



Appendices

Exploring activities, challenges, solutions, and skills of the Indonesian English professors in writing scholarly English articles in light of bloom's digital taxonomy

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Appendices

Appendix A Invitation Letter for questionnaire

Invitation Letter for the questionnaire (F)

Dear Teacher Educators,

1. My name is Dedi Turmudi. I am doing my final work as a doctoral student at *Universitas Negeri Malang*. This study must happen to everyone who pursues their doctoral degree. The topic is “Exploring Activities, Challenges, Solutions and Skills of the Indonesian English Professors in Writing Scholarly English Articles in the Light of Bloom’s Digital Taxonomy.”

This research is expected to contribute to the body of knowledge in the sense of how a scientific article is published in the desired target of a journal. The promising contribution will be what to do before and during publication and what capabilities are needed. All of these phases are essential to know for every higher education teacher author since they must write research papers. The writing product and the target journal have specific criteria to achieve ending in a challenging work.

Accordingly, I invite you to participate in this research by filling out the provided questionnaire in a Google Form.

I believe that you can also benefit from the projected outputs for your future career as well as for other junior higher education teachers. Your participation will be appreciated financially by being paid via bank transfer. However, you may reject it if it is not appropriate. I appreciate those willing to take part by heart and on behalf of professional development.

Further, some phases will follow if you have decided to take part. First, you must fill out the provided Google form (click the link below) and simultaneously sign the consent form. Second, if the respondents’ criteria meet my blueprint, you will be contacted for a further in-depth interview by filling out the schedule for an interview in a Google form. That is all that you have to do regarding this study. Thank you very much for participating in this project.

Should you have any queries regarding this research, please get in touch with me through email at tdeditur@gmail.com or SMS via WA 081385471415.

Proceed to take a survey: <https://forms.gle/RcenkZZ3WRtVdWWz9>

Thank you for being so cooperative

Yours sincerely,
Dedi Turmudi
Researcher

Appendix B Questionnaire

Questionnaire (F)

Overview

This questionnaire is sent to you who have specific characteristics (as determined in the research method) in writing articles for publication, covering identity, experiences in publication, and consent.

Direction for respondents:

1. fill out the blank as requested.
2. Choose the option that best fits your situation.
3. your name and email will not be published.

*required

Email address*

.....

1. Full Name *

.....

2. Academic Ranks*

- Tenaga Pengajar (TP)
- Asisten Ahli (AA)
- Lektor (L)
- Lektor Kepala (LK)
- Professor (Prof)

3. Mobile /WA*

.....

4. Age Category*

- 21-30 years
- 31-40 years
- 41-50 years
- Over 51 years

5. First year of teaching at higher education (year only)

.....

6. Subject of teaching

- English and teach in the English Language
- Non-English but taught in English language or Bahasa Indonesia

7. How many articles have been sent to certain journal publishers up to this survey?

.....

8. How many of them are officially published in total?

.....

9. What category of those published articles do they belong to?

- National Journal (NJ)
- National Accredited Journal (NAJ)
- International Journal (IJ) but not indexed in Scimago or Scopus
- International (Reputable) Journals Indexed in Scimago or Scopus
- Mixed above

10. How long did it take for you to get those published articles (average)?

- 1-6 months
- 7-9 months
- 10-12 months
- More than a year

11. If you are selected, what mode of the interview will you choose?

- Face to face
- WhatsApp call
- Phone / mobile call
- Yahoo Messenger call
- Skype call

12. Is it acceptable to be paid as formal appreciation?

- Yes
- No

13. If yes, please attach your bank account. (Name of Bank and Account Number on behalf of you)

.....

I am willing to complete the questionnaire (Agree or Disagree) and state that all the input data are correct. Accordingly, I am okay with following the next step of this study or getting an interview to explore more data from a targeted participant.

- Agree
- Disagree

Date of Submission

mm/dd/yyyy

Thank you very much.

Appendix C Invitation letter for interview

Invitation Letter for Interview (F)

Dear selected respondents,

Thank you for filling out the questionnaire. Your responses to the questionnaire are highly appreciated and remain secret. After viewing your responses, I have listed those who met with the target respondents. Therefore, I would like to invite you again for the interview. Accordingly, please fill out some information so I can arrange the schedule for the interview.

