PPT to deliver material in class, so that students don't get bored easily just looking at the material on the board.
POSTGRADUATE STUDENTS OF NON-ENGLISH MAJOR		
1	Provide activities to practice	Teachers must be able to give students time to practice in class, whether it is communicating with their peers on several topics.

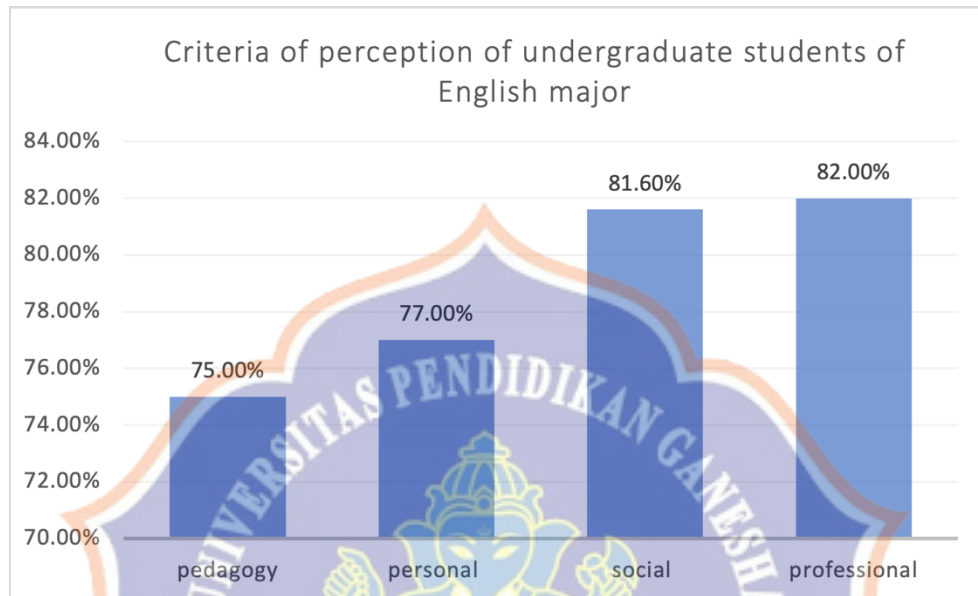
2	Humor	Attracting students' attention
3	Professional integrity	This is because teachers who have integrity will always be consistent between words and actions, provide fair assessments, respect students, and be role models in communicating and behaving.
4	Demonstrate a positive attitude	Demonstrating a positive attitude is the key to achieving a better and more rewarding life.
5	Setting class rules	Clear classroom rules provide guidance to students about expected and unexpected behavior in the classroom.
6	Planning learning	With planning, learning objectives become more specific and measurable. This helps teachers and students alike understand what they want to achieve.
7	Intelligent	-
8	good teacher	because kindness will make students comfortable
9	Because in the assessment students are increasingly enthusiastic	Because in the assessment students are increasingly enthusiastic
10	Appearance	One must maintain the appearance of physical, speech, and actions. Everything that appears must be arranged beautifully and nicely so that students feel comfortable and calm.
11	Teaching students to dare to be active in learning.	Because as a teacher it is important to raise students' enthusiasm and activeness in learning.
12	Creativity	Teachers should have high creativity to deliver learning in a more interesting way so that students are more active in learning. Designing interesting learning and activities to be able to utilize technology (such as educational games).



