

A METHOD OF IMPROVING THE LEVEL OF KNOWLEDGE OF THE ENGLISH LANGUAGE OF MANAGEMENT EMPLOYEES FROM A2 LEVEL TO B2 LEVEL

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Annotation:

This article presents a method aimed at enhancing the English language proficiency of managerial employees from an A2 (Elementary) level to a B2 (Intermediate) level. The method's approach, strategies, and considerations are explored, emphasizing the systematic approach, tailored curriculum, immersive learning, and practical application. The article underlines the significance of such language enhancement in the professional context and discusses the potential benefits for both employees and organizations.

Keywords: English language proficiency, management employees, language improvement, curriculum design, immersive learning, practical application, continuous assessment, organizational benefits.

Introduction:

In today's globalized business environment, English language proficiency is a vital skill for managerial employees to effectively communicate, collaborate, and lead in multinational organizations. This article presents a method for elevating the English language competence of management employees from an A2 (Elementary) level to a B2 (Upper-Intermediate) level. The method focuses on a structured approach that combines immersive learning, targeted curriculum, practical application, and continuous assessment[1].

Conduct a comprehensive needs assessment to identify individual employees' language strengths, weaknesses, and learning preferences. Understand their roles, responsibilities, and specific language requirements within the organization.

Develop a customized curriculum that aligns with the Common European Framework of Reference for Languages (CEFR) B2 level objectives. This curriculum should incorporate relevant business vocabulary, industry-specific terminology, and communication skills needed for managerial roles.

Create an immersive learning environment that exposes employees to authentic English communication. Encourage participation in English-language meetings, presentations, and discussions. Incorporate English-language resources, such as news articles, podcasts, and videos related to their field.

Integrate the four language skills—reading, writing, listening, and speaking—across the curriculum. Engage employees in activities that simulate real-world business scenarios, such as role-playing negotiations, writing business emails, and delivering presentations.

Encourage employees to apply their newly acquired language skills within their daily tasks and responsibilities. Assign projects that require English-language research, reporting, and collaboration with international counterparts[9].

Implement regular assessments to monitor employees' progress. Provide constructive feedback to guide their language development journey. Conduct periodic evaluations that measure improvement against CEFR B2 benchmarks.

Organize language workshops and coaching sessions conducted by experienced language instructors. These sessions can focus on specific language areas needing improvement, such as grammar, pronunciation, or business writing.

Enhance cultural sensitivity and cross-cultural communication skills. This is particularly important when dealing with international stakeholders and colleagues.

Foster a supportive learning environment that motivates employees to actively participate and engage in their language improvement journey. Recognize and celebrate milestones achieved[10].

The proposed method offers several benefits to both employees and the organization:

Enhanced Communication: Improved language skills enable employees to communicate confidently and effectively with international partners, clients, and colleagues.

Career Advancement: Elevated language proficiency opens opportunities for career growth and international assignments.

Global Collaboration: Language competence facilitates seamless collaboration with diverse teams across geographical boundaries.

Increased Productivity: Employees can handle English-language tasks more efficiently, enhancing overall productivity[11].

Organizational Reputation: A workforce with proficient English skills contributes to the organization's global reputation and competitiveness.

Elevating the English language proficiency of management employees from an A2 to a B2 level is an investment that yields substantial returns. The method outlined in this article promotes systematic language enhancement through tailored curriculum, immersive learning, practical application, and continuous assessment. By equipping managerial employees with advanced language skills, organizations can navigate global challenges with confidence and competence[12].

Related research:

Anderson, C. A. (2019). The Impact of Language Learning on Professional Development: A Case Study of Managerial Employees. *Journal of Business and Professional Communication*, 34(2), 216-237.

This study investigates the correlation between language learning and professional development among managerial employees. It explores how improved language skills contribute to career advancement, communication effectiveness, and cross-cultural collaboration.

Brown, H. D. (2007). *Principles of Language Learning and Teaching*. Pearson Education[13]. Brown's work provides foundational insights into language learning methodologies. It offers comprehensive strategies for designing language programs, selecting materials, and creating effective learning environments, which are particularly relevant to enhancing managerial employees' language proficiency.

Giri, R., & Joshi, A. (2018). Developing English Language Proficiency of Managers: A Case Study of Multinational Corporations. *Global Journal of Business and Management*, 10(2), 45-56.

This case study focuses on the language enhancement initiatives undertaken by multinational corporations to improve their managers' English language proficiency. It examines the methods, challenges, and outcomes of language training programs[14].

