

## Portrait of the Use of Indonesian of Factory Workers in Pekalongan Regency

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**Abstract**-This study aims to provide a comprehensive portrayal of Indonesian language utilization among factory workers in Pekalongan Regency. Employing a descriptive qualitative approach, the research investigates the factors influencing language preference and usage within this community. Data collection methods include documentation, questionnaires, and interviews, with analysis conducted through proficient engagement listening techniques. The findings reveal a nuanced interplay of factors shaping language behavior among factory workers. While Indonesian emerges as the dominant language in the workplace, driven by professional demands and the need for intercultural communication, the use of regional languages, particularly Javanese, persists in daily interactions. Notably, this linguistic landscape is influenced by factors such as workplace dynamics, societal norms, and generational shifts. By shedding light on these patterns, the study contributes to our understanding of language dynamics within industrial settings and highlights the importance of sociolinguistic factors in shaping communication practices.

**Keywords:** Factory workers' community; language dynamics; linguistic landscape; sociolinguistics; Pekalongan Regency.

### I. INTRODUCTION

The use of Indonesian by the factory worker community in Pekalongan Regency is still unclear, because if viewed in general, the factory worker community in Pekalongan Regency uses their regional language in their daily lives when interacting. The use of this regional language is indeed natural, because the factory workers live in rural areas where the majority of the population are local natives and purely Javanese. However, do not forget the fact that this community of factory workers works in a factory or company established in urban areas, the majority of people use Indonesian in interaction. The work environment is an arena for language use. Inside there are several groups of

speakers who interact with each other. Language and language variations including dialects used can also vary. This, of course, is also influenced by job rules, position levels in the job, and also the background of the person concerned in the work environment. The use of this diverse language, more or less affects the mindset of factory workers in the use of language. If the opinions of Brown and Levinson (1979: 298-299) are followed, the work environment even deserves to be viewed as a speech community. This view is to some extent also in line with the definition of speech community according to Hymes (1974: 51), namely "a local unit, characterized for its members by common locality and primary interaction.". This speech

community or speech society means as one of the major influences of one's language use.

A speech society is a group of people who interact with the intention of speaking. Agustina and Chaer (2004): 36) stated that a society has a relatively similar verbal repertoire and they have the same assessment of the norms of language use used in that society, so it can be said that the group of people or society is a speech society. Fishman also provides a definition of speech community in Chaer and Agustina (2010: 36) said, speech community is a society whose members at least know one language variation and norms that are in accordance with its use.

A language society or speech society is a group of people who use the same language sign system (Blomfield, 1933). Thus, if there is a group of people who use a language that both use Indonesian, then it can be said that they are Indonesian people. So, a speech society is a group of people who use the same language and conform to the norms of its use. This definition reflects the belief that language society means monolingual being in one nation, state and having one common language. This definition focuses on the analysis and description of linguistic, semantic and conversational features identified by language authorities as belonging to a particular group (Morgan, 2014). It should be noted that members of language communities share only some knowledge about attitudes towards certain types of languages, but not always the same language. For example, Spanish speakers in some American states and in some South American countries all speak one language, but they are members of different language communities. Whereas in some language societies in the South Pacific, couples in one family may speak different languages but they belong to the same language community.

Finally, we can say, the speech community is not just a group of people who use the same language, but a group of people who have the same norms in using some forms of language. Judging from the narrowness and breadth of speech society divided into 2, speech society whose repertoire of users is wider, and speech society whose members have some of the same daily experiences and life aspirations, and show ownership of a narrower linguistic area. Both of these speech societies are found in small or traditional societies as well as large or modern ones (Chaer and Agustina, 2010: 38).

Factory workers, generally have rules for using language to interact in the work

environment, one of which is the rule that they must be accustomed to using Indonesian to interact with work superiors in order to respect people who are more competent in the work environment. This habituation can be carried over into other non-formal activities by the factory worker community. Unknowingly, they think that this Indonesian also needs to be preserved because it is able to compete for use in the formal sphere which tends to be more global and comprehensive, easily understood by everyone in Indonesia, in contrast to the use of regional languages that are only known by the region of speakers. Regional languages are already attached to each individual, none other than factory workers in Pekalongan Regency, but the factory worker community also cannot solely use their regional language when interacting in the work environment because of the factory worker code of ethics that has been set by the company. In addition, regional languages can also cause miscommunication between workers due to differences in regional origin between factory workers from one another. This article will review the use of language, especially Indonesian families of factory workers in Pekalongan Regency to find out more about the use of Indonesian families of factory workers in Pekalongan Regency.