Please fill out the Google forms again, as linked beneath the closing letter.

The data are email, full name, complete address, day and date for interview, place of interview, and available mode of communication.

That is all that you have to do regarding the interview. Thank you very much for participating in this project.

Should you have any queries regarding this research, you may contact me through email at deditur@ummetro.ac.id/tdeditur@gmail.com or SMS via HP/WA 081385471415.

Go to link: <https://forms.gle/99Dtw9qNzwhtKF6k9>
I appreciate your cooperation.
Yours sincerely,

Dedi Turmudi
Researcher

Appendix D Schedule for interview

Invitation to Interview (F)

Dear Selected Respondents,

This invitation is made to make you ready to face the interview day. Therefore, you are requested to arrange your schedule for the face-to-face interview. In addition, you must schedule your interview by setting up a place or address, date, and time so that I can meet you on time.

Email address
.....

Full Name
.....

Complete Home Address or Complete Office Address
.....
.....
.....
.....

Day of the interview
.....

Time of the interview
.....

- Available communication
- Phone Call
 - WA Call/Message
 - Email
 - Face-to-face interview

I am willing to get interviewed as scheduled and let the data be used for the current study. Thank you.

Month/day/year
...../...../.....

Full name

Appendix E Interview guide

Interview Guide (F)

Introduction:

This interview is the last process of retrieving the target data through oral communication. All questions and answers are recorded to maintain validity and reliability.

Objectives:

These interview questions are used to get the essential data related to the four features of activities, challenges, attempts, and behavior from the selected participants gained through questionnaires. The process of posing the question is a single question followed by a further question until the data is rich or saturated.

Direction:

1. The interviewer confirms if the interviewee is ready and willing to be recorded as they answer.
2. The interviewer offers the language used in the interview, such as English or *Bahasa Indonesia*.
3. The interviewer may ask more or more resounding questions on the same topic within the scope of the target data.
4. The interviewer will ask the interviewee to respond to a final statement in every aspect of the questions.

General Research Question:

How do IEPS describe their experience, and what capability of IEPS is needed in writing an article for publication?

Research Questions	Questions (can be in order or jumbled)
1. What activities do they undergo (pre-, during, and post-writing) in publishing articles?	(1). What activities <i>did</i> you do before writing article(s) for publication? (4). What activities did you do while writing article(s) for publication? (7). What activities did you do as the article(s) were ready to publish, or the articles were received by the publisher (but need revising)?
2. What challenges do they face (pre-, during, and post-writing) as writing articles for publication?	(2). What challenges <i>did</i> you experience when you keep writing articles for publication (prior to writing articles)? (5). What types of challenges did you experience when you were writing an article(s) for publication (<i>during the writing process</i>)? (8). What challenges did you experience submitting those articles for publication (post-writing process)
3. How do they overcome those (difficulties, obstacles, problems, resistances) in the pre-, during, and post-writing articles to make those articles published?	(3). How <i>did</i> you overcome the popping-up obstacles, and why did you do that? (6). How did you solve those <i>obstacles</i> while writing articles for publication? (9). How did you overcome those challenges in the post-writing activities (revision process after reviews etc.)?
4. What typical IEPS person is required to anticipate all three aspects above? And why those traits are important?	(10). What do you think of the required skill as IEPS needed to succeed in publication (such as personal capability as author)? (11). Explain how they are related to your success in writing and publishing articles

Appendix F Interview questions in order

Text Interview English and Indonesian version
General Research Question:

How do IEPs describe their activities, challenges, solutions, and skills in publishing articles?

Bagaimana dosen menggambarkan pengalaman mereka dan kemampuan apa yang diperlukan dalam menulis artikel untuk publikasi ilmiah?

Detail Questions as prompts (further questions may apply to gain in-depth data

I. Part one: question 1-3 (refer to pre-writing an article)

1. What activities did you do before writing article(s) for publication? In terms of all related things to writing directly or indirectly?

Aktifitas apa saja yang anda lakukan sebelum menulis artikel untuk publikasi? Dari sisi semua unsur terkait baik langsung atau tidak langsung?.(topik, masalah, bahan artikel, outline, perencanaan dll).

