

Volume 2



# KAZGUU LIBERAL ARTS DIGEST



JANUARY 2022





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# KAZGUU LIBERAL ARTS DIGEST

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Information about the journal



**“K L A D” IS A STUDENT JOURNAL FIRST PUBLISHED AT M. NARIKBAYEV KAZGUU UNIVERSITY SCHOOL OF LIBERAL ARTS. THIS JOURNAL IS AIMED AT ENHANCING STUDENTS’ INVOLVEMENT INTO SCIENCE AND RESEARCH.**

**“K L A D” JOURNAL ADMITS FOR PUBLICATION VARIOUS TYPES OF ARTICLES: ORIGINAL RESEARCH, REVIEW ARTICLES, SHORT REPORTS OR ESSAYS, REFLECTIONS, CASE STUDIES, METHODOLOGIES AND CASES IN ENGLISH; CONTAINING THE RESULTS OF FUNDAMENTAL AND APPLIED RESEARCH IN THE FIELD OF PHILOSOPHY AND IDENTITY, HISTORY OF KAZAKHSTAN, PEDAGOGY, LINGUISTICS AND METHODS OF TEACHING LANGUAGES, TRANSLATION, AND TOURISM.**

**JANUARY 2022**

**M. NARIKBAYEV KAZGUU UNIVERSITY  
SCHOOL OF LIBERAL ARTS**

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January 2022

# Research articles

KAZGUU Liberal Arts Digest

M. NARIKBAYEV KAZGUU UNIVERSITY

### COMBINATION OF WORK WITH THE STUDYING PROCESS

Lissovskaya Tatyana, Kurumbayeva Arailym, Nurbolatkyzy Ademi, Ibadulla Zhansait

#### Abstract

Some students doubt having a job while also pursuing higher education; however, there are numerous occasions of students, who get valuable experience of combining work and study. The purpose of this research is to reveal ways of successful study-work combination and to find out the possible challenges that can occur. Five students of School of Liberal Arts (SLA) from KAZGUU University were interviewed to learn about the experiences of working students as well as to determine what the reasons behind students' decision to work are. The outcomes of the research revealed that the students' ability to manage their time and finding a balance between hours spent for study and work is of considerable relevance. It was also argued that work should either have a free schedule or be flexible enough to suit the students' schedule in university; hence, each student worked part-time. Several possible hardships like health issues, lower grades and lack of communication were mentioned by interviewed research participants. Every participant had his or her own personal reasons for starting to work: need for money, desire to gain new experiences for the future and the enjoyment they get from working.

#### Introduction

At some point in their lives, most university students start thinking about beginning to work. Some learners need money to pay for education fees, some want to be financially independent from their parents, others just have a desire to try their future job out to see whether it is good for them as well as to gain experience in their fields. Nevertheless, they are still students, whose priority is learning, thus there is a need for them to successfully combine both processes, which, as a result, becomes a real challenge for some. Some students are worried about their grades, time and other factors, and this anxiety prevents them from even trying this combination out.

The presented study aims to reveal ways of successful study-work combination and to find out the possible challenges that can occur, therefore all the doubting students, while reading this paper, are able to look at this situation from different perspectives, see both possible obstacles and ways out of them and finally decide if it is worth trying.

To meet the purpose of this research the following research questions were asked:

#### **Overarching research question:**

What are the experiences of SLA KAZGUU students, who combine part-time jobs, while maintaining average academic performance?

#### **Subsidiary research questions:**

Why do students combine work and study?

What are the difficulties that students face?

What advice can be given to students who want to combine work and study?

The findings, which appeared as a result of using a basic qualitative research method, allow us to look at the overall experience of working students and consider this procedure from different angles. It is worth noticing, while looking for literature on a similar topic, no Kazakhstan-based research papers were found, and thus our study helps to shed a light to this problem within the Kazakhstani context.

### Literature Review

Keeping grades at a higher level might become more difficult for a student who is employed. A study by Jonkman et al. (2016) suggests that the number of hours dedicated for working should depend on the course's difficulty; therefore, if a student wants higher grades, he or she should work less. Roshchin and Rudakov (2014) also quoted that students' employment was moderate, indicating that they worked part-time to simultaneously gain the experience from work and maintain good formal education. All employed students have different reasons upon deciding to work while studying, but a research on Hungarian students made by Pusztai and Kocsis (2019) revealed that the majority of employed students worked to be financially independent and to relieve financial burden from their families. Gaining a valuable experience also was mentioned, which also led to the idea that the best way to keep balance between work and education is to have a job related to the study field. The research findings, revealed by Polidano and Zakirova (2011), strengthen the idea that it is more beneficial to have a job related to your major as this study revealed that part-time job outside the specialty field was rather disadvantageous, since it had a negative influence on students' academic performance. As possible pressure or dissatisfaction may arise from trying to work while studying, it was found out that part-time jobs may not always be detrimental for students' grades and satisfaction. A study stated that students working no more than 10 hours saw a positive result from working, while those who worked 11 and more hours, as a result, had their GPA lowered as well as the overall satisfaction (Tessema et al., 2014).

Despite the significant findings revealed by several researchers on the topic of combining work and study, all the analyzed past research was either focused on students' in more technical fields like engineering and economics or they were general without specifying a particular major. This research, however, focuses primarily on Liberal Art students, who undoubtedly have different experiences pursuing this combination. Apparently, there is also no study on this topic in Kazakhstan at the moment, which shows the importance and uniqueness of our research.