The discussion in this article was triggered by the main question, namely how is the use of Indonesian families of factory workers in Pekalongan Regency? In addition, there are some related questions that also need to be answered. For example, what are the languages spoken by the factory workers community of Pekalongan Regency? What purposes are those languages used for? Or, in other words, what is the sociolinguistic situation in the environment of factory workers in Pekalongan Regency? Then, it is more dominant what language they use in everyday life, whether it is Indonesian because of habituation in the work environment or remains a regional language because it is attached to Javanese blood.

The study delves into the linguistic landscape within the family environments of factory workers in Pekalongan Regency, aiming to provide a comprehensive portrayal of Indonesian language use. Through documentation, questionnaires, and interviews, data was meticulously gathered, employing Sudaryanto's (1993: 133–134) technique of engaged listening to ensure proficient engagement. Subsequently, the collected data

underwent sociolinguistic analysis to unravel nuances and patterns in language usage.

The significance of this study lies in its potential to shed light on the intricate dynamics shaping the linguistic repertoire of factory worker families in Pekalongan Regency. By probing into the reasons underlying Indonesian language usage in these settings, we can decipher broader sociolinguistic trends and the impact of globalization. As Moeliono (2009: 200) aptly observes, globalization need not solely dictate the ascendancy of Indonesian English; rather, it is imperative to understand the localized manifestations of linguistic shifts.

With the title "Portrait of the Use of Indonesian of Factory Workers in Pekalongan Regency," this study endeavors to offer a nuanced understanding of language dynamics within this specific community. However, to provide clarity and direction, it is essential to articulate the research objectives or hypotheses explicitly. Thus, this study aims to address the research gap by investigating the patterns, motivations, and sociolinguistic implications of Indonesian language use among factory worker families in Pekalongan Regency. Through this exploration, we endeavor to unravel the intricacies of language practices in a community often overlooked in linguistic studies.

## **II. METHODS**

The factory worker community in Pekalongan Regency is a multilingual speech community. There are at least two languages used for different purposes, namely Indonesian and Javanese. The existence of the factory worker community in Pekalongan Regency is an area with Javanese culture, making the community inseparable from the Javanese language. The majority of the surrounding people are ethnic Javanese or come from Javanese speaking areas so they are also active speakers of Javanese. Therefore, Javanese tends to be used in most informal (unofficial) communication by factory workers in Pekalongan Regency. For example, when two factory workers or employees meet in the parking lot of a vehicle, when the meeting has not yet started, during a break meeting, during a meal together in the cafeteria, and so on. This phenomenon shows that in an unofficial situation, the factory worker community in Pekalongan Regency is a Javanese-speaking community.

Javanese language has a speech level, namely ngoko, krama madya, and krama inggil.

Based on observations, Javanese tends to be used in informal communication between employees. The "tend" modality needs to be put forward because there are times when Indonesian are also used in informal situations although it is less common than Javanese.

Javanese ngoko is used by factory workers or employees who are the same age, equal, and closely related. This phenomenon is actually a common symptom as noted by Poedjosoedarmo (2017). However, the presence of young employees has recently highlighted the use of Javanese ngoko. This fact on the one hand shows that the working atmosphere in the factory worker community of Pekalongan Regency is increasingly egalitarian or equal. However, on the other hand, this fact also proves that the younger generation of Java is increasingly losing the ability to speak Javanese krama as concerned by the older generation of Javanese who usually view too normative (cf. Suharjendra, 2008: xiv; also Subagyo, 2009).

The use of Javanese krama (madya or inggil) is related to three relationships. First, the superior-employee relationship. Bosses are usually placed in a higher social status than factory workers/employees. Therefore, superiors tend to use Javanese ngoko, while employees use Javanese krama madya or krama inggil according to the social status of the employee's work (employees, production, secretariat, laboratory, driver, room cleaner, security guard, and so on.). Second, superior-subordinate relations. The superiors speak Javanese ngoko, while the subordinates use Javanese krama madya or krama inggil. Third, the old-young relationship. Younger bosses use Javanese krama madya or krama inggil to older higher-ups, as do younger employees when talking to older employees. Bosses or older employees use Javanese ngoko when talking to superiors or younger employees.

