

CHAPTER IV

DATA ANALYSIS

This chapter analysis the data collected. The data are analyzed with purpose to answer the problems of the study. In this study, the source of the data is anything spoken by the employees. Then recording the employees utterance and the transcribed it on a paper. The problems discussed in this chapter are types of code switching and code mixing used by the employees at production department of PT. SEMESTA ELTRINDOPURA and the reason using code switching and code mixing at production department of PT. SEMESTA ELTRINDOPURA.

4.1 Data Presentation

Factory is a place to looks for some money for people who come from some region. Because the employees come from some region, it is possible not only one language in their communication. This condition makes them use one language and another alternatively. This condition makes them to switch or mix element of one language into another. This phenomenon is called code switching and code mixing. Code switching and code mixing occur not only in social life but also on radio, television and other situation. Here a table of code switching and code mixing is made to identify code switching and code mixing, the table has three kinds of languages, they are Indonesian-English, Indonesian-Javanese, and Javanese-English.

Table of code switching and code mixing

Note:

CS = Code switching

CM = Code mixing

CS/CM	Sentences	Kinds of language		
		Indonesian-English	Indonesian-Javanese	Javanese-English
CM	Iki <i>didown</i> yo? (Appendix 1)			√
CM	<i>Down</i> ya? (Appendix 1)	√		
CS	D : Deloken ae gambare. C : Down ya? D : <i>Down</i> . (Appendix 1)			√
CM	Udah <i>divalid</i> ya? (Appendix 1)	√		
CM	<i>Mana....</i> iku apik... (Appendix 1)		√	
CM	Iki tambah salah neh. Onok <i>micro joint'e</i> . (Appendix 1)			√
CM	Mana lepas gitu lagi, angkat <i>ae</i> itunya bro... belakangnya. (Appendix 1)		√	
CS	C : Mana lepas gitu lagi, angkat <i>ae</i> itunya bro... belakangnya A : Ayo walik. C : <i>Gak iso</i> . (Appendix 1)		√	
CM	<i>Turunin</i> disik. Apik ngunu lho. (Appendix 1)		√	
CS	A : <i>Turunin</i> disik. Apik ngunu lho. C : Palu... palu... palu... A : <i>satu Ini cuma</i> . (Appendix 1)		√	

CM	Ojok A <i>lima</i> rek diseneni mbahe aku. (Appendix 1)		√	
CS	E : Motong opo iku jenenge? Rel kabel omega iku ae dikongkon motong nang nggone pak said kono kok. D : Rel omega... pak said nggok endi? E : <i>Shearing</i> . (Appendix 1)			√
CM	Oh... <i>Shearing</i> iku... (Appendix 1)			√
CM	Wonge kan miris ndelok tagihane <i>grinding</i> . (Appendix 1)			√
CS	E : <i>Shearing</i> D : Oh... <i>Shearing</i> iku... E : <i>Wonge kan miris ndelok tagihane grinding</i> . (Appendix 1)			√
CM	Plate melengkung kabeh iki iyo nggarai A <i>lima</i> bejat. (Appendix 1)		√	
CM	Pak Hendrik yang ngomong ke Samsul kalau iku plate melengkung-melengkung. <i>Jare aku e jarene. Kapan aku ngomong plate melengkung-melengkung nggarai mesinku rusak jarene ngunu.</i> (Appendix 1)		√	
CM	Marahi gak pernah Leo... <i>nggondok iyo.</i> (Appendix 1)		√	
CM	Gak <i>marah</i> ... ngelu... (Appendix 1)		√	
CS	A : Pak Hendrik. Oleh Leo dike'i koen. C : emmm.. A : <i>Kemarin lho disuruh sms dikasih pulsa.</i> (Appendix 1)		√	

