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Improving EFL Non-English Majors' Pronunciation via a Flipped Classroom: A Modular Approach

Xin Zhang

Kaili University, China & Universiti Malaysia Sabah (UMS), Malaysia, 157773247@qq.com

Asmaa AlSaggaf

Corresponding author, Universiti Malaysia Sabah (UMS), Malaysia, asma3030@ums.edu.my

Despite common pronunciation challenges faced by Chinese non-English majors, research on incorporating technology-enhanced language learning within a flipped classroom framework to improve their English pronunciation remains scarce. This study aimed to explore the effectiveness of a flipped classroom module in enhancing the English pronunciation of this demographic group. A quasiexperimental design under the quantitative approach was employed, involving 100 undergraduate students divided into an experimental group with 49 students and a control group with 51 students. The experimental group received 14 weeks of teaching utilizing a flipped classroom module, which included pre-recorded pronunciation lessons for self-study before class and in-class interactive activities such as pronunciation drills. Meanwhile, the control group received the same duration of English pronunciation instruction but through traditional methods, consisting mainly of lectures and minimal practice. Independent samples t-tests and paired samples t-tests were employed to determine any significant differences between the two groups based on the pre-and post-test results evaluating English pronunciation. Results showed that the experimental group demonstrated a significantly higher improvement in English pronunciation after the intervention, with a significant level of 0.008 and a large effect size of 1.043. The study concludes that integrating technology into the flipped classroom model can significantly improve language skills, particularly pronunciation, among EFL

Keywords: Chinese learners, EFL non-English majors, flipped classroom module, teaching English pronunciation, effect size

INTRODUCTION

English pronunciation plays a crucial role in ESL/EFL language learning, as it enhances communication skills, which are central to language teaching. Mastering pronunciation, including vowels, consonants, and intonation, is key to language proficiency and clear

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communication, preventing misunderstandings (Hu & AlSaqqaf, 2024), with many researchers advocating for its inclusion in language education (Joan & Mayya, 2017; Saito & Plonsky, 2019; Nhi Nguyen & AlSaqqaf, 2023, AlSaqqaf, Yang & Hu, 2024).

In the Chinese context, the predominant approach to English pronunciation instruction adheres to traditional teaching methodologies (Li, 2018). The traditional teaching of English pronunciation refers to an approach to teaching English pronunciation that mainly focuses on the learning and practice of phonetic symbols (Du, 2016). This teaching method usually combines the learning of phonetic symbols with some word examples, and the common pronunciations of relevant letters and letter combinations are repeatedly drilled. Teachers explain the pronunciation rules of each phonetic symbol, and students learn and practice through imitation and repetition. For example, learning how to pronounce a certain vowel or consonant in different words and mastering the pronunciation patterns of specific letter combinations in words.

While the traditional approach has its merits, it has also been criticized for several reasons (Li, 2018; Jiang et al., 2023) among which is that students may understand phonetic theory but struggle with accurate pronunciation in practice. Additionally, it is argued that traditional pronunciation teaching methods can be dull and uninspiring, impacting students' interest in learning. Therefore, this study aimed to assess the effectiveness of an alternative teaching method that integrates technology through a flipped classroom model (TPFCM) to improve the English pronunciation of Chinese non-English majors.

Review of Literature

This section elucidates the theoretical framework utilized for the implementation of flipped classroom instruction which integrates active learning and technology to foster greater student engagement, promote independent learning, and enhance EFL pronunciation. Multimodal teaching in this study serves as the theoretical foundation that draws on various forms of media and technology to accommodate diverse learning styles as discussed below.

Multimodal Teaching

Multimodal includes using different senses and mediums like images and sounds. Multimodal discourse analysis, on the other hand, refers to the incorporation of systemic functional and visual grammar theories to examine the text with multiple modes (Carey, 2006; Hadianto et al., 2021; Peñarroja, 2021). Santos and Ortenzi (2021) highlighted the importance of integrating varied symbols like images, text, and audio in multimodal teaching to boost student engagement. It promotes teacher-student and student-student interaction, fostering better relationships in the learning environment. This study aimed to integrate multimodal teaching through a flipped classroom, utilizing the unique features of this instructional classroom, as detailed in the following section.