Compared to Javanese, Indonesian is more widely used for official communication. This is usual because according to the 1945 Constitution, Chapter XV, Article 36, "The language of the state is Indonesian". The 1975 National Language Politics Seminar formulated the function of Indonesian as the state language, namely as (1) the official language of the state, (2) the official language of instruction in educational institutions, (3) the official language in relations at the national level, both for the purposes of planning and implementing development and for the benefit of government, as well as (4) the official language in culture and

the use of modern science and technology.

In accordance with its functions as the state language, Indonesian in the family environment of factory workers in Pekalongan Regency are used for all official communication purposes, namely the process of interacting with other factory workers related to work, meetings with work superiors, correspondence about work, general administration (salary slips, stamps, forms, etc.), communication via internet media, work unit names, position names, signs, and publications (including websites or websites). The use of such Indonesian is certainly generally accepted in Indonesia. In order to focus more and show the uniqueness of the use of Indonesian families of factory workers in Pekalongan Regency, the following discussion is only about the use of Indonesian in the process of daily interaction. Sudaryanto (2015: 7) stated that the data analysis stage is a form of research effort in dealing with problems to be examined on data, namely by describing the problem concerned in a certain way. The data analysis technique in this study uses qualitative descriptive data analysis through sociolinguistic studies, which aims to provide an overview of the use of Indonesian in the factory worker community in Pekalongan Regency in depth based on studies of sociolinguistics and the factors causing the use of language.

Sociolinguistics, as its name suggests, examines the interplay between language and society. It delves into how language is used within social contexts, elucidating the intricate relationship between linguistic patterns and societal factors. Chaer and Agustina (2004: 4) define sociolinguistics as an interdisciplinary branch of linguistics and sociology, focusing on investigating the dynamic relationship between language and social dynamics within a given community. Moreover, sociolinguistics scrutinizes the diverse linguistic characteristics and variations prevalent within a language community, shedding light on the nuanced interactions among speakers (Marni, 2016: 3). Rokhman, an authority in sociolinguistics, asserts the qualitative nature of sociolinguistic research (Rokhman, 2013: 6). This qualitative approach is essential for capturing the intricate details of language usage, including dialectal variations, discourse topics, and socio-cultural backgrounds (Husa, 2017: 19).

In line with the research focus titled "Portrait of the Use of Indonesian of Factory Workers in Pekalongan Regency," it is

imperative to outline the methodologies employed for documenting language usage. Employing observation techniques, interviews, and audio/video recordings facilitates comprehensive documentation, ensuring the reliability and validity of the collected data. These meticulous documentation procedures serve as a cornerstone for capturing the nuanced nuances of language use among factory workers in Pekalongan Regency.

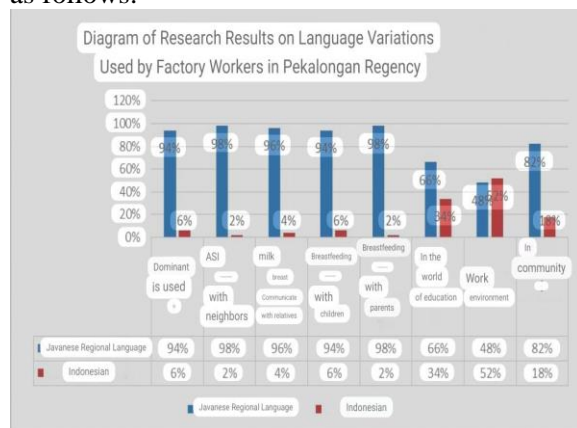
Sociolinguistics is the study of language related to language speakers as members of society, or studying aspects of language society, especially variations found in language related to societal / social factors (Isnaniah, 2015). Sociolinguistics examines language by taking into account the relationship between language and society, especially the language-speaking community (Abdurrahman, 2011). According to (Robita, 2011) the sociolinguistic view of language can be seen from the functions of language through the point of view of speakers, listeners, topics, codes, and speech messages, seen from the speaker's point of view, language functions personally or personally or emotively, in the sense that the speaker expresses an attitude towards what he speaks. Sociolinguistics will always have benefits for anyone, according to (Mac Os, 2017) the uses of sociolinguistics for practical life are numerous, because language is a tool of human verbal communication, in its use, sociolinguistics provides knowledge how to use language in society, various variations of language that exist in society, and how we can place ourselves in the use of language when in certain societies.

