

APPENDIX

Interview Transcript

Pilar 1

No	Question	Answer
1.	During this post pandemic, are you teaching online, offline, hybrid?	P1: I am teaching offline P2: For the current learning process I use the hybrid method P3 : Hybrid and offline P4 : I'm studying doctorate so for now I can't teach
2.	Why do you choose this type of meeting?	P1:Because we need interaction, society, good emotional touch and understand each other. Also I can teach in a good way P2: Because this method is easy to do and can adjust to current conditions. P3 : Because there is an announcement from the chancellor and offline is better than online
3.	What do you think about hybrid learning?	P1 : In my opinion, hybrid is some kind of innovation. Because of technology. So if you cannot come in class

		<p>you can do it in zoom, google meet or other application and if your friends can come to the class and have the classroom</p> <p>P2 : In my opinion hybrid can provide more space for students so they can still study outside the classroom and are more flexible with the guidance from lecturers</p> <p>P3 : In my opinion, hybrid is better than full online because to delivery of material is much better and do not have miss understanding</p>
4.	How is the implementation of the assessment that you provide (formative and summative)?	<p>P1 : I do it both of them sometimes formative and sometimes summative</p> <p>P2 : My assessment is project based learning. So the assessment will be a product</p> <p>P3 : Depending on the course, it can be formative, summative project based learning or other.</p>

5.	What difficulties did you experience when guiding your thesis (students, disciplines, regulations)?	<p>P1 : It's like challenging for me. Because I cannot control and handle my idea to their idea. I have difficulty if the student are not really ready to write a thesis, for example they do not have good capability to write something and they cannot make a good sentence to write something. They do not have basic understanding of writing.</p> <p>P2 : The difficult thing in the thesis is the students are lack of literacy because they are lazy to read, development idea and a lack of understanding of what they are researching.</p> <p>P3 : The difficulty is that I feel like I'm giving a lecture because many students don't really understand their research</p>
6.	How did you overcome these difficulties?	P1 : I try to give understanding and open their mind for some ideas, issues and

		<p>something that they are not aware. I give them the solution and critical thinking.</p> <p>P2 : I overcome with provide support and advice such as finding references about what is being researched and ask them to read a lot so when the examiner ask the students about their research they can understand well. Certainly all it's related with technology.</p> <p>P3 : of course I explain again and provide journals then ask them to read a lot so they understand about their research.</p>
7.	Before teaching, did you make lesson plans?	<p>P1 : Yes of course</p> <p>P2 : Yes of course</p> <p>P3 : Yes of course</p>
8.	What difficulties did you experience when making RPS?	<p>P1 : Because my basic is not from education, so I have to learn a lot about lesson plans, curriculum, and teaching style method.</p> <p>P2 : the difficulty is determining the</p>

		<p>material because the current material is different between offline, online, and hybrid method. So I have to adjust to the needs.</p> <p>P3 : I must determining the material that must suit with the students' needs to the outputs that they can apply or produce it later.</p>
9.	How did you overcome these difficulties?	<p>P1 : I ask the other lecturers. Because I realize that I do not have good capability or understanding about education.</p> <p>P2 : I Must adapt to needs and always make something different that more interesting.</p> <p>P3 : I have to find lots of references on the internet and exchange ideas with other lecturers</p>
10.	How do you create teaching materials?	<p>P1 : I read some references for example article, book and asking my senior.</p> <p>P2 : Actually, there are many teaching materials that are</p>

		<p>thought of and are already in mind, but sometimes they are not implemented properly. So I must search the material that has been available in YouTube and developed it.</p> <p>P3 : I create the material with adjust it to the needs of students and goals that they can use or produce it later.</p>
11.	What difficulties did you experience when creating teaching materials?	<p>P1 : Sometimes the materials that I create are not easy for my student and sometimes I feel that I teach something that the student do not need when they are graduation and become teacher.</p> <p>P2 : The difficulty is only due to time</p> <p>P3 : The difficulty is more in the material that must be developed and also adjusts to the needs and the final results obtained</p>
12.	How did you overcome these difficulties?	<p>P1 : I try to innovate to create something to make them are values</p>