Flipped Classroom Teaching

The flipped classroom reverses traditional teaching methods, where teachers provide video lectures online before class for students to watch and discuss (Najmi, 2020; Ersoy

et al., 2023; Alzoebi et al., 2023; Torabi, 2024). Class time is used for activities like debates and skills training, promoting student engagement and personalized guidance (Jiang et al., 2023). This approach aims to enhance problem-solving, communication, and cooperation skills through group activities and projects.

In a traditional classroom setup, teachers usually deliver lectures during class time, and students listen, take notes, and may ask questions during that period. However, in the flipped classroom model, this order is reversed. By promoting student engagement and personalized instruction, the flipped classroom approach cultivates a dynamic learning environment and seeks to empower students as active participants in their own learning.

Hamdani's (2019) study compared this model to traditional teaching in 9th-grade English classes. Over three months, the control (39 subjects) and experimental (38 subjects) classes underwent pre-test, post-test, and follow-up assessments covering reading, writing, speaking, and listening skills. The results revealed that the flipped classroom method significantly enhanced speaking and reading proficiency among 9th-grade students. Educators are therefore encouraged to adopt this model for improved language learning outcomes, particularly in the areas of speaking and reading.

In China, the flipped classroom teaching model has gained significant traction, revolutionizing the traditional approach and establishing a novel instructional paradigm (Zhang & Cen, 2020). Zhang and Cen (2020) conducted a study exploring the implementation of flipped classroom English teaching using the WeChat digital application. They developed a three-stage model encompassing pre-class preparation, in-class activities, and post-class engagement. The study highlighted three primary advantages: enhancing essential English language skills, fostering a ubiquitous learning environment (U-learning), and enabling digital collaboration.

A study conducted in schools on the Saudi-Arabian border implemented a multi-shift schooling system (Najmi, 2020), which has sparked concerns regarding learning time and potential learning deficits. To examine this issue, Najmi (2020) employed a flipped-classroom approach to investigate its impact on academic achievement in the English language. The research participants comprised sixty fifth-grade female students from one of the schools in the Southern Province of Saudi Arabia. These students were randomly divided into a control group (n = 30) and an experimental group (n = 30). Najmi's (2020) study utilized a quasi-experimental methodology to assess the effects of the flipped classroom model on students' academic performance. Before the intervention, both groups were given a pre-test to ensure their equivalence. After the intervention, a post-test was administered to both groups to determine any noticeable disparities. The results indicated higher achievement for students in the flipped classroom. The study recommends using flipped classrooms in areas with multi-shift schooling to tackle educational challenges.

Recent research has shifted focus to investigating the impact of the flipped teaching model on subject-specific learning. Najmi (2020) applied a flipped-classroom approach to assess its influence on academic performance in the English language, while Zhang and Cen (2020) advocated for its adoption in English language instruction. Despite these advances, the application of the flipped teaching model in specific subject areas,

such as college English pronunciation teaching, remains limited. Accordingly, this study attempts to reduce this gap identified in the relevant literature by implementing the TPFCM to address the English pronunciation issue among Chinses EFL learners.

Theoretical Framework of the Study

The study's theoretical framework combines the multimodal discourse analysis theory and flipped classroom teaching which guides the learning process with three key phases: before, during, and after class. Information technology and active learning support individualized and self-directed learning in the flipped classroom. This is implemented through a Teaching Pronunciation Flipped Classroom Module (TPFCM) that aims to enhance Chinese Learners' pronunciation by engaging their visual, auditory, and kinesthetic senses within a multimodal framework. TPFCM uses diverse materials like slides, images, audio, and video, along with online resources, for interactive teaching activities such as imitation and tongue twisters.

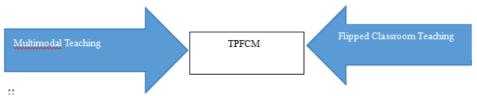


Figure 1 Theoretical framework of the study

The Relationship between English Pronunciation Intervention and English Pronunciation

Different languages and regions have unique accents, making it essential to learn other languages for effective communication and social interaction. Scholars (Li, 2018; Hu & AlSaqqaf, 2023; AlSaqqaf, Zhang & Sharif, 2023; Rosalind & AlSaqqaf, 2023) suggest that pronunciation training should be the primary focus of language instruction, forming the basis for learning all languages.

Li (2018) and Gilakjani and Rahimy (2020) found a positive link between English pronunciation intervention and improvement. Strategies like personalized teaching, homework assignments, feedback, and emotional support can enhance college students' pronunciation learning. Gilakjani and Rahimy (2020) noted the prevalent use of surveys in English pronunciation research and a gap in interventions for EFL learners. Therefore, implementing TPFCM in English pronunciation classes is important to address this gap.