Sociolinguistics also provides a description of language variations in relation to users and their uses, besides that sociolinguistics examines language phenomena and symptoms that exist in society through sociolinguistic glasses. Basically, language and sociolinguistics are interrelated where sociolinguistics examines the symptoms of language that exist in society as well as the use of Indonesian in the factory worker community in Pekalongan Regency which allows it to be studied through sociolinguistics, because this factory worker community lives in a rural area where the majority of people use regional languages to communicate while they are almost one full day at work. Where factory industrial areas are located in urban areas, the majority of people use Indonesian to interact. Based on these statements there are two possibilities, which language they

actually use in everyday life.

### III. RESULT AND DISCUSSION

Research data on the use of Indonesian in the family environment of factory workers in Pekalongan Regency that have been obtained are as follows.



This community of factory workers in Pekalongan Regency uses two different languages at once in everyday life, namely regional languages as the first language and Indonesian as the second language. Based on the research data, it shows that the number of Javanese regional language usage is higher than the use of Indonesian. This is due to the ethnicity of the factory workers community in Pekalongan Regency. Basically, the factory worker community in Pekalongan Regency is ethnic Javanese, so the language that is inherent since birth and is more dominant in everyday life is the Javanese regional language. They confessed that they felt more comfortable using Javanese when communicating with neighbors, relatives, children, parents, and family. They also think that although Indonesian easy for everyone to understand, they are also used to using Indonesian when in the work environment. However, this Indonesian seemed too formal to be used among the families of factory workers. As a result, the conversations and interactions that occur become more limited and feel awkward. This is because they are not used to using Indonesian in non-formal situations. They are only used to using Indonesian in formal situations because of habituation in the work environment. There are also those who think that Javanese regional languages must be applied, especially for the next generation, in Java there is such a thing as the term *upload-ungguh* or courtesy and karma system. Younger people should respect their elders, one of which is by

speaking Javanese Krama. However, the use of Indonesian among factory workers in Pekalongan Regency can still be found in certain families, even though the number of users is very small, it does not mean that there are none. The proof is that there are several factory worker communities in Pekalongan Regency according to the numbers on the research diagram, who claim that they have tried to start implementing the use of Indonesian in their daily lives in their children. This happens because they think that Indonesian is better to use when they, who incidentally as Javanese are not good at using Javanese Madya/Krama, because the use of Javanese Ngoko is considered inappropriate and very impolite to use. In addition, in the educational environment, as many as 34% of the 100% of the factory worker community in Pekalongan Regency claimed to use Indonesian with the intention of being easily understood by everyone in a wider and more comprehensive scope. Along with the development of the times, inevitably the use of Indonesian must be preserved, because only Indonesian can be understood by all ethnicities and tribes in Indonesia.

The use of Indonesian factory workers in Pekalongan Regency is fairly smooth for them to use, although the accent of the regional language is still very attached so sometimes it still sounds a bit awkward and monotonous. They can also always adjust their interlocutors, not only at work. Even in the environment where he lives, if there are new people or people he knows, invite him to talk using Indonesian then they will respond using Indonesian also with a Pekalongan accent. There are some that are already very fluent, some are still stammering and sometimes become a mixed language between Javanese-Indonesian. This shows that the use of language in the families of factory workers in Pekalongan Regency although predominantly using Javanese, but not infrequently they remain open in using Indonesian.

These two language variations are a manifestation of the use of different languages by speakers due to certain factors (Waridah, 2015: 86). Language variation or variety of language is speech related to society in conducting an interaction with other individuals (Setiawati, 2019: 2). This language variation arises because of differences in language use in speech communities which are influenced by several factors, namely the diversity of functions and social diversity of language. According to Chaer (2004: 62) language variation is language

diversity caused by social interaction activities carried out by very diverse communities or groups and due to inhomogeneous speakers.

The variety of languages is a variety of languages that occurs due to the selection of language by speakers according to the needs of seeing the situation and conditions when the language is spoken. Various linguistic diversity arises because of the existence of social groups that differ from one another in society. Differences in existing social rules cause the use of language and the choice of language used will be different seeing the purpose of the language conveyed. So that the variety of languages that occur is not due to factors from the rules in linguistics itself but because of social environmental factors. Abdul Chaer in Achmad (2012: 174) explained the concept of variation or variety of languages distinguished in terms of speakers, usage, formality, and in terms of the means by which the language is delivered.

