APPENDICES

APPENDIX A

SAMPLE OF LETTER USEN IN GATHERING DATA

APPENDIX A

Research Plan

I am a graduate student at Chiang Mai Rajabhat University, and my major is Englis. Now I am doing a research study which is entitled 'The English proficiency of the hold front desk staff in communication with their guests in Chiang Mai'. I have chosen 5 hotels which have more than 300 rooms to be research targets, and your hotel is one of them. In the research, I need your help to do two parts which are the questionnaire survey (questionnaire forms) and the questionnaire interview survey (to record the conversation between and hotel front desk staff by using a tape recorder).

The result of this study will provide a better occupational understanding of English to hotel staff and offer practical suggestions on how to improve or expand English for the hotel industry in terms of skills, activities, topics, and other related aspects.

The proposed schedule for this research project is as following:

Questionnaire surve

- 1. The researcher vill deliver the questionnaire forms.
- 2. After the week the researcher will collect them from the hotel.

Quettionnaire interview survey

3 The researcher will come to the hotel and use a tape recorder to record the conversations between the researcher and the hotel front desk staff based on interview questionnaire forms.

Thank you very much for your time and assistance.

Please state the number of the hotel front desk staff in your hotel.

1.	Front desk managers:	
2.	Receptionists:	•
3.	Reservation clerks:	
4.	Telephone operators:	
5.	Front desk cashiers:	
6.	Total:	

Thank you very much for your time and assistance.

Researcher: Mr. Peng JinLon

Nationality: Chinese

Place of study: Chiang Mai Rajabhat University

Major: English

Cell phone: \\8/1-9218977

Address Chiang Mai Rajabhat University

APPENDUX B

SAMPLE QUESTIONNAIRE

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APPENDIX B

THE QUESTIONNAIRE

Instructions: This questionnaire is intended to study the English proficiency of the howl front desk staff in communication with their guests in Chiang Mai. Your answer will be compiled and analyzed to find methods to enhance the English language training for hotel front and staff.

Part 1	Canarai	Rackground

Inst	ruct	ions:	Please fill in the blanks and tick ($/$) in the parentheses provided below.
1.	Age	e:	
2.	Ger	nder:	
	() N	fale () Female
3.	At 1	he h	otel front desk, what is your position?
	()	Front desk manager
	()	Front desk cachie.
	()	Reservation clerk
	()	Telephone operator
	(A	Receptionist
4.	Nu	nber	of working years at your position: years
5	vo	ur hi	ghest educational achievement:
7	C)	Matthayom 6
	()	Vocational School
	()	Bachelor's degree
	()	Master's degree
	()	Doctoral degree

Part 2 English Proficiency in Communication with the Guests

Instructions: Please answer the following questions and fill them in as fully as possible in English.

	I tem		For Researche					
	Item	5	4	Jniy	2	_		
1.	A guest asks you how long ago the hotel has been built, but you do not	3	-	3	_			
	know the answer as you are still new to the city and the job. How can							
	you express that you don't know the answer or aren't sure what year it							
	opened?							
2.	You want to remind a guest that the Loy Kratong festival begins this							
	weekend. How can you say this?							
						ļ		
3.	A person calls from outside the hotel asking about its location. He	1						
	wants to know if your hotel is on Ratchapakinai Road, but your Lotel is not							
	on this road. How can you respond to his question?	1				ĺ		
4.	A guest asks you why the admission price for fo. eighters at many	-	T			T		
	tourist sites is much more expensive than fc. local people, but you aren't					İ		
	sure of the answer. How can you answer her?							
5.	How can you say that you ho, e your guest had a nice time and will		1					
	return again soor?	1						
				1				
				1				
6.	How can you t.'l a guest that you are looking forward to seeing him	+-	\top			╁		
1	again . ext ime?							
7.	A family staying at your hotel visited the Night Safari and you want to	\top			\top	†		
	ask them what they thought about it. How can you express this?							
8.	How can you ask a guest whether he wants a smoking room or a non-				1			
	smoking room?							
	<u></u>							