This study intends to answer the following research questions: 1. Does the TPFCM help improve English pronunciation among Chinese EFL non-English majors at a public university in China? 2. What is the effect size of TPFCM in improving English pronunciation among Chinese EFL non-English majors at a public university in China?

METHOD

Research Approach and Research Design

This study used deduction to assess TPFCM's effect on English pronunciation, inferring conclusions from premises (Cresswell, 2018). Therefore, it employed a quantitative method with a quasi-experimental design to test the effect of the module of the study.

Sample: Chinese EFL Learners

The study examined the impact of TPFCM among non-English major students at a public university in Guizhou Province, China. A total of 100 undergraduates from two classes with similar English pronunciation backgrounds were involved in this study. Class 1 formed the experimental group with 49 students who received the TPFCM pronunciation instruction, while Class 2 served as the control group with 51 students and underwent in-situ teaching. Table 1 provides details about the EFL learners.

Sample of the study (Chinese EFI , learners)

Research Group	Male	Female	Students' Age
Experimental	24	25	18-20
Group (n=49)	49%	51%	
Control Group	19	32	18-20
(n=51)	37.3%	62.7%	

Research Instruments

The data sources of this study include an English pronunciation intervention, and an English Pronunciation Test as explained in the sub-sections below.

Teaching Pronunciation Flipped Classroom Module (TPFCM)

The TPFCM intervention for Chinese college students is designed to enhance English pronunciation skills over a span of 14 weeks. It consists of several key components such as objectives of the module, duration of intervention, sequence of English pronunciation teaching, materials and assessment of students. Preliminary learning is facilitated through videos and pre-class activities. This stage helps students familiarize themselves with the upcoming topics and builds a foundation for in-class learning.

During the in-class interactive activities, students engage in various exercises and discussions related to different aspects of pronunciation. The 90-minute weekly sessions cover many teaching tasks, including single vowels, double vowels, consonants, word stress, sentence stress, linking, assimilation, elision, weak forms, rhythm, intonation, and reading texts. Through these activities, students can practice and improve their pronunciation in a collaborative environment.

Finally, post-learning homework assignments are given to reinforce what has been learned in class. The instructor provides feedback on the assignments, enabling students to identify areas for improvement and continue to progress. This comprehensive

approach ensures that students receive a well-rounded pronunciation education and have ample opportunities to enhance their skills throughout the 14-week program.

The study used the ADDIE model to develop TPFCM systematically. ADDIE stands for Analysis, Design, Development, Implementation, and Evaluation, providing a structured approach for planning and assessment. The table below outlines how the ADDIE model was applied in this study.

Table 2 ADDIE model

Stage	Activities	Outcome
Analysis Stage	Identified the issues to be addressed in	The desired outcomes that
	this intervention.	learners aim to accomplish by
		completing learning activities.
Design Stage	Developed the content of the	14 weeks of instructional
	pronunciation intervention, including	content for English
	selecting the appropriate teaching	pronunciation; TPFCM and
	module, theories, and strategies to	multimodal teaching theory.
	guide the intervention's development.	
Development	Prepared instructional materials and	Materials and lesson plans for
Stage	designed lesson plans.	Teaching.
Implementation	Delivered the English pronunciation	Intervention for English
Stage	intervention using the TPFCM.	pronunciation.
Evaluation	Assessed the effectiveness of the	Assessment of intervention
Stage	English pronunciation intervention.	effectiveness.

English Pronunciation Test

RQ1 concerning the impact of TPFCM on English pronunciation for Chinese EFL non-English majors was addressed by analyzing pretest and posttest results of students reading words, sentences, and paragraphs.

Data Collection

To study whether TPFCM intervention enhanced Chinese college students' English pronunciation, the experimental and control groups took a pretest before the experiment and a post-test at the end of the 14-week experiment.

Data Analysis

A paired sample T-test was run to assess the differences in the pronunciation scores pre and post-intervention. Additionally, the effect size of post-test results was also compared between the control and experimental groups.

FINDINGS

Findings of RQ1

Before addressing RQ1, a preliminary analysis was run to ensure that the students belong to similar English backgrounds. Accordingly, a relevant hypothesis was formulated as follows:

 H_{01} : There is no significant difference in the mean scores of English pronunciations in the pretest between the experimental and control groups among Chinese EFL non-English majors at a public university in China.