		<p>themselves and also as other lecturers.</p> <p>P2 : To overcome the difficulty, I take from existing material and adjust to students' need</p> <p>P3 : I have to look for lots of references on the internet and apply it in making materials</p>
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No	Question	Answer
1.	What type of research do you do?	<p>P1 : I am in literature, culture and philosophy</p> <p>P2 : I am in use of technology, ESP, and entrepreneurship</p> <p>P3 : I am in education</p> <p>P4 : I am in teaching TEFL and TEYL</p>
2.	What is your research target?	<p>P1 : I am still in literature, culture and philosophy and hope that can publish internationally.</p> <p>P2 : Still in use of technology for learning and ELT management.</p> <p>P3 : Of course I am still in education</p> <p>P4 : I am still in a teaching, TEYL and TEFL</p>

3.	What difficulties did you experience when doing research?	<p>P1 : I do not have difficulty because I like reading, writing and do not have significant problem when write a research. But for me in this time the problem is just about the time, because being a lecturer is not easy, they also have additional job or other activity in their university.</p> <p>P2 : The difficulty is data collection. I don't know why but it always happened.</p> <p>P3 : I feel difficult when processing data such as making sentences good</p> <p>P4 : The difficulty is making a research with clear updates so it must be up to date research</p>
4.	How did you overcome these difficulties?	<p>P1 : I cannot overcome this, because this is the duty that I must do it as a lecturer</p> <p>P2 : Approach the students who I teach because what I research is what I teach in their class so when I ask, they already understand. It helps me to collect the data</p> <p>P3 : I always learn by always asking other lecturers about how to manage data and looking for examples on the internet</p>

		P4 : I read the latest articles that have been published in international journals and use the adapt method
5.	What types of research publications have you made?	<p>P1 : I am still in index nationally and I hope in future that can be internationally</p> <p>P2 : Now I am still at nationally</p> <p>P3 : I am at nationally</p> <p>P4 :I am waiting publish at international because now it's still under review</p>
6.	What difficulties did you experience when making research publications?	<p>P1 : I do not have anything interesting in process during publication because the way to publish a research we need to submit the article to the journal and wait to the information it is accept or not and after that we need to revise if there is a revision.</p> <p>P2 : the difficulty is if we upload it in a reputable journal because we have to queue up to 1 year like in sinta 3</p> <p>P3 : The difficulty is publishing in a journal because it takes a long time</p> <p>P4 : I must fulfill a request from the editor so that they have to change most of the contents of the research</p>
7.	How did you overcome these difficulties?	P1 : I cannot overcome the way in publication because it is just about time. We need to wait

		<p>the information that accept or not in that journal, or maybe look for another journal</p> <p>P2 : I prepare 2 publications for the long and short term for reporting on lecturer performance loads</p> <p>P3 : I overcome with asking other lecturers regarding acquaintances in published journals</p> <p>P4 : I always read lots of article compilations, lots of reading of other articles that are almost the same research and accommodates input from other parties</p>
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Pilar 2

Pilar 3

No	Question	Answer
1.	What types of community service have you carried out?	<p>P1 : I do not have any experience in community service.</p> <p>P2: The last activity, collaboration with MGMP English teachers regarding the use of LMS, developing teacher professionalism and assisting in the preparation of writing scientific papers resulting from PTK</p> <p>P3 : For community service, I am still in the realm of education</p>

		P4 : Collaboration with MGMP Junior High School teacher in Surabaya about how to write scientific works until can produce work
2.	What type of community service will you carry out?	P2 : Assistance in the preparation of writing scientific papers, textbooks or writing blogs P3 : The community service that will be carried out will also in education. P4 : I will propose community service in the field of ESP in vocational high schools
3.	What role do you play in community service?	P2 : my role as a presenter is if I am in control of the material because we are in groups so we take turns. All are depend on the situation P3 : In community service, the tasks are divided into groups because there is a lot to take care of, if I am in the administration and making PPT P4 : I Make a research report in the form of a scientific proposal/article
4.	How do you write proposals and community service reports?	P2 : It is adjusting to the needs and needs of partners and then working with groups P3 : For writing proposals and reports, they will be shared with others because we are in a group like me in making PPT and handling finishing

		P4 : We work together as a team for the task of writing a report
5.	How do you write public service publications?	<p>P2 :From the results of community service, we make the final results, then we make publication</p> <p>P3 : Writing for publications does have its own section, but we all have a stake in writing publications</p> <p>P4 :There is a self-publishing team and Adi Buana has its own community service journal</p>

