

## CHAPTER I

### INTRODUCTION

#### 1.1 Background of Human Resource

The translation human resource is a discussion of the ‘old wine in new bottles’ argument recognizes that there will be those who, through inability to change, will seek to use HR ‘strategies’ to mask the conflict and tension of an organization that has not or cannot change the way the people it employees are managed.

Of this key, Uncertainty, even ambiguity, in a fluid and demanding worlds means that employees have to take centre stage as key players in the development of organizational success. This book recognizes that success for organizations make all difference.

For these reason the author stress development and learning to ensure that people give their best and enjoy giving it. Underling this is the concept of the ‘learning organization’ which is being admirably supported through such initiatives as the TEC’s (Training & Enterpris Councils) initiative. Organization design is discussed to ensure that leaner, fitter and flatter structur avoid the barriers to creativity, fulfillment and chang of the traditional, multi-layered, territorially disputed structure. This leads to empowerment although a ‘health warning’ is also attached to this strategy.

The writer found this book in CV Nuansa Cendekia. in fulfilling the final assignment the writer translates this book to success in become a good translation writer. In this book is important to everyone and there is a lot of knowledge that will add insight to be translated.

The differences ‘manpower planning’ to ‘human resource planning is rejected without changing in either content or context. The role of leadership is explored, particularly the recognition of power concepts as a key feature of a, but particularly of HR, management. The translator has to have a way or technique to

solve problems that occur during the translation which Newmark called it a method. In addition Newmark (1987:20) in his book “A Textbook of Translation” says “a craft consisting in the attempt to replace a written message and/or a statement in one language by the same message and or statement in one language” Thus, translation is a skill trying to replace written message or statement one language to another language.

At this time, the publisher one of book to the writer. Then, the writer chooses the book to be translated which the title is “Human Resource Planning” written by John Bramham which is published by Golden Books Centre SDN.BHD.

The writer choose the book to be translated because the book is get experience planning about worked in industrial relations and other. The book has essential thing about business, workers and the planning human resourcing for someone to become success to manage about companies who want to know about it, especially for me.

### **1.2 Purpose of the Translation**

The final project is undertaken to fulfill the requirements in finishing Diploma III English Translation Program. Besides, The write also makes some purpose of translation are:

1. To add new Vocabularies in the book of Human Resource planning
2. To improve the skill and understand the translation process from source language to another language
3. To know how far the write could be a good translator.
4. To be an experience for ourselves in the future in this book.

### **1.3 Significance of the Translation**

The final report gives the significance particularly for the writer and the English students who are studying translation the significance are:

1. Theoretical of translation

In theory of translation, translation is first a science, which entail the knowledge, a skill distinguishes good from undistinguished writing and is the creative, the intuitive, sometimes the inspired, level of a translation; lastly a matter of taste (Newmark,1988)

Translation is to be understood as the process whereby a message expressed in a specific a source language is linguistic transformed in order to be understood to be reader of the target language.

The teory of translation is change of the text from one state or another or to turn a text into one's own language and a translation transferring the meaning of the source language to the form of the language by way of semantic structure. It is meaning which is being transferred and must be held constant, and as meaning is a variable of greatest importance translation process. (Larson, 1984)

Translation always risk inappropriate spill-over of source-language idiom and usage into the target language translation. On the other hand, spill-overs have imported useful source language that has rich target languages. Indeed, translators have helped substantially to shapes the languages into which they have translated.

Translation borrows much from the various fields of the study that support translation. These include comparative, literature, computer science, history, linguistic, philology, philosophy, semiotics and terminology. An operation performed on languages a process of substiusting a text in one language for a text in another (Catford, 1965).

## 2. Practical of Translation

1. Practical of translation is development practice with a source language and target language with a grammatical are correct and using process and method of translation.
2. The material analyzed about method translation to receptor text and then make final message that is acceptable in structural translation
3. The process of translation consist of analyze text of source,language, transfer and restructuring.

### 1.4 Translation Methods Used in Translating

Newmark (1988:45-47) has defined eight “methods” of translation. Proposes to look at translation methods as a continuum between the emphasis on Source Language (SL) and the emphasis on Target Language (TL). Newmark then considers a scale of eight levels: word for word translation, literal translation, faithfull translation, semantic translation, adaption, free translation, idiomatic translation, and communicative translation.

#### 1. Word for word translation

This translation which is closest to the source language is maintained, words are translated with the most basic meaning out of context. Culturally charged words are literally translated. The use of word-for-word translation is to understand meaning of the source language or to difficult text as the initial process of translation.

**For Example:**

**SL:** I hate that tomorrow

**TL:** Aku benci itu besok

#### 2. Literal translation

This method is still the same as the previous method- word for word, namely is matching is still out of context. This method can also be used as a first step in doing a translation. The difference lies in the construction of

grammar SL which attempts to be changed near the grammatical construction of TL.

**For Example:**

**SL:** cat and dog are in the tree

**TL:** kucing dan anjing ada di pohon

### 3. Faithfull translation

Translation with this method tries to form contextual meanings but still remains tied to the grammatical structure of SL. This translation tries as closely as possible to SL. This raises a discrepancy with the TL, especially the translation of cultural terms, so the translation results often feel stiff.

**For Example:**

**SL:** The little boy is very happy

**TL:** anak laki-laki itu sangat bahagia

### 4. Semantic translation

Regarding the attachment to SL, this method is more flexible than the method of loyal translation. The term translated culture becomes easier for the reader to understand. SL aesthetic element is still prioritized, but accompanied by a compromise that is still within reasonable limits.

**For Example:**

**SL:** he is a person easy come easy go

**TL:** dia orang yang mudah datang mudah pergi

### 5. Adaption

This method is the most free method of translation. That is, the attachment of language and culture to SL is very thin, almost non-existent, the attachment is even closer to TL. The cultural elements contained in SL are replaced with cultural elements that are closer and closer to the target readers. This method is often used in the translation of drama or poetry texts.

**For Example:**

**SL:** My friends always tells stories about people a fish story

**TL:** Temanku selalu bercerita tentang orang cerita bohong

### **6. Free translation**

Free translation method prioritize SL content rather than its structural form. Freedom in this method is still to TL, so that it is still limited in purpose or content of SL even though SL's text from has not been reappeared. Equivalent also tends to be at the level of the text, not words, phrases, clauses or sentences so it will look like paraphrasing SL.

**For Example:**

**SL:** My car is trouble on the way to Bandung

**TL:** Mobilku mogok menuju ke Bandung

### **7. Idiomatic translation**

Idiomatic translation reproduces 'messages' from SL but tends to distort the nuances of meaning. The idiomatic expressions in SL are translated as ordinary expressions, not idiomatic expressions either. This is due to the absence of the same idiomatic expression found in TL, so that nuance distortion cannot be avoided.

**For Example:**

**SL:** A bad egg

**TL:** Orang jahat

### **8. Communicative translation**

This translation method seeks in such a way as to produce contextual meaning appropriately, so that aspects of language can be accepted and content can be directly understood by the target reader.

**For Example:**

**SL:** The person apologized for his mistake.

**TL:** Orang itu meminta maaf atas kesalahannya.