

Chapter Four

Finding and Discussion

In this chapter, the researcher reports the findings based on the data analysis and the discussions of the findings. The research findings show the data obtained from the analysis results to see students' perception on the characteristics of an effective English language teacher in millennial era. There were four main characteristics found in this study. The findings are based on categorization of effective English language teacher by Dincer, Goksu, Takkac, and Yazici (2013) which involves socio-affective skills, pedagogical knowledge, subject-matter knowledge, and personality characteristics. Moreover, in the sub-chapter, the scholars' arguments are provided to support the findings.

Socio-Affective Skill

Socio-affective skill is one of main characteristics of an effective English language teacher. Based on four participants' views, there were four findings related to socio-affective skill of an effective English language teacher in millennial era. To be effective in teaching millennial students, the teacher should be able to enhance the students' motivation, create good classroom atmosphere, have good relation with the students and other teachers, and understand the students' character. Each point of socio-affective skill is explained in the following paragraphs.

Enhancing students' motivation. For the first finding related to socio-affective skill, an effective English language teacher in millennial era should be able to enhance students' motivation. It was found from Ratu's statement. She

said “an effective English language teacher should be able to motivate students to learn because it could increase the students’ motivation in learning and allow them to follow the teaching and learning activities as well” (P1.8). The finding showed that one of the aspects to be an effective English language teacher in millennial era was a teacher’s capability to enhance the students’ motivation to learn. For the reason, it was able to enhance students’ motivation to learn in order to give positive impact to the students in teaching and learning process which could affect on their learning performance. From the statement mentioned, it could also help the students to achieve their learning achievement. Therefore, Ratu’s statement was in line with Shishavan (2010) who stated that an effective English language teacher is a teacher who can increase the students’ motivation. Also, motivating students to learn is crucial as effective teacher (Arikan, Taser, & Sarac-Suzer, 2008). Besides, According to Payne and Berry (2011) one of the ways to increase millennial students’ motivation in learning is a teacher should utilize internet and multimedia into all aspects of education. Hence, an effective English language teacher in millennial era should be able to utilize technology in teaching and learning activities to increase students’ motivation to learn. It is because motivation is an essential aspect in learning English for millennial students. Also, it can influence their learning achievement to achieve good result.

Creating good classroom atmosphere. In the second finding related to socio-affective skill, the effective teacher should create good classroom atmosphere. In regards to the statement mentioned, it was about how the teachers make students feel comfortable during learning activities in the classroom. This

point was found by Rati. She stated “an effective English language teacher in millennial era is a teacher who can create good classroom atmosphere to make students dare to ask the teacher in teaching and learning process” (P2.3). From the statement showed, good classroom atmosphere as a comfortable class that could make the students feel comfortable to learn during teaching and learning activities in the classroom. Also, it could make the students feel comfortable to ask about the lesson to the teacher.

Those statements mentioned were relevant to Dincer, Goksu, Yazici, and Takkac (2013) who said that an effective English language teacher should be able to create stress-free classroom atmosphere to make learning activity to be more relaxing. In addition, Harper and Jong (2009) pointed out that an effective English language teacher should ensure a welcoming classroom environment for the students. Therefore, from the statements showed, it is important for the teachers in millennial era to ensure that their classroom atmosphere is good for millennial students in order to make them enjoy and feel comfortable to join the class. It is because millennial generation is ministry implications where the people in social community needs to accept and trait them well as their friends to make them feel comfortable (Marcadante, 2008). Hence, it will make them enjoy the class. Also, it aims to make teaching and learning process run well.

Having good relation with the students and other teachers. Regarding the third finding related to socio-affective skill, an effective teacher should have good relation with the students and other teachers. This point was stated by Rina and Rini. They said that an effective English language teacher should have good

relation with the students and other teachers as fellow teachers. Rina said “an effective teacher is a teacher who have good relation with students because it can make the teaching and learning process run well. Besides, it can ease the students to receive the lesson well” (P3.8).

In addition, Rini explained “a teacher should have closeness to the students. Making closer the students, the teacher gave the feedback on students’ learning performance such as giving a feedback to other students after doing the assignment because it can help the students develop their learning ability” (P4.10). Furthermore, Rini stated “an effective teacher should have good relation with the other teachers. Good relation with the other teachers is able to affect teachers’ teaching performance because as fellow teachers, they can share their teaching experiences on how to manage students in the class well. Besides, as fellow teachers, they can support each other to have good teaching quality” (P4.13).