	One of your guests is only in town for a few days and he isn't sure	F	or R	esea	rche	r
	Item		(Only	,	
		5	4	3	2	1
9.	One of your guests is only in town for a few days and he isn't sure					
	what to do. How can you offer him a suggestion or two?					,,,
					٠,	
10.	The fitness room in the hotel is being repaired and is closed for 2 days.)	
	A guest asks you why the fitness room was locked this morning when he	4	C			
	went to exercise. How can you answer him?					
		Ì	1			
11.	You notice an elderly guest struggling to read some small words on a					
	map. How can you offer to help her read the small print?					
12.	A guest had mentioned that he might want a wake up call to not ow,					
	but he didn't say for sure. How can you ask him to confirm if he wants a					
	wake up call or not?					
			1			
13.	A guest can't get a signal on his mobile the and he urgently needs					
	To contact the airport to change his flight. How can you inform him		1			
	that he is permitted to use the phone in the room for urgent matters or	į				
	emergencies with a service to ?					
14.	A guest warts to book a double room for 3 people, but the hotel policy			T		-
	doesn't allow to is. How can you explain this to the guest?					
			İ			
14.	'ou n. ed to inform a guest that he must deposit his room key at the			 		
	front desk when he goes out. How can you explain this to him?	1				
	y					
				1		
16.	A guest asks if he needs to book a seat on the airport shuttle provided			T	†	
	by the hotel in advance? You wish to inform him that it isn't necessary to					
	book in advance and that he can leave at any time according to the					
	schedule. How can you say this?					

	•	For Researc		Researcher				
	Item		4	Jniy 3	2	1		
17.	A guest inquires how to contact room service and hotel services from							
	her room. How can you explain to her that she just needs to press 0 on							
	her phone and the front desk will connect it to whatever service			;	•			
	she desires?							
					\ 			
		1	K					
18.	A guest wants to know what times are best for using the pool and/or							
	fitness room? How can you explain to him that late morning and early							
	evening are good times because those places usually aren't crowded then?				İ			
l								
19.	A guest hasn't eaten Thai food before. How can you recommend your							
	favorite dish to her?				ŀ			
			ļ	_				
20.	A guest had mentioned that he would like to book the private dining							
	room for one evening. How can you request that he should book at least 2				1			
	nights in advance?	ŀ						
				_	\perp	ļ		
21.	A little old lady is carrying a very neavy bag through the lobby. You							
	offer to help her, but she refuses. You really want to help her because the							
	bag looks so heav. What can you say to try to persuade her to change							
ŀ	her mind?							
<u> </u>		ļ	-	1	_	1		
1 /	A hand capted guest is having trouble getting the front door open and							
	none of the other staff are around. How can you offer him a hand?							
ļ		-	\perp	\perp	\downarrow	-		
23	A guest asks you for your phone number, but staff are not allowed to							
	give out their personal information to guests. How can you refuse this							
	request?							
1								
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		For Researcher		er		
	ltem			Oi		Only
		5	4	3	2	1
24.	A guest is standing in the lobby looking around as if he is lost. You					
	want to go and ask him if he needs help or direction. How can you ask	1				
	him this?	ŀ			1	
					P A	
25.	You are speaking with a very nice guest when one of your co-worker				Y	
	friends comes by. How can you introduce your co-worker to this nice	1	2	1)	1	
	guest?					
		1				
					1	
26.	One guest introduces you to her husband. What should you say to him?	1			1	
	one gassi mineratory et al. and an an an an an an an an an an an an an					
27.	You need to speak to a guest, but he doesn't notice you. How ca. year	T	T	1	1	1
21.	politely get his attention?					
	ponicity get in attention.					
20	How might you greet a guest who is returning for the night?		+	+	╁	+
46.	How inight you greet a guest who is returning to, the might					
	Str. 2	+	+	+	-	+
29.						
į						
<u> </u>		+	+-	-	+	+
30.	How can you with a give, well on his trip home?					
<u> </u>		_	\downarrow	_		+
31.	If you are r wording/checking a guest's information and you know it will					
	take a few minutes, how might you invite him to sit down nearby while					
	vou take care of his information?					
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32.	A regular guest who you have become friendly with asks you to take a					
	picture with them. What is one way to accept this invitation?					
		1		1		
33	. How could you inform a new guest about some of the services that				T	
	your hotel offers? (Laundry, wake-up call, airport shuttle, etc.)					
	••••				1	
					1	