2. What types of challenges (obstacles) did you experience when you kept on writing an article for publication (before writing articles)?

Jenis tantangan (rintangan atau gangguan) apa saja yang anda hadapi saat berusaha untuk menulis artikel dengan tujuan publikasi?

3. How did you overcome the obstacles, and why is it like that?

Bagaimana anda menyelesaikan semua bentuk tantangan (rintangan atau gangguan) yang muncul (di pertanyaan ke-2) dan kenapa demikian?

II. Part two: question 4-6 (refer to during writing articles)

4. What activities did you do while writing article(s) for publication?

Aktifitas aktifitas (terkait) apa sajakah yang anda lakukan saat sedang menulis sebuah artikel untuk publikasi ?

5. What types of challenges (Obstacles) did you experience when you were writing an article(s) for publication (during the writing process)?

Jenis tantangan (rintangan atau gangguan) apakah yang anda alami saat sedang menulis artikel untuk publikasi?

6. How do you solve those obstacles while writing articles for publication?

Bagaimana anda menyelesaikan semua tantangan yang muncul (di pertanyaan ke-5) saat sedang menulis artikel untuk publikasi ?

III. Part three: questions 7-9 (refer to post-writing article)

7. What activities did you do as the article(s) were ready to publish, or did the publisher receive the articles (but need revising)?

Aktifitas apakah yang anda lakukan saat sebuah artikel anda siap untuk dikirim atau saat sudah dikirim ke penerbit / journal tetapi memerlukan revisi?

8. What challenges did you experience submitting those articles for publication? (post-writing process) in terms of finances, copyrights, etc?

Jenis tantangan apakah yang anda alami (dalam fase ini) saat sudah dikirimkan ke penerbit ? dalam hal keuangan, hak cipta dan lain lain?

9. How did you develop those challenges in the post-writing activities (revision process after reviews, etc.)?

Bagaimana anda menyelesaikan semua jenis tantangan (rintangan atau halangan) dalam proses revisi setelah direvisi, atau bahkan menunggu direview dst...?

IV. Part five: question 10-11 refer to skill or capability

10. What do you think of the required skills as IEPs to make a successful publication (such as personal capability as an author)?

Bagaimana menurut anda tentang skill atau capability seorang dosen yang diperlukan untuk menjadikan sukses dalam publikasi ?

11. Explain how they relate to your success in writing and publishing articles.

Jelaskan bagaimana masing masing komponen tersebut berkaitan dengan keberhasilan anda dalam menulis artikel publikasi?.

Closing statement?

Pernyataan akhir anda dalam sesi wawancara ini?.

Thank you very much

Terimakasih banyak telah berkenan diwawancarai

Appendix G Recap of Activities Challenges and Solutions: Pre-During and Post

Activities = 69

Pre-activities = 26

No	Activity types	Domain
1.	analyzing types of data	C4
2.	asking peers to review the chosen topic	C4
3.	considering the article impact	C5
4.	determining a topic	C5
5.	determining theory to use	C5
6.	drafting data collection	P4
7.	finding a problem to study	C4
8.	focusing on the content of a writing	C4
9.	following the template and structure of the target journal	C3
10.	identifying a specific problem to address	C2
11.	identifying article template	C2
12.	listing plan	C1
13.	making a raw draft	C6
14.	planning research	C6
15.	preparing academic writing	A4
16.	providing visibility for future authors	P2
17.	reading related articles	A3
18.	reading reputable journal intensely	A3
19.	reading-related sources	A3
20.	searching for related literature	C2
21.	searching related articles in the target journal	C2
22.	selecting high indexed journals	C3
23.	selecting what does not work in the subject	C3
24.	synthesizing gaps	C6
25.	synthesizing theories	C6
26.	writing an outline	C6

During-activities = 25

No	Activity types	Domain
1.	making a clear title	C6
2.	setting the structure of the article	P2
3.	completing the research	C6
4.	analyzing the existing data	C4
5.	answering the RQ using the data	A3
6.	beginning to write the result	P2
7.	correlating the findings with prior studies	C4
8.	measuring the level of significant	C4
9.	reading prior studies to compare with the findings,	A3
10.	interpreting the findings	C4
11.	correlating with prior studies	C4
12.	checking the article	C2
13.	writing abstract	C2
14.	writing research objectives	C6
15.	writing method of research,	C6
16.	formulating research objectives	C5
17.	digesting gaps from prior studies	C5
18.	designing research design	C6
19.	determining types of studies quant or qual	C5
20.	making instruments	C6
21.	determining types of instrument	C5
22.	reading more articles to support data	A3
23.	writing a thesis statement	C6
24.	learning how to scientific articles	C5
25.	collecting referenced books	C6

