

**Students' Perception on the Characteristics of an Effective English Language
Teacher in Millennial Era**

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Approval Page

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Abstract

Millennial generation refers to people who grow in millennial era. Millennial era is an era of digital technology in which people in this era are close to technology and they were born in an era of instant access. This study aims to investigate students' perception on the characteristics of an effective English language teacher in millennial era. This study used qualitative research approach and provided descriptive qualitative design. Besides, this study was conducted at a private university in Yogyakarta. The participants of this study were four students of English Language Education Department (ELED) batch 2016. In collecting the data, this study used in-depth interview. In addition, the findings showed that in socio-affective skills, an effective English language teacher in millennial era should enhance students' motivation to learn, create good classroom atmosphere, have good relation with the students and other teachers, and understand students' character. Besides, in pedagogical knowledge, an effective English language teacher should give a feedback, have good ability in explaining the lesson, ensure students' understanding about the lesson, have lesson plan, utilize and applied technology, give opportunity to students to write a reflection, and control class activities. Moreover, in subject-matter knowledge, an effective English language teacher should be knowledgeable and master on English. Then, in personality characteristics, an effective English language teacher should be smart, caring, friendly, discipline, creative, kind, patient, humorous, responsible, open-minded, and professional.

Keywords: Millennial generation, effective teachers characteristics

Background of the Research

Millennial generation is a term for people who grow in millennial era. Millennial era is an era of digital technology in which people in this era are close to technology, and they were born in an era of instant access. Based on Olzewski (2016), millennial generation are those people who were born between the early 1980s to the early 2000s. Millennial generation is also known as generation Y (Mercadante, 2008). From those explanations mentioned, it can be identified that currently, millennial generations are either in high school, college, graduate school or in the workforce, and they are around 14 - 35 years old.

Millennial generation has some personal characteristics which are unique and different from their previous generations. Broadbridge, Maxwell, and Ogden (2007) mentioned that there are some key characteristics of millennial generation to differentiate them from the previous generations. Those key characteristics of generation Y are independent, well-educated, confident, upbeat, open-minded, sociable, technically literate, adverse to slowness, and highly informed.

On the other hand, Kelan and Lenhert (2009) stated that there are some characteristics based on the individual level. They said that people from generation Y becomes entrepreneurial thinkers, self reliant, ethnically-diverse, polite, curious and energetic, respectful to parents and grandparents, financially empowered, and conservative investors. However, millennial generation also has negative characteristic such as 'living with strong social stressors' (Kelan & Lenhert, 2009). Besides, Monaco and Martin (2007) stated that millennial generation has lack of critical thinking skill and unrealistic expectations.

In language teaching context, millennial era brings some effects on how the process of teaching and learning is conducted. Olzewski (2016) stated that the old ways of teaching are no longer suitable to teach today students. From the statement mentioned, the language teachers who teach millennial generation should find appropriate teaching media which is suitable with millennial students' characteristics and their learning preferences such as utilizing computer and internet in teaching and learning process. Therefore, in language teaching activity the teachers are required to implement media literacy or Information Communication Technology (ICT) so that they can utilize technologies very well in the language teaching activity. Besides, ICT makes millennial generation have the access to get in-depth information, than their previous generation (Foehr, 2006; Lenhart, Arafeh, Smith, & Macgill, 2008; Lenhart & Madden, 2005; Lenhart, Madden, & Hitlin, 2005; Rideout, Roberts, & Foehr, 2005 in Considine, Horton & Moorman, 2009). Besides, teachers also should use internet as one of language teaching media when they teach millennial students.

