

INVESTIGATING THE ADVANTAGES OF BILINGUALISM: MULTIDIMENSIONAL RESEARCH FINDINGS

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ABSTRACT Bilingualism is a widely discussed phenomenon due to its rising trend in this globalization era. Many negative conclusions about bilingualism have been met with positive outcomes from recent studies. This study was library research aimed at exploring the advantages of bilingualism in terms of cognitive, socio-emotional, as well as academic and career advantages of bilingualism as proven by previous studies published in reputable international journals indexed by Scopus or WoS from 2015 to 2020. The critical review revealed that bilingualism provides cognitive, socio-emotional, academic and career advantages. In terms of cognitive advantages, bilingualism contributes to better executive functioning and working memory and delaying the cognitive aging disease. Socio-emotionally, bilingualism promotes self-confidence, empathy, friendliness, communicative skills, and a more open-minded attitude toward cultural differences, respect toward speakers of other languages. Academically, bilinguals show higher achievement, while career-wise, there is a high preference for companies to hire bilinguals and a high possibility of getting promotions. These conclusions imply that early exposure to bilingualism provides opportunities for children to develop their cognitive and socio-emotional better that contribute to their academic and career.

Keywords: Bilingualism, Cognitive advantages, Socio-emotional advantages, Academic career advantages

A. INTRODUCTION

The ideology of monolingual habitus perceives bilingualism and multilingualism as an obstacle or a significant challenge to children's personal and social development (Antoniou, 2019; Chibaka, 2018; Guðmundsdóttir & Lesk, 2019). In the past, the contribution of bilingualism toward individual development does not get much attention (Chibaka, 2018; Guðmundsdóttir & Lesk, 2019; Pransiska, 2017). The positive appraisal toward bilingualism is limited (Antoniou, 2019; Chamorro & Janke, 2020; Wong et al., 2016). In the

twentieth century, bilingualism is considered a cause of cognitive disadvantages and slow language development (Antoniou, 2019; Chamorro & Janke, 2020; Pransiska, 2017). This assumption is triggered by several studies in the 1920s-1950s which presented that individuals who were able to speak multiple languages have a poor score in verbal tests related to cognitive ability (Antoniou, 2019; Chamorro & Janke, 2020; Guðmundsdóttir & Lesk, 2019; Kroll & Dussias, 2018). Strong evidence regarding the contribution of bilingualism to slow language development or speech delay is not presented (Antoniou, 2019; Bodig et al., 2020; Cioè-Peña, 2020; Pransiska, 2017; Wong et al., 2016).

Nowadays, bilingualism is considered a common phenomenon in multinational countries, where one or more international languages are used for communication (Butvilofsky & Gumina, 2020; Cioè-Peña, 2020; van den Noort et al., 2019). The bilingual population of the world grows up since internationalism is spreading out through trade, travel, immigration, communications, and mass media (Ee, 2019; Eisenstein Ebsworth et al., 2018; van den Noort et al., 2019). One-third of the world's population is bilingual due to rapid cultural, social, and economic development (Akgül et al., 2019; Eisenstein Ebsworth et al., 2018). Moreover, many countries are officially declared bilingual or multilingual countries, such as Canada, Switzerland, and Belgium. According to the European Commission 2006's survey in 25 different countries in Europe, 56% of Europeans could speak another language besides their first language in their communication (Chen & Padilla, 2019).