On the other hand, the following hypothesis was proposed to get additional information about the differences between both groups after the post-test.

H₁: There is a significant difference in the mean scores of English pronunciations in the post-test between the experimental and control groups among Chinese EFL non-English majors at a public university in China.

Accordingly, to address RQ1, the pretest and post-test data results obtained from the English Pronunciation Test for both groups were analyzed as reflected in the hypotheses below:

 H_{02} : There is no significant difference between the pretest and posttest English pronunciation mean scores of the control group among the Chinese EFL non-English majors at a public university in China.

 H_2 : There is a significant difference between the pretest and posttest English pronunciation mean scores of the experimental group among Chinese EFL non-English majors at a public university in China.

Null Hypothesis (H_{01})

As mentioned earlier, this hypothesis was to test whether the students in the two groups had similar English backgrounds. To test hypothesis H_{01} , the pretest scores of the experimental and control groups were compared using an independent sample t-test. The mean scores were 2.47 for the experimental group and 2.43 for the control group, which is considered a small difference as shown in Table 3.

Table 3
Mean score and standard deviation (pre-test) of English pronunciation test between the experimental group and control group

Pretest	N	Mean	Std. Deviation	Std. Error Mean
Experimental	49	2.47	3.56	0.48
Control	51	2.43	4.78	0.76

Before hypothesis testing, Levene's test confirmed the homogeneity of variances in pretest scores between the experimental and control groups, F=1.97, p>.05 (Table 4). With equal variances assumed, the significant probabilities for the double-tailed T-tests in Table 4 were 0.075, exceeding the threshold of 0.05. This suggests a lack of significant disparity in the pre-test English pronunciation scores between the two groups, thus supporting the acceptance of H_{01} . This means that both groups had similar English backgrounds.

Table 4
Independent samples test (pre-test) of English pronunciation test between the experimental group and control group

Pretest	Levene	's Test for Equality	t-test f	or Equali	ty of Means
	of Varia	ances			
	F	Sig.	t	Df	Sig.(2-tailed)
Equal variances assumed	1.97	0.16	1.57	98	0.075
Equal variances not			1.41	91.54	0.068
assumed					

Alternative Hypothesis One (H_1)

An independent sample t-test was conducted to compare the post-test performance of the experimental and control groups. The average score for the experimental group was 3.48, which was notably higher than the control group's average score of 2.48. According to Table 5, there are large differences in mean scores between the two groups.

Table 5
Mean score and standard deviation (post-test) of English pronunciation test between the experimental group and control group

Pretest	N	Mean	Std. Deviation	Std. Error Mean
Experimental	49	3.48	3.46	0.46
Control	51	2.48	4.97	0.72

Levene's test verified the homogeneity of variances in pretest scores between the experimental and control groups, F=1.56, p>.05 (Table 6). With equal variances assumed, the significance level of the two variables in Table 6 was 0.001, which was lower than the significance threshold of 0.05. This indicated that the experimental group outperformed the control group following TPFCM implementation, leading to the acceptance of H_1 .

Table 6
Independent samples test (post-test) of English pronunciation test between the experimental group and control group

xperimental group and control group						
Posttest	Levene's Test for Equality of Variances		t-test for Equality of Means			
	F	Sig.	t	Df	Sig.(2-tailed)	
Equal variances assumed	1.56	0.22	9.52	98	0.001	
Equal variances not assumed			9.36	92.45	0.012	

Null Hypothesis (H₀₂)

To evaluate H_{02} , a paired sample t-test was used to compare the control group's pretest and post-test pronunciation scores. Table 7 illustrates that the control group scored 2.43 in the pretest and 2.48 in the posttest, indicating a big increase in scores.

Table 7
Mean score and standard deviation (control group) for the English pronunciation paired-samples statistics

	N	Mean	Std. Deviation	Std. Error Mean
Pretest	51	2.43	4.58	0.78
Posttest	51	2.48	4.67	0.74

The t-value in Table 8 is -5.81, with a two-tailed t-test significance of 0.078, exceeding 0.05. This implies a lack of significant disparity in the control group pretest and post-test scores. The post-test English pronunciation did not exhibit substantial enhancement under traditional teaching, thus supporting the confirmation of H_{02} .