Furthermore, an effective language teacher in millennial era is a teacher who can develop content, pedagogy, and technology strategies at the same time (Pierson & McNeil, 2000). In addition, Takhre and Takhre (2015) stated that learning media for today students is the technology such as using Smartphone, and other multi-media devices. Also, Payne and Berry (2011) stated that to increase millennial students' motivation in learning, it is believed to utilize internet and multimedia into all aspects of education. Regarding the statement mentioned, an effective English language teacher is a teacher who can utilize technology, internet, and apply it in teaching and learning process in the

classroom for millennial generation. On the other hand, an effective English language teacher also should understand millennial students and the ways which they learn. Furthermore, an effective teacher for millennial generation is also a teacher who has various learning activities in teaching and learning process. Besides, millennial students prefer the activity in the classroom to collaborating, connecting, and creating social change (Pinder-Grover & Groscurth, 2009). Therefore, regarding the phenomena mentioned, the researcher is interested in conducting the research on identifying students' perception on the characteristics of an Effective English language teacher in millennial era.

Methodology

The study used qualitative approach. According to Creswell (2012), the qualitative research approach is used to explore a problem and develop a detailed understanding of a central phenomenon. Furthermore, Creswell (2012) stated that the qualitative research approach is appropriate to address a research problem in which the researcher does not know the variables and need to explore it. Therefore, the qualitative approach was appropriate to be used in this research because in this case, the researcher did not know the variables and wanted to investigate the participants' views about the characteristics of an effective English language teacher in millennial era.

In addition, the study used the descriptive qualitative design to gather the data. According to Merriam (1998), the descriptive qualitative design is a design under qualitative approach which can give in-depth understanding and rich description of the phenomenon under the researchers' study. Therefore, the reason why the researcher chose the qualitative approach as the design of the research

was because the researcher wanted to get detailed information about millennial students' perception on the characteristics of an effective English language teacher in millennial era.

Moreover, the study was conducted at a private university in Yogyakarta. There were four students of English Language Education Department (ELED) who became the participants of the study. To collect the data, the researcher used the interview as the method of data collection. In addition, this study adopted in-depth interview to gather the data because the participants of this research were supposed to answer the questions in detail.

Besides, from the interview, the researcher wanted to get wider and rich data. To support this interview, the researcher used open-ended items. The researcher utilized the open-ended items because the researcher determined the problem which should be investigated in this study. After collecting the data from the interview, the researcher analyzed the data. Analyzing the data intended to identify and find out the answers regarding the research question. There were some stages in data analysis namely transcribing the data, member checking, and coding the data.

Finding and Discussion

Socio-Affective Skill

Enhancing students' motivation. 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. It could also help the students to achieve their learning achievement. Therefore, the statement was in line with Shishavan (2010) who stated that an effective English language teacher is a teacher who can increase the students' motivation. 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.

Creating good classroom atmosphere. The second finding related to socio-affective skill, the effective teacher should create good classroom atmosphere. Good classroom atmosphere as a comfortable class that could make the students feel comfortable to learn during teaching and learning activities in the classroom. It was 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, It showed that 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 students and other teachers. There were two reasons why an effective English language teacher should have good relation with the students and other teachers. 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. It 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. An effective English language teacher in millennial era should understand students' character. 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 finding 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. Hence, 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

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. It 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. It was 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. An effective English language teacher in millennial era should have good ability in explaining the lesson. A teacher should be able to 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 finding was 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. An effective English language teacher in millennial era should ensure the students' understanding about the lesson. 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. The finding was 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. 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. An effective teacher should have lesson plan. It is because lesson plan has some advantages. 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. It was 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. An effective English language teacher in millennial era should utilize and apply technology. There were some media which the teachers should be able to apply in teaching and learning process.

These Media 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. Hence, 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.

It was 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. It showed 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. An effective teacher should give opportunity to the students to write a reflection. It enables students to share their opinions and suggestion to the teachers' teaching performance. It was similar to Arikan (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, 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. An effective teacher should control class activities. She/he 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. It 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

Being knowledgeable. Effective teachers should be knowledgeable. It is important to make the teachers to be able to answer every student's question in the

classroom. Also, when the students have knowledgeable teachers, it can increase their motivation to be knowledgeable person. It was relevant to Arikan, 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. An effective English language teacher in millennial era should master English. The teachers should really understand English subject including vocabulary, pronunciation, and grammar because it will ease them to transfer the knowledge to the students. 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. 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