Other parts of the world have started to see the importance of bilingualism (Butvilofsky & Gumina, 2020; Pransiska, 2017). In Malaysia, students are encouraged to learn English early to prepare the young generation to compete with the global community (Pransiska, 2017). Melayu language is also emphasized together with English in order to promote bilingualism. In the United States, there is a high demand for parents to make their children bilingual (Pransiska, 2017). It contributes to developing two-way bilingual education programs in the United States (Ee, 2019; Pransiska, 2017). In Netherlands and Belgium, schools introduce at least three foreign languages to children (Chen & Padilla, 2019; van den Noort et al., 2019). Foreign languages are actively used in the workplace and daily communication in those countries (Chen & Padilla, 2019; Hsin & Snow, 2017; van den Noort et al., 2019). In Indonesia, English as a foreign is a mandatory subject in high schools and higher educations, with encouragement for elementary and early education to introduce English in their local curriculum (Listiani et al., 2021; Sari et al., 2021; Suwastini, Adnyani, & Wiraningsih, 2020). The governments' support toward bilingualism contributes positively to various aspects of life (Purnamasari, Putra, & Suwastini, 2018; Suwastini & Yukti, 2017). Many studies showed consistent results about

bilinguals' better performance compared with monolinguals in terms of their cognitive development, language competence, academic achievements, and career development (Alqarni & Dewaele, 2020; Altman et al., 2018; Blom et al., 2017; Bodig et al., 2020; Chamorro & Janke, 2020; Cox et al., 2016; De Cat et al., 2018; El-Dakhs & Altarriba, 2018; Gándara, 2018; Grundy & Timmer, 2017; Guðmundsdóttir & Lesk, 2019; Hopewell & Butvilofsky, 2016; Hsin & Snow, 2017; Huang, 2020; Kopečková, 2016; Lukasik et al., 2018; Nicoladis et al., 2016; Nguyen & Hamid, 2018; Poarch & Krott, 2019; Samuel et al., 2018; Vender et al., 2021; Yow et al., 2017; Zeng et al., 2019).

Concerning the gap between the negative assumptions against bilingualism and the more positive attitudes toward bilingualism, the present study took the positive point of view on bilingualism. It aimed to explore previous studies on bilingualism and the benefits they offer. The present study focused on answering what benefits bilingualism offers in terms of cognitive development, socio-emotional improvement, and academic and career advantages. This present study is expected to present a comprehensive mapping on the advantages of bilingualism. The review is also expected to be useful for educators interested in designing bilingual programs. The summary resulted from this study can also be a preliminary study for researchers attempting to do further research in bilingualism.

B. REVIEW OF LITERATURE

Bilingualism and Types of Bilingualism

Bilingualism is considered a common phenomenon in multinational countries, in which some members of the society have a significant language for communication in addition to their mother tongues (Khabirova & Abrosimova, 2016). Bilingualism is defined as using another language than the native language fluently to communicate (Walner, 2016). Bilingualism occurs as the result of different linguistic groups which are in contact. The bilingual population of the world grows up since internationalism is spreading out through trade, travel, immigration, communications, and mass media (Baker, 2011; Noort et al., 2019). One-third of the world's population is bilingual due to rapid cultural, social, and economic development (Akgül et al., 2017).

In terms of age, there are child bilingualism and adult bilingualism. De Jong (1986), as cited in Marlina (2016), classifies child bilingualism into beginning bilingualism (0-4 years old) and middle bilingualism (5-11 years old). Meanwhile, Romaine (1995), as cited in Marlina (2016), divides child and adult bilingualism into three types: additive bilingualism, dominant bilingualism, and semilingualism. Additive bilingualism refers to a positive and high level of

cognitive effects in both languages. Dominant bilingualism means a person has a native-like level in one language, either positive or adverse effects. Semilingualism refers to the low level of both languages. It can be dominant, but the cognitive effect is negative.

Bilingual is also defined differently based on its type. Serra (2017) mentions three bilingual types: planned bilingual, natural bilingual, and adult bilingual. Planned bilingual refers to someone who achieves their languages through a planned strategy from parents. A natural bilingual is a person who was born in an environment that naturally offers many languages. Adult bilingual refers to those people who move to a foreign country and start to learn a new language.

