TRANSLATION STRATEGIES OF NOUN PHRASES IN GRAND CANDI HOTEL'S BILINGUAL EMPLOYMENT AGREEMENT

JOURNAL ARTICLE

Submitted in partial fulfillment of the requirements for the degree of

Sarjana Sastra (S.S.) in English Language

by :

Femmy Sulistyaningrum

Rahmanti Asmarani, S.S., M.Hum

ENGLISH DEPARTMENT

FACULTY OF HUMANITIES

DIAN NUSWANTORO UNIVERSITY

SEMARANG

2016

PAGE OF APPROVAL

This article has been approved by Board of Advisors, English Study Program, Faculty of Humanities, Dian Nuswantoro University on 30 October 2016.

Advisor,

Rahmanti Asmarani, S.S., M.Hum

TRANSLATION STRATEGIES OF NOUN PHRASES IN GRAND CANDI HOTEL'S BILINGUAL EMPLOYMENT AGREEMENT

Femmy Sulistyaningrum, Rahmanti Asmarani

Dian Nuswantoro University

ABSTRACT

This thesis is entitled translation strategies of noun phrases in Grand Candi Hotel's bilingual employment agreement. This research directs to analyze at finding the kinds of translation strategy based on noun phrase. The employment agreement is made by human resources of Grand Candi Hotel's Semarang. The researcher used the theory of noun phrase by Quirk and Grebaun (1985:1235) to analyze the noun phrase and the theory of Suryawinata and Hariyanto (2003: 67-76)used to analyze the translation strategies. There are two categories of noun phrase such as basic noun phrase and complex noun phrase, and there are six translation strategies applied in this research that are addition, subtraction, transposition, borrowing, cultural equivalent and descriptive equivalent. The highest frequency that mostly appears is descriptive equivalent strategy with 20 data (25%), subtraction strategy with 18 data (22,5%), transposition strategy with 17 data (21,25%), cultural equivalent strategy with 16 data (20%), addition strategy with 8 data (10%) and the last is borrowing strategy with only 1 data (1,25%). Therefore, it can be concluded that descriptive equivalent is the dominant translation strategy in this employment agreement. It is because the employment agreement is formal letter, the translator has explained the difficult words for the readers or the employee itself to easily understand what the contents of the employment agreement.

***Keywords** : translation, noun phrase, translation strategies, descriptive equivalent, employment agreement*

INTRODUCTION

Language is a tool to communicated, there are many languages in the world where each language has differences from the others. Translation consists of transferring without distortion the meaning of the source language into the target language, meaning which must be kept constantly, even when the form of the source language changes as it is turned into the form of the target language (Larson, 1998:181). Translation is basically changes of form. When speak of the form of a language, will referring to the actual words, phrases, clauses, sentences, and so on. A good translation not only transfers the sense but also the choice of words and the way of expressing. Especially for translations of high standing literature the translator should be home in both languages. Translation is difficult due to the two different linguistic systems and cultures but, by the translation strategies, we can translate novel or book properly.

In Indonesian, translation plays a prominent role in transferring technology and literature. However, to conduct a translation is not an easy thing to do. It is difficult to establish an equivalent translation from English into Indonesian since they have different system and structure. To make it easier for the people translation is very important. Translation can provide the needs of developing countries to go forward with the news information. Therefore, this requires highly qualified translators, who have good knowledge about Indonesian and the language they have to transform, in this case English. To produce a good translation, a competent translator is able to understand ideas and thoughts, including the message expressed in the source language and representing the target language (TL).

Many people think that translation is not an easy task, because when translating a text, there are many processes and methods. Generally, translation is known as a process of transferring a language to another. Translation is very important in order to understand message or knowledge found in the source language. Translation has many procedures or methods. So, in translating the translator may uses procedures that differ in importance according to contextual factors of both of the source language (SL) and target language (TL). Molina and Albir (2002:499) state that translation strategies are used to describe how the result of translation functions related to the corresponding units in the source text. In this case, they use the translation strategy as a tool to analyze the result of the translation. They also add that the category of translation strategies allows us to describe the concrete steps taken by the translator in each textual micro-unit and achieve clear data about the general methodological option chosen. One of the translation strategies are introduced by Suryawinata and Hariyanto (2003: 67-76), they use a term "strategy" to call translation technique. According to them, translation strategies deal with tactics used by the translator to render words, phrases, clauses, and sentences of the original text. They divide translation strategies into two main types. First, that is structural strategies

dealing with sentence structure and second that is semantic strategies dealing with the message being transferred.