CM	<i>Dikandani kok. Disuruh sms tho' lho dikasih pulsa. (Appendix 1)</i>		√	
CM	<i>Aku dewe gak ngerti, pertama iku ngene. Kan mari takok-takok iku... nomernya berapa? Nanti sms ya. Kayak kemarin lho sensor. Terus mari ngunu... tak isi pulsa. (Appendix 1)</i>		√	
CS	A : <i>Dikandani kok. Disuruh sms tho' lho dikasih pulsa.</i> D : <i>Aku dewe gak ngerti, pertama iku ngene. Kan mari takok-takok iku... nomernya berapa? Nanti sms ya. Kayak kemarin lho sensor. Terus mari ngunu... tak isi pulsa.</i> A : <i>Pulsa dua puluh lima ribu. (Appendix 1)</i>		√	
CM	<i>wong sms gratis e dikasih pulsa selawe ewu. (Appendix 1)</i>		√	
CM	<i>Tapi moro-moro takok lagi. (Appendix 1)</i>		√	
CS	C : <i>Enggak, yang itu lho.</i> D : <i>Iyo... nek iku iso.</i> C : <i>Kok melok ae. (Appendix 1)</i>		√	
CS	C : <i>Kok melok ae.</i> D : <i>Wes eruh salah dienut.</i> C : <i>Bisa, kapan hari dibolak-balik. (Appendix 1)</i>		√	
CS	A : <i>Gak bisa dibolak-balik.</i> F : <i>Koen gak onok plat rong mili?</i> A : <i>Akeh, tapi yo mencar. (Appendix 1)</i>		√	
CS	A : <i>Akeh, tapi yo mencar.</i> C : <i>Hanya orang-orang</i>		√	

	<p>sini aja yang gak bisa berusaha.</p> <p>A : <i>He...he...he... geser pak Leo, naik dikit, naik.</i></p> <p>(Appendix 1)</p>			
CS	<p>C : Hanya orang-orang sini aja yang gak bisa berusaha.</p> <p>A : <i>He...he...he... geser pak Leo, naik dikit, naik.</i></p> <p>C : <i>Wes.</i></p> <p>A : <i>Alon... Wes, Iyo.</i></p> <p>(Appendix 1)</p>		√	
CM	<p>Iki ta <i>masih</i> natap, <i>sini Sa</i> seng penting <i>dapat dalam sini</i> ya apik. <i>Yang ini lho masih</i> kelebihan, wes...</p> <p>(Appendix 1)</p>		√	
CM	<p>Tauh piro iku? Taun <i>lima...sembilan dua</i> iku.</p> <p>(Appendix 1)</p>		√	
CM	<p>Baru <i>didelta</i>. Lha iki engkok nyekate yo kudu nyekate <i>luar</i>, supoyo angin-angine metu. Ngunu lho karepku. Iki yo nggawekno dewe. Nggawekno dewe njobonjero.</p> <p>(Appendix 1)</p>		√	
CM	<p>Iki seng gawe njobone. njerone iki nggawe terminal... opo <i>kertas merah</i>. Iki emboh iki, aku dorong mikir iki. Njobone Soni seng nggawe, njerone iki lho.</p> <p>(Appendix 1)</p>		√	
CM	<p>Nek <i>didouble</i> renggang, ngene engkok liwat nisore sela'ane ngene iki. Wong njobone ngene iki dike'i dempul, tengahe mosok iso ndempul. Aku dike'i <i>kerjaan</i> pak udit.</p> <p>(Appendix 1)</p>			√
CM	<p><i>Mobil</i> dikekno wong liyo, wonge gak gelem seng ngurus. Kan nek ditakoki opo</p>		√	