From those three participants’ statements above, those showed that the effective English language teacher in millennial era should have good relation with the students and other teachers because it could bring some advantages. Firstly, when a teacher had good relation with students, it could make the teaching and learning process run effectively. Also, it could help the students to receive the lesson easily in order to develop their proficiency which could give the positive impacts on students’ learning achievement. Secondly, when a teacher had good relation with the other teachers, it could help them to support to improve their teaching performance one another in order to gain good teaching

quality. Rina's and Rini's statement was in line with Dincer, Goksu, Takkaz, Yazici (2013) who believed that good relationship with students and fellow teachers comes up as a crucial feature of an effective English language teacher. Similarly, Korkmaz and Yavuz (2011) also believed that to be an effective teacher, she/he should have harmonious relationship with people. To conclude, having good relation with the students and other teachers arises as one of crucial aspects to be an effective English language teacher in millennial era because as we know that millennial generation is open-minded and sociable person. Also, it can give the positive impacts on students' learning performance and teacher's teaching quality.

Understanding the students' character. Related to the finding of socio-affective skill, an effective English language teacher in millennial era should understand students' character. This point was found by Rini's statement. She said "I think an effective teacher is a teacher who can understand students' characteristics through their problem in learning. Also, it can make the students feel comfortable to the teachers" (P4.11). She explained that understanding the students led to the teacher who knew the students' characteristics in their ability and learning problems. Besides, if the teachers understood their students' character, it could make them feel comfortable to the teachers in order to communicate during teaching and learning process in the classroom activity.

The participant's statement was in line with Dincer, Goksu, Takkac, and Yazici (2013) who stated that an effective English language teacher is a teacher who knows how to approach students related to their problems during teaching

and learning process. In addition, Kormaz and Yavuz (2011) also pointed out that the teacher should understand students' feeling. From those statements mentioned, it can be inferred that to be an effective English language teacher in millennial era she/he should understand how to approach the students by knowing their characters because millennial generation is independent, well-educated, confident, upbeat, open-minded, sociable, technically literate, adverse to slowness, and highly informed (Broadbridge, Maxwell, & Ogden 2007). Also, the teacher should know their learning ability, learning problems, and feeling during class activities. It is to gain successful teaching and learning process. Besides, it can also make the students feel comfortable during teaching and learning activities in the classroom.

Pedagogical knowledge

The second main characteristic of an effective English language teacher in millennial era was teacher's pedagogical knowledge. Based on participants' views, there were seven findings related to pedagogical knowledge such as effective teacher should give feedback, have good ability in explaining the lesson, ensure students' understanding about the lesson, have lesson plan, utilize and apply technology, write reflection, and control class activities. Hence, each characteristic of pedagogical knowledge is explained in the following paragraphs in detail.

Giving a feedback. For the first finding related to pedagogical knowledge, an effective English language teacher in millennial era should give a feedback. Regarding the statement mentioned, the effective teachers were

supposed to give a feedback to the students related to their learning progress. This finding was revealed from two participants' statement. The first statement came from Ratu. She said "a teacher should give a feedback to the students because it is important for students to know their strengths and weaknesses in learning" (P1.9). Furthermore, Rini stated "I think an effective teacher is a teacher who gives a feedback to the students such as the teacher should give feedback to students about their presentation performance and clarify their misunderstanding about the lesson. Besides, if teacher gives a feedback to students' learning performance, it can enhance students' motivation to learn. However, I hope that in giving a feedback the teachers should tell in an appropriate way or use polite languages" (P4.15).

Ratu's and Rini's statements showed that giving a feedback on the students' learning performance is important for students because it can increase their motivation in learning. Besides, through feedback, the students are able to improve and develop their ability in order to gain good learning result. However, in giving a feedback, the teachers should be able to tell the students in a good way using polite languages. Those two participants' statements were relevant to Korkmaz and Yavuz (2011) who believed that one of crucial competencies of effective teachers is ability to evaluate the students' learning achievement in giving a feedback. Similarly, Dincer et al (2013) also mentioned that an effective teacher should guide the students with informational feedback about the learning progress. Hence, an effective teacher in millennial era is believed as a teacher who can evaluate and give the feedback to the students related to their learning

performance in the classroom. However, in millennial era, the teacher should be able to give a feedback in a good way such as using polite languages because millennial generation is known as a sheltered generation where the people should be careful when communicating with them.