Documentation



Member Checking

Interview Guideline

EXPLORING THE EXPERIENCE OF NOVICE ELT LECTURERS TO BUILD THEIR PROFESSIONAL IDENTITY BASED ON *TRI DHARMA PERGURUAN TINGGI*

Pilar 1

No	Question	Answer
1.	During this post pandemic, are you teaching online, offline, hybrid?	I am teaching offline
2.	Why do you choose this type of meeting?	Because we need interaction, society, good emotional touch and understand each other. Also I can teach in a good way
3.	What do you think about hybrid learning?	In my opinion, hybrid is some kind of innovation. Because of technology. So if you cannot come in class you can do it in zoom, google meet or other application and if your friends can come to the class and have the classroom
4.	How is the implementation of the assessment that you provide (formative and summative)?	I do it both of them sometimes formative and sometimes summative
5.	What difficulties did you experience when guiding your thesis (students, disciplines, regulations)?	It's like challenging for me. Because I cannot control and handle my idea to their idea. I have difficulty if the student are not really ready to write a thesis, for example they do not have good capability to write something and they cannot make a good sentence to write something. They do not have basic understanding of writing.
6.	How did you overcome these difficulties?	I try to give understanding and open their mind for some ideas, issues and something that they are not aware. I give them the solution and critical thinking.
7.	Before teaching, did you make lesson plans?	Yes of course
8.	What difficulties did you experience when making RPS?	Because my basic is not from education, so I have to learn a lot about lesson plans, curriculum, and teaching style method.
9.	How did you overcome these difficulties?	I ask the other lecturers. Because I realize that I do not have good capability or understanding about education.
10.	How do you create teaching materials?	I read some references for example article, book and asking my senior
11.	What difficulties did you experience when creating teaching materials?	Sometimes the materials that I create are not easy for my student and sometimes I feel that I teach something that the student do not need when they are graduation and become teacher.
12.	How did you overcome these difficulties?	I try to innovate to create something to make them are values themselves and also learning.


Pilar 2

No	Question	Answer
1.	What type of research do you do?	I am in literature, culture and philosophy
2.	What is your research target?	I am still in literature, culture and philosophy and hope that can publish internationally
3.	What difficulties did you experience when doing research?	I do not have difficulty because I like reading, writing and do not have significant problem when write a research. But for me in this time the problem is just about the time, because being a lecturer is not easy, they also have additional job or other activity in their university.
4.	How did you overcome these difficulties?	I cannot overcome this, because this is the duty that I must do it as a lecturer
5.	What types of research publications have you made?	I am still in index nationally and I hope in future that can be internationally
6.	What difficulties did you experience when making research publications?	I do not have anything interesting in process during publication because the way to publish a research we need to submit the article to the journal and wait to the information it is accept or not and after that we need to revise if there is a revision
7.	How did you overcome these difficulties?	I cannot overcome the way in publication because it is just about time. We need to wait the information that accept or not in that journal, or maybe loo for another journal

Pilar 3

No	Question	Answer
1.	What types of community service have you carried out?	I do not have any experience in community service
2.	What type of community service will you carry out?	
3.	What role do you play in community service?	
4.	How do you write proposals and community service reports?	
5.	How do you write public service publications?	

Surabaya, 6 Februari 2023


Rahmat Schawan

Instrument Validity

Interview Blueprint

By, 12/10/22
Acc
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EXPLORING THE EXPERIENCE OF NOVICE ELT LECTURERS TO BUILD THEIR PROFESSIONAL IDENTITY BASED ON TRI DHARMA PERGURUAN TINGGI