		For Researche		er				
	Item	Only		dy				
		5	4	3	2	1		
34.	A guest offers to take you out for a drink after work. How can you							
	politely refuse this offer?							
					• ^			
35.	You want to give a small souvenir gift from the hotel to one of the							
	guests. What might you say when you are giving it to him?							
			0		ľ			
		(1		Ĭ				
36.	A guest gives you a generous tip as he checks out. How can you			<u> </u>				
	thank him?							
37.	A guest thanks you for all of your help. How can you respond?							
		1						
38.	A regular guest comes back from shopping in a new suit 'res. How	1	1					
	can you compliment her new outfit?							
39.	Two guests have just got married. h. w c. n you congratulate them?	1		1				
40.	If you get a promotion/raise at your job and a guest congratulates you	1						
	on your success, how car, y a thank him for his nice words?							
41.	You accide the last bump into a guest while walking through the lobby.							
	How can you apologize to him?		-					
			İ					
42.	A guest becomes angry over a misunderstanding, but then he realizes	1	+	1	1			
	his mistake and say sorry to you. How can you respond to him?							
43.				+	\dagger	\top		
.5.	What can you say to her to express sympathy (that you feel bad because of this)?							
	while can you say to not to express sympany (many or recover or and).							
1	***************************************	ι	- 1	- 1	t	1		

	Item		For Research Only							
	You are helping a guest, but get called away by your supervisor for a few moments. How can you tell the guest to wait for you for a few minutes?	5	4	Uniy 3	y 2	1				
44	You are helping a guest, but get called away by your supervisor for a	3		-	-	•				
	, ,									
					• ^	K				
45.	A guest has been talking to you for a long time, but you need to get			1						
	back to work. What can you say to the guest to excuse yourself?			K						
			0		ì					
				Ì	1					
46.	How can you say goodbye to a guest who is leaving today?									
47.	You answer the phone at your station and the person speaking says			Т						
	something you did not understand. What is one way you can ask him to									
	repeat what he said?									
48.	While you are talking on the phone, someone give, y vu a phone									
	number. What can you say to confirm that you are understood the									
	number correctly?	-				ŀ				
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49.	You are explaining something to a guest, but he wasn't paying									
	attention to you so he did no. hear what you said. What can you say					j				
	before you say it again?									
		1		+	_	-				
50.	How might ye express the following question in the same or almost									
	the same a caning by using a different sentence?									
	Vill jou be going out tonight?									
		\perp	1	_	_	- -				
51										
	How can you give an example of one holiday/festival so he can understand									
	It more clearly?									
1					-					

	Item		For Resear				
		5	4	3	2	1	
52.	While a guest is telling you about some of the things he did that day, what can you do/say to show to him that you are listening?						
					•		
53.	A guest asks you a question that you can answer, but you must think about it first for a few seconds. What are some words or sounds you might make to allow you a few seconds to think?						
		<u> </u>	_		\vdash		
54.	If a guest begins talking about something that is uncomfortable to you, what might you say to change the topic of the conversation?	1					
	what thight you say to change the topic of the conversation.						
\							

Part 3 Needs

Instructions: Please answer items 1 and 2 by placing a check (/) in the parenthesis. In item 3 and 4, please rank them as 1, 2, 3 or 4 according to its significance with 1 being the most significant and 4 being the least significant.

1.	Are you still studying English?
	() Yes () No
2.	Reasons for continuing English study:
	() Promotion
	() Education
	() Communication
	() Others
3.	Please rank the most significant language skinks which you need to improve for
your career	and work. (1 = most, 4 = least):
	() Listening
	() Speaking
	() Reading
	() Writin _k
4.	Which skill is a problem for you in your work and career?
	() Listening
	() Speaking
•) Reading
09	() Writing

Thank you very much for giving your time and attention in completing the questionnaire.

APPENDIX C

SAMPLE INTERVIEW QUESTIONNAIRE

APPENDIX C

THE INTERVIEW QUESTIONNAIRE

Instructions: This interview questionnaire is intended to study the English proficiency of the hotel front desk staff in communication with their guests in Chiang Mai. The researcher will interview the hotel front desk staff based on 54 functions of English and record the conversation between the researcher and hotel front desk staff by using a tape recorder at the same time. Your answer will be compiled and analyzed to find methods to enhance the English language training for hotel front desk staff.

Thank you very much for giving your time and attention in completing the questionnaire.

