

# **JOB REDESIGN AND UNPLANNED ABSENTEEISM WITH THE MODERATING EFFECT OF ORGANIZATIONAL CULTURE IN MINISTRIES OF BAYELSA STATE CIVIL SERVICE**

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## **ABSTRACT**

The present study was aimed at implementing the cooperative learning approach into English class to see whether or not this approach can be implemented to improve students' knowledge in the sociological and cultural background of English-speaking countries. This investigation was conducted in the first semester of the academic year 2015, with 87 students in two groups. The control group consisted of 45 third-year students majoring in English whereas the experimental group comprised 42 third-year English major students. They were enrolled on a course in Sociological and cultural Background of English-Speaking Countries. In each case, the control group was given an ordinary lecture whereas the experimental group was implemented the cooperative learning approach. The result revealed that comparing with the conventional approach, the cooperative learning approach was less effective for teaching English in the present study. Even though, the t-tests of both groups indicate the significant differences between the pretest and posttest mean scores, the posttest mean score of the experimental groups was lower than the posttest mean score of the control group. After that, the interview has been used to elicit the students' opinions in order to reflect the root cause of the failure of implementing the cooperative learning approach occurred in this study. It was found that the causes of problems could be categorized into three kinds of problems: the students, teaching strategy, and the teachers.

**Keywords:** Cooperative Learning Approach, Teaching Strategy, Socio-Cultural Background of English-Speaking Countries, Thai English Classroom