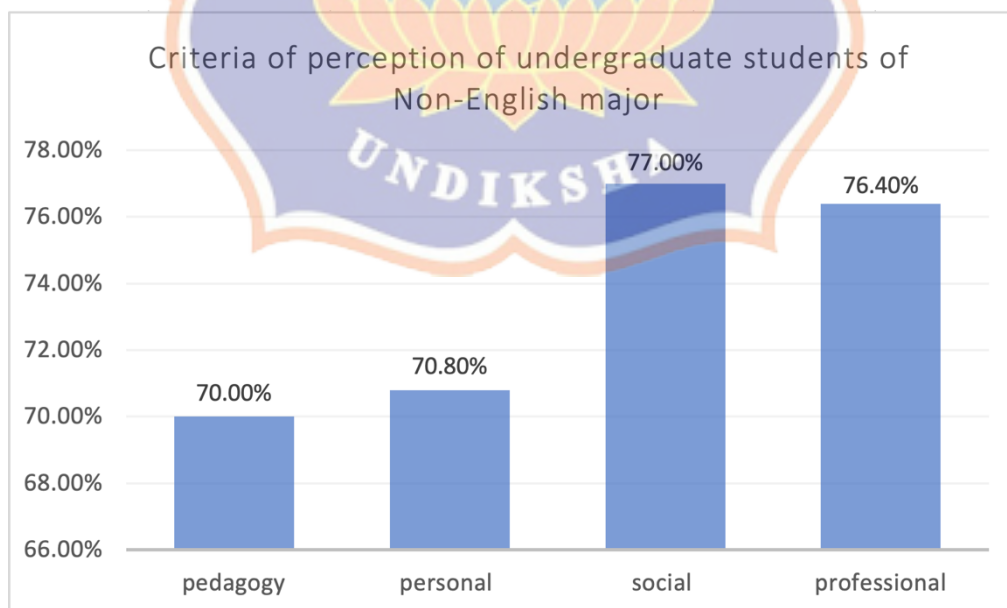
## APPENDIX 7

### RESEARCH FINDINGS RESULT GRAPH

Criteria of Perception of Undergraduate Students of English Major

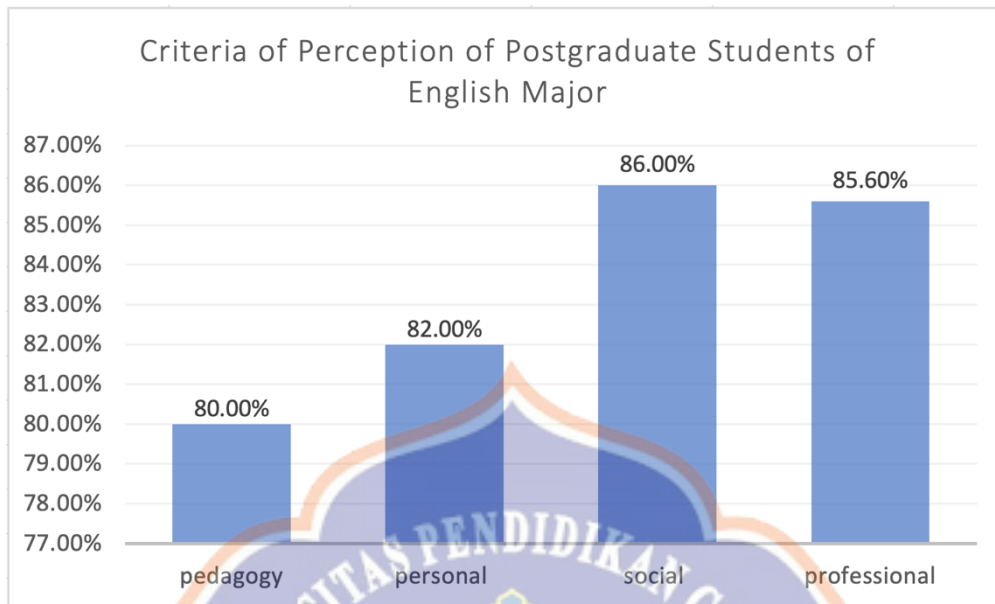


Criteria of Perception of Undergraduate Students of Non-English Major

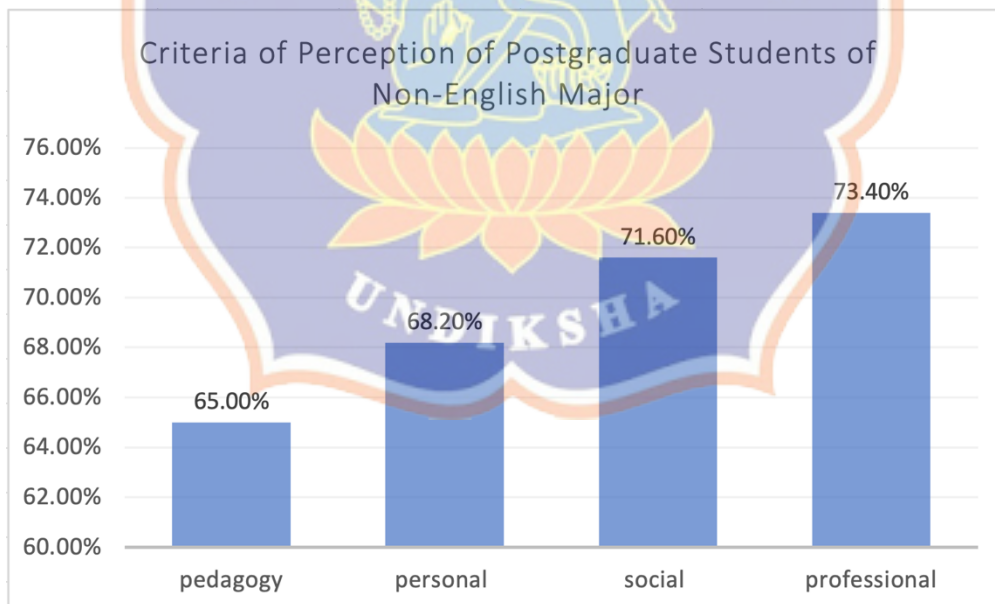




### Criteria of Perception of Postgraduate Students of English Major



### Criteria of Perception of