Table 8
Paired samples test (control group) for the English pronunciation

	T	Df	Sig.(2-tailed)	
Pretest-Posttest	-5.81	50	0.078	

Alternative Hypothesis Two (H_2)

To evaluate H₂, a paired sample t-test was applied to assess the English pronunciation of the experimental group before and after the intervention. The test computes the difference between the variable values in each instance. As indicated in Table 9, the average English pronunciation score of the experimental group was 2.47 in the pretest and 3.48 in the posttest. The posttest score exhibited a big increase compared to the pretest score.

Table 9
Mean score and standard deviation (experimental group) for the English pronunciation paired-samples statistics

	N	Mean	Std. Deviation	Std. Error Mean
Pretest	49	2.47	6.45	0.48
Posttest	49	3.48	6.43	0.46

The t-value in Table 10 is -13.38, with a two-tailed t-test significance of 0.008, well below 0.05. This indicates significant disparities between the pre-test and post-test scores of the experimental group. The improvement in English pronunciation scores of the experimental group following TPFCM implementation supports the acceptance of H₂.

Table 10 Paired samples test (experimental group) for the English pronunciation

	T	Df	Sig.(2-tailed)	
Pretest-Posttest	-13.38	48	0.008	

Findings of RQ2

What is the effect size of TPFCM in improving English pronunciation among Chinese EFL non-English majors at a public university in China?

To address RQ2, the effect size of the TPFCM was analyzed. To give a more comprehensive picture of the situation, the effect size of the in-situ teaching will also be examined to compare the two effect sizes.

i. Paired Samples Effect Sizes (Experimental Group) for the English Pronunciation

The effect size in Table 11 is 1.043. According to Cohen (1988), a d value of 0.2 represents a "small" effect size, 0.5 indicates a "medium" effect size, and 0.8 signifies a large effect size. Hence, this indicates a substantial effect of TPFCM on enhancing English pronunciation among Chinese EFL non-English majors and aligning with H_{02} .

Table 11
Paired samples effect sizes (experimental group) for the English pronunciation

T direct sump	Tes effect sizes (e	nperimental group)	Tor the Englis	m promuneration	
	Standardizer ^a	Point Estimate	95% Confid	ence Interval	
			Lower	Upper	
Cohen's d	10.551	1.043	-8.2149	-1.4655	

ii. Paired Samples Effect Sizes (Control Group) for the English Pronunciation

The effect size in Table 12 is 0.15. According to Cohen (1988), a value of 0.2 represents a "small" effect size, 0.5 signifies a "medium" effect size, and 0.8 denotes a large effect size. Thus, the effect of traditional teaching on enhancing English pronunciation among Chinese EFL non-English majors is small, aligning with H_2 .

Table 12
Paired samples effect sizes (control group) for the English pronunciation

	Standardizer ^a	Point Estimate	95% Confider	nce Interval	
			Lower	Upper	
Cohen's d	1.143	0.15	-9.5994	-2.0761	

The TPFCM has been demonstrated to be effective in enhancing English pronunciation. The success of this method hinges on the implementation of its various components. Each element plays a crucial role in facilitating the improvement of pronunciation skills. The components of TPFCM are diverse and comprehensive, encompassing the objectives of the module, the duration of intervention, the sequence of English pronunciation teaching, materials, and the assessment of students.

The components of flipped classroom teaching for pronunciation improvement are all significant. Clear module objectives serve as a guide for learning, providing students with a clear direction and purpose. Adequate intervention duration offers more practice opportunities, allowing students to internalize and master pronunciation skills. A proper sequence of teaching builds skills step by step, ensuring logical progression and preventing confusion. Quality materials provide models and feedback, enabling students to imitate and correct their pronunciation. Assessments help gauge progress and encourage effort, motivating students to continuously improve. All these components work in harmony to create an effective environment for improving pronunciation.

DISCUSSION

Discussion of RO1

To address RQ1, the research analyzed outcomes from the Test on English Pronunciation for both experimental and control groups before and after the pronunciation intervention. The results showed that the intervention significantly enhanced the English pronunciation of EFL non-English major learners, as demonstrated by higher scores in the experimental group. These findings align with other studies conducted by Du (2016) and Zheng (2017), which suggest that pronunciation instruction can effectively address incorrect pronunciation habits and enhance confidence in English pronunciation. Furthermore, the study conducted by Martha Ramirez (2018) on instructors in Bogotá, Colombia, adds to the evidence supporting the efficacy of the flipped classroom method in improving pronunciation.

