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## STRUCTURAL AND SEMANTIC SPACE OF ENGLISH-LANGUAGE MANAGEMENT TERMINOLOGY SYSTEM

**Abstract.** *The article deals with English structural and semantic terminology of management on the example of lexical and semantic groups of complex terms, which include the names of professions, positions, management processes, performance, as well as methods and systems related to management. It has been found that the management terminology system includes, first of all, its own subsystems - systems of lexical units that are directly related to management.*

*It is established that most complex terms in the field of management belong to subsystems related to human resource management and labour economics. In the course of analyzing the structural and semantic features of English management composite terms, the question arose of studying the criteria by which complex terms and terms-phrases of management terminology are distinguished. The study has revealed that in the English-language management terminology there are both unambiguous and ambiguous composite terms that can belong to one or more subsystems. The analysis of the structural and semantic space of the English-language management terminology has revealed a multi-level organization that includes both highly specialized and integrated terms.*

**Keywords:** *management terminology system, lexical and semantic group, composite term, structural and semantic space, complex phraseological units, management terminology, unambiguity, ambiguity.*

**Problem statement and its connection with import antiscientific and practical tasks.** Terminology systems, especially in the field of management, are the keys to effective communication, a structured approach to management and the integration of new concepts in various professional fields. Today, the English-language management terminology system is at the intersection of many fields, including economics, law, psychology, technology and marketing. Its dynamism and multilayered nature require constant study, adaptation to modern conditions and systematization. Globalization, the development of new technologies and changes in organizational structures require updating the terminology. In the context of management, this contributes to the emergence of new complex terms that reflect innovative processes, modern management methods and new phenomena in corporate culture. Such terms not only ensure the convenience and accuracy of communication, but also form the conceptual apparatus necessary for analysis and decision-making. The article aims at studying the structural and semantic features of complex terms in the English-language management terminology. In particular, attention is paid to the analysis of complex and composite terms, which provide a more accurate transfer of complex concepts, simplifying professional communication. Their role in the



interaction between different sectoral subsystems is revealed, which allows for a deeper understanding of the impact of terminology on the formation of the logical and conceptual space of management. This work is based on the results of research by contemporary scholars in the field of terminology (K. Zhytnikova, N. Sukhachova, Y. Zatskyi) and complements them by integrating new data on term transformations in various fields, including economics, law, marketing, and technology.

Modern terminological systems are complex: they cover subsystems of different hierarchical levels, between which there is close interaction between them. The English-language management terminology system, which we consider by us as an ordered system of single-word and multi-word terms, functionally aimed on the nomination and interpretation of special terminological concepts that form the logical and conceptual space of the management sphere (Sukhachova, 2014: 22). It has a complex sectoral and stratification structure. The sectoral structure of the English management terminology is characterized by the presence of thematic groups of terms. The stratification structure represents division of thematic groups by hierarchical levels (core and periphery): own subsets and periphery): own subsystems (core terms) and related subsystems (periphery terms). The thematic specialization of management terms is the main criterion for their industry affiliation. In view of this fact, it is relevant to study of lexical and semantic groups of terms in the English management terminology.

**Analysis of recent publications on the problem.** Scholars have studied various aspects of the English-language terminology of management terminology, namely, the word-formation features of terms (K. Zhytnikova, N. Sukhachova), including innovations (M. Beloziorov, Y. Zatsnyi), pragmatic and discursive (K. Zhytnikova, L. Naumenko), linguistic and cognitive (N. Sukhachova), and typological aspects (N. Krasnopolska). However, the dynamism of this terminology system requires its systematic research.

**Analysis of research.** Scientists have studied various aspects of the English-language management terminology, namely: word-formation features of terms (K. Zhytnikova, N. Sukhachova), including innovations (M. Beloziorov, Y. Zatsnyi), pragmatic and discursive (K. Zhytnikova, L. Naumenko), linguistic and cognitive (N. Sukhachova) and typological aspects (N. Krasnopolska). However, the dynamism of this terminology system requires its systematic research.

