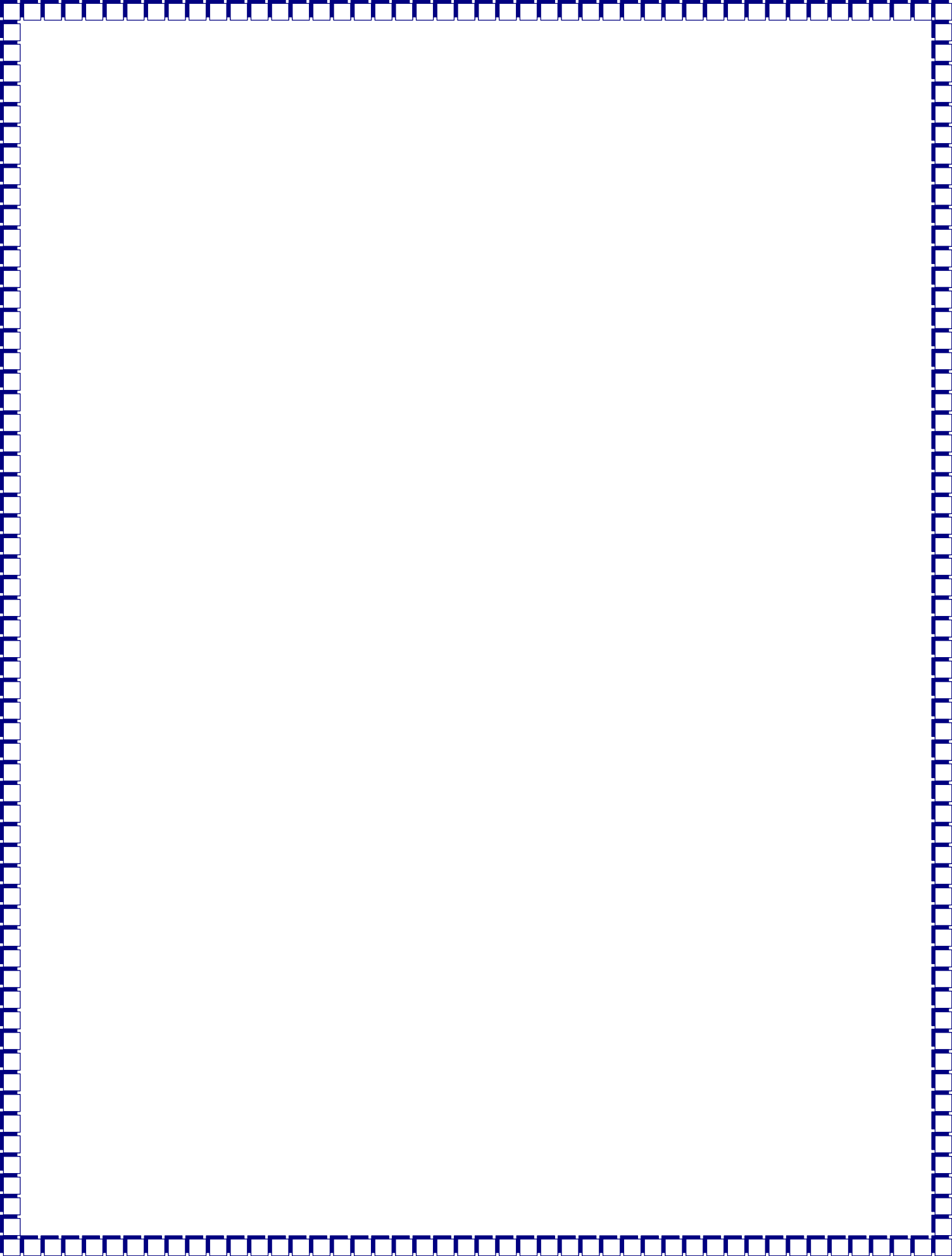
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# بسم الله الرحمن الرحيم

﴿ فَمَنْ يَعْمَلْ مِثْق.اَلَ ذَرَّةٍ خَيْرًا يَرَهُ \* وَمَنْ يَعْمَلْ مِثْق.اَلَ ذَرَّةٍ شَرًّا يَرَهُ﴾

﴾ So whoever does an atom's weight of good will see it, and whoever does an atom's weight of evil will see it.﴿

)الزلزلة , (8-7

)صدق الله العلي العظيم(

## Dedication

To the one who was my refuge and my right hand in this stage, to the one who showed me the way, my life and my self-esteem, to the compassionate heart, to the one whose prayers surrounded me, I dedicate my graduation to you, my beloved mother, a dedication from your daughter Kawthar.