	gak ngerti. Wingi sore tak parani tak delok <i>lokasine</i> . (Appendix 1)			
CM	Pak Udit iki <i>scope</i> wong PLN pak... (Appendix 1)			√
CM	nggok cagak PLN ngene e... Iki <i>online</i> e... Cuma seng nisor dipedot, (Appendix 1)			√
CM	tapi kan cagake melok PLN <i>kecuali</i> cagake theke nang njero pabrik ngene iki, kono dipedot <i>jam malam</i> . Lha iki ndukure PLN ngene e. Iki <i>jaringane dua puluh KV</i> . Iki diputus. (Appendix 1)		√	
CM	Diputus, <i>karek</i> trafone menisor, CT <i>menisor</i> , CT VT <i>menisor iki theke wong pabrik</i> . (Appendix 1)		√	
CM	<i>Cuma</i> wonge iku nang ngarep, yo pak Hartono iku. Kudu <i>kerjasama</i> , yo ngunu... nek gak ngunu kan kenek mam. (Appendix 1)		√	
CM	Gak iso <i>gegabah</i> awak dewe iki. Gak koyok prapto, ledeh isoan mam... mosoh wong ngene e. (Appendix 1)		√	
CM	Engkok nek onok dheke, kan wong PLN riwa-riwi eroh a... dikiro <i>anak buahe</i> ngunu ae (Appendix 1)		√	
CM	Soale aku wingi <i>survey</i> rono, gak onok wonge. (Appendix 1)			√
CM	Masalah SPne seng <i>terlambat</i> iku lho. Browi iku sing <i>sering terlambat</i> . Browi seng <i>sering terlambat</i> . (Appendix 1)		√	
CM	Awak dewe ngedu <i>karena kebenaran</i> e, <i>karena keadilan</i> are, diSP kok <i>karyawan</i> thok,		√	

	yo kabeh. Akeh proyak kok surem . kate rubuh paling pabrik iki. (Appendix 1)			
CM	<i>Terutama proyek G-I, G-I</i> salahe <i>proyeke ditangani</i> dewe, koyok isok-isoko ae. Saiki contone Talasa, contone Ternate, contone Padan, <i>keempat</i> endi? Ambon. Wilayah Ambon lho kan <i>terbengkalai</i> kabeh. (Appendix 1)		√	
CM	Oh... ini itu pak... <i>nibbling</i> . (Appendix 2)	√		
CS	B : Lha ini yang utuh segini. A : He'em. B : Lha terus yang kemudian ininya gini... jleg.. jleg.. (The boss goes out from the room.) B : <i>Lembur a wingi? Lembur?</i> (Appendix 2)		√	
CS	B : <i>Lembur a wingi? Lembur?</i> C : iyo. (After a few minutes the boss comes back to the room.) A : Mas <i>punch</i> yang kemarin dapat berapa? Ada lima puluh lembar? B : <i>Nggak sampek pak lima puluh lembar, ada tiga puluhan pak.</i> (Appendix 2)		√	
CS	B : Yang ini tidak pernah karena tidak ada ininya, tidak ada yang lainnya. A : Kalau begitu saya pikir lebih baik habis itu saya popok kayak begini thok. Ya sudah		√	

	<p>kalau begitu. (Then the boss goes out from the place.) B : <i>Yo'opo rek bonusane?</i> (Appendix 2)</p>			
CM	<p>Masalah ngene lho... wingi wonge takok aku... <i>mas gimana A limanya? Waduh... saya tidak masuk pak. Terus yang masuk siapa? Ahmad pak.</i> Njaluk nomere wonge. Nomere kan tak kirim langsung, jenenge iki Mat. (Appendix 2)</p>		√	
CM	<p>Gak aku wingi kan oleh duwik <i>satu juta</i> wolungatus. (Appendix 2)</p>		√	
CM	<p>...kalau orang-orang... aku kesana balik kesini <i>gak tau</i> siang, semua malam. (Appendix 3)</p>		√	
CM	<p>Moleh teko kene jam sepuluh, <i>setengah sebelas, aku sampai juanda pak Hendrik telpon.</i> (Appendix 3)</p>		√	
CM	<p><i>Yo'opo</i> uang seng dua milyar wes dapat a? (Appendix 3)</p>		√	
CM	<p>Jarene... aku <i>bawane tiga puluh delapan juta, kan ditanyai yo'opo</i> uange seng dua milyar wes entek a? (Appendix 3)</p>		√	
CM	<p><i>Dept collector</i> iku. (Appendix 3)</p>			√
CS	<p>A : Mari ngunu kan pak Hendrik... B : Keduman piro jhon? C : Lho yo'opo... mosok arepe ngomong-ngomong engkok njaluk awakmu... rong ewu. A : <i>Pertama tiga puluh delapan juta kedua aku udah nyampek kota makasar, bos</i></p>		√	