### Methodology

This research was conducted through the qualitative research method to derive a detailed description of the research participants' experience in working while studying. That led us to conducting basic qualitative research, since the study aims to interpret the experiences and to understand how students make sense of their lives. Five research participants were chosen through

purposeful sampling due to the need for particular people with certain experience - SLA KAZGUU students who combine work with studying. The data was collected through semi-structured interviews, with the allowance of changing and adding new interview questions depending on the content of the answers. The research questions aimed to find out students' academic and working experiences, as well as the overall experience and consequences of this combination.

### Findings

After conducting, audiotaping and transcribing the interviews in the coding table, we were able to identify 211 axial codes that helped us to narrow them to 3 thematic codes that corresponded with the answers from all 5 interviews and there were 86 remaining extra axial codes. The identified three themes were time-management, flexible part-time jobs and possible difficulties.

**Time-management.** Each of the previously mentioned participants at a bigger or smaller extent talked about the ability of taking advantage of time and managing it in the right way. Overall, this theme consists of precisely 32 axial codes.

Firstly, our participants suggested organizing the following day in the morning as a significant advantage to contribute to time-management. Participant 2 said:

...first of all, you should have good schedule, you should organize your day before waking up yeah uh, and I plan my work for days that I don't have so many subjects, lectures, so and the such schedule help me to combine work and studying.

Secondly, the important aspect of successful combination is spending the approximately equal time on both things, nonetheless, prioritizing studying. Participant 3 shared: "...my study is my priority so that's why I go here. I'm going to my work if only I have good marks..." This student also mentioned: "... the first part of the day is for study and the second half of the day is for work, but if this second half has the time after the work I like also do my studies homework..."

Thirdly, everyone hinted at the importance of working only on days when the schedule is free to avoid the overlap of these two activities, which can be seen from the response of the Participant 1, who says that she does not combine purposefully, but it just happens naturally:

...I don't actually combine it, because I don't know how it goes, but it is so perfectly the timing, like I have classes in the morning mostly until the lunch and all the work always goes in the evening.

It leads us to the second finding, shown below.

**Flexible part-time jobs.** It is universally accepted that the only way to ensure an effective combination is to opt for the part-time job, rather than working full-time. There were 48 appropriate axial codes used to form this theme, which draws up the biggest number amongst all the topics.

At first, it is undeniable that the working schedule has to suit the university time-table for obvious reasons as it can be seen from our 4th Participant's response: "...As I already said the work place must have free schedule than it's perfect for students..."

At second, to achieve the perfection in the study-work combination, the working days themselves should not last for too long, just like Participant 3 suggested: "...you don't have to stay for like 6 hours in a shop and sell something..." The Participant 2 supports this opinion by saying: "...part time job, it will not take so many hours a day, so they can work for about two or three hours, it will be okay..."

At third, another aspiring drawback of this process is the loss of communication with family and friends. It may happen as a result of a student spending the whole day studying and working; therefore, there is basically no time for anything else, which is clear from the 1<sup>st</sup> Participant's voice: "...and also communicating with friends from whom you lose, uh, communication with your friends and it's not maybe very good for your community..."

Our Participant 4 also said: "...If both will take your time then you won't have any time to live, you will always have a paradise where life is wasted and full of disappointment..."

**Possible difficulties.** It was also revealed that part-time employment of full-time students may have negative consequences, such as skipping classes or the GPA decrease.

There are 3 possible difficulties, which occur among students who combine study and work.

Firstly, there are health issues due to the lack of physical activity as well as lack of time to rest and, most importantly, sleeping issues, which may lead to health deterioration. Participant 1 shared:

...you just work, you go study, you work, and it's just for the money and then you have no time for rest and that's bad, I think that's bad, very bad for the health, because you don't sleep, you don't eat normally, you're always on your legs, you always move...

Secondly, students who combine study and work may have their grades leveled down or have problems during the learning process as it can be seen from the 1<sup>st</sup> Participant's speech:

...And, uh (pause) maybe it impacts on study also if you work too hard and if you don't bring enough attention for studies your grades are gonna get bad, you're gonna lose good grades, good marks...

Thirdly, while spending a lot of time at work, it turned out that it is possible to lose the connection between family and friends: "...and also communicating with friends from whom you lose, uh, communication with your friends and it's not maybe very good for your community..." (Participant 2).

### Conclusion

To sum up, all the provided data in the given research reflects that students' successful experience in study-work combination is based on excellent time-management with the condition of working only part-time, but bearing in mind the emergence of possible difficulties. Every participant decided to work for different reasons, some students needed money and wanted to be

financially independent, while some worked because they are truly enjoying or gaining experience, bearing in mind their future perspectives. Certainly, this choice was accompanied by sacrifices for something in their lives. Lack of communication with friends and family, the possible emergence of mental or physical health issues and GPA reduction were discovered to be potential difficulties, which might be faced. Speaking of advice for students, who want to combine education and employment, each research participant advised to work part-time or have a job with a free schedule; some of the participants suggested organizing days beforehand for better time-management. Last but not least, there is a responsibility needed not to miss any deadlines and do everything on time.

The findings of the research are welcomed to be considered by all of the students who desire to combine work and study.

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