## Acknowledgement

Praise be to Allah, Lord of the Worlds, Blessed and Exalted is He alone, and peace be upon our Master Muhammad, may God’s prayers and peace be upon him and upon his pure family, upon them be the best prayers and peace. After a journey of research, effort and diligence, we were crowned with the completion of this research. We thank God Almighty for the blessing that He bestowed upon us, for He is the Most High and Almighty. We can only express our highest expressions of thanks and appreciation to Professor (Maryam Naeem Hassan) for the effort, advice and knowledge that she provided us throughout the completion of this research. Without God and then her presence, we would not have felt the pleasure of work and the sweetness of research, nor would we have reached what we have reached. To her we extend all thanks and appreciation.

## Abstract

The structure and use of language differs from one culture to another. There are certain phrases, sentences, and even certain words that are unique to each culture. This allows each culture to express its uniqueness and individuality. Language also helps preserve cultural identity, as the language used in each culture is reflected in how the people of that particular culture listen and respond to each other.

Language and culture go hand-in-hand. As language changes, so too does culture. Language also plays an important role in preserving and transmitting cultural knowledge. Transmission of knowledge is through oral stories, songs, and other forms of expression that are handed down from generation to generation. Language is often the vehicle through which these stories, songs and expressions are shared. Language is also a window into the past.

By studying language, we can gain insights into the daily lives and values of cultures long gone. It allows us to look back and appreciate the things that made those cultures unique and special. In order to truly appreciate the cultural values of a society, it is important to preserve the language used by that society. In some cases, the language is endangered and needs to be encouraged and promoted by those in power. Language is one of the essential components of culture and it is something that must be carefully nurtured and protected. Without language, a culture loses its identity, as well as its knowledge and traditions. It is important to recognize the importance of language to our cultures and maintain its use for future generations.

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## Introduction

Language is much more than the external expression and communication of internal thoughts formulated independently of their verbalization. In demonstrating the inadequacy and inappropriateness of such a view of language, attention has already been drawn to the ways in which one’s native language is intimately and in all sorts of details related to the rest of one’s life in a community and to smaller groups within that community. This is true of all peoples and all languages; it is a universal fact about language. Anthropologists speak of the relations between language and culture. It is indeed more in accordance with reality to consider language as a part of culture. Culture is here being used, as it is throughout this article, in the anthropological sense, to refer to all aspects of human life insofar as they are determined or conditioned by membership in a society. The fact that people eat or drink is not in itself cultural; it is a biological necessity for the preservation of life. That they eat particular foods and refrain from eating other substances, though they may be perfectly edible and nourishing, and that they eat and drink at particular times of day and in certain places are matters of culture, something “acquired by man as a member of society,” according to the classic definition of culture by the English anthropologist Sir Edward Burnett Tylor. As thus defined and envisaged, culture covers a very wide area of human life and behaviour, and language is manifestly a part, probably the most important part, of it.Although the faculty of language acquisition and language use is innate and inherited, and there is legitimate debate over the extent of this innateness, every individual’s language is “acquired by man as a member of society,” along with and at the sametime as other aspects of that society’s culture in which people are brought up. Society and language are mutually indispensable. Language can have developed only in a social setting, however this may have been structured, and

human society in any form even remotely resembling what is known today or is recorded in history could be maintained only among people utilizing and understanding a language in common use. Language is transmitted culturally; that is, it is learned. To a lesser extent it is taught, when parents, for example, deliberately encourage their children to talk and to respond to talk, correct their mistakes, and enlarge their vocabulary. But it must be emphasized that children very largely acquire their first language by “grammar construction” from exposure to a random collection of utterances that they encounter. What is classed as language teaching in school either relates to second-language acquisition or, insofar as it concerns the pupils’ first language, is in the main directed at reading and writing, the study of literature, formal grammar, and alleged standards of correctness, which may not be those of all the pupils’ regional or social dialects. All of what goes under the title of language teaching at school presupposes and relies on the prior knowledge of a first language in its basic vocabulary and essential structure, acquired before school age (Mahadi and Jafari,2012:230).