	<i>tolong mampir kesini beli ini... ini... ini...</i> (Appendix 3)			
CM	Saiki dadi <i>bodyguard</i> , saiki Yono. <i>Bodygarde</i> sopir... (Appendix 3)			√
CM	Sebelahe iku <i>hotel iblis...</i> iku lho sebelahe. (Appendix 3)		√	
CM	Nang suroboyo onok, semarang onok. Sebelahe maneh <i>sarang burung walet</i> . (Appendix 3)		√	
CM	Aku kan lak ngomong seh... mari ngene lho <i>aku ngantar istriku di kota Damai</i> . (Appendix 3)		√	
CS	C : Arek-arek lak rono kabeh seh. A : iyo ta.. golekono kholiq. Kholiq onok gak a kholiq? (Then that employee comes to the briefing place) D : <i>Kalau saya makan sih nggak masalah, yang penting lihat situasinya. Kalau saya pribadi nggak masalah, terus terang kalau makan saya pribadi nggak masalah. Tapi ya tolong jangan sampai ketahuan sama staf-staf</i> (Appendix 4)		√	

4.2 Discussion

This paper explains how do the employees use code switching and code mixing at production department of PT. SEMESTA ELTRINDOPURA. It is to clarify code switching and code mixing which is used by employees. The first writer will discuss code switching at production department of PT. SEMESTA ELTRINDOPURA. Then discuss code switching at production department of PT. SEMESTA ELTRINDOPURA.

4.2.1 Code Switching at Production Department of PT. SEMESTA ELTRINDOPURA`

Code switching often happens in bilingual or multilingual society. It happens in order to make easier the communication, or to make comfortable communication. For example, when we talk with our friends we use Javanese, but when the boss came and talk with us we automatically switch to use Indonesian to give our respect to our boss. Code switching sometimes happens when there are difficult to find the right word to speak.

4.2.1.1 Domain-based or Situational Code switching

From the table above we can find some example of situational code switching. Here the speaker switches their talks because they move from informal situation to formal situation or from formal situation to informal situation. If they move from informal to formal situation, they will change Javanese to Indonesian. And they will change Indonesian to Javanese if they move from formal situation to informal situation. This is some example of situational code switching:

C : Arek-arek lak rono kabeh seh.
A : iyo ta.. golekono kholiq. Kholiq onok gak a kholiq?

(Then that employee comes to the briefing place)

D : Kalau saya makan sih nggak masalah, yang penting lihat situasinya. Kalau saya pribadi nggak masalah, terus terang kalau makan saya pribadi nggak masalah. Tapi ya tolong jangan sampai ketahuan sama staf-staf

(Appendix 4)

C : Our friends go there.

A : is that right...can you look for Kholiq. Is kholiq there?

(Then that employee comes to the briefing place)

D : In my mind it is okay to eat, but you must see the situation. It is no problem. But be careful with the staff.

Here the speaker uses Javanese when in informal situation and the speaker uses Indonesian when he talks in formal situation. This example shows the situation in briefing time. That phenomena show that speaker switch his code when he talks in formal situation. It is called domain-based or situational code switching.

4.2.1.2 Addressee-based code switching

Employees use Indonesian when they talk with some their superior, with the boss or with a people who do not understand Javanese. They use Javanese when talk with their friends. It can be seen in this example:

B : Yang ini tidak pernah karena tidak ada ininya, tidak ada yang lainnya.

A : Kalau begitu saya pikir lebih baik habis itu saya popok kayak begini thok. Ya sudah kalau begitu.

(Then the boss goes out from the place.)

B : *Yo'opo rek bonusane?*

(Appendix 2)

B : This is never. I never pull of this because we have only this.

(Then the boss goes out from the place.)

B : How about the bonus?

Here the speaker uses Indonesian when he talks with the boss but he changes to Javanese when the boss goes out from that place. It is show that he uses Indonesian to give a respect to his boss and uses Javanese to a friend. That phenomena show that the speaker and listener can be a factor to switching the code. It is called addressee-based code mixing. The next example shows that an

employee switches his talk because he want to show his respect to a superior or a boss.

B : Lha ini yang utuh segini.

A : He'em.

B : Lha terus yang kemudian ininya gini... jleg.. jleg..

