ISSN (Print): 0974-6846 ISSN (Online): 0974-5645

National Sports in the Sphere of Physical Culture as a Means of Forming Professional Competence of Future Coach Instructors

Omarov Bakhytzhan Sultanovich*, Seidahmetov Ermek Ergeshovich, Orazbaev Ergali Duisenbekovich, Kendzhaeva Balnur Balabekovna, Kelisbekovich Zhilisbaev Nagashbek, and Khalilaev Abdisadyk Nurlakovich

Ahmet Yesevi University, Turkistan, Kazakhstan; bahitzhan01@mail.ru

Abstract

Background/Objectives: Theoretical and experimental justification of national sports influence in the course of formation of readiness for development of students physical culture. **Method/Statistical Analysis**: Theoretical analysis of philosophical, sociological, psychology and pedagogical literature; studying of developing experience through questioning, supervision, conversation, testing; theoretical and methodical interpretation of pedagogical experiment; the analysis of own work experience with students of the International Kazakh-Turkish university by H. A. Yasavi, in the specialty 5B010800 - Physical culture and sport; mathematical and statistical processing of results of research. **Findings:** The research results allowed specifying and proving the character of the students' attitude to traditions and national sports in the sphere of physical culture; the pedagogical analysis and systematization of national sports by the classification features was carried out; use of national sports in the physical training physical training program has been scientifically proved on the basis of a humanistic orientation in educational process of higher education institution; positive influence of physical training occupations with the use of national sports on the students' physical fitness has been shown. **Improvements:** The developed variable part of the physical training program with use of national sports is recommended for application in the classes of physical culture in all the specialties of higher educational institutions of the Republic of Kazakhstan.

Keywords: Coach Instructor, Competency, Kazakh National Games

1. Introduction

Modern problems of Kazakhstan education set tasks of humanistic value for the higher school. This new function of the higher school which has found expression in the maintenance of the higher education as the main tutorial, education and development of the identity of a future coach instructor, is brought to the level of the state policy in the field of the higher education (the State Program of Education Development in the Republic of Kazakhstan for 2011-2020) and formulated in the Law of the Republic of Kazakhstan "On Education"^{1,2}.

Physical training in interrelation with the Kazakh national culture finds a humanistic orientation, as "Physical Culture" - a high school discipline, and national culture - an area of human activity. The use of the Kazakh national sports in educational process allows realizing the activity-related component presented in physical training, the informative component based on the knowledge of the Kazakh national culture and an emotional component, connected with a subject basis of the Kazakh national sports³.

The system of formation of the personality's readiness to develop in different types of social activity, also physical improving and sports are not sufficiently theoretically and methodically developed, practically they are not applied in the educational process of higher educational institutions^{4,5}.

^{*}Author for correspondence

Forming the student's readiness to develop physical culture is possible by means of the relevant organization of the educational process and design of innovative technologies of training with the use of elements of national sports^{6,7}.

The object of research is a process of physical training, sports training, improving and adaptive physical culture of students with the use of elements of national sports. The subject of research is national sports as a means of a humanization of the physical training process and factors forming readiness for development of physical culture in students. The research is aimed at theoretical and experimental justification of influence of national sports in the course of formation of readiness for the development of physical culture in students.

2. Methodology

The research methods included theoretical analysis of philosophical, sociological, psychological and pedagogical literature; studying of the experience through questioning, supervision, conversation, testing; theoretical and methodical interpretation of the pedagogical experiment; the analysis of our own work experience with students of the Ahmet Yesevi University, majoring in 5B010800 -Physical culture and sport; mathematical and statistical processing of the research results.

Research problems: on the basis of the theoretical analysis of psychological and pedagogical, sociological literature try to open the contents of using national sports as a means of humanizing physical training process and factors forming readiness for development of physical culture in students of the higher educational institution, to reveal the degree of its theoretical and practical readiness on the basis of experimental check and analyses of comparison of the experimental and control groups of "Physical Culture and Sport" department of the faculty of Sport and Art of the Ahmet Yesevi University, majoring in 5B010800 - Physical culture and sport.

The theoretical importance of the research consists in theoretical and methodical justification of the variable part of the students' physical training physical training program using elements of national sports. Scientific novelty of the research includes:

The research results allowed specifying and proving the character of the students' attitude to traditions and national sports in the sphere of physical culture;

- The pedagogical analysis and systematization of national sports by the classification features was carried out;
- Use of national sports in the physical training physical training program has been scientifically proved on the basis of a humanistic orientation in educational process of higher education institution;
- Positive influence of physical training occupations with the use of national sports on the students' physical fitness has been shown.