# Chapter One

## The Different Between Language and Culture

Language is introduced by Crystal (1971, 1992) as “the systematic, conventional use of sounds, signs or written symbols in a human society for communication and self expression”. Similarly, Emmitt and Pollock (1997) believe that language is a system of arbitrary signs which is accepted by a group and society of users. It is taken delivery of a specific purpose in relation to the communal world of clients. Chase (1969) declares that the purpose of language use is to communicate with others, to think, and to shape one‟s standpoint and outlook on life. Indeed, language figures human thoughts (ibid). Saussure (1974: 116) defines language as the system of differences. In this sense, he believes in the difference of meaning of a sound-image or written shape in different languages. “If words stood for pre-existing concepts, they would all have exact equivalents in meaning from one language to the next; but this is not true” . That is to say, the concept of a sound-image or symbol in different languages is different.

According to Roohul-Amini (1989:15) "Culture has multifarious meanings. Culture meant farming" . It is used everywhere as rural culture, urban culture, American culture and so on. Today, in every field, in humanities, every research requires a general view of culture. It is used in archaeology, linguistics, history, psychology, sociology and etc. It is even said that man is an animal with culture. That is to say, the factor which differentiates the human being's behaviour from the behaviour of animal is culture. In general, from the sociological perspective, culture is the total of the inherited and innate ideas, attitudes, beliefs, values, and knowledge, comprising or forming the shared foundations of social action. Likewise, from the anthropological and ethnological senses, culture encompasses the total range of activities and ideas of a specific group of people with common and shared traditions, which are conveyed, distributed, and highlighted by members of the group (Collins English Dictionary 1991, 1994, 1998, 2000, 2003).

Throughout history, physical barriers such as mountain ranges, and oceans, formed natural blocks on the spread of language and culture, but with the advent of modern technology these boundaries have been virtually erased, so that communication between people and cultures around the world is now far easier and more widespread. Language can also be seen as a nationalistic identifier which may divide or join states and people. The UK is an example of regional language differences which have proven problematic at times over the centuries, while Switzerland is a prime example of a multilingual country that thrives in its diversity.In the 1940s a linguist called Benjamin Lee Whorf claimed that speakers of the Hopi language (a Native American language spoken in North- Eastern America) and Native English speakers, view the world differently because of differences in their language. Since this time, linguistic anthropology (the study of how language influences social behaviour) have endeavoured to explore how language shapes communication, cultural beliefs and philosophies, and forms social identity (Hjelmslev, 1969:5) .

## The important of the language

A language matters a great deal as this is what helps to distinguish the sayings of one individual from the other. If used efficiently it is a powerful and strong weapon that will leave memorable impressions on the listener. Although language refers to both the written as well as oral speech in general terms, it is often referred for the words in a spoken language. There are more than thousands of languages spoken in the entire world but only a few have gained wide prominence over the years, for instance, English, Mandarin, Urdu, Hindi, etc. The importance of language in our society is clear as it has helped to smooth social contacts, preserve our culture and convey our thoughts to individuals and people in groups effectively ( Bhasin,2024,cited in George, Baskar, and ,2023: 184)

Language is defined as a formal system that includes sounds, signs, symbols, and gestures that are used as an important means of communicating the thoughts, ideas, and emotions from one individual to another. Its effectual use has been a blessing in forging interpersonal relationships both in personal and professional front.Using language successfully is very important in the global world so that you can make others understand what you want to convey. Remember it is one of the skills that a person is not born with but one that can be easily learned with a little effort and hard work. The importance of language is that it is one of the primary means of interaction and communication. Hence make sure that the language you are using is appropriate for your specific audience and is familiar to him and he can grasp its meaning. The importance of language is that knowledge helps the speaker to reach out for his dreams(Ibid).