There are many researcher counduct the research about book, novel, poem and any other written text. But at this study, the researcher choose the other written text that is employment agreement. The employment agreement gets from Grand Candi Hotel Semarang. Furthermore, this research is about the translation strategy of bilingual employment agreement. The appropriate strategy in translation creates a good translation because the message from the source language (SL) is accurately transferred into the target language (TL). In the employment agreement, the translation is meant to be read by the employments. It is the legal based for the employment and the company. Then, it becomes the reason why the translation should be in as accurate as possible. When the translation is not accurate the employments will not completely catch the idea about the content of the agreement accurately and they will not know about the right and the obligation. The employment also will know about his/her duty and the rule of the company.

This research used Suryawinata and Hariyanto (2003) theory about the translation strategy to analyze the data. This research was conducted to know the types of translation Strategy is used in employment agreement of Grand Candi Hotel Semarang in form and meaning in Indonesian translation of English noun phrase. This is because the core of equivalence and shifts are in the form and meaning. The meaning is more important than the form. Besides that, equivalence focuses on cases where the language describes the same situation by different structure. However, many people are still confused in differentiating the word order in head words of the English and Indonesian noun phrases. It is because the English and Indonesian head word are not the same. In Indonesian noun phrases, the head word is head-initial position, while in English the head word is head-final position. Therefore, the core of the phrase is head word, which is used to determine the meaning and the word class. Considering of the background of the study, thus the title of this research is "Translation Strategies of Noun Phrases in Grand Candi Hotel's Bilingual Employment Agreement".

RESEARCH METHOD

Data and Subject

The data of this research were taken from the sentences both in the source text (ST) and target text (TT) of the employment agreement of Grand Candi Hotel Semarang. This employment agreement is made by the human resources department of Grand Candi Hotel Semarang. This agreement would be signed by both employment and the manager of human resources department on June 16, 2014. This employment agreement contain 12 sheets, which consist of 11 articles. The researcher only take the article 1 until article 3 (page 1-5) and there are 80 data.

The aim of this research was to analyze the translation strategy in the translation work. The method which used in this research was descriptive qualitative research method. It was a research method to describe the subject or the object of the research based on the fact or reality. It does not give the numeral statistics but it depends on how is the knowledge of the researcher to analyze the data. This research used a descriptive qualitative method to analyze the noun phrase constitution and then explain translation strategy occurred in the translation of the data.

Unit of Analysis

The unit of analysis in this research is noun phrase which categorised into basic noun phrase and complex noun phrase, taken from the employment agreement of Grand Candi Hotel Semarang. The Source Language is English and the Target Language is Indonesian as the data to be analyzed.

Techniques of Data Collection

The data were collected by using documentation in the employment agreement of Grand Candi Hotel Semarang, as follow: first, choosing the data that was the employment agreement of Grand Candi Hotel Semarang from the employee. Second, asking the human resources department of Grand Candi Hotel Semarang. Third, reading the employment agreement of Grand Candi Hotel Semarang and the last finding the noun phrase.

Techniques of Data Analysis

In analyzing the data, the researcher used the following step that first, comparing the noun phrase that found in the source text (ST) with the translation in the target text (TT) to see if there are shifts taking place. Second, identifying the kinds of translation strategy. Third, analyzing the strategy and describing the reason for each strategy and then drawing conclusion.

FINDING AND DISCUSSION

Finding

Table 4.1 is the finding of the frequency of the translation strategies used in the Grand Candi Hotel's bilingual employment agreement can be presented in the following table .

Table 1 Translation Strategies Used in the Sentences of Grand Candi Hotel's Bilingual Employment Agreement.

Strategies of Translation	Frequency of Noun Phrase	Percentage
1.Structural Strategies :		
a. Addition	8	10%
b. Subtraction	18	22,5%
c. Transposition	17	21,25%
2.Semantic Strategies :		
a. Borrowing	1	1,25%
b. Cultural Equivalent	16	20%
c. Descriptive Equivalent	20	25%
Total	80	100%

Discussion

From the findings, the researcher finds 6 translation strategies by Suryawinata and Hariyanto which used by the translator. According to them, translation strategies deal with tactics used by the translator to render words, phrases, clauses, and sentences of the original text. They divide translation strategies into two main types. The first one is structural strategies dealing with sentence structure. The second one is semantic strategies dealing with the message being transferred.

1. Structural Strategies

The strategies consist of addition, subtraction, and transposition. Most of these strategies are obligatory. It means that the strategy must be done to make the translation sounds natural and acceptable.

The discussion of each translation strategies is as follows :

Addition

This strategy is applied by adding words in the target language due to differences between source language and target language structure.

Excerpt 1

> SL : **This employment agreement** is made on Monday, 16 June 2014 between the General Manager, ...
>
> TL : **Kesepakatan Kontrak Kerja Waktu Tertentu ini** dibuat pada Senin, 16 Juni 2014 antara Pimpinan Umum, ...

