

## LINGUISTIC GLOBALIZATION AND INTEROPERABILITY IN MULTINATIONAL MILITARY ORGANIZATIONS

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***Abstract:** The importance of the language level knowledge in multinational military organizations is constantly increasing, being considered, by a lot of researchers, the main factor of the interoperability.*

***Keywords:** language, military, interoperability, coalition.*

### 1. INTRODUCTION

The purpose of this article is to reflect on the relationship between the level of knowledge of the language of communication and the efficiency of the functioning in multinational organizations, especially military ones.

Various studies regarding intra and inter-organizational communication highlight the fact that the role of communication in an organization is more than the ability of the manager to be a good speaker and to have good interpersonal communication skills, which extends to all members of that organization.

Scientific progress is inevitably accompanied by the emergence of new terms and notions. Terminology bring out an increased interest from linguists and specialists in various branches of science and professional fields. Researchers are trying to systematize, unify and standardize special lexemes, which is why we can say that terminology is characterized by dynamics and mobility.

Accessibility to this type of information is important not only for the development in a certain field, but also for the exchange between the specialists of the different fields, the accuracy of the terms used being essential for the correct exchange of information. Interdisciplinarity, a characteristic of the modern world, to which is added the speed of communication, have generated the diversification but also the standardization of some forms of the language of communication, a fact observed especially in the military environment, in multinational military missions.

More than in ordinary language, communication in specialized language requires clarity and precision. Often, new concepts move from the language in which they were created in languages of international circulation through the media (promoted by people who do not have a language or specialized training), through dictionaries (which are not always performed by translators with adequate scientific training), through foreign companies (which want to launch a certain product) and even through specialists in the fields (who, however, are only concerned with their limited space of activity). Often not even an adaptation of the foreign word is attempted, but it is simply copied in its original form, although it does not fit and cannot be adapted to the grammar and speech of the native language.

The notion of language planning, despite its apparent "opacity", has been studied and presented in detail in the studies of established socio-linguists, especially Westerners. Just mentioning of well-known names in the branch D.Ager, R.Baldauf, P.Bourdieu, L.-J.Calvet, J.-C.Corbeil, E.Haugen, J.Fishman, J.Neustupný, R.Ninyolis and others , creates a projection on the amplitude given to this subject worldwide. They demonstrate using a variety of scientific methods and arguments that language planning is a complex academic discipline, which extends its roots in various scientific fields such as politics, linguistics, psychology, pedagogy, economics, statistics, geography, sociology and others.

Chomsky [1], made a fundamental distinction (similar to Saussure's, between language and passwords), between a person's knowledge of the rules of a language and the use of that language in real situations. He referred to the first as competence, and the second as performance. Linguistics, he argued, "should deal with the study of competence and not be limited to performance" [2].

## **2. MULTILINGUALISM, MULTINATIONAL ORGANIZATIONS AND GLOBALIZATION**

In linguistics, the idea of globalization appeared as a direct consequence of the situation in the economy, so it illustrates a certain face of the relationship between the dynamics of society and the needs of communication. Consequently, the concept of linguistic globalization must be understood as a deliberate acceptance of a common/unique means of communication in international economic relations. In this context, it is necessary to refer to linguistic pluralism and/or plurilingualism, which was and remains an inherent reality of humanity. The myth of the Tower of Babel, that "linguistic confusion" as a failure and drama of mankind demonstrates a failure, an impossibility to build an exceptional architectural construction, and the utopia of a universal language and/or "search for the perfect language" that would allow this realization . The babelic mixture was reduced to the rank of a divine curse, a tragic effect on mankind. Centuries of attempts to remedy it pervade the history of all cultures: from the Jewish Kabbalah, Dante, Abulafia, Lulus, Postel, Kircher to the a priori philosophical languages of Bacon, Comenius, Descartes, Mersenne and others, to the philosophical ones in the Enlightenment and the attempts to invent international languages (LIA) such as Esperanto, Volapük, etc. Europe begins with the birth of its popular languages, after Romanization and the fall of the Roman Empire. At once, appears the critical culture of Europe, which faces the drama of language fragmentation and begins to reflect on its own destiny as a multilingual civilization. Europe allowed the establishment of borders, the birth of nations and the feeling of national identity. "Confusio linguarum" becomes a historical condition for the stabilization of national values.

There are currently about 7,000 different languages and less than 200 countries, which would result in a simple mathematical calculation, more than 30 languages for each country. Plurilingualism has become common place and universally recognized in the absence of monolingual countries (and/or several forms of one and the same language).

Humanity is in a situation where the importance of supranational structures increases, while the role and independence of the nation-state, (affected by the undermining of prerogatives such as culture, way of life, language, signs of national identity, etc.) are subject to pressures of amalgamation and relativization.