Having good ability in explaining the lesson. Regarding the second finding related to pedagogical knowledge, an effective English language teacher in millennial era should have good ability in explaining the lesson. Three participants stated that an effective English language teacher should have good ability in explaining the lesson. This idea could be seen from Ratu's, Rati's, and Rina's statement. Ratu stated "I like a teacher who can deliver the lesson clearly using comprehensible words and give example related to the lesson because it will ease the students to understand the lesson" (P1.10).

Furthermore, Rati stated "an effective English language teacher is a teacher who should be able to explain the difficult lesson clearly and briefly because if a teacher can deliver the lesson clearly and briefly, it will ease the students to understand the lesson" (P2.1). Similarly, Rina said "an effective teacher should be able to explain the lesson clearly and organize to make the students understand the lesson" (P3.2). From the participants' statements mentioned, an effective English language teacher in millennial era is a teacher who can deliver the lesson as clear as possible in a simple and comprehensive way using comprehensible words and giving an example related to the lesson. Besides, a teacher also should explain the lesson in a good sequence in order to ease the students to understand the lesson and be able to receive it well. Likewise, the participants' statements

were relevant to some previous study. Betson et al (2001) as cited in Arikan et al. (2008) believed that effective teachers should be able to offer the lesson to the students in a way which is clear and comprehensible.

Similarly, Korkmaz and Yavuz (2011) asserted that the effective English language teachers are supposed to be able to transfer their knowledge to students in a comprehensive way. Besides, an effective English language teacher should have certain abilities to explain the lesson (Dincer, Goksu, Takkac, & Yazici, 2013). For example, the teachers should have appropriate teaching strategy. As Flores (2015) pointed out that a language teacher in millennial era should be aware and have appropriate strategies in teaching millennial students that can increase their motivation and persuade them to acquire second language. One of the strategies is applying technology in teaching and learning process (Flores, 2015). Therefore, an effective English language teacher in millennial era should have appropriate strategy in explaining the lesson to help the students understand the lesson well such as using and applying technology in teaching and learning activities. Also, in regards to the appropriate strategy in explaining the lesson, the teacher should be able to deliver the lesson clearly and detail using a simple way for the students to ease the students in understanding the lesson.

Ensuring the students' understanding about the lesson. Related finding to pedagogical knowledge as the third finding, an effective English language teacher in millennial era should ensure the students' understanding about the lesson. This finding is revealed from Ratu's statement. She said "I like a teacher who always ensures the students' understanding about the lesson which she/he explains.

Besides, a teacher should also ask each student who do not understand and make them feel free to ask about the lesson” (P1.11). In addition, she explained “a teacher should make sure that their students understand the given instruction and be able to explain the instruction more than once until the students really understand the instruction and know what they should do.” (P1.13). Based on the statements mentioned, it was important for an effective teacher to ensure the students’ understanding about the lesson by asking the students who still did not understand the lesson and made them dare to ask to the teacher. Besides, it could be good if a teacher explained the lesson and instruction more than once until the students really understood about it.

Ratu’s statements were in line with Harper and Jong (2009) who stated that an effective English language teacher should know how to make clear instruction through some strategies. Also, a teacher should have ability to decrease students’ anxiety (Shishavan, 2010). Hence, it can be concluded that an effective English language teacher in millennial era is a teacher who makes sure that the students really understand the lesson and instruction given more than once explanation. Whereas, the teacher in millennial era is supposed to implement student-centered approach (SCA) in the classroom, where the teachers as facilitator for the students in teaching and learning process. However, the participants argued that the teacher in millennial era should be able to explain the lesson and instruction more than once. Therefore, it showed that the teacher in millennial era also needs to ensure the students’ understanding about the lesson and instruction given.

Besides, a teacher should know how to approach the students in making them feel free to ask the teacher about the lesson being taught in the classroom.