		For Researcher		er		
	Item		Only 5 4 3 2			
		5	4	3	2	1
1.	Hello! Could you tell me how long you have worked here?					
2.	How old are you? And what is your position?				P	
	•••••	4				
3.	Could you tell me what your education level is?					
4	A guest asks you how long ago the hotel has been built, but you do not			ı		
	know the answer as you are still new to the city and the job. How an					
	you express that you don't know the answer or aren't sure what read it					
	opened?					
5.	You want to remind a guest that the Loy Kraton; fee ival begins this					
	weekend. How can you say this?					
6.	A person calls from outside the hold asking about its location. He				1	
	wants to know if your hotel are n Ratchapakinai Road, but your hotel is not					
	on this road. How can you respond to his question?					
7.	A guest asks you why the admission price for foreigners at many		1			
	tout, 'six's is much more expensive than for local people, but you aren't					
	sure of the answer. How can you answer her?					
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	<u></u>					
8.	How can you say that you hope your guest had a nice time and will		\top		\top	T
	return again soon?					
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9.	How can you tell a guest that you are looking forward to seeing him		1	1		
1	again next time?					
	again next time.					
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	Item		For Researcher					
				Only				
		5	4	3	2	1		
10.	A family staying at your hotel visited the Night Safari and you want to							
	ask them what they thought about it. How can you express this?							
11.	How can you ask a guest whether he wants a smoking room or a non-							
	smoking room?							
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		1) /				
12.	One of your guests is only in town for a few days and he isn't sure							
	what to do. How can you offer him a suggestion or two?							
		1						
13.	The fitness room in the hotel is being repaired and is closed for 2 days.							
	A guest asks you why the fitness room was locked this morning with							
	He went to exercise. How can you answer him?							
14.	You notice an elderly guest struggling to read some mail words on a							
	map. How can you offer to help her read the small print?			Ì				
15.	A guest had mentioned that he might want a wake up call tomorrow,	1				1		
	but he didn't say for sure. How can you ask him to confirm if he wants a							
	wake up call or not?							
	T							
16.	A guest can't yet a signal on his mobile phone and he urgently needs	1	\dagger	\dagger		1		
	to cor tact the airport to change his flight. How can you inform him							
	that he is permitted to use the phone in the room for urgent matters or							
	eme.gencies with a service fee?					1		
17.	A guest wants to book a double room for 3 people, but the hotel policy	+	\top	╅	\dagger	\top		
'''	doesn't allow this. How can you explain this to the guest?							
	documents and the same year of the same and the same same same same same same same sam			1				
18.		+-	+	+	+	+		
10.	front desk when he goes out. How can you explain this to him?							
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		For I		Researcher			
	Item		(Only	y		
			4	3	2	1	
19.	A guest asks if he needs to book a seat on the airport shuttle provided						
	by the hotel in advance? You wish to inform him that it isn't necessary to						
	book in advance and that he can leave at any time according to the						
	schedule. How can you say this?						
	Schedule. How can you say this:						
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	d hetal carriage from	+				_	
20.	A guest inquires how to contact room service and hotel services from						
	her room. How can you explain to her that she just needs to press 0 on	14	K	$\left(1\right) ^{2}$	1		
	her phone and the front desk will connect it to whatever service she		1				
	desires?					1	
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21.	A guest wants to know what times are best for using the pool and/or						
	fitness room? How can you explain to him that late morning and early						
	evening are good times because those places usually aren't crowded then?						
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					<u> </u>		
22.	A guest hasn't eaten Thai food before. How can you recommend your						
	favorite dish to her?						
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23.	A guest had mentioned that he would n'e to book the private dining	\top					
	room for one evening. How can you request that he should book at least 2						
	nights in advance?						
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24	A little old 'ady is c. 'ryang a very heavy bag through the lobby. You	+	┪	\top	+	 -	
24.	offer to help h. , but she refuses. You really want to help her because the			ļ			
	bag looks 30 h 'avy. What can you say to try to persuade her to change						
	her z.ind.						
	JO						
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25.	•						
	none of the other staff are around. How can you offer him a hand?						
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26	. A guest asks you for your phone number, but staff are not allowed to						
	give out their personal information to guests. How can you refuse this						
	request?						
					-	-	