The practical importance of the research is that the offered pedagogical conditions, means of forming professional competence of future coach instructors, the developed diagnostic material, methodical recommendations concerning the subject of research can be implemented in the system of professional physical education and professional development of coach instructors. The research materials can be used for developing special courses for students of pedagogical colleges and higher educational institutions; for carrying out courses of professional development and retraining of teachers, in mass practice. The developed approaches to formation of professional competence of future coach instructors can be used in the system of training sport and pedagogical specialists.

Reliability of the research results is confirmed by methodological validity of starting theoretical positions of the authors; theoretical analysis of the problem; the organization of experimental work with application of complex of methods adequate to the object, subject, tasks and logic of the research; reproducibility of results and a representativeness of the obtained data; their quantitative and qualitative analysis.

Practical recommendations are as follows:

- As a humanistic aspect of teaching and educational process in the higher educational institution we offer to use the variable part of the physical training program with the elements of national sports, uniting in itself the means of national and physical cultures.
- The variable part of the physical training physical training program with use of national sports is recommended to be planned in a theoretical and practical way in the intermediate control of students according to the basic sections of the program. The first intermediate control includes theoretical data about national sports, national competitions, national dances,

elements of technology of national games. The second intermediate control includes winter entertainments, traditional games played on national holidays, and elements of tactics of national games.

- When assessing physical (motion) qualities to use the tests based on the elements of national sports in the variable part.
- The variable part of the program with use of national sports applied at three classes of physical culture per a week can be applied in the program with two classes of physical culture per a week.
- The developed variable part of the physical training program with use of national sports is recommended for application in the classes of physical culture in all the specialties of higher educational institutions of the Republic of Kazakhstan.
- To hold theoretical and practical seminars with physical culture teaching staff, master classes on planning, organizing and carrying out variable part of the physical training program with use of national sports.

Our research can form a basis for further studies, creative searches in the field of development of scientific bases to form professional competence of coach instructors. Further development demands the research revealing complete system of forming readiness for professional activity in the field of physical culture for the future teachers - coach instructors (e-learning, post-degree education, etc.).

3. Features of the Kazakh **Culture on the Studied Subject**

Emergence and development of physical culture faced specific difficulties in Kazakhstan and in Central Asia, the Transcaucasian republics during modern development of society, in particular with the nihilistic attitude to the heritage of the past. Many collectives of physical culture underestimated importance of the national types, traditional for the people of physical exercises. They considered that national sports and games are insufficiently cultural, besides they have no described rules.

The question of national and specific features of physical culture is difficult. Physical culture and training of might, dexterity and other physical qualities in the youth of Ancient Persians, Greeks, Romans, and Germans have general and peculiar features. Striving for physical perfection, literacy, derivation of people from habits

harmful for health, hobby, common for all times and for all people lies at the heart of sports and physical culture. The way of life, the geographical environment, national outlook in general leave the mark. There are as many the people, as many various types of sport games, hunting in all its types, equestrian sport, games and various entertainments, but they are united by the proximity of their contents. For example, the same sport aiming at fight of riders for a prize is called "kokpar" in Kazakh, "ulak" in Kyrgyz, "kok-par" in Uzbek, etc. Nevertheless, each nation's sport carries accents only peculiar to it, because in general physical culture is the reflection of the objective world, real living conditions and labor of the people, according to national specifics8.

We have noticed that here labor process of national life is meant as life of the people in natural, public and spiritual variety. For example, people of the North are engaged generally in reindeer breeding, labor activity of these people is reflected in such national games and sports as an axe throwing, jumps through sledge. The same people, who are engaged in domestication of horses, developed horse-racing sports and games8. Thus, the national originality of various forms of physical culture is a reflection of living conditions, character of psychology of the people. At the same time this is a manifestation of those features which have been developed at each people in the process of historical development.

Modern education is a necessary element of our society and culture, capable to keep socio-cultural specifics of the country, to promote development of youth, its integration into the traditional culture, to help young generation in the choice of the way of life, adequate to values of our people9-11.

Education has always acted as a systemic factor of life of any state, around the world, it is a future outpost, a dominant in the course of national modernization, the main condition of economic and social break in the future century12-14.