The phrase *linguistic globalization* refers to the transformations of national languages in recent decades. The four spatio-temporal dimensions of globalization: extension, intensity, speed and impact represent the same criteria in the linguistic field; In particular, they are met by the use of English language.

Certainly, English is the most widespread language in the world, even if the Roman language family, especially Spanish and Portuguese, Arabic, Chinese or Hindi are used by a large number of speakers. Beyond the United Kingdom, the United States and the former British colonies, English is the language used in communication between people of different nationalities. The intensification of economic and political relations worldwide has contributed at a directly proportional rate to the intensification of the use of English.

The use of a language is also closely related to the rhythms of power, the end of the Cold War contributing to the accelerated spread of the English language to the detriment of the Russian language. The avalanche of neologisms, coming from English, in the communication in Romanian, led to the appearance of the term "Romgleză" and the mixture of American English with Spanish formed the term "spanglish". English has become the central language of communication at the international level in business, politics, administration, science and academic. Also, the main language of communication in the field of computers is English, which is the written language for Windows and Internet protocols. As a consequence of the development of information technology, we are witnessing at an avalanche of terms that are used in many languages in the English version. Thus, terms such as: business, dealer, computer, happy, marketing, management, manager, printer, know-how, target, item, trend are used in communication without translating them. This invasion of English terms has also been called *vocabulary globalization*.

Both linguistic globalization and the spread of Anglicisms in various languages are current phenomena that tend to internationalize. The facts and arguments discussed, show that linguistic globalization must be interpreted as a consequence of the globalization of the economy which, in terms of verbal exchanges, has led to the creation of a new communication situation requiring the use of a single language by economic partners as the only communication linguistic tool.

Linguistic globalization, when acting in a more limited field, does not necessarily have repercussions on the language that has adopted it. For example, the exclusive use of English at a certain point in the field of communications in navigation or in aeronautical activity did not have a decisive impact on the language system of users.

The issue related to cultural-linguistic-literary globalization is not a new one, but the approach we propose, because we choose to perceive globalization as an attempt to bring literary forms to a common form, through linguistic intermediation. That is, a transport of the literary values of a nation outside the area of direct incidence of its language through a language that has this power of action. Translation from one language to another becomes that link between different forms of culture, which, by paying due attention, will not endanger the national identity.

Personalities from the academic environment still believe in the future of the correct Romanian language but the problem is that the majority of the population does not emphasize style and form but use words with approximate meaning in order to formulate an idea. Most, however, do not constitute the intellectual layer that defines linguistic evolution, a multitude of factors contributing to the definition of linguistic forms.

This diversity of situations reveal a simple fact: even if all states were multilingual, many languages would remain outside an official status. Consequently, plurilingualism remains intrinsically a factor of stratification, even of exclusion.

There will be unrecognized languages everywhere and therefore inhabitants rejected from democratic participation in community life. Even worse, plurilingualism can also be a factor of conflict, even if the notion of language warfare is only a metaphor.

We find everywhere and in all ages the competition between languages, especially for a vehicular (traffic) supremacy.

The abundance of words of foreign origin present in the current Romanian vocabulary was determined by the advances made by science and technology (in branches such as informatics or telecommunications), by the massive entrance of economic, financial or human resources terms but also by Romania's participation in various missions/joint military activities. The cultural interference (and by it is also understood the linguistic one) of the corporations in the Romanian space is probably the best felt at the level of communication at the workplace. If in other spheres of social life, direct contact with external influences can be avoided or counteracted at work, loyalty to the company's values is often mandatory. The influence of another culture (language) on employees is greater at the higher levels of the hierarchy of a multicultural organization (at the level of managers) than at the level of workers. Due to the permanent contact that the management structures have with the "mother" organization (business correspondence, meetings, telephone conversations, etc. or even directly, in the case of a chief of another nationality), the communication is mainly done in a foreign language. The way in which the subsequent communication, in Romanian, to the subordinates, will or will not be affected by the foreign influences most often depends on the conscience of each speaker.

The level of language skills, together with professional motivation and competence, is the key to efficiency in an organization. All members of an organization spend most of their time communicating in one form or another, regardless of their position in the hierarchy. Because today the number of employees in services and offices exceeds that of production workers, there is a greater need to improve a high level of language skills, especially in a foreign language, because greater collaboration between employees, levels hierarchical and generalized teamwork cannot be effective without good collaboration between all team members. Moreover, technological changes have led to changes in the structure and activity of organizations. As a result, communication practices and technologies in different languages have become increasingly important for all types of organizations.