From the excerpt above, the bold phrase belongs to a Noun Phrase. Because the noun phrase consists of determiner (this as demonstrative), premodifier (employment) and head (agreement).

In this case, the addition of translation is applied in these phrase. The translator translated in source language **"**this employment agreement**"** into **"**kesepakatan kontrak kerja waktu tertentu ini**"** in the target language. Here, the translator gives the information to the readers that the employment agreement is the employment agreement of pre-determined duration as stated in the title of the text. The translator adds a new word "waktu tertentu" because on the employment agreement letter mention that duration for the employee to work in the company. This is tolerable to add an information to the target language since it does not lead to any wrong information into the target language. The message sounds natural and acceptable, and it is also clear for the target readers.

Subtraction

It refers to the reduction of structural elements in target language.

Excerpt 2

> SL : Acting for and on behalf of him/her self on the other side and hereafter referred to as **"The Employee"**.
>
> TL : Bertindak untuk dan atas nama pribadi yang selanjutnya disebut sebagai pihak kedua yaitu **"Karyawan"**.

From the excerpt above, the bold phrase belongs to a Noun Phrase. Because the noun phrase consists of determiner (the as an article) and head (employee as a noun).

In this case, the subtraction of translation can be seen in noun phrase "the employee". Here, source language has constitution of definite article (the) + noun (employee). The determiner is not translated. In the target language, the noun phrase has constitution of only noun word (karyawan). Moreover, it can be concluded that the information of definite pronoun (*the*) because it is not translated into the target language. However, it is still understandable by the reader. Although, the noun phrase in target language is also translated into the noun phrase in source language. This subtraction happens due to different linguistic system between English and Indonesian. The translator subtracts the indefinite pronoun to make the target language is more natural and understandable by the reader.

Transposition

Transposition changes the original language to obtain equivalent effect. The changes can be in the form of plural to singular form, the change of adjective position, and the change of sentence structure as a whole (Newmark, 1988: 85). Excerpt 3

SL : **Income tax** and other applicable taxes will be paid for by The Employee.

TL : **Pajak Penghasilan** dan pajak lainnya akan dibayar oleh karyawan.

From the excerpt above, the bold phrase belongs to a Noun Phrase. Because the noun phrase consists of premodifier (income) and head (tax as noun).

In this case, it is translated using translation strategy that is transposition strategy. It can be seen the noun phrase "income tax" in the source language into "pajak penghasilan" in the target language. This strategy can be chosen by the translator if it fits better. If it is translated into penghasilan pajak, the sentence does not have any meaning. However, one change leads to another and changing one part of speech for another without changing the message itself.

2. Semantic Strategies

Borrowing

The original words of source language are taken in the target language because there are no equivalents in the target language.

Excerpt 4

SL : This employment agreement is made on Monday, 16 June 2014 between the General Manager, representing **Grand Candi Hotel Semarang** on behalf of P.T. Niagatama Arasaya, domiciled in Semarang, Central Java, Indonesia.

TL : Kesepakatan Kontrak Kerja Waktu Tertentu ini dibuat pada Senin, 16 Juni 2014 antara Pimpinan Umum, mewakili **Grand Candi Hotel Semarang** dan atas nama PT Niagatama Arasaya, berlokasi di Semarang, Jawa Tengah, Indonesia.

From the excerpt above, the bold phrase belongs to a Noun Phrase. Because the noun phrase consists of head (Grand Candi Hotel as a noun) and postmodifier (Semarang as noun-place).

In this case, it is found borrowing of translation strategy. The translator translated "Grand Candi Hotel Semarang" in the source language into "Grand Candi Hotel Semarang" too in the target language. It can be seen that the translator does not render the that word. It happens because this word have been already adapted in Indonesian. By using this strategy, the source language is directly transferred to the target language. It can be said that, this task refers to a case where a word or place is taken from the source language and used in the target language. But, in a naturalized form, it is made to conform to the rules of grammar or pronounciation of the target language.

Cultural Equivalent

The source language words containing cultural material are replaced by cultural equivalent in the target language. Since the culture between one language and another is different, there is a great possibility of not transferring the meaning accurately.

Excerpt 5

SL : This employment agreement is made on Monday, 16 June 2014 between **the General Manager**, representing Grand Candi Hotel Semarang ...

TL : Kesepakatan Kontrak Kerja Waktu Tertentu ini dibuat pada Senin, 16 Juni 2014 antara **Pimpinan Umum**, mewakili Grand Candi Hotel Semarang ...

From the excerpt above, the bold phrase belongs to a Noun Phrase. Because the noun phrase can be expanded with determiner (the as an article) and head (general manager as a noun).