Post-activities = 18

No	Activity types	Domain
1.	accessing the target website	C1
2.	asking for peer review,	C4
3.	earning money for buying sources	P4
4.	filling the form online	C6
5.	owning paying tool	A1
6.	paying the journal charge	A3
7.	reading and revising based on the feedback	C6
8.	registering to the system of a journal (sign up)	C6
9.	revising based on feedback,	C6
10.	revising based on the feedback.	C6
11.	sending paper online via the system OJS	C6
12.	submitting the article	C6
13.	submitting the articles	C6
14.	understanding the feedback ,	C1
15.	understanding the revised articles	C1
16.	waiting for review,	A2
17.	waiting for the review period	A2
18.	waiting time to review	A2

Phases	Activities : Pre, During and Post in the BDT
Pre-1(4) Pre2(10) Pre3(12)	(1) synthesizing theories [C6] ; (2) reading-related sources[A3], (3) determining theory to use[C5], (4) preparing academic writing[A4], (5) Finding a problem[C4],(6) identifying a specific problem to address[C2], (7) planning research[C6], (8) determining a topic [C5], (9) following the template and structure of the target journal[C3], (10) listing plan[C1], (11) making a raw draft[C6], (12) analyzing types of data[C4], and (13) writing an outline[C6], (14) selecting what does not work in the subject[C3], (15) identifying article template[C2], (16) focusing on the content of a writing[C4], (17) drafting data collection[P4], (18) reading related articles[A3], (19) searching for related literature[C2], (20) synthesizing gaps[C6], (21) searching related articles in the target journal[C2], (22) reading reputable journal intensely[A3], (23) selecting high indexed journals[C3], (24) asking peers to review the chosen topic[C4], (25) considering the article impact[C5], (26) providing visibility for future authors[P2]
During-1(2) During-2(10) During-3(13)	(1) making a clear title[C6], and (2) setting the structure of the article[P2], (3) completing the research[C6], (4) analyzing the existing data[C4], (5) answering the RQ using the data[A3], (6) beginning to write the result[P2], (7) correlating the findings with prior studies[C4], (8) measuring the level of significant[C4], (9) reading prior studies to compare with the findings[A3], (10) interpreting the findings[C4], and (11) correlating with prior studies[C4], and (12) checking the article[C2], (13) writing abstract[C6], (14) writing research objectives[C6], (15) writing method of research[C6], (16) formulating research objectives[C5], (17) digesting gaps from prior studies[C5], (18) designing research design[C6], (19) determining types of studies[C5]: quantitative or qualitative, (20) making instruments[C6], (21) determining types of instrument[C5], (22) reading more articles to support data[A3], (23) writing a thesis statement[C6], (24) learning how to scientific articles[C5] (25) collecting referenced books[C6].
Post-1(5) Post-2(4) Post-3(9)	(1) asking for peer review[C4], (2) owning paying tool[A1], (3) paying the journal charge[A3], (4) submitting the articles[C6], and (5) earning money for buying sources[P4], (6) Submitting the article[C6], (7) waiting for the review period[A2], (8) waiting time to review[A2], and (9) revising based on feedback[C6], (10) accessing the target website[C1], (11) filling the form online[C6], (12) registering to the system of a journal (sign up) [C6], (13) sending paper online via the system OJS[C6], (14) waiting for review[A2], (15) reading and revising based on the feedback[A3/C6], (16) understanding the revised articles[C1], (17) understanding the feedback[C1], and (18) revising based on the feedback[C6].