Having the lesson plan. Regarding the finding related to pedagogical knowledge, an effective teacher should have lesson plan. This finding was found from three participants' statement. They were from Ratu's, Rati's, and Rini's statement. They said that an effective teacher should have lesson plan. Ratu stated "a teacher should have lesson plan because it will help the students to know what they will do in each class activity and make us to prepare before the class" (P1.15). Similarly, Rati pointed out "an effective teacher is a teacher who has syllabus and course design to make teaching and learning activity to be more organized" (P2.5).

In addition, Rini stated "effective teachers should have lesson plan to make the students know what will be learnt in the class because lesson plan comes up as a guideline in teaching and learning process" (P4.6). They explained the advantages of teachers who had lesson plan. Firstly, the lesson plan made the teaching and learning activities become more organized. Secondly, the students could know what activities could be done in the class and make them to be well prepared about the lesson. Those three statements were relevant to Haryadi (2018) who pointed out that an effective English language teacher is a teacher who use and apply the materials written in the lesson plan. Besides, according to Arikan (2010), it is necessary for the teachers to use lesson plan in teaching and learning process to create conducive learning. However, having a lesson plan is one of the characteristics of an effective English language teacher which also

appears in the previous generations. In addition, the activities written in the lesson plan should be various and suitable with millennial students demand. Therefore, from the statements mentioned, the lesson plan is necessary in teaching and learning activities because through lesson plan, a teacher can create teaching and learning process run effectively.

Utilizing and applying the technology. Related finding to pedagogical knowledge, an effective English language teacher in millennial era should utilize and apply technology. It could be seen from the participants' statements which they had the same ideas if an effective English language teacher in millennial era should be able to utilize and apply technology in teaching and learning activities. Ratu stated "a teacher in millennial era should apply the technology in teaching and learning process using games to make students feel interested in joining the class, and it can also increase their motivation to be active in teaching and learning activity because today students are interested to use the technology" (P1.17).

Moreover, Rani pointed out "effective teachers in millennial era should be able to use technology in teaching and learning activities because in this era, the teachers cannot use old teaching media only using a whiteboard and marker. However, today teachers should be able to apply the technology in teaching and learning activity" (P3.4). In addition, Rini said "an effective teacher in millennial era should be able to utilize and apply technology in teaching and learning activities using YouTube video, prezi, canva, kahoot, and story bird as the teaching Medias. It is to make the students feel fun and to increase their

motivation to learn. Besides, it can also make the students become more focused to follow teaching and learning activity in the classroom” (P4.4).

Ratu, Rina, and Rini mentioned that the example of technology which could be used in teaching and learning process. They mentioned some media which the teachers should be able to apply it. These Medias were divided into two core categories namely visual media and audio-visual media. Visual media used the power point presentation, prezi, canva, and story bird. Moreover, in audio-visual media, the teacher could utilize YouTube video. Also, a teacher could use games as teaching media in the classroom. They claimed that if a teacher applied those teaching media, it could make the students to be more interested to follow the class, increase their motivation to learn, make them enjoy the class, make learning activities become more fun, and ease the students to understand the lesson.

Those statements above were in line with Takhre and Takhre (2015) who said that learning media for today students is technology using Smartphone, and others multi-media devices. Similarly, Dincer, Goksu, Yazici, and Takkac (2013) stated that an effective English language teacher is a teacher who integrates the technology in teaching and learning process. Furthermore, the effective teacher should be able to incorporate games into teaching and learning process (Arikan, Taser, & Sarac-Suzer, 2008). Besides, Payne, and Berry (2011) pointed out that to increase millennial students’ motivation in learning, it is believed to utilize internet and multimedia into all facets of education.

Therefore, from the statements mentioned, it can be concluded that

technology is essential to teach the students of millennial generation. Then, the teacher should be able to utilize and apply it in teaching and learning activities using video, games, and other multi-media devices. For the reason, when the teachers apply technology in their teaching activities, it can give several advantages in teaching and learning process. For example, the students become more interested in joining the class, increase their motivation to learn, make them enjoyable in learning activities, and ease the students to understand the lesson.