Myth about Bilingualism

In the past decades, bilingualism and multilingualism were perceived negatively, where they were considered obstacles to individual and social development (Chibaka, 2018). On the other hand, monolingualism is more attractive since monolinguals seem very content with their mother tongue (Chibaka, 2018). The contribution of bilingualism toward individual development does not get much attention as bilingualism was believed to contribute to several cognitive disadvantages (Antoniou, 2018). Many studies in the 1920s-1950s also showed that the process to master two languages concurrently impeded their speech development and contributed to their low scores on verbal tests (Antoniou, 2019; Kroll & Dussias, 2018; Pransiska, 2017). In addition, introducing a second language at an early age was assumed to cause irrevocable damage to a child's language and cognitive development (Antoniou, 2018; Kroll & Dussias, 2017).

However, these myths were not supported by strong evidence since neurological or physiological factors can cause slow language development (Antoniou, 2018; Kroll & Dussias, 2017). Thus, the present study takes a positive point of view on bilingualism and explores its benefits, as proven by previous studies.

C. METHOD

This present study was designed as library research by highlighting and summarizing the findings of previous studies on the advantages of bilingualism. The model of the library research used was from George (2008). The step-by-step research procedure followed adaptation made by Ariantini et al. (2021), as displayed in Figure 1 below. The study was started by selecting the topic in step 1, which is the advantages of bilingualism. In step 2, the research questions were proposed related to bilingualism's cognitive, socio-emotional, academic, and professional development benefits. Determining the research plan and database browse the related article

were done in steps 3 and 4, respectively. The database used were Google Scholar, Semantic Scholar, ERIC, and Science Direct. Step 5 was the data collection stage. The sources were collected from the chosen database. The articles selected had to fulfill the determined criteria: published in reputable international journals indexed by Scopus or WoS between 2015-2020, contained keywords such as "advantages of bilingualism," "cognitive advantages of bilingualism," "socio-emotional advantages of bilingualism," "academic advantages of bilingualism," "professional advantages of bilingualism," and "bilingualism and carrier advancement." With the determined criteria, there were 34 articles taken into consideration.



then critically reviewed, their data and arguments were summarized, categorized, and synthesized to answer the proposed questions. After the conclusion was drawn, the results were organized into a coherent outline to comprehensively elaborate the present study's theses in the present article.

D. FINDINGS AND DISCUSSION

The result of the analysis of previous studies related to the advantages of bilingualism showed that the advantages of bilingualism contribute to the development of three dominant aspects, namely cognitive, socio-emotional, and academic and career, as displayed in the following diagram.

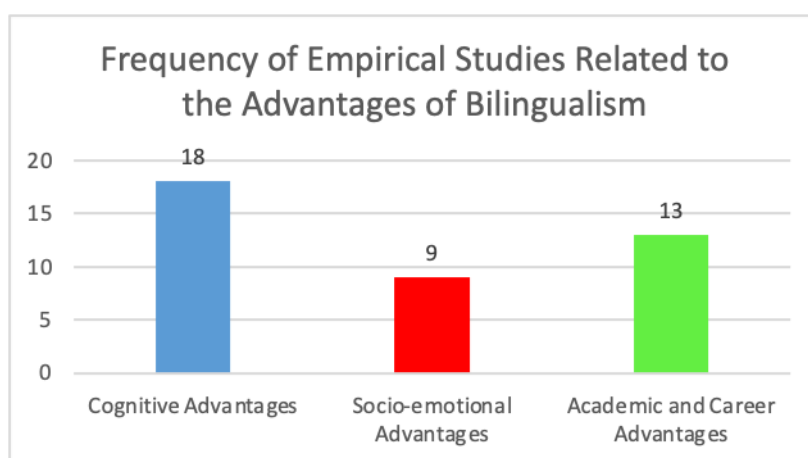


Figure 2. Frequency of empirical studies related to the advantages of bilingualism

Figure 2 showed that among 31 studies reviewed in this present study, the empirical evidence related to the advantages of bilingualism is dominant on cognitive advantages. Eighteen studies argue for the advantages of bilingualism on the cognitive aspects. In terms of socio-emotional advantages, nine studies have provided evidence on how bilingualism contributes to socio-emotional development. Thirteen studies indicate that bilingualism contributes to academic and career advantages.