Pre-challenges = 28

No	Challenge types	Domain
1.	adjusting the aspects of the research topic	C3
2.	consolidating data collection from interviews, questionnaires	C3
3.	creating a research blueprint	C6
4.	creating questionnaire with adaptation	C6
5.	data collecting process	C6
6.	demanding workload	A3
7.	determining aspects to study	C5
8.	familiarizing required documents of the target journal	C1
9.	finding five years published articles	C4
10.	finding newest articles for literature review	C4
11.	finding sources	C4
12.	good sources are found to be charged	A3
13.	having an ID such as ORCID or Scopus ID	A1
14.	having Elsevier ID and others	A1
15.	having too much teaching hours	A3
16.	having workload	A3
17.	integrating what works in the subject of study	A4
18.	knowing the nature of subjects	C1
19.	knowing the number of words required by the target journal	C1
20.	observing the subject	C4
21.	reading very much on references	A3
22.	referring to the website to find sources	C1
23.	specifying specific issue	C2
24.	the available sources are out of date	C4
25.	the implementation of research on the subject	C3
26.	the need of updating knowledge	C2
27.	unclear sources despite good ones	C3
28.	weakening Internal motivation	A2

During-challenges = 35

No	Challenges	Domain
1.	analyzing data is the most difficult one	C4
2.	analyzing data	C4
3.	analyzing the existing data	C4
4.	answering RQ using data	A3
5.	beginning to write the result	P2
6.	composing original self- sentences	C6
7.	considering high impact factor	C5
8.	consulting result with peers	A5
9.	correlating the findings with prior studies	C4
10.	correlating with prior studies	C4
11.	doing research is an obligation	A5
12.	finding peer expert reviewers	C4
13.	freeing yourselves distracted from being focused	A4
14.	getting originality of language	A1
15.	having high register of academic writing	P5
16.	having limited time	A1
17.	having original ideas and having novelty ideas	P5
18.	having workloads	A3
19.	interpreting data	C4
20.	interpreting data	C4
21.	interpreting the findings	C4
22.	keeping Internal motivation	A5
23.	maintaining in analyzing collected data	A3
24.	managing to focus on writing	A4
25.	measuring the level of significant	C4
26.	producing academic language in the article	C6
27.	quoting sources	P3
28.	reading prior studies to compare with the findings	A3

During-challenges = 35 (Continued)

No	Challenges	Domain
29.	rechecking the article	C4
30.	spending time at sleeping time	A3
31.	the research was done	A1
32.	transcribing interview data amid business	P5
33.	weakening focus when writing	A3
34.	writing in a foreign language	C6
35.	writing process	C6

Post-challenges = 19

No	Challenge types	Domain
1.	adjusting the GFA	C3
2.	asking to add more references	C4
3.	asking to add up-to-date articles	C4
4.	asking to meet the demand	C4
5.	currency Issue	A1
6.	facing rejection from publisher	A1
7.	going deeper flows in the discussion	C4
8.	paying system using card	A3
9.	problem of currency	A1
10.	process of payment	A4
11.	relating the current findings with the prior studies	C4
12.	revising based on feedback	C6
13.	sending manuscript	C6
14.	submitting the article	C6
15.	unclear reason to revise	A1
16.	unsuitable template	A1
17.	waiting for the review period	A2
18.	waiting list to get accepted	A2
19.	waiting time to review	A2