#### a) Aspects of Speakers

Variety or variety of language in terms of speakers there are two types of points of view, namely idiolects and dialects. Idiolects are individual language variations based on the natural characteristics of the speaker such as sound color, word choice, language style, and so on.

#### b) Usage aspect

Language variations regarding their use or function are called functionolek or variety (Nababan, 1984: 68-70), while Hudson (1966) calls language variations based on this use with the term register. Register is a description of the variety of languages used in a particular field and the use of language based on the situation (formal / informal) or the means of language.

1. The use of language in certain fields  
If dialects are concerned about the language spoken by whom, where, and when, then the register of language issues is used for activities or in certain fields such as journalism, education, and the military. The use of language in certain fields will have different characteristics and affect the vocabulary used. If journalistic language is simple and communicative, it is different from military language which is firm and full of instructions.
2. Language use based on language situations and means Language variation

based on use (register) is often associated with language facilities, namely language as a written text or oral discourse (Monnton De Gruyter, 2005: 243), as one example is the use of spoken language in everyday life. We realize that humans speak more than write so that spoken language has a very important role in everyday life both in different situations and conditions.

#### c) Formality

Based on the level of formality, Martin Joos in Chaer (1995: 92) at least divides the variety of languages into three types, namely:

- a. Official/formal varieties commonly used in trials, speeches, meetings, lectures, official correspondence, and in textbooks.
- b. Casual or familiar variety which is a variety of language used in informal conditions when talking to colleagues, between friends / friends and family members in leisure time such as when resting, recreation, traveling, and so on.
- c. Intimate variety, namely the use of language in informal conditions associated with intimacy (familiarity) between speakers. Due to the closeness factor of the speaker, it is often used to express the heart or personal opinion. Although in informal conditions the expressions conveyed rarely pay attention to the proper grammatical structure, but the main point of speech is that the interlocutor can understand the subject of the conversation.

#### d) Aspect of facilities

Language based on the means of delivery can be classified into written varieties and oral varieties. The written variety and oral variety in fact have different structures because in the oral variety there are nonsegmental (non-linguistic) elements in the form of facial expressions, gestures and other physical symptoms that are not found in the written variety. However, in the variety of writing because the delivery is expressed in the form of writing, this causes the variety of writing is not limited to space and time, anywhere and anytime.

Basically, the use of this language is adapted to the prevailing situation. So it can be concluded that language variation is the use of language that arises because of the relationship

between speakers, interlocutors, and topics discussed. Language variation when associated with work regarding differences in profession, environment and what they do causes social variation. Some professions usually use the same language when they are dealing with the same profession. For example Labor, they have their own terms such as foreman, shift, employee, and commercial.

The use of language in the factory worker community in Pekalongan Regency is also influenced by certain fields and language use based on the situation being experienced by speakers. In general, the factors that determine the use of language in the factory worker community in Pekalongan Regency can be identified into three, namely the language ability of speakers and opponents, places and situations of speech, and the third is participants in interaction. The following, an analysis of the results of research that has been obtained.

The first factor, namely the language ability of speakers and interlocutors is proven through the bar chart, regarding the language that is more dominantly used. Data shows that 94% of factory workers in Pekalongan Regency often use Javanese regional language in their daily lives because they claim to be more familiar and more straightforward in using regional languages to interact in daily activities. Conversations become more relaxed and more open with each other, especially in a family environment. Then, there are 6% who claim to use Indonesian more often in everyday life because they are more Indonesian. The results of the study are enough to prove that the language ability of speakers and interlocutors determines the use of their language in interacting with each other. The factory workers community in Pekalongan Regency is more proficient in using Javanese regional languages because the first language they get is Javanese. They are used to using it in everyday life. Therefore, they feel more comfortable if they use the regional language. Although it can be said that Indonesian is a unity language that is very easy to understand, but they only understand its meaning instead of knowing in detail the procedure for using Indonesian so that the chat feels more relaxed and does not seem formal. This community of factory workers in Pekalongan Regency considers that Indonesian is less comfortable to use than regional languages, actually this is influenced by the language skills of speakers and their speakers. The proof, people in Jakarta or even the Pekalongan City area itself,

the people claim to be comfortable using Indonesian to interact in everyday life because they have mastered the procedures for using the language not only able to understand the language. So, it can be concluded that it is not familiarity that affects the use of a person's language but the ability of the person to apply a certain language to his daily life, whatever the language, will still feel comfortable to use if he knows the science of its use. In fact, every language has two aspects of use, namely formal and non-formal.