Zizanatin Nur Lailia

NO	INDICATOR	QUESTION	ITEM NUMBER	PURPOSE
1	<p>Pilar 1</p> <p>1.1 learning system</p> <p>1.1.1 jenis pertemuan online, offline, hybrid</p> <p>1.1.2 Alasan memilih jenis pertemuan tersebut</p> <p>1.1.3 Pendapat tentang hybrid</p> <p>1.1.4 Pelaksanaan Assessment (formatif dan somatif)</p> <p>1.2 Thesis supervisor</p>	<p>1.1.1 Saat post pandemic ini, anda mengajar dengan online, offline, hybrid?</p> <p>1.1.2 Mengapa Anda memilih jenis pertemuan tersebut?</p> <p>1.1.3 Bagaimana pendapat anda mengenai hybrid?</p> <p>1.1.4 Bagaimana pelaksanaan assessment yang anda berikan (formatif dan somatif)?</p>		<p>1.1 Mengetahui jenis pertemuan pengajaran dan assessment yang diterapkan dosen</p> <p>1.1.1 Mengetahui jenis pertemuan pengajaran yang diterapkan dosen (online, offline, hybrid)</p> <p>1.1.2 Mengetahui alasan mengapa memilih jenis pertemuan tersebut</p> <p>1.1.3 Mengetahui pendapat dosen tentang hybrid</p> <p>1.1.4 Mengetahui cara pelaksanaan assessment (formatif dan somatif)</p> <p>1.2 Mengetahui kesulitan dan cara mengatasi kesulitan dalam membimbing skripsi (mahasiswa, disiplin ilmu, peraturan)</p>

2	<p>Pilar 2</p> <p>2.1 Research</p> <p>2.1.1 Jenis penelitian</p> <p>2.1.2 Target penelitian</p> <p>2.1.3 Kesulitan membuat penelitian</p> <p>2.1.4 Cara mengatasi membuat penelitian</p> <p>2.2 Publication</p> <p>2.2.1 Jenis publikasi (national/internasional)</p> <p>2.2.2 Kesulitan pembuatan publikasi</p> <p>2.2.3 Cara mengatasi kesulitan pembuatan/penulisan publikasi</p>	<p>2.1.1 Jenis penelitian apa yang anda buat?</p> <p>2.1.2 Apa target penelitian yang anda buat?</p> <p>2.1.3 Kesulitan apa yang anda alami ketika membuat penelitian?</p> <p>2.1.4 Bagaimana anda mengatasi kesulitan tersebut?</p> <p>2.2.1 Jenis publikasi penelitian apa yang sudah anda buat?</p> <p>2.2.2 Kesulitan apa yang anda alami ketika membuat publikasi penelitian?</p> <p>2.2.3 Bagaimana anda mengatasi kesulitan tersebut?</p>		<p>2.1 Mengetahui penelitian yang telah dibuat dosen selama mengajar</p> <p>2.1.1 Mengetahui jenis penelitian yang telah dibuat dosen</p> <p>2.1.2 Mengetahui target penelitian yang telah dibuat dosen</p> <p>2.1.3 Mengetahui kesulitan yang dialami dosen dalam membuat penelitian</p> <p>2.1.4 Mengetahui cara dosen mengatasi kesulitan dalam membuat penelitian</p> <p>2.2 Mengetahui jenis, kesulitan hingga cara mengatasi kesulitan dalam publikasi</p> <p>2.2.1 Mengetahui jenis publikasi penelitian yang telah dibuat dosen</p> <p>2.2.2 Mengetahui kesulitan yang di alami dosen dalam pembuatan publikasi</p> <p>2.2.3 Mengetahui cara dosen dalam mengatasi kesulitan dalam pembuatan/penulisan publikasi</p>
3	<p>Pilar 3</p> <p>3.1 Community service</p>			<p>3.1 Mengetahui jenis, peranan dan penulisan proposal hingga publikasi hasil pelaksanaan pengabdian masyarakat</p>

1.2.1	Kesulitan membimbing skripsi (mahasiswa, disiplin ilmu, peraturan)	1.2.1	Kesulitan apa yang anda alami ketika membimbing skripsi (mahasiswa, disiplin ilmu, peraturan)?	1.2.1	Mengetahui kesulitan yang dialami dosen dalam membimbing skripsi (mahasiswa, disiplin ilmu, peraturan)
1.2.2	Cara mengatasi kesulitan membimbing skripsi	1.2.2	Bagaimana anda mengatasi kesulitan tersebut?	1.2.2	Mengetahui cara dosen mengatasi kesulitan dalam membimbing skripsi
1.3 Develop teaching				1.3 Mengetahui cara dosen dalam pembuatan RPS dan bahan ajar hingga kesulitan dan cara mengatasinya	
1.3.1	Pembuatan RPS	1.3.1	Sebelum mengajar, apakah anda membuat RPS?	1.3.1	Mengetahui cara dosen dalam pembuatan RPS
1.3.2	Kesulitan membuat RPS	1.3.2	Kesulitan apa yang anda alami ketika membuat RPS?	1.3.2	Mengetahui kesulitan yang dialami dosen dalam pembuatan RPS
1.3.3	Caranya mengatasi kesulitan membuat RPS	1.3.3	Bagaimana anda mengatasi kesulitan tersebut?	1.3.3	Mengetahui cara dosen mengatasi kesulitan dalam pembuatan RPS
1.3.4	Pembuatan materi ajar	1.3.4	Bagaimana anda membuat materi ajar?	1.3.4	Mengetahui cara dosen dalam pembuatan materi ajar
1.3.5	Kesulitan membuat materi ajar	1.3.5	Kesulitan apa yang anda alami ketika membuat materi ajar?	1.3.5	Mengetahui kesulitan yang dialami dosen dalam pembuatan materi ajar
1.3.6	Cara mengatasi kesulitan membuat materi ajar	1.3.6	Bagaimana anda mengatasi kesulitan tersebut?	1.3.6	Mengetahui cara dosen mengatasi kesulitan dalam pembuatan materi ajar