Importance of the task reveals in the conditions of modernization of the Kazakhstan education and while signing the Bologna declaration the Ahmet Yesevi University assumed certain obligations. One of the main tasks of the Ahmet Yesevi University - the leader of the international formation of independent Kazakhstan - is to enter European educational space and to achieve the international recognition of educational programs of leading specialties. For the solution of this task the main line of education development in the Ahmet Yesevi University

is to train the qualified experts of the international level forming high professional competence¹⁵⁻¹⁷.

Now the educational system undergoes essential changes, considering the current trends which occurred in the field of education (humanization, computerization and others), specific treatment, its contents, forms and methods of training. The analysis of the main directions of domestic pedagogics allowed revealing their general basis - humanistic character. The solution of the problem of the educational process humanization in the higher school cannot but affect physical training of students which is an important element of the higher education system. The existing system of physical training in the higher educational institution does not allow solving the main objectives assigned to this system, does not provide the due level of health, and does not enable specialties to realize fully the huge cultural potential of this activity.

The research conducted by us is constructed based on V. I. Stolyarov's philosophical views¹⁸ representing humanity as a system of views where the person is considered as the highest value. The great value in the concept is attached to the essential reorientation of the purposes and problems of physical training. V. I. Stolyarov, basing on humanistic approaches to physical training, claims that the humanity is built on social and ethical standards, and the humanization of sports activity is in its deep reorientation to the person. In turn social norms are defined by the level of interpersonal relations, and moral - knowledge of nation's culture, formation of an ideal and aspiration to it. V. I. Stolyarov tells in his work to consider physical training as an element of wider educational system including esthetic, moral, ecological and other components of the personality formation¹⁸.

There are certain difficulties in the assessment of a humanistic position when using national games in the social and pedagogical system of work with children. According to V. I. Stolyarov¹⁹, games are a socialization element, a mechanism that is not always considered in the course of training. National sports as a means of physical training of students first of all solve a motivation problem to the activity connected with meeting the requirements of being trained in informative, physical and emotional spheres. Motives of the attitude to national sports are: motive requirement training in outdoor games; release from the psychological difficulties caused by congestion of the educational process; an organism restoration after a long break; need for improvement of motive and

communicative abilities; communication in the game situation, connected with desire to raise the social status.

To assess the culturological basis of the physical training process we used A. D. Soldatenkov and O. V. Lebedeva's²⁰ techniques where students' perception components of national sports (informative, activity-related and emotional) were considered in the context of physical culture. The informative component defined the level of students' knowledge about the Kazakh national games, traditions, and customs; activity-related component indicated the students' mediated perception of the Kazakh national games; emotional component characterizes the student's direct perception of the Kazakh national culture. Questioning was carried out according to these components. The students' perception levels of the Kazakh national culture were defined by a number of the gained points, thus: from 0.1 to 1.0 points determined a low level; from 1.1 to 2.0 points - below an average; from 2.1 to 3.0 points - an average level; from 3.1 to 4.0 points - above an average; from 4.1 to 5.0 points - a high level.

Based on the theory and a technique of physical training, taking into account authors' approaches to the organization and carrying out outdoor games, we defined the contents, a form and methodical features of folk games²¹.

4. Results

The content of the Kazakh national game includes a plot, in which the students get acquainted with the attitude of the person to the nature, the life of the Kazakh people, games and the entertainments, the Kazakh national competitions; rules which are differentiated according to the age and level of readiness of the students being trained; the physical actions in the game, which is necessary for achievement of the purpose²⁰.

The form of the Kazakh national games was determined depending on the organization of the students' actions: according to complexity, the way of playing these games, their motoric density and use in lesson structure.

When developing methodical features of the Kazakh national games the development of physical qualities of students was considered.

The variable part of the physical training program with the use of national sports was formed taking into account sociocultural development of the student: informative, active, emotional and social.

Informative development consisted in acquaintance with historical aspect of the Kazakh national games

and formation of ideas of the Kazakh national culture, national holidays, customs, traditions, features of clothes of the Kazakh people, rules of the Kazakh national games, and the Kazakh national dances.

Active development was expressed in an independent, creative approach to the organization and carrying out the Kazakh national games, skills for carrying out games, technical and tactical fitness for the Kazakh national games, development of physical qualities.

Emotional development was defined by participation in lessons which were devoted to certain holidays and events (Nauryz, Altyn Kuz, Kazakhstan Barysy, etc.).

Social development formed a moral aspect of behavior in the Kazakh national games for the purpose of social formation and development of the identity of students.

The national sports used in the variable part served as a tool to solve teaching and educational, health-improving tasks were systematized by us according to the program sections and presented in the form of hourly distribution of the training material in the variable part of the physical training program for students.