Giving the opportunity to students to write a reflection. In regards to the finding related to pedagogical knowledge, an effective teacher should give opportunity to the students to write a reflection. This finding could be seen from Rati's statement. Rati said "I like a teacher who gives opportunity to the students to write a reflection because through writing a reflection, the students can tell the teachers about their opinions about teachers' teaching performance as the way they explain the lesson and class atmosphere during teaching and learning process. Thus, the teachers can get positive feedback from the students to enhance their teaching quality" (P2.4).

Rati explained that she like teachers who give the opportunity to the students to write a reflection where they can share their opinions and suggestion to the teachers' teaching performance. Rati's statement was similar to Arian (2010) who believed that teacher should be able to value and respect students' judgments. In addition, Korkmaz and Yavuz (2011) pointed out that the effective teachers should know how to develop their teaching ability as a teacher. Therefore, from the statement mentioned, it is important to give opportunity to

the students to write a reflection because it gives the positive impact on teachers' teaching performance. However, in millennial era, the teachers can utilize technology as a platform for the students to write a reflection. Besides, the teachers should be able to respect students' opinion and evaluate their teaching performance in order to improve their teaching quality in the classroom.

Controlling class activities. For the last finding related to pedagogical knowledge, an effective teacher should control class activities. This finding was found by Rini. She said "an effective teacher is a teacher who controls learning activities in the classroom. For instance, when teaching and learning activity especially in doing a group work, the teacher should control the students' progress to move around the class in order to control each group through the discussion activity. Also, it is to make sure that the students understand about the learning topic. Besides, the teacher can also give a feedback to each group related to their work" (P4.14). Rini explained that an effective teacher should be able to control class activities during the teaching and learning process in the classroom by moving around the class to make sure that the students understand about the learning topic and give a feedback on their group work.

Rini's statement was in line with Sharp (2006) who said that in millennial era, it is believe that a new role of teachers is guiding, mediation, modeling, and coaching active learners (in Keengwe & Georgina, 2013). To sum up, an effective English language teacher in millennial era should be able to control students' activity during teaching and learning process.

Subject-Matter Knowledge

The next main characteristic of an effective English language teacher in millennial era was related to subject-matter knowledge. Based on four participants, there were two findings related to subject-matter knowledge. In the findings, the effective teacher should be knowledgeable and master on English . Therefore, those two findings are explained in the following paragraphs in detail.

Being knowledgeable. For the first finding related to subject-matter knowledge, an effective teacher should be knowledgeable. This finding was found by Ratu. She stated “an effective teacher is a teacher who is knowledgeable because having the knowledge is really important for teachers. When a teacher is knowledgeable, it makes she/he to be able to answer every question of the students related to the lesson. Besides, when I have teacher who is knowledgeable, he/she can motivate me to be a knowledgeable person” (P1.7). She also explained that effective teachers should be knowledgeable because it is important to make them to be able to answer every student’s question in the classroom. Also, when she has knowledgeable teachers, it can increase her motivation to be knowledgeable person.

Ratu’s statement was relevant to Arikani, Taser, and Srac-suzer (2008) who stated that an effective English language teacher is a teacher who has good knowledge. In addition, Dincer et al (2013) believed that the more teachers are knowledgeable, the more effectively they can teach and the more successful result will be gained. Therefore, being knowledgeable is important for every teacher to be knowledgeable because when they have good knowledge, it can

make them be able to teach the students effectively and help the students to be knowledgeable person.

Mastering English. Based on the second finding related to subject-matter knowledge, an effective English language teacher should master English. This finding was found from Ratu's, Rati's, Rina's, and Rini's statements. They said that an effective English language teacher should master English such as vocabulary, pronunciation, and grammar. Ratu pointed out "an English language teacher should master the English language including vocabulary, pronunciation, and grammar" (P1.16). Furthermore, Rati stated "an English language teacher should have correct pronunciation because she/he comes up as students' role model. Then, when she/he pronounces the word correctly, the students will be able to pronounce in a correct way too" (P2.9). In addition, she said "an effective English language teacher should also have correct grammar because she/he becomes the students' role model" (P2.10).

Besides, Rani stated "an effective teacher should really understand the subject that she/he has taught. For example, if we teach English subject, we should really understand about it" (P3.7). Moreover, Rini said the same idea, she said "an effective teacher should understand the lesson which she/he taught because when teacher really understands the subject, it eases them to deliver the lesson to the students well" (P4.5). In addition, she stated "an effective English language teacher is a teacher who has correct pronunciation. For the reason, as student when a teacher has correct pronunciation, I can imitate the way she/he pronounces the word" (P4.16).