	Item		For Researcher				
		5	4	3	2	1	
27.	A guest is standing in the lobby looking around as if he is lost. You want to go and ask him if he needs help or direction. How can you ask him this?						
28.	You are speaking with a very nice guest when one of your co-worker friends comes by. How can you introduce your co-worker to this nice guest?	1	2		0		
29.	One guest introduces you to her husband. What should you say to him?						
30.	You need to speak to a guest, but he doesn't notice you. How can you politely get his attention?						
	How might you greet a guest who is returning for u. e night!						
	What are 2 ways to ask a guest now he is doing today?						
33.	How can you wish a guest well on his trip home?						
34.	If you are recording/checking a guest's information and you know it will take a few minutes, how might you invite him to sit down nearby while you take care of his information?						
35.	A regular guest who you have become friendly with asks you to take a picture with them. What is one way to accept this invitation?						
36.	How could you inform a new guest about some of the services that your hotel offers? (Laundry, wake-up call, airport shuttle, etc.)						

		For Resear		arch	er	
	ltem			Only		
		5	4	3	2	1
 37.	A guest offers to take you out for a drink after work. How can you					
	politely refuse this offer?					
38.	You want to give a small souvenir gift from the hotel to one of the					
	guests. What might you say when you are giving it to him?					
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				ĺ		
39.	A guest gives you a generous tip as he checks out. How can you thank					
	him?					
40.	A guest thanks you for all of your help. How can you respond?					
					-	
						<u> </u>
41.	A regular guest comes back from shopping in a new su. 'dress. How					T
	can you compliment her new outfit?					1
42.	Two guests have just got married. Yow an you congratulate them?					
						L
43.	If you get a promotion/rai. at your job and a guest congratulates you					
	on your success, how can you thank him for his nice words?					
44.	You accide. "ally bump into a guest while walking through the lobby.					
	Ho v ca. you apologize to him?					
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				\perp		
45.	A guest becomes angry over a misunderstanding, but then he realizes				j	
	His mistake and say sorry to you. How can you respond to him?				Ì	
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46.	A guest has been very sick for a few days and is unable to go out. What					
	can you say to her to express sympathy (that you feel bad because of this)?					
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		.				
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		For Researcher		т					
	Item		Only						
		5	4	3	2	1			
47.	You are helping a guest, but get called away by your supervisor for a few					\neg			
	moments. How can you tell the guest to wait for you for a few minutes?								
				•	X				
48.	A guest has been talking to you for a long time, but you need to get back								
	to work. What can you say to the guest to excuse yourself?		1	7	D				
		C							
		ĺ\`							
49.	How can you say goodbye to a guest who is leaving today?								
		1							
50.	You answer the phone at your station and the person speaking says	†		-					
	something you did not understand. What is one way you can ask him to								
	repeat what he said?								
51.	While you are talking on the phone, someone gives you a ratione number.	\vdash				\vdash			
	What can you say to confirm that you have understood the number correctly?								
52.	You are explaining something to a guest, but he wasn't paying	T	\vdash	1	†	1-			
	attention to you so he did not he, what you said. What can you say								
	before you say it again?								
	,,								
53	How might y 1 ex ress the following question in the same or almost the	+	+	 	 	\dagger			
33.	same meaning by using a different sentence?								
1	Will you 'e going out tonight?								
			1			1			
						1			
54.		+	╁	1-	+	1			
	How can you give an example of one holiday/festival so he can understand								
	more clearly?								
	11010 010011								
55.	While a guest is talling you shout some of the things he did that day	+	+	+	+	+			
33.									
	what can you do/say to show to him that you are listening?								
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		For Researcher					
	Item					<u> </u>	
57	A superturbed source and the state of the st					Ľ	
56.	A guest asks you a question that you can answer, but you must think					ĺ	
	about it first for a few seconds. What are some words or sounds you				ļ		
	might make to allow you a few seconds to think?	1					
					, A		
		<u> </u>					
57.	If a guest begins talking about something that is uncomfortable to you,	ļ					
	what might you say to change the topic of the conversation?	. 4					
58.	Do you still continue studying English? Why?	ĺ		Ī		Γ	
	:						
59.	Considering English listening, speaking, reading, and writing,			 	1	T	
	which language skill do you think is the most important one in you. work?	1				1	
						1	
60.	What problems do you have in each language skill:		+	+	1	t	
oo.	listening, speaking, reading, and writing?		ŀ	1			
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APPENDIX D

Independent Writing Ruhries (Scoring Standards)
The PET (Preliminary English Test) Assessment