Considering the characteristics of the flipped learning experience, these findings suggest that the TPFCM intervention created a student-centred learning environment that fostered active engagement and personalized learning. The combination of self-directed learning, interactive in-class activities, and individualized feedback allowed students to progress at their own pace and focus on areas where they needed the most support. This approach aligns with the principles of flipped learning, which emphasize the importance of moving direct instruction outside of the classroom and using class time for active learning and collaboration.

As far as the application of multimodal theory to English pronunciation teaching is concerned, Len Unsworth (2006) wrote a book that delved into examining the English curriculum through a multimodal perspective. In the book, he highlighted the connection between multimodal theory and English education, enhancing people's comprehension of multimodality. Unsworth (2006) also introduced a novel perspective suggesting the integration of multimodal theory into language instruction. Building on past research, various modes can be fused based on their functions and utilized in English teaching. Kristina (2019) explored the integration of written characters and visuals in the teaching of English pronunciation, and the results show that multimodality can effectively promote the improvement of students' English pronunciation. Following this, Meng and Tan (2020) examined the significance of various symbolic resources, such as images, videos, and audio, in English pronunciation instruction, investigating the utilization of multiple modes to communicate information. Scholars have adopted the empirical research method to optimize the soundness and efficiency of their investigations. They have specifically applied the flipped classroom model in their instruction of English pronunciation and gathered empirical evidence to evaluate its use and influence on students' learning. The results suggest that this model can successfully improve students' English pronunciation abilities, although most of the research has been restricted to English majors, with minimal investigation performed on individuals who are not English majors.

Discussion of RQ2

The RQ2 was addressed by examining and comparing the effect size of English pronunciation tests in the experimental and control groups before and after the pronunciation intervention. The analysis revealed that the effect of the pre-test and posttest on English pronunciation in the experimental group is large. Du (2019) and Li (2019) also emphasize that a flipped classroom has a great effect on improving students' English pronunciation and believe that a flipped classroom can improve the learning effect. Zhou (2019) further confirmed the effectiveness of the flipped classroom teaching module in improving English pronunciation for both English majors and non-English majors.

Contrary to prior research, Wang (2017) found that English pronunciation teaching had minimal impact on vocational college students' pronunciation improvement. Varying English proficiency levels among participants could explain divergent study results. Higher vocational students often start with lower English scores, hindering short-term pronunciation improvement.

In the present study, the effect size of TPFCM in improving English pronunciation among Chinese EFL non-English majors is large, which is consistent with the results of RQ 1.

IMPLICATIONS

The study findings reveal dual impacts on theory and practice, with existing research primarily emphasizing the influence of flipped teaching on overall course proficiency rather than specific elements such as English pronunciation learning among college students. This research implements TPFCM for English pronunciation instruction to investigate its efficacy in pronunciation teaching.

English teachers can incorporate TPFCM into their instructional materials, utilizing it for lesson planning, pre-class videos, exercises, and assignments. Policymakers could also gain from its implementation. A reevaluation of current English courses for non-English majors is recommended, emphasizing the importance of pronunciation by potentially introducing it as a separate course. Continual practice and feedback on pronunciation and intonation can improve the speaking abilities of non-English majors.

CONCLUSION

The purpose of this study is to encourage college-level English educators to embrace the flipped classroom technique specifically for teaching English pronunciation. This approach is seen as a way to bring about a change in traditional teaching methods and enhance the learning experience for students.

The flipped classroom technique involves reversing the traditional classroom model, where students watch lectures or instructional videos at home and then engage in active learning activities in the classroom. In the context of teaching pronunciation, this could mean that students are exposed to pronunciation models and exercises outside of class and then have the opportunity to practice and receive feedback in class.

By following the TPFCM, it is expected that students will not only improve their pronunciation skills but also become more motivated to learn. This motivation can lead to increased engagement and participation in the learning process, resulting in better learning outcomes.

Enhanced pronunciation skills can have a significant impact on a student's ability to communicate effectively in English. It can also boost their confidence and make them more comfortable speaking the language. Additionally, increased motivation and effectiveness in learning can lead to better overall academic performance and a greater sense of accomplishment.

In conclusion, this study aims to promote a new teaching approach that has the potential to transform the way English pronunciation is taught at the college level and benefit students in multiple ways.

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