According to age development, requirements for carrying out lessons with use of the Kazakh national games were differentiated (rules of games, techniques and tactical interactions).

5. Discussion

During the research we considered dynamics of perception of the Kazakh national culture by the students, in particular, informative, activity-related and emotional components. Basic data of the students' informative component were below an average - 1.9 points, activity-related and emotional component made on average 2.8 points. After the experiment (Figure 1) indicators of the students'

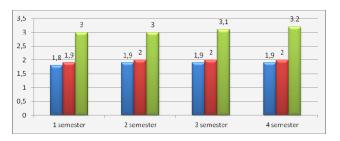


Figure 1. Indicators of an informative component of students before and after the experiment, in points.

informative component in the experimental group grew to 3.1 points, at p<0.05.

In the control group the indicators of an informative component reached 2 points, at p>0.05.

In Figure 2 indicators of an activity-related component in the students of the experimental group grew from 2.8 to 3.9 points, at p<0.05.

In the control group indicators of the activity-related component increased from 2.8 to 2.9 points, at p>0.05.

Indicators of an emotional component (Figure 3) of pupils of the experimental group increased from 2.8 points to 3.6 points at p<0.05. In the control group indicators of an emotional component changed from 2.8 to 2.9 points p>0.05. The comparative analysis of indicators of the experimental and the control groups showed the changes happening to the indicators of perception of the Kazakh national culture by the students of the experimental group in informative, active, emotional components

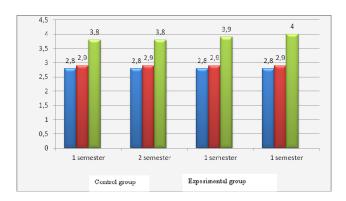


Figure 2. Indicators of an activity-related component of younger school students before and after the experiment, in points.

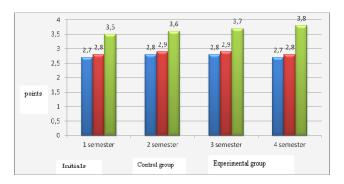


Figure 3. Indicators of an emotional component of students before and after the experiment, in points.

which surpassed indicators of the control group at the statistically reliable level (p<0.05).

Thus, in the course of the experiment we have proved a reliable action of the experimental factor - the use of the Kazakh national games on the informative (Figure 1), activity-related (Figure 2) and emotional (Figure 3) indicators of perception of the Kazakh national culture by the students of the experimental group.

Having analyzed the dynamics of physical readiness in the students of the control and experimental groups during their training from the 1st semester till the 4th semester (Figure 4), having compared gains of the indicators of the development of speed, speed and force, muscular strength, endurance and coordination, having revealed the reliable changes of the indicators, it is possible to note gains of physical readiness indicators after the experiment in the experimental group; high-speed abilities - by 12%, coordination abilities - by 10%, high-speed and force - by 10% and endurance - by 11%, at p<0.05, flexibility by 6% and muscular strength - by 4%. In the control group the gain of these indicators made 4%, 5%, 4%, 4%, 6% and 4%, respectively, at p>0.05.

There were no changes in the analysis of indicators of flexibility and muscular strength in the control and experimental groups.

The analysis of physical readiness of students of the control and experimental groups before and after the experiment shows that gains in the development of physical abilities of students of experimental group, at p<0.05 are caused by an experimental factor - use of the Kazakh national games in variable part of the physical training program.

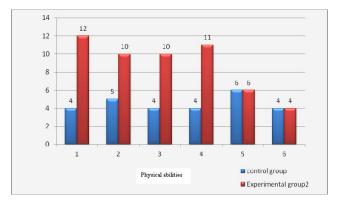


Figure 4. A gain of physical abilities of students, in %. **Note.** Physical abilities: 1 – speed; 2 – coordination; 3 – high-speed and force; 4 – endurance; 5 – flexibility; 6 – muscular strength.

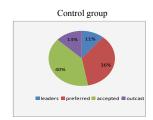
The analysis of sociometric indicators of students in the control and experimental groups is reflected in Figure 5.

The analysis of sociometric indicators of students in the control and experimental groups demonstrated that as a result of the experiment in the experimental group the sociometric status of students was higher in comparison with the control one, at p<0,05. As a result of it, in the experimental group the interpersonal relations were improved (the number of the "outcast" students was reduced, their sociometric status changed to the higher one) are improved. There were no changes in the control group with regard to the interpersonal relations of the students.