APPENDIX D

The Next Generation TOEFL Test Independent Writing Rubrics (Scoring Standards)

Score	Task Description
	An essay at this level largely accomplished all of the following:
	1. effectively addresses the topic and task.
	2. is well organized and well developed, using clearly appropriate explanations, exemplifications,
5	and/or details.
	3. displays unity, progression, and coherence.
	4. displays consistent facility in the use of language, demonstrating syntactic variety, copre priate
	word choice, and idiomaticity, though it may have minor lexical or grammatical errors.
	An essay at this level largely accomplished all of the following:
	1. addresses the topic and task well, though some points may not be fully elaborated.
	2. is generally well organized and well developed, using appropriat and sufficient explanations
	exemplifications, and/or details.
4	3. displays unity, progression, and coherence, though it may contain occasional redundancy,
4	digression, or unclear connections.
	4. displays facility in the use of language, demonstrating symmetric variety and range of vocabu-
	lary, though it will probably have occasional noticeable minor errors in structure, word form,
	or use of idiomatic language that do not interfere with meaning.
	An essay at this level is marked by one or nore of the following:
	1. addresses the topic and task using some what developed explanations, exemplifications, and /or
	details.
	2. displays unity, progression, and coherence, though connection of ideas may be occasionally
3	obscured.
	3. may demonstrate inco sistent facility in sentence formation and word choice that may result in
	lack of clarity at deceasionally obscure meaning.
	4. may display acturate but limited range of syntactic structures and vocabulary.
	An exercise this wall-resource to the control of th
	An essay at bis evel may reveal one or more of the following weaknesses: 1. limbed a velopment in response to the topic and task.
	2. in dequate organization or connection of ideas.
	? in repropriate or insufficient exemplifications explanations, or details to support or illustrate
2	g 'neralizations in response to the task.
0,	d. a noticeably inappropriate choice of words or word forms.
	5. an accumulation of errors in sentence stricture and/or usage.
	An essay at this level is seriously flawed by one or more of the following weaknesses:
1	1. serious disorganization or underdevelopment.
ì	2. little or no detail, or irrelevant specifics, or questionable responsiveness to the task.
	3. serious and frequent errors in sentence structure or usage.
	An essay at this level merely copies words from the topic, rejects the topic, or is otherwise not
	connected to the topic, is written in a foreign language, consists of keystroke characters, or is
0	The state of the s

The PET (Preliminary English Test) Assessment

Marks	Fluency	Accuracy and Appropriacy of Language	Pronunciation	Task Achievement
5	Able to sustain flow of language appropriate to the tasks with occasional hesitation to search for language.	Generally effective use of structure, vocabulary and paraphrase at this level.	Generally easy to understand despite L1 accent.	Tasks dealt with fully and effectively
4	Noticeable hesitations of not such as to strain the listener or impede communication.	Meaning is conveyed despite noticeable structural inaccuracies, lack of vocabulary and ineffective paraphrase.	L1 interarence occasionally causes directly in un. 4 orstanding.	Tasks dealt with adequately.
3	Hesitation often demands unreasonable patience of the listener.	Meaning occasic value obscured by structural integration and inability to pacapiarase.	L1 interference frequently causes difficulty in understanding.	Limited ability to deal with tasks.
2	Speech verv disconnec. ad and anfficult to follow.	Frequently incomprehensible because of limited vocabulary and numerous structural errors.	Frequency impossible to understand.	Ineffective handling of tasks.
1	No connected speech.	Virtually incomprehensible because of insufficient vocabulary and gross errors.	Virtually unintelligible.	Unable to deal with tasks.

New York: Cambridge UP, 1991.

APPENDIX E

Formulas Used in this Research

APPENDIX E

1. Sampling

$$n = N/1 + Ne^2$$
 (Kumar, 1999:159)

2. Alpha- Coefficients

$$lpha = rac{N \cdot ar{r}}{(1 + (N-1) \cdot ar{r})}$$
 (Sapsière, 1999:179)

3. Mean

$$\mathbf{M} = \sum \mathbf{X/N}$$
 (Sapsford, 1999:56)

4. Standard Deviation

$$\sigma = \sqrt{\frac{1}{N} \sum_{i=1}^{N} (x_i - \bar{x})^2}$$
 (Sapsford, 1999:60)