Cognitive Advantages

In terms of cognitive aspects, eighteen out of thirty-one studies reviewed in this study argue for the benefits of bilingualism for promoting cognitive control, working memory, and metalinguistic ability. Figure 3 below shows that eight studies argue for bilingualism to affect children's metalinguistic ability positively. Six studies found that bilingualism contributes to children's cognitive control. In comparison, four studies indicated that bilingualism improves children's working memory.

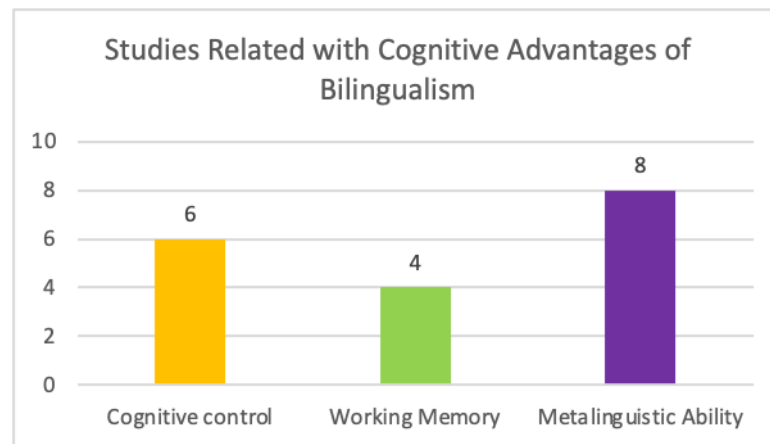


Figure 3. Frequency of studies related to cognitive advantages of bilingualism

Cognitive control ability allows children to focus on particular stimuli (Tabori et al., 2018; Vender et al., 2018). Bilingualism is argued to positively boost an individual's cognitive control ability (Blom et al., 2017; Chamorro & Janke, 2020; Daubert & Ramani, 2019; Huang, 2020; Tabori et al., 2018; Vender et al., 2018). According to (Tabori et al., 2018), learning more than one language will develop children's executive functioning ability, which affects their ability to plan, achieve goals, and adapt to situations to achieve the set goals. Because bilinguals are accustomed to switching between the languages, they are fluent in, they have strong selective attention that allows them to focus on one language at a time (Blom et al., 2017; Chamorro & Janke, 2020). They further elaborate that bilinguals' ability to focus on a specific language affects their response inhibition, which prevents their attention from being distracted. Their ability to direct their attention to a particular selected focus and prohibit distraction gives bilinguals more cognitive control than their monolingual counterparts. Good cognitive control among bilinguals is also attributed to their better social cognition (Al-Shujairi et al., 2015; Cox et al., 2016; Kalashnikova et al., 2020; Wong et al., 2016). Bilinguals think simultaneously in the languages they master, enabling them to focus on multiple stimuli and having higher multitasking ability than monolinguals (Poarch & Krott, 2019). It also allows bilinguals to develop different patterns in allocating attention to visual stimuli, enabling them to direct their attention early on (Kalashnikova et al., 2020) while paying attention to specific details and processing a more comprehensive range of information (Blom et al., 2017). This unique combination of cognitive control that allows bilinguals to direct their attention to a particular focus while processing other information in different stimuli makes bilinguals more observant to people around them, contributing positively to their social cognition.