(The boss goes out from the room.)

B : Lembur a wingi? Lembur?

C : iyo.

(After a few minutes the boss comes back to the room.)

A : Mas pisau yang kemarin dapat berapa? Ada lima puluh lembar?

B : *Nggak sampek pak lima puluh lembar, ada tiga puluhan pak.*

(Appendix 2)

B : This is whole

A : Yes, it is.

B : and then like this, jleg.. jleg..

(The boss goes out from the room.)

B : did you work over time yesterday?

C : Yes, I did

(After a few minutes the boss comes back to the room)

A : how much the punch got yesterday? Fifty sheet?

B : no, maybe thirty sheet.

In the first and third conversation the employee uses Indonesian sentences because he talks with the boss, but in the fourth conversation he switches into Javanese. That did when he talks with his friend. When a boss comes to that place again he uses Indonesian again. It can be seen in the seventh sentences” *Nggak sampek pak lima puluh lembar, ada tiga puluhan pak*”. That is shows that social status influence code mixing. Employees commonly use Indonesian when they talk with their boss or their superior. And switch to Javanese when talk with co-workers.

4.2.2 Code Mixing at Production Department of PT. SEMESTA ELTRINDOPURA

Code mixing often happens in bilingual or multilingual society. It happens in order to make communicative conversation, to show ability of employees, to make comfortable communication, or no comparison word in the base language. For example, when we talk we will use some words which have particular meanings.

4.2.2.1 Word Insertion Code Mixing

Word insertion code mixing is simply the insertion of another language that different from the main language in a sentence or utterance. Mainly code mixing occurs in the word insertion. This is some examples of word insertion code mixing from the data:

4.2.2.1.1 Indonesian-English

Indonesian-English is insertion the English words into Indonesian sentences or utterances. This type very often used at production department of PT. SEMESTA ELTRINDOPURA. The next data are examples of the word insertion code mixing in Indonesia-English.

Down ya?
(Appendix 1)
Make it down?

Udah *divalid* ya?
(Appendix 1)
Have you validated?

Oh... ini itu pak... *nibbling*
(Appendix 2)
Oh... that is nibbling.

From three example above, the employees use words down, valid, and nibbling in their talks. They insert English words into Indonesian sentences. It is done

because those words can not be change with base language or uncomfortably if those words change into base language. The nibbling word can not be change with a word in base language because no comparison meaning in Indonesian or Javanese. That word can be understood only with explanation, so that nibbling inserted in Indonesian.

4.2.2.1.2 Indonesian-Javanese

Indonesian-Javanese is insertion of Javanese words into Indonesian sentences, or insertion Indonesian words into Javanese sentences or utterances. This type is the most often used by employees of PT. SEMESTA ELTRINDOPURA, because most of them from Java island only a few of them who come from outside of Java. This is some example of Word insertion code mixing in the form Indonesian-Javanese:

Turunin disik. Apik ngunu lho.
(Appendix 1)
Lower first. That is good.

Ojok A *lima* rek... diseneni mbahe aku.
(Appendix 1)
Don't A five friends... the boss angry to me.

Yo'opo uang *seng* dua milyar *wes* dapat *a*?
(Appendix 3)
How about the money that is two billions, have you got it?

From examples above we can conclude that the words *turunin* and *lima* are the Indonesian words which is inserted into Javanese sentences. The speaker inserted two words above into Indonesian. The word *yo'opo*, *wes*, and *a* are the insertion of Javanese words into Indonesian sentences.

4.2.2.1.3 Javanese-English

Javanese-English is insertion of English words into Javanese sentences, or insertion English words into Javanese sentences or utterances. This form often occurs in PT. SEMESTA ELTRINDOPURA. That can be seen as follow:

Oh... *Shearing* iku...

(Appendix 1)

Oh... that shearing...

Soale aku wingi *survey* rono, gak onok wonge.

(Appendix 1)

Because I did a survey there yesterday, he was not there.

Saiki dadi *bodyguard*, saiki Yono. *Bodygarde* sopir...

(Appendix 3)

Yono to be a bodyguard now, he is a driver bodyguard.