## The Important of the Culture

At the very heart of our existence, culture is an essential part of being human. It’s the customs we observe, the holidays we cherish, and the languages we speak. Consider the moments that define your life—the traditions that comfort you, the milestones that shape you, and the community bonds that support you. These are the gifts of culture, etched into the framework of our societies.

To lose touch with our culture is to risk losing ourselves. Are we prepared to protect the very core of our humanity? Culture is like the roots of a tree for our identity—deeply embedded and essential for growth. When we’re born, we inherit a set of cultural norms and practices that mold us.From our names to the food we favor, our cultural background influences the most intrinsic aspects of our lives. It carries our ancestors’ stories, traditions, and experiences, forming a lineage of identity that connects us to history and guides our place in the world.

Through cultural frameworks, we learn to navigate our environment and social landscapes, defining our roles within society. Whether we embrace it or question it, culture is the compass by which we steer our personal narrative. Values and principles are the compass by which societies navigate the complexities of life. They are often communicated through the stories we tell, the heroes we admire, and the metaphors we use.

Principles and values are enacted through cultural practices. Culture teaches us why we should value honesty, care for our elders, and what it means to live a good life. Through these cultural practices, society transmits its core values from

generation to generation, ensuring their perpetuation and relevance in an ever- changing world ( Carizal, 2023:1).

Culture refers to the intangible aspects of the social life that consists of practices, communication, language, belief, and values that is a common factor between a group of several people referred to as in a collective manner. It is made up of expectations, assumptions, common sense along with the morals and laws that govern society along with collective practices like a celebration of secular holidays and religious ceremonies. Culture also includes the material objects that are common or is shared by the group or society, for instance, the things that we can make and use for instance art, literature, music, films, gadgets, buildings, etc. Culture is an important concept as it plays a defining role in human life. It helps in shaping social aspects of our life, maintaining relationships, challenging social orders and determining our place in the scheme of things.Culture refers to a community or a group that shares common understanding and experiences. It includes the group into which a person is born and which determines his religion, class, gender, nationality, and race. Sometimes an individual is influenced by a different concept and becomes a part of it. He then acquires a new culture and this is possible if that person accepts a new religion, new country or most commonly in case of an upgrade of economic status(Ibid:4).

Culture also helps in shaping and determining our daily actions and experiences that we feel in society. It has a direct impact on the loyalties, values, worries, and hopes, etc of our lives hence it is imperative that we have a basic knowledge of the culture we may come into contact with on a regular basis to gain a better understanding of the situation.

This will offer you a new perspective and prove tremendous help in the days to come. You can also know about the similarities and differences between your and someone else’s culture so that you can avoid any sort of discrimination in the future and promote working in a diverse group that has overcome internal oppression and bias.Culture is defined as a means of creating the identity of an individual or an entity and boosting the sense of belonging of a community. Participation in cultural activities is an experience that is shared with others for the purpose of learning and entertainment. It has a direct and indirect impact on human beings because it provides a moving experience of the delight that is intellectually and emotionally fulfilling (ibid:5).

## The Impact the Language on Culture

Cultures and their respective languages are inherently intertwined. Languages reflect the qualities of the societies they arise from, so their core structure, specificities of use, and nuances vary from culture to culture. Learning a new language requires shifting your mindset and developing an alternative version

of your identity and personality. Let’s explore the role of culture in learning a language.Language and culture and inseparable. They only make complete sense in combination with each other. It’s impossible to use the language competently to its fullest potential, let alone catch its unique nuances without the awareness and understanding of cultural context (Times , 2022:1)