The ability of bilinguals to respond to multiple stimuli is closely related to their higher working memory capacity. Working memory is the amount of information used while accomplishing specific tasks (Daubert & Ramani, 2019; Grundy & Timmer, 2017; Huang, 2020; Lukasik et al., 2018). According to Daubert & Ramani (2019), Grundy & Timmer (2017), Huang (2020), Lukasik et al. (2018), bilinguals have better working memory capacity owned by bilinguals compared to monolinguals. Second-language experience has positively affected an individual's working memory capacity and performance (Grundy & Timmer, 2017; Lukasik et al., 2018). The ability to think in two or more languages contributes to the capacity of bilinguals' memory to store more informations (Daubert & Ramani, 2019; Huang, 2020). Therefore, bilinguals can store more informations on their short memory compared with monolinguals (Lukasik et al., 2018) It is proven by a study conducted by Daubert & Ramani (2020) who found that bilinguals perform higher ability in addition and numeral identification due to their working memory capacity. The advantages of bilingualism on working memory gives significant impact on students' learning performance. This advantage will minimize the errors when using the languages they speak (Manik & Suwastini, 2020; Sari et al., 2021; Suwastini & Yukti, 2017). It contributes to learning new languages to prevent fossilization errors in using the target language (Manik & Suwastini, 2020; Sari et al., 2021). Moreover, better working memory possessed by bilinguals enables them to outperform monolinguals in reading and writing tests (Manik & Suwastini, 2020; Senawati et al., 2021).

Metalinguistic awareness is a set of multiple abilities or skills to focus on the structure and form of language, including formal aspects such as phonological, morphological, syntactic, and lexical awareness (Altman et al., 2018). It functions as the initial stages of recognizing language structure and form developed in language acquisition (Altman et al., 2018). Several studies argued that bilingualism contributes to children's metalinguistic awareness (Altman et al., 2018; Hopewell & Butvilofsky, 2016; Hsin & Snow, 2017; Kopečková, 2016; Lindholm-Leary, 2016; Vender et al., 2021; Yow et al., 2017; Zeng et al., 2019). In terms of phonological awareness, bilingualism contributes to the ability of a bilingual to produce difficult phonemes in L3 learning (Kopečková, 2016). Exposure to more than one language enriches their sensitivity in learning a new language (Manik & Suwastini, 2020; Maheswari, Adnyani, & Suwastini, 2020; Suwastini & Yukti, 2017; Suwastini et al., 2020; Senawati et al., 2021). Related to language structure, bilinguals showed increased volume in component language structures and connective tracts compared to monolinguals (Al-Shujairi et al., 2015; Kopečková, 2016; Wong et al., 2016). Bilinguals develop morphological awareness depends on the lengths of exposure to the second

language and the use of referential cues (Altman et al., 2018; Yow et al., 2017). Vender et al. (2018) found that bilingualism provides advantages to people with dyslexia. Bilingual dyslexics performed better than monolingual in abstractly applying morphological rules based on the input in their second language (Vender et al., 2018). Bilingual children can identify correct objects and words better than monolingual children since they can do fast mapping of inferential cues to identify words and objects (Yow et al., 2017).

The advantages of bilingualism on cognitive aspects are various. It includes the advantages of executive functioning, enabling individuals to pay attention to particular stimuli and give fast and accurate responses. Besides, contact with two or more languages can improve an individual's working memory capacity and performance in which bilinguals perform better in verbal fluency, numerical test, and literacy. Moreover, bilingualism positively impacts metalinguistic awareness, including phonological awareness, morphological awareness, lexical recognition, syntactic and semantic awareness.

Socio-emotional Advantages

This study highlighted the result of previous studies related to the advantages of bilingualism in several socio-emotional aspects. It was found that five socio-emotional aspects are developed when children learn more than one language. Those aspects include emotional concept, open-minded attitude, respect toward diversity, social skill (communication and collaboration), and affectionate attitude. Figure 4 presents the socio-emotional aspects that are affected positively by bilingualism.

