

CHAPTER I

INTRODUCTION

This chapter discusses the research background, the research focus, the research problem, the objective of the research, the significance of the research, and the definition of the key terms.

1.1 Background of the Research

English is used globally as an international language to communicate. Various people from different community use English not only as the first language, but also as the second or third language in order to communicate with other people from different countries. Nowadays, many people from around the world use not only one language in their daily life. Especially for those who live in a country with various culture like Indonesia. In Indonesia itself, the national language is *Bahasa Indonesia*. But according to Ridwan (2018), there are at least 726 regional languages in Indonesia. It makes Indonesia one of the most popular multilingual countries.

Bilingual or Multilingual are described as the ability to speak in more than one language. For example, a person who is able to speak English and Spanish is called bilingual, and a person who is able to speak three or more different languages is defined as multilingual. According to Bialystock (2006), bilingual people are people who speak the same two languages, who also act appropriately in a sociocultural way in both

languages. In Sociolinguistics, one of the studies is learning about Bilingualism and Multilingualism. The people who learn two or more languages are capable of using various languages in their community. In different communities, a person is encouraged to use various languages depending on the situation. For example, when we talk to a native English speaker, we use English. But, when we talk to our Indonesian friend, we use *Bahasa Indonesia*. But it is also very common that even when we talk to our Indonesian friend, we use English.

Code mixing is the practice of using two or more languages or language varieties in a conversation. In a meeting setting, code mixing can serve various purposes depending on the context and the participants involved. Many people use Code mixing when they are able to speak in two or more different languages. According to Hoffman (1991), There are various reasons that lead people to mix their codes. The employees at Fairventures Worldwide Indonesia mix their languages when they communicate with other employees. Sometimes they mix codes between English and Indonesian, especially when they communicate during a meeting or even just a small daily conversation. This behavior is caused by the working environment where they usually have meetings and communicate with other people from other countries, like Germany and Uganda. The language differences from all the three countries is the reason for the organization to use English to communicate. And since English is not the native language in Indonesia, code mixing is very common in the

working environment. Code mixing is not only happening when the employees are using English as the main language, but it also happens when they speak in *Bahasa Indonesia* but still using some words in English.

Fairventures Worldwide is a non-profit organization based in Stuttgart, Germany. It is an organization that helps farmers to have a better livelihood by planting lightwood timber. Fairventures Worldwide has two sub-offices in Uganda and Indonesia, with many employees from various backgrounds. In Indonesia, almost all employees of Fairventures Worldwide are able to speak more than just one language. The researcher is also one of the employees in Fairventures Worldwide Indonesia. Based on the researcher's experience, during a meeting with the international co-workers, the Indonesian employees use English as the main language to communicate. The majority of the employees in Fairventures Worldwide Indonesia are quite good in English, yet there are also some of them who cannot speak English but still understand some words in English that they are familiar with. Thus, they usually mix the code of English language and Indonesian in delivering their utterances.

On October 7th 2022, the CEO of Fairventures Worldwide visited the project area in Indonesia. The CEO also conducted some workshops regarding ongoing projects in Indonesia, especially in Central Kalimantan. The workshop was delivered in *Bahasa Indonesia* as the main language and English because the CEO is a native speaker of English. During the

workshop, the researcher realized that there are many utterances delivered by the participants containing code mixing.

For those reasons, the researcher is interested in conducting research entitled **“An Analysis of Code Mixing used by Employees of Fairventures Worldwide in a Finance and HR Workshop”**. Therefore, this study will analyze the code mixing used by the Employees of Fairventures Worldwide Indonesia in Finance and HR Workshop.

1.2 Research Focus

The Research will focus on analyzing the types of code mixing used by the employees of Fairventures Worldwide Indonesia in a Finance and HR workshop that was held on October 7th, 2022 and the reasons for the usage of code mixing based on the theory of Muysken (2000) and Hoffman (1991).

1.3 Research Problem

Based on the background of the research above, the research problems are formulated into:

1. What are the types of code mixing that the Employees of Fairventures Worldwide Indonesia used in the Finance and HR Workshop?
2. What are the reasons for the use of code mixing by the Employees of Fairventures Worldwide Indonesia in the Finance and HR workshop?

1.4 Objective of the Research

The objective of this study briefly explains what the researcher is trying to achieve for the research. The objectives of this research are:

1. To find out the types of code mixing used by the Employees of Fairventures Worldwide in Finance and HR Workshop,
2. To find out the reasons for the use of code mixing by the employees of Fairventures Worldwide in the Finance and HR workshop.

1.5 Research Significances

The significance of this research is divided into two different categories, namely theoretical and practical significance.

1. Theoretical Significances

The researcher hopes this research will be useful to provide more knowledge in sociolinguistics, especially in using code mixing and code switching for daily conversation.

2. Practical Significances

For the teachers or lecturer, the result of this study expectedly will be useful in enriching their knowledge about bilingualism and multilingualism in sociolinguistics. For the employees of the company, the researcher really hopes this research will be useful to add more knowledge about code mixing in their daily life. And for other researchers, hopefully this research can be used as a reference for further research with similar topics.

1.6 Definition of Keywords

Definition of Keywords explains the main topic of this research.

The definition of keywords in this research are:

1. Sociolinguistics

Sociolinguistics is a study of language that is related to society. It is a subject that learns about the correlation of social values that affect the use of language.

2. Code Mixing

The act of using more than two or more languages in one utterance.

3. Workshop

A meeting at which a group of people engage in intensive discussion and activity on a particular subject or project.

4. Fairventures Worldwide

Fairventures Worldwide (FVW) is a non-profit organization with the focus of reforestation by working together with local indigenous people in Kalimantan.