On the basis of the analysis of sociometric indicators of the experimental and control groups, we can claim the improvement of pedagogical efficiency of lessons with the use of the Kazakh national games in comparison with the traditional approach.

The indicators obtained during the research allow us to claim that the introduction of the Kazakh national games into the physical education humanizes the process of physical training: it promotes realization of the activity-related and informative components based on the knowledge of the Kazakh national culture, and the emotional component connected with a subject basis of the Kazakh national games; creates conditions for optimization of interpersonal communication of students by the personality's self-realization in the society.

The planning of a variable part of the physical training program with the use of the Kazakh national games in the form of block lessons taking into account the differentiated approach and classification signs of games increased the methodical efficiency of lessons, which was reflected in the increasing of their physical readiness in high-speed, speed-force, the coordination abilities and endurance.



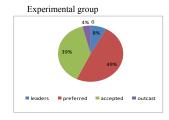


Figure 5. Sociometric data of students in the control and experimental groups after the experiment, %.

6. Conclusion

- The modern situation of change in the educational priorities, raising requirements to quality of the higher education defines the need to use humanistic aspect for teaching and educational process in the higher school, including physical training. Substantial component of of physical training humanization is the use of the Kazakh national games in variable part of the program.
- The analysis of using the Kazakh national games in the course of the students' physical training defined their following classification signs: national feature; motoric density; nature of physical activity; features of interaction in game; age features; type of game organization; mainly developed physical qualities, use of games in the lesson parts.

Classification system of the Kazakh national games is a useful way of planning educational process of physical training in a theoretic-practical way according to the basic sections of the program.

- The tests based on the elements of movements in the Kazakh national games were applied to determine the efficiency of the variable part of the physical training program.
- Using national sports in the educational process from the first to the fourth semester has raised the students' informative interest in the Kazakh national culture in the experimental group on the average from about 1.9 points to 3.1 points (on a five-point scale), activity increased from about 2.8 points to 3.9 points and emotional component from about 2.8 points to 3.6 points in perception of the Kazakh national games, at p<0.05. In the control group reliable changes were not revealed.
- Planning of a variable part of the physical training program with the use of national sports taking into account the differentiated approach that raised the level of physical readiness in the students of the experimental group in high-speed abilities on the average from 6.9 to 6.1 sec., in high-speed and muscular strength on the average from 132 to 147 dynamometer measurements, coordination on the average with 10.5 to 9.5 sec. and endurance on the average from 752 m to 842 m, at p<0.05.

• The indicators obtained during the experiment showed that the use of national sports in the variable part of the physical training program influences the interpersonal relations of students. In the experimental group the following changes of sociometric indicators have been revealed, at p<0.05: in the sociometric group of the "outcast" these changes occurred in 15% of the total number of students (150 people), in the group of the "accepted" - 8%, in the group of the "preferred" - 4%. Changes in the interpersonal relations of students were not revealed in the control group, the quantitative structure of the "outcast" sociometric group remained at the level of 13% of the total number in the trained control group (153 persons).

We have established the fact that the analysis of the experimental work shows that the use of national sports as a means of forming the readiness for development of physical culture of students has the huge importance and promotes formation of creative competence of future coach instructors. Scientific and practical research will be continued by us, and in our work we draw a conclusion about the importance and relevance of the issues of using national sports as a means of forming the students' readiness, the educational process modernization, updating of the process of training?, which influences changes in the vocational training of future coach instructors.

Having gained professional knowledge in the field of physical culture and sport in higher education institution, possessing not only applied national culture, but also humanitarian culture, realizing the humane relations of the professional activity with environment and society, the young specialist can harmoniously join modern information and post-industrial society, fit into the space of humanitarian culture, master its meanings and values.

7. References

- On Approval of the State Program of Education Development of the Republic of Kazakhstan for 2011-2020, Decree of the President of the Republic of Kazakhstan dated December 7, 2010, Decree #1118. Date accessed: 05/12/2015; Available from: http://adilet.zan.kz/kaz/docs/U1000001118.
- 2. The Law No.319, On Education of the Republic of Kazakhstan, dated July 27, 2007. Date accessed: 05/12/2015; Available from: http://adilet.zan.kz/kaz/docs/Z070000319_.
- 3. Onalbek ZhK, Berkimbayev KM, Mukhamedzhanov BK, Omarov BS, Usenbek RR, Kendzhaeva BB, Mukhamedzhanova MZ. Forming of Professional