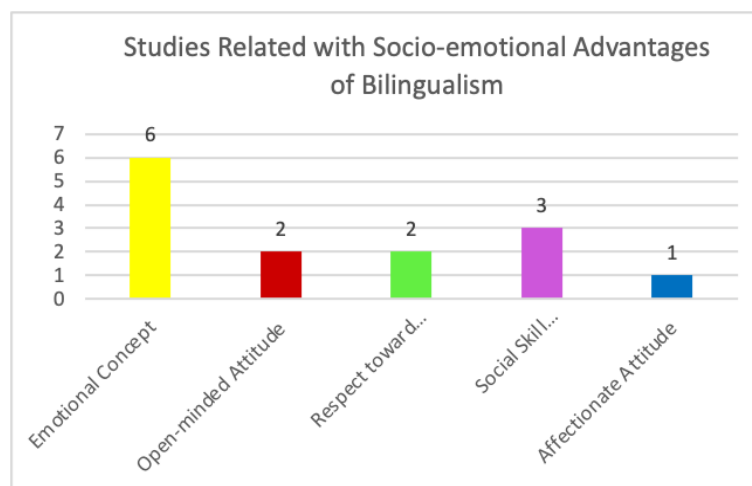


Figure 4. Studies related to socio-emotional advantages of bilingualism

The diagram above shows that most of the research reviewed in the present study found that bilingualism can enrich children's emotional concepts. Six studies indicated that bilingualism enriches children's emotional concepts, which helps students express their feelings.

Bilinguals or multilingual is considered access to a wide variety of predictions though emotion experiences and concepts in different linguistics context which enables them to interpret and express emotion in different language and context (Akgül et al., 2019; Alqarni & Dewaele, 2020; Bodig et al., 2020; El-Dakhs & Altarriba, 2018, 2019; Howard et al., 2021; Nicoladis et al., 2016). The ability to speak more than one language benefits the access of more emotional concepts across languages, which becomes the indicator of emotional intelligence (Akgül et al., 2019; El-Dakhs & Altarriba, 2018, 2019; Nicoladis et al., 2016). Understanding multiple cultures allows bilinguals to have a more emotional expression (Alqarni & Dewaele, 2020; Bodig et al., 2020; Howard et al., 2021). Moreover, the target language presented in the movies, comics, and other forms of literature presented many emotional expressions that influence the bilinguals' emotional concept (Hutapea & Suwastini, 2019; Puspawati et al., 2021; Utami et al., 2020). Their emotional concept will be various based on what they get from the culture of the target language. It directly makes them becoming more expressive and outspoken.

Two studies found that bilingualism makes children more open-minded because they indirectly learn about other cultures. Learning another language helps individuals access information, communicate efficiently, and be global citizens, which contributes to their personal and emotional development (Akgül et al., 2019; Nicoladis et al., 2016). The exposure of more cultural concepts presented in literature and movies is usually used as learning materials (Hutapea & Suwastini, 2019; Listiani et al., 2021; Wijaya et al., 2021). The target language presented in the selected learning material contains cultures and customs that provide insight for language learners to understand not only the linguistic aspects of the target language but also the culture (Blangsinga et al., 2021; Hutapea & Suwastini, 2019; Puspawati et al., 2021; Utami et al., 2020). The understanding of new cultures leads children to be more open-minded in responding to differences.

The development of children's respect attitude cannot be separated from their open-mindedness (Akgül et al., 2019; Nicoladis et al., 2016). Open-minded children have more references to diversities in terms of culture and customs (Puspawati et al., 2021; Utami et al., 2020). Two studies highlighted that bilingualism raises children's respectful attitude toward diversity. It was found that some parents support their children to be bilingual since they believe that bilingualism helps their children to make friends and respect diversity (Akgül et al., 2019; Nicoladis et al., 2016). Bilinguals can respect linguistics and racial diversity more and display an open-minded attitude toward speakers of other languages. Their understanding of diversity is developed as they learn more languages (Nicoladis et al., 2016). Moreover, the value of

respecting others is usually presented in the movies, which become prevalent in teaching media in the language classroom (Hutapea & Suwastini, 2019; Utami et al., 2020).