**Formulation of research objectives (problem statement).** The purpose of the article is to study the lexical and semantic features of the composite terms of the English-language management terminology. This goal necessitates the solution of the following tasks: 1) to study the semantics of compound nouns, adjectives and verbs in the function of management terms; 2) to identify lexical and semantic groups of composite terms of the English management terminology in view of their functional features.



**Materials and methods.** The theoretical and methodological basis of scientific research is the fundamental provisions of structural and semantic features of English management composite terms, the work of domestic and foreign scientists on studying English-language management terminology.

**An outline of the main results and their justification.** The term system of management includes, first of all, its own sub-systems - systems of lexical units that are directly related to management, namely: organization management, human resource management and labor economics (probationer - ex, participation of workers in management (participation of personnel in decision-making on management through negotiations; teamwork - e.g., collective (team) method of work, e.g., interaction (actions of team members aimed at communication and coordination with other team members, as opposed to actions aimed at direct performance of work)). However, the analysis of English management terms shows that the English-language management terminology conceptually intersects with many special areas of human activity and therefore, in addition to the terms of its own subsystems, it widely uses the terms of other terminologies that form its adjacent subsystems (economics, law, military affairs, politics, finance, trade, psychology, sociology, technology, insurance, marketing, education, stock exchange, computer technology, mass media, agriculture, medicine, demography and sports), i.e. such lexical and semantic groupings that are simultaneously subsystems of several terminologies.

This is explained by the specifics of the development of the science of management itself, which necessitates semantic changes in general scientific terms, changes in the primary meanings of terms, the need for terminologization of common words (use of common vocabulary in certain fields of science and technology), their determinologization (transition of terms into common language) and trans-terminologization (change in the meaning of terms due to the borrowing of terms by one terminology system from another).

The study of the English-language management terminology revealed composite terms, the use of which allows to convey relationships between objects, concepts, processes and features, saving time for specialists. During the formation of composite units, their components can retain their semantics, but in most cases the semantics of a derived lexeme is not the sum of the meanings of its components: as a result of the process of semantic modification, a new lexeme is formed in form and meaning. A compound term is defined as a word consisting of more than two free morphemes, characterized by integrity and revealing a special concept of a certain terminology system. Word compounding is one of the most productive ways of creating terms in the English-language management terminology [6, 169]. This can be explained by the general tendency to increase the number of affixed and compound words in modern English [3, 165].

The use of the modeling method and component analysis helped to identify the word-creative components of compound words and their influence on the lexical



meaning of the composite. For example, compound nouns are divided depending on the type of relationship between their components, which is determined by the order of modification of the constituent parts. The first component of a compound word can modify the second and vice versa. The most common word-formation model of compound nouns in the English-language management terminology is a combination of two nouns, in which one noun base is modified by another (taskforce - task force; project group; target group, workforce - employees of an enterprise or organization). Such compound nouns can express a single concept, for example: workshop - workshop, shop; office (workplace); studio, studio (premises for work at home), card-index - card index; in other complex terms, the first component undergoes the process of adjunctivation, for example: business-manager - commercial director.

The method of word formation analysis helped to establish the role of word formation by analogy in the process of forming new lexical items. “A new lexical unit is created not so much on the basis of an abstract model as on the model of a specific linguistic unit (this unit is a kind of model) by replacing some structural and semantic elements in this unit with others” [3, 181]. Thus, many innovations have arisen to denote different categories of workers by analogy with the phrases blue-collar worker and white-collar worker, for example pink-collar worker - a secretary or other clerical worker, frayed-collar worker - workers with low wages, green-collar worker - an environmental protection worker, open-collar worker - a person who works at home, not in an institution [3, 41].

It should be noted that, depending on the type of stem, compound words are divided into compound words and compound derivatives. In the English-language management term system, along with complex derivatives, there are compound lexical items formed with the help of the highly productive adjectival suffix -ed, which is added to the stem formed from attributive phrases, for example state-controlled – controlled by the state, goal-directed – goal-oriented, state-owned - owned by the state. Such lexical items formed with the suffix-ed, i.e. by derivation, can be considered as suffixed derivational lexical items.