Moreover, all of the participants explained that an effective English language teacher in millennial era should master English. They should really understand English subject including vocabulary, pronunciation, and grammar because it will ease them to transfer the knowledge to the students. Moreover, they explained the reasons why an English language teacher should have correct pronunciation and grammar. As the reason, the teacher becomes the students' role model that they can imitate the teacher on how to pronounce and write the word correctly. That way, when the teachers have correct pronunciation and grammar, it helps the students to improve their English proficiency. The statements mentioned were relevant to some previous researchers' statement. As mentioned by Dincer et al (2013), the effective teachers should master the specific subject. Similarly, Arikan (2010) mentioned that it is important for an effective teacher to be knowledgeable on her/his specific field. In addition, Arikan et al (2008) said that effective English language teachers are supposed to have correct pronunciation. Besides, they should be able to write in English well (Shishavan, 2010). Therefore, an effective English language teacher in millennial era is a teacher who masters on English subject through vocabulary, pronunciation, and grammar which can give positive impact on students' English proficiency.

Personality Character

The last main characteristic of an effective English language teacher in millennial era was teacher's personality characters. Based on four participants' views, there were several findings related to personality character such as being smart, care, friendly, discipline, creative, kind, patient, humorous, responsible,

open-minded, and professional. Thus, each point of personality character is explained in the following paragraphs.

Being smart teacher. For the first finding related to personality character, an effective teacher should be smart. This finding was found from Ratu's statement. She said "a teacher should be smart. She/he should be smart in three aspects such as the knowledge of the subject, knowing how to manage time, and understanding how to manage class activities. Besides, when teacher is smart, he/she can increase he students' motivation to be smart people as well" (P1.5). Ratu explained that an effective English language teacher in millennial era should be smart. She/he must be smart in three aspects such as on the knowledge of the subject, time management, and classroom activity management. Moreover, Ratu claimed that if she has a smart teacher, she can enhance her motivation to be smart as well.

Ratu's statement was similar to Arikan, Taser, and Srac-suzer (2008) who stated that an effective English language teacher is a teacher who has good knowledge of English. Besides, an effective English language teacher should also be able to increase the students' motivation (Shishavan & Sadeghi, 2010). To conclude, an effective English language teacher in millennial era should be smart because she/he can gives positive impact on their teaching performance and students' motivation in learning.

Being caring teacher. Related to the third finding related personality character, an effective teacher should be caring. This finding was found from Ratu and Rini. They said that an effective English language teacher in millennial

era is a teacher who really cares to her/his students. Ratu stated “I hope I have a teacher who really cares to students knowing all the students’ name because it will increase students’ motivation to join her/his class” (P1.6). Similarly, Rini said “a teacher must care to the students and should know how to approach the students to know whereas they have problems in learning or no” (P4.12).

Ratu and Rini explained that effective teachers should know how to approach the students by getting to know the students’ name and ask about their learning problems in order to create good relationship between teacher and students. Also, when teacher cares to the students, the students can increase their motivation to follow teaching and learning activities. Those statements mentioned were relevant to Dincer, Goksu, Takkac, and Yazici (2013) who believed that to be an effective English teacher, a teacher must care to the students. Similarly, Arikan, Taser, and Sarac-Suzer (2008) believed that an effective teacher is a caring person. It showed that caring to students is essential characteristic to be an effective English language teacher in millennial era because it can give the positive advantages to students related to their learning motivation.

Being friendly teacher. For the fourth finding related to personality characteristics, an effective teacher should be friendly. This finding was found from Rati’s, Rina’s, and Rini’s statement. They mentioned that an effective teacher should be a friendly person. Rati stated “effective teachers should be friendly because it is to make students feel comfortable to them. For example, when we need to tell something related to their teaching performance, it makes us feel free to tell it” (P2.6). In addition, Rani said “effective teachers should be

friendly because if teacher is friendly, it makes me feel comfortable to discuss with them” (P3.10).