The culture of the particular people who speak a language frequently has an impact on how that language develops. Knowing the cultural settings that inform the language you’re studying may provide you priceless insights into certain expressions that are frequently used by people of a particular ethnic group, which is essential if you’re serious about mastering a second language.Many languages, like English and Spanish, are spoken in multiple countries. Each country has its own variation and handles the language differently. Differences in British and American use of English, for example, can largely be traced back to differences in their culture, mentality, and lifestyle. Depending on what your goals are with a language, you may need to consider a particular permutation of the said language and the specifics of the regional culture behind it (Ibid:2)

But before you get up to speed on a particular language, you can always rely on online translation services to convert a text without the detail and quality getting lost in translation. It’s impossible to translate something while retaining 100% purity and substance, but trust this service to come as close as the limitations of a

language will allow.Language and culture are fundamentally correlated. You can not hope to acquire a new language at a high level without understanding and accepting the culture it comes from. Viscerally feeling out a culture lets you understand the core principles a particular language is built upon and allows advanced, native-like usage. This is exactly why employers especially value native experience – cultural immersion brings your language grasp to a whole new level (Ibid:4).

## What Is Speak \_ up Culture in the Workplace

Speak-up culture means transforming a traditional workplace into one where people feel safe and confident to raise issues, concerns and potential problems. Contrary to the outdated notion that workers should be only seen, not heard, a work environment that encourages employees to speak up can help the business identify and reduce any potential threats – issues that might be missed in a workplace that discourages employees from what they perceive as ‘disrupting the status quo’. Case in point: social distancing, which is one of the biggest safety concerns for workers during the current pandemic. Our research found that one in four workers are hesitant to ask their boss to socially distance.But more than just the safety aspect, a robust speak-up culture is one that encourages your people to feel comfortable about sharing their own views and ideas. That freedom can spark creativity and lead to a variety of positive outcomes, with an innovative business culture opening up potentially lucrative opportunities. You may already have existing processes for how to gauge your employees’ opinions on the workplace. Analytics and data are incredibly valuable commodities across all industries, so it’s important that you have a variety of strategies to tap into your team’s insights (Mela,2025:6).

While a highly efficient speak-up culture won’t happen overnight, you can measure it in a few different ways:

1. Anonymous surveys: These can reveal critical data such as: whether an employee has ever raised a workplace concern; whether they know about the proper reporting channels; why they decided not to raise an issue after they noticed it; and how they believe the company is responding to problems as they arise.
2. Employee relations: If a team member doesn’t feel comfortable going directly to their manager about an issue, they may still report problems via the HR channels. Make sure you arm your human resources department with the right tools to analyse specific reporting metrics.
3. Focus groups: While employee surveys can reveal static information about a company’s speak-up culture, getting to the heart of things with a live discussion can help people voice their opinions. Allow them to be open and honest, asking them questions about whether or not they feel management is encouraging open discussions, whether they are approachable, whether they have any fears of negative repercussions after reporting an issue, and whether they trust in their leaders to take handle their concerns fairly and efficiently.

## How is Human Language Different from Animal Signals

A hallmark of human beings is the ability to use language. No other species of animal has language, although other species are capable of understanding and communicating quite a few things. Yet (non-human) animal communications cannot properly be called language. A closer look at human language and animal communication, and at the function language serves for us reveals important things about the human mind and about what it is to be human (yule,2014:12).

Both animals and humans use signs. A sign points to something other than itself. For example, when you point with your finger at a tree, you are making a sign. You want people to look at the tree, not at your finger. A lion’s roar (to scare off an intruder) is also a sign. It’s a warning sign for the intruder, not just noise the animal happens to be making. A bird’s song to attract a mate or establish territory is a sign in the same way. So is a written or spoken word. Both animals and humans use signs (Ibid:13).

There are (for our purposes) two kinds of signs—signals and designators. A signal is a concrete sign that has a physical relationship with the object it signifies. Pointing at a tree is a signal (direction). Making a noise to ward off an intruder is a signal (warning). It is the concreteness that characterizes the communication as a signal. A signal points to or represents, in a physical way, what it signifies. That can include aiming (with a gesture) and implying (by a frightening noise). Other signals might include imitation (for example, saying “meow” to a cat, to indicate friendliness by sounding like a cat). Both animals and humans use signals. A paw

or hand motion, a grunt, a shout or a roar, are all signals. Signals can be quite complex—consider the complex songs of birds or the dance of insects in a hive(Ibid).