In the course of analyzing the structural and semantic features of English management composite terms, the question arose of studying the criteria by which complex terms and phrase terms of management terminology are distinguished. The structural relationship in terms-phrases and compound terms is manifested in the morphological characteristics of the components, the order of the bases. Typical structural relationships expressed in terms-phrases syntactically, are expressed in complex terms only through the nature and order of the bases. The components of a compound term are morphemes, and the components of phrase terms are sentence members that perform syntactic functions. According to the communicative orientation, the meaning of a phrase conveys the meaning of its components, and in complex terms the meaning of one of the components may be omitted from the



meaning of the whole, for example: fieldwork – field work (outside the office, premises), entry-level – entry-level (referring to the first job or the first experience in a particular field).

The analysis of the studied material has shown the widespread use of complex phraseological terms in the English-language management terminology. The discrepancy between the meanings of the components and the overall meaning of the composite indicates a certain ideological character inherent in some compound terms, for example paper-pusher – an office worker (performing routine work), rainmaker – a valuable employee, white-collar – a white-collar employee. In the English management terminology system, there are unambiguous compound nouns, adjectives and verbs that are clearly correlated with a separate own or related management subsystem, for example card-indexing – management of entering information into a file cabinet, job-centered – management of work-oriented (characteristic of a manager who pays great attention to the work performed by his subordinates, i.e., monitors compliance with and improves technologies, working conditions and quality of goods, clock-watch – e.g., “to look at the clock”). “looking at the clock”, unwillingness to work overtime.

Compound nouns, adjectives and verbs with a polysemantic structure are terms that belong to two or more management subsystems at the same time, for example: part-time – 1) e.g. part-time employed, partially unemployed (about a person who works less than the normal – traditionally established and officially recorded - working hours); 2) educated part-time (part-time weekly) (e.g., about a student who combines work and study), entry level – 1) e.g. initial (referring to the first job or the first experience in a particular field); 2) e.g. (affordable for first-time buyers); simplified (light and easy to use, cheap models of equipment); 3) comp. entry-level computers, for beginners, backdate – 1) e.g. to agree that an increase in the amount of wages, especially due to bonus payments, will be transferred to a certain date in the past; 2) e.g. to indicate a past date in a report, document, check.

The identified compound nouns-terms of the English management terminology belong to the following lexical and semantic groups:

1) titles of profession, position: business-manager – managing director, commercial director, director-general – general director;

2) collective job titles: workforce – employees of an enterprise or organization, blackcoat – “white-collar” (employees who are not engaged in physical labor, e.g., clerks and secretaries, engineering and technical staff, managers);

3) names of processes related to managerial activities: wage-cutting – reduction of wages, job-sharing – division of work;

4) names of the type of work: homeworking – work performed at home (a form of labor organization), busywork – unnecessary (unproductive) work;

5) the name of the result of the activity: break-up – termination, interruption (of an activity), burnout – overwork;



6) names of schemes, systems, methods related to management activities: flowchart – a process diagram, a diagram of the sequence of activities, goalsharing – distribution of victories (goals, results) (a remuneration system in which employees are paid bonuses that depend on the actual results of the company's activities; in this case, employees are entitled to a portion of the additional profit that was obtained through the achievement of the goals). Let's consider the semantic features of compound adjectives in the modern English-language management terminology.

The identified compound adjectives of the English management terminology belong to the following lexical and semantic groups:

1) quality, characteristic of a person: goal-directed, employee-centered (a characteristic of a manager who pays great attention to the relationship between employees and their satisfaction with working conditions);

2) characterization of forms and types of control: farmer-controlled – controlled or managed by farmers, control-oriented - focused on control;

3) description of the type or method of labor: deskbound – office work, sedentary (about work with papers), piece-rate – made (about the method of work and remuneration, in which wages are accrued in accordance with the amount of work performed, and not for the time worked);

4) characteristics of systems or types of management: exploitive-authoritative, dictatorial-authoritarian, consultative-democratic;

5) the level of quality of professional activity: low-skill – unskilled, having low qualification (about a worker); not requiring high qualification (about a job).