3.1.1	Jenis pengabdian masyarakat yang sudah dilaksanakan	3.1.1	Jenis pengabdian masyarakat apa yang sudah anda laksanakan?	3.1.1	Mengetahui jenis pengabdian masyarakat yang sudah dilaksanakan dosen
3.1.2	Jenis pengabdian masyarakat yang akan dilaksanakan	3.1.2	Jenis pengabdian masyarakat apa yang akan anda laksanakan?	3.1.2	Mengetahui jenis pengabdian masyarakat yang akan dilaksanakan dosen
3.1.3	Peran pengabdian masyarakat	3.1.3	Peran apa yang anda laksanakan dalam pengabdian masyarakat?	3.1.3	Mengetahui peran dosen dalam pengabdian masyarakat
3.1.4	Menulis proposal dan laporan pengabdian masyarakat	3.1.4	Bagaimana anda membuat penulisan proposal dan laporan pengabdian masyarakat?	3.1.4	Mengetahui penulisan proposal dan laporan yang dibuat dosen dalam pengabdian masyarakat
3.1.5	Menulis publikasi hasil pengabdian masyarakat	3.1.5	Bagaimana anda menulis publikasi hasil pengabdian masyarakat?	3.1.5	Mengetahui penulisan publikasi yang dibuat dosen dari hasil pengabdian masyarakat



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Advisor : Dr. Endah Yulia Rahayu, M.Pd.
Proposal title : Exploring the experience of novice ELT lecturers to build their professional identity based on *Tri Dharma Perguruan Tinggi*

No	Dates	Materials	Advisor
1	3 – 11 – 2022	Pengambilan data	
2	3 – 12 – 2022	Analisis data	
3	5 – 12 – 2022	Analisis data	
4	10 – 12 – 2022	Revisi analisis data	
5	18 – 12 – 2022	Revisi analisis data	
6	28 – 12 – 2022	Revisi bab 3 dan bab 2	
7	4 – 01 – 2023	Revisi bab 3	
8	7 – 01 – 2023	Revisi bab 3 dan menulis bab 4	
9	13 – 01 – 2023	Revisi bab 4	
10	18 – 01 – 2023	Revisi bab 4	
11	20 – 01 – 2023	Revisi bab 4 dan menulis bab 5	
12	26 – 01 – 2023	Revisi bab 5	
13	01 – 02 – 2023	Revisi bab 5	
14	02 – 02 - 2023	Revisi abstrak	

The thesis supervisions have been completed on 6th February 2023

Acknowledged by:



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THESIS REVISION FORM

Student's name : Zizanatin Nur Lailia
Reg. No : 195300092
Department : English Education Department
Thesis Examination : 17th February 2023.
Date :
Thesis Title : Exploring the experience of novice ELT
lecturers to build their professional identity
based on *Tri Dharma Perguruan Tinggi*
Examiner 1 : Rahmad Hidayat, S.S., M.A.
Examiner 2 : Dr. Endah Yulia Rahayu, M.Pd

No	Revision	Examiner I	Examiner II
1	abstract		
2	Table of content		

The deadline for the corrected or revised thesis: two weeks after the thesis examination.

Examiner 1

Rahmad Hidayat, S.S., M.A.

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Examiner 2

Dr. Endah Yulia Rahayu, M.Pd

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