Nelson, C. L. (2017). *Communication Strategies for Managers*. Routledge.

Nelson's book delves into effective communication strategies for managers in various contexts. It discusses the importance of language proficiency in managerial roles and offers practical insights into enhancing communication skills for professional success.

Norton, B., & Toohey, K. (2011). *Identity, Language Learning, and Social Change*. *Language Teaching*, 44(4), 412-446.

This research delves into the relationship between language learning, identity, and social change. It highlights how language acquisition impacts individuals' perceptions of self and their roles, which can be particularly relevant in managerial contexts.

Richards and Rodgers present an array of language teaching approaches and methods. The book's insights guide educators and organizations in choosing the most suitable methods for elevating language proficiency among managerial employees.

Storti, C. (2017). *Cross-Cultural Dialogues: 74 Brief Encounters with Cultural Difference*. Yarmouth: Intercultural Press.

Storti's work explores the intricacies of cross-cultural communication, which is crucial for managerial roles. It provides practical scenarios that require language proficiency and cultural sensitivity, offering valuable insights for language enhancement programs[15].

Yang, Y. T. C., & Chen, Y. H. (2017). English Language Learning in Second Life: A Study of Students' Learning Motivation and Satisfaction. *International Journal of Information and Education Technology*, 7(10), 736-740.

This study examines the motivational factors and satisfaction levels of students engaged in English language learning through virtual platforms like Second Life. While focused on students, its findings can offer insights into engaging managerial employees in immersive language learning experiences.

These research studies collectively contribute to the understanding of language learning among managerial employees, the effectiveness of various methods, and the benefits of improved language proficiency in professional contexts[16].

Analysis and results:

The method proposed for improving the English language proficiency of management employees from an A2 level to a B2 level is based on a structured and holistic approach that integrates various strategies. The analysis of this method reveals its potential to effectively address the language learning needs of managerial personnel while aligning with organizational goals.

Customized Curriculum Design: The tailored curriculum is a key element of the method. Its alignment with the CEFR B2 level ensures that employees are exposed to language materials and exercises that are appropriate for their professional contexts. This analysis recognizes that a targeted curriculum enhances relevancy and engagement, as employees focus on learning language skills directly applicable to their managerial roles[17].

Immersive Learning Environment: The proposed immersive learning environment exposes employees to authentic English communication. This analysis acknowledges that this approach helps employees overcome the fear of using English in real-life scenarios, ultimately boosting their confidence and fluency.

Integrated Language Skills: The integration of reading, writing, listening, and speaking skills throughout the curriculum reflects the practical demands of managerial roles. This analysis recognizes that such an integrated approach ensures that employees can effectively comprehend and convey information across various communication channels.

Practical Application: The emphasis on practical application is highlighted in the analysis as a crucial element. By incorporating English-language tasks into daily responsibilities and assigning projects that require English-language skills, employees can immediately apply what they learn to their work environment.

Regular Assessment and Feedback: The analysis recognizes the importance of regular assessments and feedback in tracking employees' progress. Continuous assessment allows

organizations to monitor improvements, adjust strategies as needed, and provide employees with motivation and guidance.

Benefits and Outcomes: The analysis identifies the tangible benefits of implementing this method. Enhanced communication skills empower employees to interact confidently with international counterparts and contribute effectively in cross-cultural collaborations. Additionally, the analysis underscores the potential for career advancement, increased productivity, and improved organizational reputation resulting from a workforce with higher English language proficiency.

Limitations and Considerations: While the method holds significant potential, the analysis also acknowledges potential challenges. These may include varying learning paces among employees, resource constraints, and resistance to change. It's important for organizations to consider these factors and tailor the implementation to address specific challenges.

Integration with Professional Development: The analysis recognizes the integration of language enhancement with professional development. This approach acknowledges that employees' language skills contribute to their overall growth as effective managers in a global context.

Sustainability: The analysis emphasizes the long-term sustainability of the method. The continuous assessment, regular workshops, and ongoing engagement ensure that language skills are not only acquired but also maintained and further improved over time.

The analysis indicates that the proposed method holds promise in effectively enhancing the English language proficiency of management employees from an A2 level to a B2 level. By integrating a tailored curriculum, immersive learning, practical application, and continuous assessment, organizations can facilitate employees' language growth and contribute to their professional development.

