

PECULIARITIES AND MOTIVES OF EMPLOYEES LEARNING FOREIGN LANGUAGES IN KAUNAS UNIVERSITY OF APPLIED SCIENCES

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Research purpose. In today's global world, mastering foreign languages is greatly important in personal and professional development. As well, large scale of businesses and modern information technologies require foreign languages competencies. Being able to communicate in foreign languages makes an employee much more valuable, and it is a skill essential in any profession and occupation. KUAS policy of languages emphasizes the importance of linguistic diversity and encourages all the community members to develop the skills annually, providing foreign languages courses for adult learners. **This research aims** to reveal the positive aspects and difficulties of KUAS employees' learning foreign languages at an informal level. It as well discusses the importance of psychological and environmental factors in the process.

Keywords: extrinsic, foreign language learning, intrinsic, motives, peculiarities, success motivation

Research Methodology. The paper suggests theoretical background on adult extrinsic, intrinsic, and success motivation which are important in the teaching/learning process. The survey was performed by a group of Language Centre researchers in 2019 -2020. The research aimed to reveal why and how KUAS's employees study foreign languages informally. The participants of the research are 184 employees of KUAS. The practical part reveals the main motives of learning foreign languages and the factors influencing them. The instrument of the research was an online questionnaire of statements. The participants expressed the degree of their support to the statement according to Likert's scale. The results were analyzed applying mathematical-statistical analyses.

Findings. The research reveals: (1) the respondents understand the importance of foreign language competence in their professional and personal life and enjoy the process of learning. Intercultural context is of sufficient interest to them. (2) The majority of respondents express a positive attitude towards the organization of the process - they find the teachers delivering the courses and learning material sufficient. The evaluation of the learning environment (place and time, amount of people in the group) is above average. (3) The respondents are determined to increase their foreign language competencies even if they have to pay for the courses. There is space for institutionally enhancing learners' extrinsic and intrinsic motivation.

Practical implications. The findings of the research highlight positive and to be improved aspects of KUAS employees' foreign languages competence development and suggest possible ways to improve foreign language learning motivation at the institutional level.