The identified complex verbs-terms of management belong to the following lexical and semantic groups:

a) activities related to employment: job-hop – to change jobs frequently, job-share – to share work (to occupy one job with another person, working part-time), clock-watch - to look at the clock, try not to overwork;

b) activities related to management: headhunt – “to hunt for heads” (to search for managerial personnel using informal methods, luring employees of other firms by offering them more favorable conditions), headquarter – to have a headquarters.

In practice, this means that effective command of terminology not only facilitates communication, but also increases the level of professional competence of specialists. The use of complex terms allows conveying conceptual connections between objects, processes and properties, which greatly facilitates professional communication. Further research could be directed at:

- analyzing the impact of digitalization on the development of terminology systems;
- study of the processes of adapting innovative terms in educational programmes and the corporate environment;
- comparison of English management terminology with other language systems.



Most of the complex terms in the English-language sphere of management, unlike affixed terms, are unambiguous. This is due to the fact that native speakers, trying to avoid the repetition of wordy syntagma, look for more economical means of expressing specific concepts of a particular field of activity. A compound term is always stronger and clearer than a correlative syntactic formation. Prospects for further research are seen in the study of the functioning of lexical and semantic groups of non-derivatives, affixed and conversion terms of the English-language management terminology.

**Conclusions and perspectives of further research.** Speaking about structural and semantic space of English-language management terms system we should note that the semantics of compound nouns, adjectives and verbs in the function of management terms is quite diverse. The names of professions, positions, processes related to management activities, names of activity results, names of schemes, systems, methods related to management activities and collective job and social names were the most numerous among the lexical and semantic groups of compound nouns. Among the lexical and semantic groups of complex adjectives, the most numerous are such groups as: quality, personality characteristics, characterization of forms and types of control, characterization of a type or method of work. The vast majority of complex terms in the field of management are lexical units of sub-systems of human resource management and labor economics and labor economics sub-systems.

The study has shown that English management terminology system has the following:

1. A significant proportion of terms are composite formations that reflect the tendency to save linguistic means.
2. The variety of word formation models, such as suffixation, conversion, and analytical structures, provides enrichment of terminology.
3. The use of interdisciplinary terms facilitates the integration of management with other fields of knowledge, such as marketing, economics, psychology.

Thus, terminological systems, being a living organism, not only reflect current trends, but also serve as a tool for their formation, contributing to the harmonious development of professional communication. The analysis of the structural and semantic space of the English-language management terminology revealed a multi-level organization that includes both highly specialized and integrated terms.

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## СТРУКТУРНО-СЕМАНТИЧНИЙ ПРОСТІР АНГЛОМОВНОЇ ТЕРМІНОСИСТЕМИ МЕНЕДЖМЕНТУ

***Анотація.** У статті розглянуто англомовну структурно-семантичну терміносистему менеджменту на прикладі лексико-семантичних груп складних термінів, до яких належать назви професій, посад, управлінських процесів, результатів діяльності, а також методів і систем, пов'язаних із менеджментом. З'ясовано, що терміносистема менеджменту включає, насамперед, власні підсистеми - системи лексичних одиниць, які мають безпосереднє відношення до менеджменту.*

*Встановлено, що більшість складних термінів у сфері менеджменту належать до підсистем, пов'язаних із управлінням людськими ресурсами та економікою праці. У ході аналізу структурно-семантичних особливостей англійських термінів-комполітів менеджменту постало питання вивчення критеріїв, за якими розмежовуються складні терміни та терміні-словосполучення управлінської термінології. Дослідження виявило, що в англомовній термінології менеджменту функціонують як однозначні, так і багатозначні комполітні терміни, які можуть належати до однієї або кількох підсистем. Аналіз структурно-семантичного простору англомовної термінології менеджменту виявив багаторівневу організацію, яка включає як вузькоспеціалізовані, так і інтегровані терміни.*

***Ключові слова:** терміносистема менеджменту, лексико-семантична група, комполітний термін, структурно-семантичний простір, складні фразеологізми, управлінська термінологія, однозначність, багатозначність.*