A designator, however, is a kind of sign that differs in a very important way from a signal. A designator points to an object, but it does so abstractly, not concretely. The spoken or written word “cat” has nothing physically to do with a cat. Unlike a gesture (pointing to a cat) or making the sound “meow”, the letters C- A-T feature nothing that concretely links the word to the animal. You only know what “cat” designates if you understand the word as used in English. By contrast, you could understand a signal like pointing to a cat or saying “meow” even if you spoke no English. Designators differ from signals in that they point to objects— things or concepts—abstractly.Language is the systematic use of designators—the rule-based use of abstract signs. That is why a lion’s roar, an ape’s gesture, or a bird’s song are not really language. They are signals. A signal is not rule-based (signals have no grammar) and signals are concrete, not abstract (Michael, 2018:10).

Only humans have language because only humans are capable of rule- based abstract signing. Animals can often employ complex signals but no animal uses rule-based designators. Animals that can be trained to communicate using “language” (such as parrots or apes) are using words as signals, not as designators. For example, you can train your dog to go fetch the leash when you say “Do you want to go for a walk?” because he has learned to fetch the leash in response to those sounds, which he hears as a signal. He does not understand them as a grammatical construction and will certainly not go on to discuss the weather forecast with you. His communication is concrete, not abstract (Ibid).

Chomsky has pointed out, the purpose of language is not essentially to communicate. Signals work well for communication. Language permits more complex communication under some circumstances but some signals are quite complex and serve to facilitate communication quite well. Sign language, which is mostly a system of signals, is a quite effective means of communication, even of conveying abstractions, but it is not (except when it signs the alphabet) language. It is derived from language.The purpose of language is not primarily to communicate. The purpose of language is to enable man to think in a human way. Man alone is capable of abstract thought—thought about concepts that are universals, and not particular things. Man thinks about justice, and about mercy, about politics and imaginary numbers, and about countless concepts that are not particular physical things. This is abstract thought, and only humans think abstractly. Animals are limited to thought about particulars. Dogs think about the food in their bowl. Humans think about nutrition. Dogs think about the good feeling they get when they are petted. Humans think about joy and love in an abstract sense. Both humans and animals have the capacity to think about particulars. Only humans also have the capacity to think about abstract concepts (Michael, 2018:12).

Every thought is about something. All thought is intentional, in the technical philosophical sense that it points to something. Thoughts about particular things— physical objects in the environment, imagination, or memory—are akin to signals. But humans cannot think abstractly using signals. A signal points to a physical thing—a physical (or imagined or remembered) object. An abstract concept, such as mercy or justice, is not a physical thing. In order to think abstractly, we must use abstract signs—designators—to point to the conceptual

objects of our thoughts. Consider: How could we contemplate mercy if we did not have the word “mercy,” if our thoughts were restricted to concrete objects (akin to signals)? We could imagine situations, persons, or objects that might be associated with mercy but we couldn’t contemplate mercy itself unless we had a word for it. Mercy isn’t a physical thing we can point to. Language, which is the rule-based use of abstract designators, is essential for abstract thought because only designators can point to things that have no concrete physical existence. Only human beings think abstractly, and language is what makes abstract thought possible (Ibid).

# Chapter Two

## The Culture and Types

Culture is a broad term that refers to social norms and behaviour prevalent in human society. It also includes acquiring customs, beliefs, values, symbols, knowledge, capabilities, habits and arts through learning processes of a particular social group, nation or people ( Pritibhushan, 2025:67).

Culture is a cultivated behaviour passed along with and without any conscious thought from one generation to the next via imitation and communication.culture signifies acceptable behaviour and conduct in a given society. It is, in fact, a set of guidelines that tells everyone about things like language, how to dress and even how to behave and interact, what is right and wrong, about religion, food, marriage and million other small and big things(Ibid).

Culture is also referred to as symbolic communication which is learned and perpetuated in society so that it becomes easy to distinguish members of one group from another. It is an important concept that plays a critical role in our social life. Culture helps to outline social relationships, challenge social order and shape our everyday actions in society (Ibid:69).