Similarly, Rati had the same idea. She said “effective teachers should be friendly to students because it can make the students feel comfortable to them” (P4.17). They explained that when teacher is a friendly person it can make them feel comfort to the teachers and dare to ask anything. Besides, it also makes them dare to tell the teachers related to their teaching performance in the classroom. The statements mentioned was in line with Arikan, Taser, and Sarac-Suzer (2008) who said that to be an effective teacher, she/he should be friendly to students. In addition, Shishavan and Sadeghi (2009) stated that a teacher should know how she/he behaves towards the students. Therefore, from the statements mentioned, it can be concluded that an effective teacher should be friendly because when she/he becomes friendly, the students will feel comfortable to them. Also, it can influence the students toward teaching and learning activities in the classroom better.

Being discipline teacher. Based on the finding related to personality character, an effective teacher should be discipline. This finding was found from Ratu’s and Rini’s statement. They said that an effective English language teacher should be a discipline person. Ratu stated “a teacher should be discipline in some aspects. For example, she/he should be on time to come to the class. Also, the teacher should make the students become discipline people such by giving the criteria on how to dress when joining the class and determining the time to submit the assignments” (P1.14).

In addition, Rini said “I think an effective teacher is a discipline person because if teacher is discipline, it will help the students to be discipline like her/him” (P4.8). Ratu explained that an effective teacher should be discipline in all aspects by coming on time to the class. Besides, a teacher should make the students to be discipline such as giving the criteria to students on how to dress when coming to the class and determining the assignments due date. Furthermore, Rini claimed that if she has a teacher who is discipline, it will help the students to be a discipline person.

Similarly, Walker (2008) claimed that one of characteristics of an effective English language teacher is the one who starts the class on time. Moreover, according to Harper and Jong (2009), an effective English language teacher is a teacher who should be able to give clear instruction to students. Hence, a teacher should be discipline to make teaching and learning activity run well. Also, when a teacher is discipline, it can make the students to be discipline person as well. Therefore, being discipline is important for teacher and students.

Being creative teacher. Regarding the finding related to personality character, an effective English language teacher in millennial era should be creative. Ratu said “a teacher in millennial era should be creative. Also, the teacher should be able to apply appropriate teaching and learning strategies in class in order to make learning activities be fun” (P1.18). She explained that an effective English language teacher in millennial era should be creative in explaining the lesson using the appropriate teaching and learning strategies to make learning activities become more fun for the students. As mentioned by

Arikan et al (2008), he stated that an effective English language teacher is a teacher who becomes creative person to teach the students. Besides, an effective teacher should be able to have the innovation to their teaching strategies (Arikan, Taser, & Sarac-Suzer, 2008). From the statement mentioned, it can be concluded that to be an effective English language teacher in millennial era, the teacher should be creative in applying teaching and learning strategies in the classroom which is appropriate to the students and class situation. Thus, it is to make the students feel enjoyable in attending the class activities.

Being kind teacher. Related to finding of the personality character, an effective teacher should be kind. This finding was found Ratu's and Rati's statement. They claimed that an effective English language teacher in millennial era should be kind to the students. Ratu stated "a teacher must be kind because if she/he is fierce, it will make the students feel afraid to ask about the lesson" (P1.19). Moreover, as Ratu's statement, Rati said "a teacher must be a kind person because if she/he is kind, it will make the students feel comfortable to follow learning activities" (P2.11).

Moreover, Ratu and Rati explained that an effective teacher should be kind because it aims to make the students dare to ask about the lesson in the classroom. Besides, it also will make the students feel comfortable to join the class. From the statements mentioned, it was in line with the previous study conducted by Dincer, Goksu, Takkac, and Yazici (2013) who stated that an effective English language teacher is a kind person. Besides, an effective teacher should not be authoritative to the students (Arikan, Taser, & Sarac-Suzer, 2008).

Therefore, an effective English language teacher in millennial era should be kind because it will make the students feel comfortable to follow teaching and learning activity. Also, it can make the students dare to ask the lesson during teaching and learning process.

Being patient teacher. Regarding the finding related to personality character, an effective teacher should be patient. From the statement mentioned, Ratu and Rati said that an effective English language teacher in millennial era should be able to teach the students patiently. Ratu stated “a teacher must be patient where she/he should be able to control their emotions” (P1.20). Similarly, Rati stated “a teacher must teach the students patiently because each student has different ability in receiving the lesson. Therefore, the teacher should be patient to deliver the lesson more to the students until they really understand the lesson” (P2.7).