Being smart teacher. An effective English language teacher in millennial era teacher must be smart in three aspects such as on the knowledge of the subject, time management, and classroom activity management. For the reason, a smart teacher can enhance students motivation to be smart as well. It was similar to Arikan, Taser, and Sarac-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. An effective English language teacher in millennial era should be caring. 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, it can increase their motivation to follow teaching and learning activities. It was 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. A friendly teacher can make the students feel comfort to the teacher and dare to ask anything. Besides, it also makes them dare to tell the teachers related to their teaching performance in the classroom. The finding 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. An effective teacher in millennial era should be discipline. She/he 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, a discipline teacher 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. An effective English language teacher in millennial era should be creative. She/he 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 all (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). Hence, 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. An effective teacher should be kind. For the reason, 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. 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. An effective English language teacher in millennial era should be patient in some aspects to control emotions while teaching and deliver the lesson patiently. It was 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. An effective English language teacher in millennial era should be humorous. She/he must have sense of humor in teaching. The reasons why an effective English language teacher 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. It was in line with 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. An effective teacher should be responsible. 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. 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. 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. It 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.

Conclusion

This study was aimed to investigate students' perception on the characteristics of an effective English language teacher in millennial era. In addition, this study is to find out the socio-affective skills, pedagogical knowledge, subject-matter knowledge, and personality characteristics of an effective English language teacher in millennial era.

This study used qualitative approach. Besides, to gather the data, the researcher used descriptive qualitative design. Moreover, this study was conducted at a private university in Yogyakarta. The participants of this study were four ELED students batch 2016. Furthermore, the researcher used in-depth interview as the method of data collection. Then, during the interview, the researcher and the participants used *Bahasa Indonesia*. Besides, in analyzing the data, the researcher did some stages namely transcribing, member checking, and coding.

Furthermore, based on the result of the study, the findings were categorized into four categories namely socio-affective skills, pedagogical knowledge, subject-matter knowledge, and personality characteristics. The categories are based on categorization of effective English language teacher by Dincer, Goksu, Takkac, and Yazici (2013).

In addition, there were four findings related to socio-affective skills. In socio-affective skills, an effective English language teacher in millennial era should be able to enhance students' motivation to learn, create good classroom atmosphere, have good relation with the students and other teachers, and understand students' character. Besides, there were seven findings related to

pedagogical knowledge. In pedagogical knowledge, an effective English language teacher should give a feedback, have good ability in explaining the lesson, ensure students' understanding about the lesson, have lesson plan, utilize and apply technology, give opportunity to students to write a reflection, and control class activities.

Moreover, there were two findings related to subject-matter knowledge. In subject-matter knowledge, an effective English language teacher should be knowledgeable and master English. Then, there were several findings related to personality character. In personality character, an effective English language teacher should be smart, caring, friendly, discipline, creative, kind, patient, humorous, responsible, open-minded, and professional. Therefore, the findings showed that those characteristics above are essential for an effective English language teacher in millennial era to gain effective teaching.

Implication

Considering the conclusion of the study, it implies that millennial era brings the different perception about the characteristics of an effective English language teacher. From the findings showed that effective English language teachers in millennial era are supposed to utilize and apply technology in teaching and learning activities. For the reason, utilizing and applying technology in teaching and learning activities can enhance students' motivation in learning. Besides, technology can also increase students' interest to join the class.

In addition, effective English language teachers in millennial era should have various teaching strategies which are suitable with millennial students' demand. Moreover, effective teachers in millennial era 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. Besides, the teachers should be open-minded and be able to discuss with students related to the lesson, classroom, and school activities outside the classroom.

However, the teachers in millennial era should maintain and improve several characteristics of an effective English language teachers that appear in previous generations. Those characteristics including; effective teachers should giving a feedback, having good ability in explaining the lesson, ensuring students' understanding about the lesson, having lesson plan, utilizing and applying technology, giving opportunity to students to write a reflection, controlling class activities, being knowledgeable, mastering English, being smart, being caring, being friendly, being discipline, being kind, being patient, being humorous, being responsible, and being professional.

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