According to www.thefreedictionary.com, "general manager" means the highest ranking manager. It can be concluded that the translator uses paraphrase withcultural equivalent as the strategy. The word ''general manager'' can be translated as "manajer umum" (www.translate.google.co.id). So, it can be concluded that the translator using the phrase"pimpinan umum" since in Indonesia the highest ranking in the management is "pimpinan umum" that has equal position with "manajer umum". However, it is succeeded to explain the meaning and it is still understandable.

Descriptive equivalent

It is used to describe the meaning or function of source language word (Newmark, 1988: 83-84).

Excerpt 6

SL　　: **Social Insurance** (JAMSOSTEK)
TL　　: **Jaminan Sosial Tenaga Kerja** (JAMSOSTEK

From the excerpt above, the bold phrase belongs to a Noun Phrase. Because the noun phrase consists of premodifier (social) and head (insurance as noun) and postmodifier (JAMSOSTEK as an adverb).

In this case, it is translated using translation strategy that is descriptive equivalent strategy. The translator translated Social Insurance (JAMSOSTEK) in the source language into "Jaminan Sosial Tenaga Kerja (JAMSOSTEK)" in the target language. It is clearly seen that the translator wants to emphasize more about the social insurance that will be given to the employee. Moreover, the translator applies descriptive equivalent strategy. It happens because the translator adds additional information in the source language. However, it makes the context clear. As a result, the employee can easily understand the employment agreement.

CONCLUSION

Based on the analysis of chapter IV, it can be concluded that the writer of this employment agreement used English as the source language and the translator of this employment agreement used Indonesian as the target language. The reasearcher used theory of Quirk and Grenbaun (1985:1235) to analyze the noun phrase in this employment agreement. Based on Quirk and Grenbaun theory, the kind of noun phrase divided in 2 (two) category. First, simple or basic noun phrase can be expanded with modifier and noun. Second is complex noun phrase which longer than basic noun phrase and can be composed

of four major components that is determiner, premodifiers, head noun, post modifier. Many noun phrases appears in the employment agreement and the researcher found 80 noun phrase.

In the other way, based on the theory of translation strategy by Suryawinata dan Hariyanto (2003: 67-76). According to them, translation strategy deal with tactics used by the translator to render phrases of the original text. They divide translation strategy into two main types. The first one is structural strategies dealing with sentence structure, they are: addition, subtraction, transposition. The second one is semantic strategies dealing with the message being transferred, they are: borrowing, cultural equivalent, descriptive equivalent. From the data, the researcher found the highest frequency that mostly appears is 25% descriptive equivalent strategy, 22,5% subtraction strategy, then 21,25% transposition strategy, 20% cultural equivalent strategy and 10% addition strategy. The last, smallest unit is borrowing strategy only 1,6% data.

From the tables, the researcher concluded that the employment agreement of Grand Candi Hotel uses descriptive equivalent strategy as the dominant result. Because the employment agreement is formal letter, so the translator should be explain the difficult words to make the readers especially the employee itself understand what the contents of the employment agreement.

REFERENCES

Catford, J.C. 1965. *A Linguistic Theory of Translation*. London: Oxford University Press.

Dewi Prawita, Ni Ketut Riska. 2014. Shifts in Translation of Complex Noun Phrase from English into Indonesian in Oprah. Denpasar: Udayana University

English dictionary online, mobile-dictionary.reverso.net/english-definition

https ://repository.usd.ac.id/173/2/104214033_full.pdf. Retrieved June 5

Molina, L, and Albir, A. H. 2002. *Translation Techniques Revisited: A Dynamic and Functionalist Approach.* Available onlline from: http://id.erudit.org/iderudit/008033ar.

Nababan, MR. 2003. *Translation Processes, Practices and Products of Professional Indonesian Translators.* New Zealand: University of Wellington

Newmark, Peter. 1988. *A Textbook of Translation: Centre for Translation and Language Studies University of Survey*. London and New York: Prentice Hall

Nida, Eugene A. and Charles R. Taber. 1969. *The Theory and Practice of Translation*. Leiden : E.J. Brill.

Putu Suari, A.A. 2011: English Noun Phrase Structure Found in Dewey Novel by Vicki Myron with Bret Witter undergraduate paper. Denpasar : Faculty of Letters Udayana University

Quirk, R., Grenbaun, S., Leech, G. & Svartik, J. (1985). *A comprehensive grammar of the English language*. Harlow, Essex, England: Pearson Education.

Radford, Andrew. 1988. *Transformational Grammar a First Course*: Cambridge University Press.

Suryawinata, Zuchridin dan Sugeng Hariyanto. 2003. *Translation: Bahasan Teori dan Penuntun Praktis Menerjemahkan.* Yogyakarta: Kanisius.

Wikipedia. Noun Phrase. https://en.wikipedia.org/wiki/Noun_phrase. Retrieved on May 18