Ratu and Rati explained that an effective English language teacher in millennial era should be patient in some aspects to control emotions while teaching and deliver the lesson patiently. Those statements were similar with Dincer, Goksu, Takkac, and Yazici (2013) who said that an effective English language teacher should be a patient person to teach the students. From those statements mentioned, an effective English language teacher is supposed to be patient in explaining the lesson to the students in the classroom.

Being humorous teacher. Based on the finding related to personality character, an effective teacher should be humorous. This finding was found from three participants' statement, Ratu's, Rati's, and Rini's statement. They stated

that an effective teacher should have sense of humor. Ratu said “effective teachers should have sense of humor to make teaching and learning activity become more fun because it can increase students’ motivation to learn and be enthusiast to follow teaching and learning activities” (P1.21).

Similarly, as Ratu’s statement, Rati stated “a teacher must have sense of humor to increase the students’ motivation to learn” (P2.8). In addition, Rini pointed out “an effective teacher is a humorous teacher. I think if teacher is humorous, it will make the students feel comfortable and not to feel bored to follow learning activities in the classroom” (P4.9).

They explained the reasons why an effective English language teacher in millennial era must have sense of humor. Firstly, the sense of humor can increase students’ motivation to learn. Secondly, sense of humor can enhance students’ learning interest and become more enthusiastic to follow teaching and learning activities. Besides, when a teacher has sense of humor in teaching, it makes the students feel comfortable, and they feel fun during classroom activities.

Those participants’ statement was similar to Kormak and Yavuz (2011) who believed that an effective English language teacher should have sense of humor. Similarly, Arikan et al (2008) pointed out that to be an effective teacher, she/he should be a humorous person. Hence, an effective teacher should be a humorous person because it can give positive impact on teaching and learning process as well as on the students’ academic achievement.

Being responsible teacher. Related to the finding of the personality character, an effective teacher should be responsible. This finding was found

from Rina's and Rini's statement. They pointed out that a teacher must be a responsible person. As Rina stated, "a teacher must be responsible for what she/he teaches" (P3.9). In addition, Rini said "an effective teacher must be responsible for what she/he teaches. It assumed that a teacher should make students understand about the lesson" (P4.18). They explained that as the teachers, they should be responsible for what they teach, and they should be able to make the students understand the lesson taught in the classroom.

Similarly, Korkmaz and Yavuz (2011) asserted that an effective teacher should know how to act as a teacher. In addition, the teacher also should be able to deliver information to the students in a clear and comprehensible way (Betson et al 2001, as cited in Arikan et al., 2008). From those statements, an effective English language teacher is a teacher who is responsible for her/his work to make the students understand the lesson taught in the classroom.

Being open-minded teacher. Regarding the finding related to personality character, an effective teacher should be open-minded. This finding was found from Rina's statement. She said "an effective teacher must be open-minded and be able to do the discussion with students in sharing about the lesson and school activities" (P3.11). Rina explained that a teacher should be open-minded and be able to discuss with students related to the lesson, classroom, and school activities. Similarly, Arikan (2010) and Dincer et al (2013) believed that open-minded is one of crucial characteristics to be an effective teacher. Therefore, it is important for the teachers in millennial era to be open-minded for being able to discuss with the students outside the classroom.

Being professional teacher. Related to the finding of the personality character, an effective teacher should be professional. This finding was found from Rini's statement. Rini said "effective teachers must be professional when teaching. They should be able to differentiate their profession with personal problems" (P4.2). Rini explained that effective teachers should be professional with their profession. Also, they should be able to differentiate their profession with their own problems. Then, when the teachers have their own problems, they must still be able to do her/his profession well to deliver the lesson to the students as good as they can understand.

Rini's statement was similar to Korkmaz and Yavuz (2011) who stated that effective English language teachers should know how to act as a teacher. Besides, a teacher should know how she/he behaves towards the students (Shishavan & Sadeghi, 2009). Therefore, it can be concluded that effective teachers should be professional when teaching the students. Also, they should be able to differentiate between the profession and their own problems.