From that example we can find the English words are inserted into Javanese sentences or utterances. They are *shearing*, *survey*, and *bodyguard*. Speaker inserted all those words because some possible reason causing to mix a code with other code. "Shearing" is one of register which occur in that factory. So that employees usually use it in their conversation.

4.2.2.2 Phrase Insertion Code Mixing

In this study the writer found another form of code mixing. That is in phrase pattern. Mainly code mixing occurs in the phrase insertion. This is some examples of phrase insertion code mixing from the data:

4.2.2.2.2 Indonesian-Javanese

Phrase insertion code mixing in Indonesia-Javanese in this study can be seen as follow:

Engkok nek onok dheke, kan wong PLN riwa-riwi eroh a... dikiro *anak buahe* ngunu ae

(Appendix 1)

Then he is there, if a member of PLN over there, he would not know... presumed his crew, that is right.

kalau orang-orang... aku kesana balik kesini *gak tau* siang, semua malam.

(Appendix 3)

If people... I go there come here again never at daytime, all of it at night.

Nang suroboyo onok, semarang onok. Sebelah maneh *sarang burung walet*.

(Appendix 3)

In Surabaya is, in Semarang is. The next a swallow nest.

The phrases anak buah and sarang burung walet are the Indonesian phrases that are inserted into Javanese sentences. The phrase *gak tau* is Javanese phrase that is inserted into Indonesian sentences. From that example we can find if the employees often mix a phrase that is different from the base language in their talk.

4.2.2.2.3 Javanese-English

From the data above we can also find some phrase code mixing in Javanese-English. That occurs because employees usually use Javanese in their talk and sometimes they insert some English phrases in their talk. It can be seen from these examples:

Dept collector iku.

(Appendix 3)

He is a dept collector.

Iki tambah salah neh. Onok *micro joint*'e.

(Appendix 1)

It is wrong again. It is micro joint.

From example above we can find English phrases inserted in Javanese sentences.

These are dept collector and micro joint which are inserted in Javanese sentence.

So that employees often insert form of phrases Javanese and English.

4.2.2.3 Clause Insertion Code Mixing

In this study, clause insertion code mixing only found in Indonesian-Javanese. It is happen maybe because the employees have no skill to speak English. It is can be seen in those examples:

Aku kan lak ngomong seh... mari ngene lho *aku ngantar istriku di kota Damai.*
(Appendix 3)

I have says if after this I will accompany my wife to Damai city.

Moleh teko kene jam sepuluh, *setengah sebelas, aku sampai juanda pak Hendrik telpon.*

(Appendix 3)

Go home at ten o'clock, a quarter to eleven, when I arrive at Juanda, Mr. Hendrik call to me.

Aku dewe gak ngerti, pertama iku ngene. Kan mari takok-takok iku... *nomernya berapa? Nanti sms ya. Kayak kemarin lho sensor.*

(Appendix 1)

I don't understand, the first like this. After asks to me, what is your number phone? After this you give a message to me. Like a sensor yesterday

From that example can be known that the speaker insert some Indonesian clause into Javanese sentence. The speaker insertion Indonesian clauses: *Aku ngantar istriku di kota Damai, setengah sebelas, aku sampai juanda pak Hendrik telpon, and nomernya berapa? Nanti sms ya. Kayak kemarin lho sensor* into Javanese.

4.3 The Reason Why the Employees Use Code Switching and Code Mixing at Production Department of PT. SEMESTA ELTRINDOPURA.

Code switching and code mixing exist in PT. SEMESTA ELTRINDOPURA everyday. There are many reasons for employees to switch or mix in their speaking. Those reasons can be known when the people did code switching or code mixing.

The background of employees can be a factor to switch or mix their language. The employees of PT. SEMESTA ELTRINDOPURA come from some region, so it is possible to them use two or more language in their conversation. Because this factory in east java and every employee has graduated from school, exactly they have taught some language like Indonesian and English. English very common occur in the machinery or some of tool which are used by the employees. So it is possible for employees use English, Indonesian, and Javanese in their conversation. Here the reason why the employees use code switching and code mixing at production department of PT. SEMESTA ELTRINDOPURA.