The second factor is the place and situation of speech. This factor can be proven through a bar chart regarding the language of communication in the world of education used by the factory worker community in Pekalongan Regency, 66% use Indonesian because in the scope of the world of education which is broader and global, so that it is easier to understand by all parties. Then, another 34% use Javanese regional languages because it has become a habit. Next, based on the results of research on bar charts regarding language in the work environment in the factory worker community in Pekalongan Regency, 48% of them use Javanese regional language when communicating with fellow factory workers because they are considered still in a non-formal situation. However, there are also 52% who admit to using Indonesian to communicate in the work environment when interacting with superiors because it is considered that conversations with work superiors must be formal and official. Next, the communication language used in a community organization in the factory worker community in Pekalongan Regency 82% uses Javanese regional language because the environment is accustomed to using Javanese. Another 18% admitted to using Indonesian while in a community organization because it also adjusts to the environment. The three data from the study are enough to prove that the place and situation of speech affect the use of language of the factory worker community in Pekalongan Regency, because it is proven that the difference in the situation, and the domain or place of the three also shows the results of different percentages of language use research, even though the respondents remain the same.

The third determining factor is the participants in the interaction. This is evidenced by the bar chart of research results which shows that 96% of factory workers in Pekalongan Regency use the regional language, namely

Javanese, to communicate with relatives with the aim of respecting each other or uploading Javanese. Another 4% use Indonesian because of one of the migrants in the area. Then, there are 98% of factory workers in Pekalongan Regency using Javanese regional language to communicate with neighbors because they claim to be more comfortable and free when interacting with the closest people. Another 2% use Indonesian to communicate with neighbors out of habit. Next, regarding the language of communication with children in the factory worker community in Pekalongan Regency, 94% use Javanese regional language because it has become a Javanese tradition and the other 6% choose to use Indonesian to communicate with children because children understand better using Indonesian. Then finally, the bar chart of the results showed that the language of communication with parents in the factory worker community in Pekalongan Regency, 98% used Javanese regional language because it was considered more polite to use with older people in Java. The other 2% use Indonesian because they are used to it from childhood. The results of this study are enough to prove that participants in the interaction determine the use of language of the factory worker community in Pekalongan Regency. The purpose of a person when interacting is to convey a certain message between one party and other parties. These other parties that are related to each other certainly affect our speech style or our use of language when interacting. Logically, when we interact with parents, surely the language we use will be much different from when we interact with our close friends, again it is proven that participants in the interaction are very influential in the use of one's language.

#### IV. CONCLUSION

The findings of this research shed light on the prevalent use of the regional language, Javanese, among factory workers in Pekalongan Regency, as opposed to Indonesian, in their daily interactions. This preference for Javanese can be attributed to the early acquisition of the regional language, its familiarity, comfort, and habitual usage in their everyday lives. Although Indonesian is widely understood within the Pekalongan Regency workforce, it is primarily reserved for formal contexts. Additionally, the majority of participants express a preference for teaching their children Javanese due to its perceived importance in fostering politeness,

particularly evident in the declining usage of Javanese Krama among the younger generation. Consequently, there is a collective sentiment among Pekalongan Regency factory workers towards the preservation of the Javanese language.

However, it is essential to acknowledge the limitations of this study. Potential biases in participant responses, such as social desirability bias or self-reporting bias, may have influenced the findings. Moreover, the scope of the study was limited to factory workers in Pekalongan Regency, thus potentially overlooking variations in language use among different occupational groups or regions.

Building upon these findings, future research endeavors could explore additional factors influencing language use among factory workers, such as socioeconomic backgrounds or educational levels. Furthermore, conducting comparative studies with other regions could provide valuable insights into the cultural and linguistic dynamics at play. Additionally, investigating the impact of language policies on language preferences among factory workers could contribute to a deeper understanding of language preservation efforts in diverse sociocultural contexts.

In summary, while the present study offers valuable insights into the linguistic landscape of Pekalongan Regency, there remains ample opportunity for further exploration and analysis to enrich our understanding of language dynamics among factory workers.

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