Multinational organizations involve a distinct form of correlation between people and goals, as well as between people and structures. The quality of human interaction is as important as the organizational goal. Acquiring membership of the organization and, consequently, assuming the organizational goal does not guarantee the achievement of the organization's goals, unless the nature of interpersonal relationships is shaped in this direction, unless human interaction takes the form of cooperation (avoidance and overcoming human conflicts). Human interaction is the foundation of the functioning of an organization, at the same time, the organizational structure decisively influencing the nature of human interaction. The size of the organization, the number of hierarchical levels, the number of departments, the functional subunits, the complexity of the activity (division of labor, specialization) make their mark on the entire organizational activity. Nowadays, communication is unanimously recognized as "the key to excellence and organizational effectiveness". No matter how powerful a company is, it cannot function properly without an effective communication system.

Learning different languages is a mandatory requirement of the modern world, because foreign languages are used in all fields, they bring people together and connect continents, countries, cultures and civilizations.

This is why multinational organizations need a level of knowledge of the languages agreed by that organization as advanced as possible.

Without the knowledge and use of foreign languages, political, diplomatic alliances or international relations between civilian or military organizations would be very difficult. The speed of the current global interrelationship requires advanced language skills.

### 3. STUDIES ON LINGUISTIC COMMUNICATION IN MULTINATIONAL MILITARY ORGANIZATIONS - LINGUISTIC COMPETENCES

Language communication presumes the competence of communication, the ability of the individual to model his behavior in order to adapt to the context in which the interaction takes place and to communicate with maximum efficiency in the communication process. Chomsky's book, "The Structures of Language", published in 1957, proved to be a turning point in 20<sup>th</sup> century linguistics. He proposes the linguistic theory of generative grammar, radically delimiting itself from the structuralism and behaviorism of previous decades. Chomsky made a fundamental distinction (similar to Saussure's, between language and passwords), between a person's knowledge of the rules of a language and the use of that language in real situations. He referred to the first as competence, and the second as performance. Linguistics, he argued, should focus on the study of competence and not on performance.

Competence, according to McNeil [4], means knowing the language rules, categories, etc. which contributes to the speaker's intuitions in relation to his language. Robins stated that Chomsky defines competence as what a speaker intuitively knows about his language. In these terms, speech production and speech comprehension are both categories of language performance; both involve the expression of competence, one in the production or coding of speech, the other in the reception and decoding of speech.

Compared to Canale [5] and Swain's [6] definition, Yoshida [7] states that "strategic competence means verbal and non-verbal communication strategies that can be used to compensate for communication interruptions due to performance variables or insufficient competence."

Michael Byram's [8] communication competence model is based on the theories of Canale, Swain (1980) and Van EK [9] (1986), to which he adds the competence of intercultural communication formed by the branches: linguistic, sociolinguistic, discursive and intercultural.

According to the study "Training and development of intercultural communication skills of the Romanian military participating in stability and support operations" NATO armies, include in the entire process of staff training intercultural education with an emphasis on the development of language skills.

A complex study on the factors influencing interoperability in military actions was conducted in the Afghan theater of operations, the language component being one of the items that can have major effects on it "*the most problematic aspect of mission collaboration is the language communication gap between the military of different countries. The level of linguistic competence, the experience in the international environment, the availability of the native speakers to regulate the rhythm of the speech, to formulate the ideas as simply as possible are factors that influence the communication in the coalition. The level of stress and the type of group (mixed or just one nation) imprints the type of communications*"[11] The author has also developed a very useful model of cultural knowledge, in which the linguistic factor is considered fundamental for interrelationships in multinational coalitions. [12]

Romania's status as a member of the North Atlantic Alliance imposed on the Romanian armed forces a series of new requirements, including the achievement of structural, action, technical and, last but not least, linguistic interoperability with the Alliance's forces. The acquisition by the Romanian military of language skills in English, clearly defined in STANAG 6001 (NATO standardization document), is a condition of the job description corresponding to the position in the NATO organization.

For an efficient functioning in the coalition, the amplification of the interest and the support of the instructive-educational process, at all levels of training of the military personnel, constitutes a permanent requirement. Integrated, multidisciplinary specific training (language skills, communication, cultural skills) are part of the educational curriculum but the introduction of simulation learning (VCAT) should become a priority, taking into account the interest in this type of activity of recent generations of students.

#### 4. CONCLUSIONS

Fulfilling its identity function, language is the identity card of a nation. The language of communication reflects the culture, society, ethnicity, profession, it outlines a differentiation. And if language is a limit that gives us a spiritual identity, then giving up a language means a „changer d'identité” [14].

If the phenomenon of economic globalization is a fact that most national states accept today as a record, in terms of language globalization we would say that the main reaction is to outline the language policies to protect cultural heritage and diversity but with the understanding of the need for adaptation to ensure military interoperability and efficient inter-organizational functioning.

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