4.3.1 Making an Easier to Understanding

Sometimes people do not understand what we talk about. That happen may be that people come from other region. So we need to switch our language to other language which is known by that people. It is happened at production department of PT. SEMESTA ELTRINDOPURA. Especially, it is occurs for Indonesian to Javanese and on the contrary. This is the example from the table of code switching and code mixing:

C : Masa'....

A : Dikandani kok. Disuruh sms tho' lho dikasih pulsa.

D : Aku dewe gak ngerti, pertama iku ngene. Kan mari takok-takok iku... nomernya berapa? Nanti sms ya. Kayak kemarin lho sensor. Terus mari ngunu... tak isi pulsa.

A : *Pulsa dua puluh lima ribu.*

(Appendix 1)

C : Really....

A : I have said. Caused only ordered to give a message I was given a balance.

D : I do not know, firstly like this. After he ask to me..... what is your number? After this give me a message. Like a sensor yesterday. Then after that.... I fill a balance.

A : Twenty five thousands.

That example shows that one switches his language from Javanese to Indonesian. That is happen because “D” did not fully understand with Javanese. So that “A” switches his language from Javanese to Indonesian. For “D”, it is to make easier in understanding. “A” uses Indonesian because “C” not knows much about Javanese words. It is used to make comfortable in communication or make smooth that communication.

4.3.2 Showing the Employees Ability

Sometimes the employees switch or mix their language to show their ability in mastering foreign language, especially English language. Maybe an employee wants to show his ability to his friend if he can speak in English or they want to be considered as well educated person.

Examples:

Saiki dadi *bodyguard*, saiki Yono. *Bodygarde* sopir...
(Appendix 3)
Yono to be a bodyguard now, he is a driver bodyguard.

Baru *didelta*. Lha iki engkok nyekate yo kudu nyekat luar, supoyo angin-angine metu. Ngunu lho karepku.
(Appendix 1)

To be delta. Then after this partitioned must outside partition, in order to make the air flow out. That is my desire.

From that examples we can find words bodyguard and delta are English words. The speaker use English words to show that he know the English words which not all employees know that meaning. Maybe it is used to show that the speaker mastering some English words. The other people will consider that he has high education.

4.3.3 There is No Terms or Words that Available in the Javanese or Indonesian

The next reason for employees to switch or mix a code is no terms or words that available in the Javanese or Indonesian. Some English words maybe have no comparison meaning in Javanese or Indonesian. It can be seen at these examples:

Engkok nek onok dheke, kan wong PLN riwa-riwi eroh a... dikiro *anak buahe* ngunu ae.

(Appendix 1)

Then he is there, if a member of PLN over there, he would not know... presumed his crew, that is right.

Oh... ini itu pak... *nibbling*.

(Appendix 2)

Oh... that is nibbling.

The phrase *anak buah* can not be changed with Javanese term because no comparison words or phrase to change it. In the second example occur a word “nibbling”, that English word very hard to be changed with Indonesian or Javanese because that word has no comparison in Indonesian or Javanese words. That word can be change with explanation only.

4.3.4 To Give a Respect to the Superior or the Boss

The last reason for employees to switch and mix their code is to give a respect to the superior or the boss. Usually employees use Javanese when they talk with their co-worker, but when the boss or superior come they automatically switch from Javanese to Indonesian. That can be seen as follow:

B : Lembur a wingi? Lembur?

C : iyo.

(After a few minutes the boss comes back to the room.)

A : Mas *punch* yang kemarin dapat berapa? Ada lima puluh lembar?

B : *Nggak sampek pak lima puluh lembar, ada tiga puluhan pak.*

(Appendix 2)

B : Did you work overtime yesterday?

C : yes, I did.

(After a few minutes the boss comes back to the room.)

A : How many the punch yesterday gets? Fifty sheet?

B : not getting fifty sheet, it is thirties sir.

From the example above we can find that when “B” talks with “C” (his friend) he use Javanese, then “A” (a boss) comes to that place ask to him about something. So the employee automatically uses Indonesian to answer that question, it is used to give a respect to his boss. Maybe it is to counterbalance ability the opponent of speak.