- Competence of Future Teacher-Trainers as a Factor of Increasing the Quality. Middle-East Journal of Scientific Research. 2013; 15(9):1272-1276. Date accessed: 05/10/2015; Available from: http://www.idosi.org/mejsr/mejsr15(9)13/11.pdf.
- 4. Taran AA. Teaching using the methods of folk culture. Physical culture in schools. 2004; 7:19-24.
- 5. Mandziak AS. Military traditions of the people of Eurasia. Minsk: Harvest; 2002.
- Klug J, Bruder S, Kelava A, Spiel C, Schmitz B. Diagnostic competence of teachers: A process model that accounts for diagnosing learning behavior tested by means of a case scenario. Teaching and Teacher Education. 2013; 30:38-46.
- 7. MacPhail A, Tannehill D, Goc Karp G. Preparing physical education pre service teachers to design instructionally aligned lessons through constructivist pedagogical practices. Teaching and Teacher Education. 2013; 33:100-112.
- 8. Alimkhanov E. Theoretical and pedagogical bases of the national sports and games. Almaty: Abstract of PhD Thesis. 2010; 45-50.
- 9. Usembayeva IB, Ramankulov ShJ, Berdi DK, Saparbekova GA, Ualikhanova BS. Procedure of implementation the applied orientation of future teachers' training using ICT. American Journal of Applied Sciences. 2015; 12(9):636-43. doi: 10.3844/ajassp.2015.636.643.
- Kriventsova IV. The role of fencing in the formation of professional competence of future teachers in the sphere of physical culture. Physical Education of Students. 2009; 2:48-50.
- 11. Oh H-K, Rizzo TL, So H, Chung D-H, Park S-J, Lei Q. Pre service physical education teachers' attributes related to teaching a student labeled ADHD. Teaching and Teacher Education. 2010; 26(4):885-890.
- 12. Struyven K, De Meyst M. Competence-based teacher education: Illusion or reality? An assessment of the implementation status in Flanders from teachers' and students' points of view. Teaching and Teacher Education. 2010; 26(8):1495-1510.
- 13. Tessier D, Sarrazin P, Ntoumanis N. The effect of an intervention to improve newly qualified teachers' interpersonal style, students motivation and psychological need satisfaction in

- sport-based physical education. Contemporary Educational Psychology. 2010; 35(4):242-253.
- 14. Van Dinther M, Dochy F, Segers M, Braeken J. The construct validity and predictive validity of a self-efficacy measure for student teachers in competence-based education. Studies in Educational Evaluation. 2013; 39(3):169-179.
- 15. Mukhamedzhanov BK, Berkimbaev KM, Omarov BS, Abusseitov BZ, Seidakhmetov EE, Khudiyarov GB, Kendzhaeva BB. Forming of professional competences of future teachers-trainers. Omarov: 3rd World Conference on Innovation and Computer Science. 25-28 April 2013. Date accessed: 05/12/2015; Available from: http://www.world-education-center.org/index.php/P-ITCS/article/view/2774.
- 16. Berdi DK, Usembayeva IB, Ramankulov ShJ, Saparbekova GA, Berkinbaev MO. Results of the Experimental Research on the Introduction of Information and Telecommunication Technologies in Teacher's Professional Training. Indian Journal of Science and Technology. 2015; 8(27). doi: 10.17485/ijst/2015/v8i27/82620
- 17. Omarov BS, Berkimbaev KM, Mukhamedzhanov BK, Abuseyitov BZ, Makhanbet ET, Kendzhaeva BB. Problems of forming of future specialists' professional competence. European Science and Technology. Munich, Germany: Proceedings of the VII International Research and Practice Conference. 2014; 2:80-85. Date accessed: 05/12/2015; Available from: http://sciencic.com/ru/archive.php.
- Stolyarov VI. Humanistic potential of sport and its realization in modern conditions. Duhovnost. Sport. Culture. Moscow-Smolensk: Humanitarian Center SpArt RGAFK, Smolensk Olimpic Academy. 1996, 42-56.
- Stolyarov VI. Sociology of physical culture and sport: Uheb. Handbook for students of Higher Institutions: Study and methodical Department in the sphere of Physical culture. Moscow: Physical Culture; 2005.
- 20. Soldatenkov AD, Lebedev OV. National culture and the adolescent. Pedagogics. 1993; 1:38-42.
- 21. Ghazali, Mohd Izam Bin. A competence based education and training (CBET) approach to the diploma in accounting programme in the polytechnics of Malaysia: an investigation and evaluation. (PhD Thesis) University of Huddersfield; 2004.