Challenges = 82

Phases	Challenges: pre,during and post in the BDT
Pre-1(5)	(1) finding sources[C4], (2) the available sources are out of date[C4],
Pre2(13)	(3) the need of updating knowledge[C2], (4) unclear sources despite good ones[C3], (5) good sources are found to be charged[A3],
Pre 3(10)	(6) Data collecting process[C6], (7) specifying specific issue[C2], (8) consolidating data collection from interviews or questionnaires[C3], (9) observing the subject[C4], (10) creating a research blueprint[C6], (11) determining aspects to study[C5], (12) adjusting the aspects of the research topic[C3], (13) reading very much on references[A3], (14) creating questionnaire with adaptation[C6], (15) knowing the nature of subjects[C1], (16) the implementation of research on the subject[C3], (17) integrating what works in the subject of study[A4], (18) familiarizing the types of requirements of the target journal[C1], (19) knowing the number of words required by the target journal[C1], (20) referring to the website to find sources[C1], (21) having an ID such as ORCID or Scopus ID[A1], (22) having Elsevier ID and others[A1], (23) finding newest articles for literature review[C4], (24) finding five years published articles[C4], (25) weakening Internal motivation[A2], (26) having workload[A3], (27) having too much teaching hours[A3], (28) demanding workload[A3].
During-1(6)	(1) Keeping Internal motivation[A5], (2) freeing yourselves distracted from being focused [A4], (3) managing to focus on
During-2(10)	writing[A4]. (4) finding peer expert reviewers[C4], (5) having workloads[A3], and (6) doing research is an obligation[A5].
During-3(19)	(7) the research was done[A1], (8) analyzing the existing data[C4], (9) answering RQ using data[A3], (10) beginning to write the result[P2], (11) correlating the findings with prior studies[C4], (12) measuring the level of significant[C4], (13) reading prior studies to compare with the findings[A3], (14) interpreting the findings[C4], (15) correlating with prior studies[C4], (16) rechecking the article[C4], (17) getting originality of language[A1], (18) composing original self- sentences[C6], (19) quoting sources[P3], (20) having original ideas and having novelty ideas [P5], (21) considering high impact factor[C5], (22) having high register of academic writing[P5], (23) producing academic language in the article[C6], (24) writing in a foreign language[C6], (25) writing process[C6], (26) analyzing data[C4], (27) transcribing interview data amid business[P5], (28) having limited time[A1], (29) maintaining in analyzing collected data[A3], (30) interpreting data[C4], (31) consulting result with peers[A5], (32) spending time at sleeping time[A3], (33) weakening focus when writing[A3], (34) analyzing data is the most difficult one[C4], (35) interpreting data[C4],
Post-1(10)	(1) adjusting the GFA[C3], (2) sending manuscript[C6], (3) rejection from publisher[A1], (4) unsuitable template[A1],
Post-2(4)	(5) unclear reason to revise[A1], (6) paying system using card[A3], (7) currency Issue[A1], (8) problem of currency[A1],
Post-3(5)	(9) process of payment[A4], (10) waiting list to get accepted[A2], (11) Submitting the article[C6], (12) waiting for the review period[A2], (13) waiting time to review[A2], and (14) revising based on feedback[C6], (15) Asking to add more references[C4], (16) asking to add up-to-date articles[C4], (17) going deeper flows in the discussion[C4], (18) asking to meet the demand[C4], (19) relating the current findings with the prior studies[C4].

Solution = 46

Pre-solution = 15

No	Solution types	Domain
1.	adjusting with the recent studies	C3
2.	asking a colleague for help to pay for the books	C4
3.	finding references	C4
4.	having academic writing skills	C6/A2
5.	having fixed topic before writing	A3
6.	having international payments; credit card, or Pay-Pal	A3
7.	It takes time to get an article published	A3
8.	listing priorities of activities	C1
9.	listing types of activities	C1
10.	managing time to cope with the deadline	A4
11.	prioritizing time	A3
12.	synthesizing the read articles	C6
13.	the need for peer assessment	P5
14.	writing articles at the last minute to the deadline	C6
15.	writing the articles just three days before the due date	C6

During-solution = 14

No	Solution types	Domain
1.	asking the peer to triangulate data	C4
2.	convincing how the data is valid and credible	A3
3.	doing another thing	A4
4.	enjoying time to read when free of burden	A3
5.	enough relaxation	A4
6.	finding related references	C4
7.	having flexibility interpretation	C6
8.	having meditation or relaxation	A3
9.	reading many resources	A3
10.	reading related articles	A3
11.	reading similar studies published in different journals	A3
12.	setting time allocation to do research	A3
13.	spending specific time amid the business	A3
14.	updating to learn citing tool	C5

Post solution = 17

No	Solution types	Domain
1.	accessing the free articles from certain websites	C1
2.	all types of articles are benefiting from reading	A3
3.	asking people for help to pay	A3
4.	comparing the prior studies with the current article	C4
5.	doing what the best in writing	C6
6.	enjoy the process	A3
7.	knowing how to synthesize articles	C1
8.	knowing the language of the journal	C1
9.	learning the feature of language for a scholarly article	C5
10.	mirroring the current discussion with the prior studies	C4
11.	providing data	P2
12.	reading the prior studies intently	A3
13.	referring to indexed journals	C1
14.	repeatedly revising before sending it back to the publisher	C6
15.	re-reading the written article	A3
16.	sending the article	C6
17.	trying to adjust to the designated template	C3