## Types of Culture

### Material Culture

An essential type of culture is Material culture that refers to the material or physical objects and resources that is used by people to define their perceptions and behaviour.

It includes outlets, products and services, tools, factories, offices, religious places like temple, mosque, church etc., and social infrastructures like the education system, house and health, economic infrastructures like energy capabilities, transportation etc. And financial infrastructures like insurance, banking etc. And numerous other things.

### Non-material culture

Another type of culture is the non-material culture that refers to non- physical ideas that individuals have. It also refers to the intangible things produced by culture or parts of a culture that you cannot hold, taste, feel or touch. It includes language, morals, norms, rules, values and beliefs

### Corporate culture

The culture that is prevalent in a workplace is referred to as corporate culture. It includes the dressing sense of the workforce, the design of the office, how employees are treated, the attitude of management, and how an organization projects itself in front of its customers.

### 4\_Culture of diversity

It refers to a place where individuals belonging to different gender, race, origin and sexual orientation live. The diversity culture is prominent because the Community calendar includes events and festivals belonging to different races.

### Popular culture

This type of culture refers to the everyday activities of the individuals in a place. It includes the best selling books, top music on the chart etc.

### Foreign culture

When an individual travels to another country and comes across people that speak, dress, interact, behave, eat differently from himself, it is referred to as foreign culture ( Bhasin, 2024:7-9).

## The Power of Language

Language It’s the preferred method of communication in our culture – the fuel we use to empower our desires, and to direct and align our energy. Language has immense power, and its impact depends entirely on how we wield it.

Because words are so often used automatically and unconsciously, we have learned to treat them lightly. In daily conversation, we speak the majority of our words from habit, convenience and social obligation rather than from clear intent.

If we realized the potential that language has to create and transform our lives, we would pay a great deal more attention to our utterances. We’d be as determined to get our language “in shape” as we are to master and hone our bodies.

Whether or not we realize it, we are constantly using language to evolve our ideas and beliefs into concrete reality. By becoming more aware of the impact and power of language, we can make more conscious, insightful choices about how we express ourselves and how we interpret others (Thompson, 2020:86)

Language possesses an immense power as a communication tool. It serves not only humans but also various members of the animal kingdom. Words enable us to identify individuals, places, objects, emotions, ideas, and much more. They can be conveyed orally, in written form, or through sign language (Ibid).

## What Does A Cultural Person Mean?

True culture is a liberation from the ephemeral, a journey toward permanence and value. A cultured life, therefore, consists in more than just piling up facts; it must include reflecting on the meaning of man’s works— especially those works which have stood the test time—and how they fit into the larger scheme of reality.H. Richard Niebuhr in his classic study Christ and Culture comes to our aid by defining three essential elements in culture.

1) Culture is something that is above, and builds upon, nature. This implies that 2) culture is human achievement—something we strive toward, something we cultivate. Cultivated by individuals and humanity at large, culture is also necessarily 3) a heritage, something that is preserved and passed on from age to age.The forms of culture include first and foremost art, music, and literature. Niebuhr also includes “speech, education, tradition, myth, science, philosophy, law, rite, beliefs, inventions, technologies” among the rollcall of cultural items. That seems a bit broad, embracing as it does the bulk of human achievements. For me, culture is more or less identifiable with serious literature and the fine arts and, more broadly, with learning. To be cultured is to seek to know and to appreciate, in Matthew Arnold’s phrase, the best that has been thought and said. Things like

technology, law, and science seem to belong to a larger entity of which culture is a part, namely civilization; yet we might stretch a point and include scientific inventions and legal codes as products of culture.Not only must culture be acquired and preserved, it must also be disseminated. Hence the “culture machine”—that omnipresent force that includes museums, libraries, concert halls, with all their promotional activity. Yet to be a person of true culture is to raise oneself above the commercialism, the faddishness, and the cult of celebrity that the culture machine thrives on. The true person of culture will also reject the superficial notion of culture as social status symbol or snobbish fashion accessory. Needless to say, forms of entertainment that are chiefly about making money and that appeal to the baser parts of our nature are not culture in the true sense. True culture is a liberation from the ephemeral, a journey toward permanence and value. Culture is closely tied to the idea of the classic, of works which have stood the test of time and embody standards of excellence worthy of admiration and emulation. Thus, a canon is essential; cultural appreciation cannot exist in the midst of a relativistic deluge of material—even while granting that the ready availability of culture is a boon to all of us ( Michael, 2021:30)