Methodology:

The methodology for implementing the proposed method to improve the English language knowledge of management employees from an A2 level to a B2 level involves a systematic and comprehensive approach. The methodology encompasses various stages and strategies to ensure the effective development of language skills in a managerial context.

1. Needs Assessment:

Conduct a thorough needs assessment to understand the specific language requirements of the management employees. Identify their current language proficiency, roles, responsibilities, and communication challenges. This assessment serves as the foundation for designing a tailored language enhancement program.

2. Curriculum Development:

Design a curriculum that aligns with the CEFR B2 level standards. The curriculum should be tailored to address the language needs of managerial roles, incorporating vocabulary, expressions, and scenarios relevant to their professional contexts. Divide the curriculum into modules focusing on different language skills, such as speaking, writing, listening, and reading.

3. Immersive Learning Strategies:

Implement immersive learning strategies to create an environment where employees are exposed to authentic English communication. Encourage participation in English-speaking meetings, discussions, and presentations. Organize interactive workshops, group discussions, and role-playing activities to enhance language fluency and confidence.

4. Practical Application and Simulations:

Integrate practical application exercises into the curriculum. Assign language tasks that mirror real-life managerial scenarios, such as drafting business emails, creating presentations, and conducting negotiations. These tasks encourage employees to apply their language skills in their daily roles.

5. Language Workshops and Coaching:

Organize regular language workshops and coaching sessions led by experienced language instructors. These sessions can focus on grammar refinement, pronunciation improvement, and language-specific business communication skills. Provide individualized feedback to address specific areas of improvement.

6. Cross-Cultural Communication Training:

Incorporate cross-cultural communication training to enhance employees' ability to navigate cultural nuances and effectively communicate in diverse business settings. This training promotes culturally sensitive interactions and fosters better understanding with international partners.

7. Regular Assessment and Progress Tracking:

Implement ongoing assessment mechanisms to track employees' language progress. Conduct periodic assessments that evaluate their language skills against the CEFR B2 level criteria. Use assessment results to tailor instruction and provide targeted guidance for improvement.

8. Integration with Professional Context:

Ensure that language learning is integrated into the participants' professional context. Encourage employees to apply their newly acquired language skills to their managerial responsibilities. Align language tasks with their roles, allowing them to communicate effectively with clients, colleagues, and partners.

9. Continuous Engagement and Motivation:

Maintain employees' engagement and motivation throughout the language enhancement journey. Recognize achievements, celebrate milestones, and create a positive learning environment that encourages active participation.

10. Evaluation and Adaptation:

Regularly evaluate the effectiveness of the language enhancement program. Gather feedback from participants and assess their language performance in real-world situations. Use this feedback to adapt and refine the program, addressing any challenges or areas requiring improvement.

11. Long-Term Sustainability:

Ensure the sustainability of the language enhancement initiative by establishing long-term strategies. Develop strategies to reinforce language skills beyond the program's duration, such as incorporating English-language communication into routine tasks and encouraging ongoing language practice.

By implementing this comprehensive methodology, organizations can systematically elevate the English language proficiency of management employees from an A2 level to a B2 level. This approach ensures that language learning is integrated into their professional context and contributes to their overall growth as effective global managers.

Conclusion: The method proposed for enhancing the English language knowledge of management employees from an A2 level to a B2 level presents a structured and strategic approach to address the language learning needs of professionals in managerial roles. The comprehensive methodology, tailored curriculum, immersive learning strategies, practical application, and continuous assessment collectively contribute to a holistic language enhancement journey.

The implementation of this method holds significant promise for both individuals and organizations. By systematically developing language skills, management employees can confidently engage in cross-cultural communication, contribute effectively in global collaborations, and advance their careers in multinational settings. The benefits extend beyond individual growth, impacting the overall productivity and reputation of the organization.

Through this method, organizations have the opportunity to create a workforce equipped with the necessary language skills to excel in today's interconnected business landscape. Employees' enhanced language proficiency not only improves their communication but also fosters deeper understanding and collaboration with international partners, clients, and colleagues.

However, it's important to acknowledge that successful implementation requires commitment, resources, and ongoing support. Challenges such as varying learning paces, resistance to change, and resource constraints need to be addressed through adaptive strategies and effective communication.

In conclusion, the proposed method represents a valuable investment in the professional development of management employees. By elevating their English language proficiency from an A2 level to a B2 level, organizations can empower their managerial workforce to navigate global challenges, foster international relationships, and contribute to the organization's success on a global stage.

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