Postgraduate Students of Non-English Major



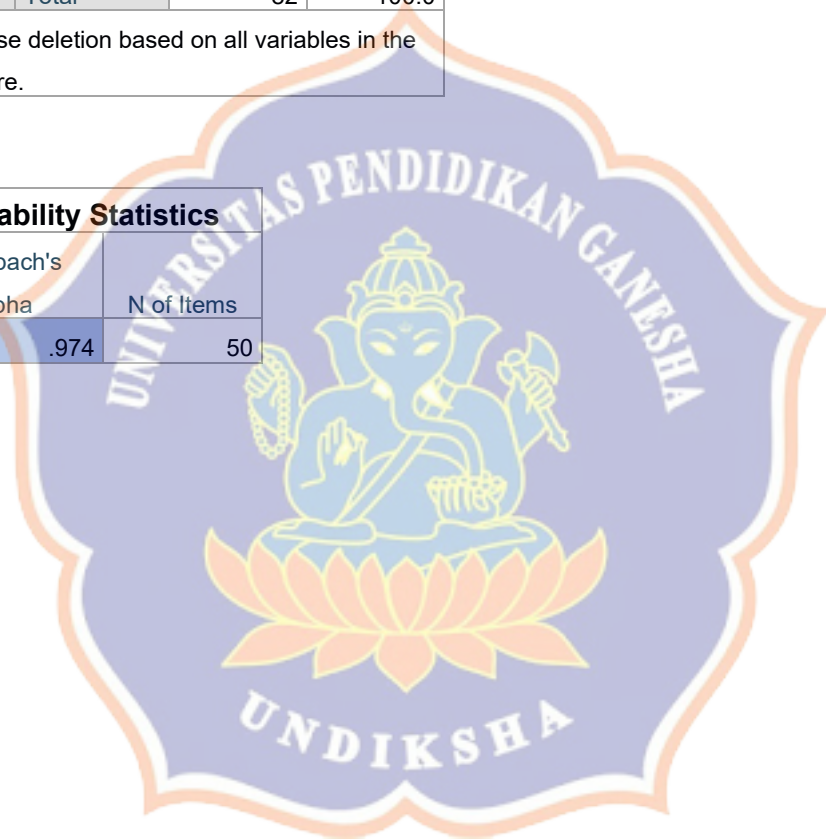
## APPENDIX 8

### RELIABILITY TEST

**Scale: ALL VARIABLES**

Case Processing Summary			
		N	%
Cases	Valid	82	100.0
	Excluded <sup>a</sup>	0	.0
	Total	82	100.0
a. Listwise deletion based on all variables in the procedure.			

Reliability Statistics		
Cronbach's		
Alpha	N of Items	
.974	50	



## APPENDIX 9

### CONCEPTUAL FRAMEWORK