In our modern society, we live in a world of over seven billion people. A world stockpiled with a plethora of unique perspectives, rich cultures, and deep histories. While it’s valid that we are all human beings—and feel the same emotions and share similar thoughts—we are different in our individuality. We are divergent from continent to continent and from culture to culture ( Kareena, 2021:7).

## Language in Workplace

Inclusive language is more than just a way of communicating. It’s a way to show respect and acknowledge the diverse experiences of employees. When organizations understand the power of inclusive language in the workplace, they build a foundation for trust, mutual respect, and a culture that values everyone’s contributions. Using inclusive language creates an environment where employees feel safe to share ideas and collaborate without fear of being excluded. It’s a powerful tool for creating a workplace rooted in belonging and equality. According to insights from Gallup, employees who feel included at work feel more encouraged to fully participate in their organization, with 73% agreeing they feel like a valued member of their team (Mattina, 2025:1-2)

Language holds great importance within the workplace. How employers talk to employees or how they talk among themselves and their subordinates is very important. Language can contribute negatively to the workplace culture if foul words are exchanged. Workplaces should keep a stern check on the kind of language their staff members are using and make sure that there are no acts of misbehaviour. We use language to communicate with our team members, and one can’t avoid it. However, using appropriate language is essential. If you are concerned about the kind of language being used around you, you must take notice and use the following tips to use workplace-appropriate language (Paulette, 2022:5).

## Conclusion

Language and culture are two intertwined concepts that often get confused or mixed up. While they are closely related, they are distinct entities with their own characteristics and features.Language refers to the system of communication used by a group of people, including spoken and written words, gestures, and other forms of expression. It is a tool for communication and helps people express their thoughts, feelings, and ideas. Every language has its own grammar, syntax, and vocabulary, which make it unique and distinct from other languages.

Culture, on the other hand, refers to the shared beliefs, values, customs, behaviors, and artifacts of a group of people. It encompasses all aspects of human life, including art, music, literature, religion, cuisine, fashion, and more. Culture is passed down from one generation to the next through socialization and is a way of life for the people who share it.

While language and culture are distinct concepts, they are closely related and can influence one another in significant ways. Language is a part of culture, and it reflects the culture’s values, beliefs, and worldview. For example, the Eskimo language has many words for different types of snow, which reflects the importance of snow in their culture and way of life. Similarly, the Japanese language has many honorifics and formalities that reflect the importance of respect and hierarchy in their culture. At the same time, culture can influence language by shaping its vocabulary, grammar, and syntax. For example, English has borrowed many words from other languages, such as “sushi” from Japanese and “pajamas” from Hindi. These words reflect the influence of other cultures on the English language.

Another way in which language and culture intersect is through language use. People use language to express their culture, and their culture can influence the way they use language. For example, people from different cultures may have different conversational norms, such as how much eye contact to make or how to interrupt someone politely. These norms are shaped by cultural values and expectations.

Language and culture can also affect how people perceive and understand the world around them. For example, in some cultures, the individual is prioritized over the group, while in others, the group is prioritized over the individual. This can influence the way people use language to talk about themselves and others. Similarly, different cultures have different concepts of time, which can influence the way people talk about past, present, and future events.

In conclusion, language and culture are two distinct but intertwined concepts that influence one another in significant ways. Language is a tool for communication, while culture encompasses all aspects of human life. Culture can shape language, and language can reflect culture. Understanding the relationship between language and culture is essential for effective communication and cross-cultural understanding. By recognizing and respecting cultural differences, we can bridge the gap between different cultures and build stronger, more inclusive communities.

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