Solution = 46

Phases	Solution in the BDT
Pre-1(6)	(1) It takes time[A3], (2) having international payments; credit card, or Pay-Pal [A3],(3) asking a colleague for help to pay for the
Pre-2(3)	books[C4],(4) having academic writing skills[C6/A2], (5) the need for peer assessment[P5], (6) having fixed topic before writing[A3],
Pre-3(6)	(7) finding references[C4], (8) synthesizing the read articles[C6], (9) adjusting with the recent studies[C3], (10) prioritizing time[A3], (11) managing time to cope with the deadline[A4], (12) writing articles at the last minute to the deadline[C6],(13) writing the articles just three days before the due date[C6], (14) listing types of activities[C1], (15) listing priorities of activities[C1].
During-1=3	(1) having meditation or relaxation[A3], (2) enough relaxation[A4], (3) doing another thing[A4], (4) spending specific time amid the business[A3], (5) enjoying time to read when free of burden[A3], (6) finding related references[C4], (7) setting time
During-2=4	allocation to do research[A3], (8) reading related articles[A3], (9) reading many resources[A3], (10) reading similar studies published in different journals[A3], (11) asking the peer to triangulate data[C4], (12) convincing how the data is valid and
During-3=7	credible[A3], (13) having flexibility interpretation[C6], (14) updating to learn citing tool[C5].
Post-1=6	(1) doing what the best in writing[C6], (2) sending the article[C6], (3) repeatedly revising before sending it back to the
Post-2=0	publisher[C6], (4) asking people for help to pay[A3], (5) trying to adjust to the designated template[C3], (6) enjoy the
Post-3=11	process[A3], (7) re-reading the written article[A3], (8) reading the prior studies intently[A3], (9) mirroring the current discussion with the prior studies[C4], (10) learning the feature of language for a scholarly article[C5], (11) comparing the prior studies with the current article[C4], (12) knowing how to synthesize articles[C1], (13) referring to indexed journals [C1], (14) accessing the free articles from certain websites[C1], (15) all types of articles are benefiting from reading[A3], (16) knowing the language of the journal[C1], (17) providing data[P2].

Skill = 24

No	Skill types	Domain
1.	reading skill leading to writing skill	A3
2.	listening skill leading to writing skill	A5
3.	analyzing skill	C4
4.	the four skills leading to writing skill	C6
5.	editing skill	C6
6.	revising skill	C6
7.	the essences needed rephrasing	A4
8.	analytical skill	P5
9.	solving challenges skill	P6
10.	area of interest skill	P5
11.	technical skill (typing skills and using a referencing tool)	P5
12.	soft-skill are absolute	P5
13.	academic writing skills	P6
14.	having good behavior	A5
15.	having a good attitude	A5
16.	having discipline	A5
17.	having self-reliance	A5
18.	knowing the GFA	C2
19.	skill to use software	P5
20.	feeling of need	A3
21.	skill in choosing articles	P1
22.	skill in knowing article structure and style	C2
23.	skill in method	P5
24.	skill in types of citation style	P5

Table 13 skill and their categories in the BDT

Segment	Features of skill
Soft skill or Support Skill 7+5+12	(1) reading skill leading to writing skill [A3], (2) listening skill leading to writing skill[A5], (3) analyzing skill[C4], (4) the four skills leading to writing skill[C6], (5) editing skill[C6], (6) revising skill[C6], (7) the essences needed rephrasing[A4]. (8) Analytical skill[P5], (9) solving challenges skill[P6], (10) area of interest skill[P5], (11) technical skill (typing skills and using a referencing tool)[P5], and (12) soft-skill are absolute[P5], (13) academic writing skills[P6], (14) having good behavior[A5], (15) having a good attitude[A5], (16) having discipline[A5], (17) having self-reliance[A5], (18) knowing the GFA[C2], (19) skill to use software[P5], (20) feeling of need[A3], (21) skill in choosing articles[P1], (22) skill in knowing article structure and style[C2/P2], (23) skill in method[P5], (24) skill in types of citation style[P5].

Appendix H Summary of total accumulated activities in the category of BDT

A. Cognitive domain

Domain	Freq	Examples of activities	BDT
C6	22	synthesizing (gaps, theories), revising articles based on feedback, writing (research objectives, research method)	High
C5	8	considering the article’s impact, digesting gaps from prior studies.	
C4	10	measuring the level of significance, correlating the findings with prior studies.	
C3	3	selecting high-indexed journals, selecting what does not work in the subject, and selecting high-indexed journals.	
C2	5	searching for related literatures, checking the article.	
C1	4	understanding (the feedback, the revised article).	Low
Total	52		

B. Affective domain

Domain	Freq	Examples of activities	BDT
A4	1	preparing academic writing.	High
A3	7	answering the RQ using the data, reading prior studies to compare the findings.	
A2	3	waiting for review, waiting for the review period.	
A1	1	owning paying tool.	Low
Total	12		

C. Psychomotoric domain

Domain	Freq	Examples of activities	BDT
P4	2	drafting data collection, earning money to Medi buy sources.	
P2	3	providing visibility for future authors, setting the structure of the article.	Low
Total	5		

Appendix I Summary of total accumulated Challenges in the category of BDT

A. Cognitive domain

Domain	Freq	Examples of Challenges	BDT
C6	10	creating a (research blueprint and questionnaire), data collecting process, writing in a foreign language	High
C5	2	considering the high impact factor,	
C4	21	finding (five years of published articles, newest articles for literature review), analyzing data.	
C3	5	adjusting the GFA, adjusting the aspects of the research topic	
C2	2	specifying specific issues, the need to update knowledge	
C1	4	referring to the website, knowing the number of words	Low
Total	44		

B. Affective domain

Domain	Freq	Examples of Challenges	BDT
A5	3	consulting results with peers,	High
A4	4	integrating what works in the subject of study	
A3	12	having workload, having too many teaching hours	
A2	4	waiting for the review period, the waiting list to get accepted	
A1	10	getting originality of language, having limited time	Low
Total	33		

C. Psychomotoric domain

Domain	Freq	Examples of Challenges	BDT
P5	3	quoting sources, having a high register of academic writing, transcribing interview data amid business.	High
P3	1	quoting sources	
P2	1	beginning to write the result	Low
Total	5		

Appendix J Summary of total accumulated solutions in the category of BDT

A. Cognitive domain

Domain	Freq	Examples of Solution	BDT
C6	8	having academic writing skills, doing what the best in writing, repeatedly revising before sending it back to the publisher.	High
C5	2	updating to learn citing tools, the language feature for a scholarly article.	
C4	6	mirroring the current discussion with the prior studies, comparing the prior studies with the current article.	
C3	2	adjusting with the recent studies, adjusting to the designated template.	
C1	6	listing priorities of activities, listing types of activities and accessing the free articles from specific websites.	Low
Total	24		

B. Affective domain

Domain	Freq	Examples of Solution	BDT
A4	3	managing time to cope with the deadline, doing other things, having enough relaxation	High
A3	17	having international payments, credit cards, or Pay-Pal, having a fixed topic before writing. It takes time to publish an article.	Low
Total	20		

C. Psychomotoric domain

Domain	Freq	Examples of Solution	BDT
P5	1	the need for peer assessment	High
P2	1	providing data	Low
Total	1		

Appendix K Summary of total accumulated skill in the category of BDT ($n = 24$)

A. Cognitive domain

Domain	Freq	Examples of skill	BDT
C6	3	Editing skill, revising skill, the four skill to writing skill	High
C4	1	analyzing skill,	
C2	2	knowing the GFA skill, skill in knowing article structure and style.	Low
Total	6		

B. Affective domain

Domain	Freq	Examples of Solution	BDT
A5	5	having good behavior, having a good attitude, having discipline, having self-reliance, and listening skills lead to writing skills.	High
A4	1	the essences needed rephrasing	
A3	2	a feeling of need, reading skills leading to writing skill	Low
Total	8		

C. Psychomotoric domain

Domain	Freq	Examples of Solution	BDT
P6	2	academic writing skills, solving challenges skills.	High
P5	7	skill in method, skill in types of citation style, area of interest skill.	
P1	1	skill in choosing articles	Low
Total	10		