Bilingualism also contributes to the development of children's social skills, enabling them to communicate and collaborate with a broader range of communities (Akgül et al., 2019; Chamorro & Janke, 2020; El-Dakhs & Altarriba, 2019). It is highlighted in the findings of 3 studies. It was found that bilingual children show higher self-confidence in communicating and interacting with tourists (Akgül et al., 2019). It indicated that the ability to speak more than one language could raise children's confidence in interacting with others (El-Dakhs & Altarriba, 2019). This advantage is related to bilinguals' ability to express their intention and feeling accurately using their first language and second language. Moreover, the issue of the language barrier can be prevented (Chamorro & Janke, 2020). It makes communication and collaboration can be carried out (Akgül et al., 2019). Therefore, bilinguals have more opportunities to interact with a wide range of social and cultural groups, which makes bilingual children perform friendly attitude compared to monolinguals (Akgül et al., 2019).

One study found that bilingualism can improve caring attitudes in children with autism (Howard et al., 2020). The commonly cited reason is that maintaining bilingual exposure at home will enable children to enjoy relationships with extended family members (Howard et al., 2020). Bilingualism supports the expression of emotions (Alqarni & Dewaele, 2020). Bilinguals receive psychological satisfaction from using words that represent their feelings appropriately (El-Dakhs & Altarriba, 2018). Bilinguals tend to be more expressive when using adjectives in their second language rather than their mother tongue (El-Dakhs & Altarriba, 2018). It contributes to bilinguals' tendency to communicate more frequently in their second language than their mother tongue (El-Dakhs & Altarriba, 2019).

Related to the effect of bilingualism on socio-emotional, it is mentioned that access to more than one language enables children to have more emotion perception and emotion concepts that help them to interpret and express their emotion in various language contexts. Bilingualism also develops a more open-minded attitude and respect toward diversity. In addition, maintaining bilingualism in children with autism can help them maintain close and affectionate relationships with family.

Academic and Career Advantages

The findings highlighted several studies that provide evidence related to bilingualism's academic and career advantages on academic achievement and career opportunity. Figure 5 shows the frequency of studies that provide empirical evidence related to bilingualism's academic and career advantages.

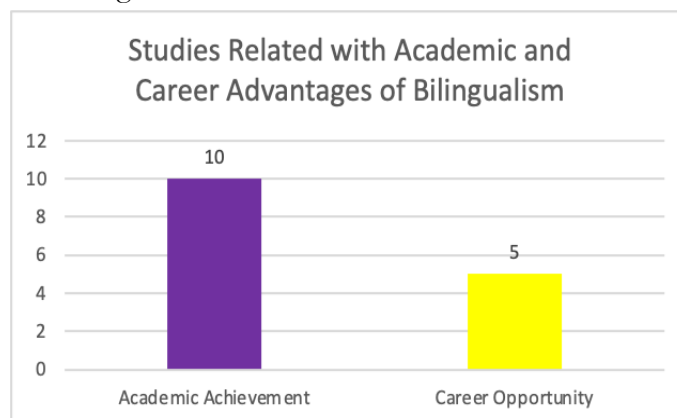


Figure 5. Frequency of studies related to academic and career advantages of bilingualism

Several studies have affirmed the academic advantages of bilingualism. The ability to speak more languages serves advantages in terms of academic achievement (Daubert & Ramani, 2019; De Cat et al., 2018; Gándara, 2018; Hopewell & Butvilofsky, 2016; Hsin & Snow, 2017; Huang, 2020; Lindholm-Leary, 2016; Pransiska, 2017; Vender et al., 2021; Yow et al., 2017). Pransiska (2017) stated that bilingual students could have more opportunities to enter their favorite university. Most good universities require their students to pass language tests, especially English tests (Butvilofsky & Gumina, 2020). Bilingualism is also perceived to give advantages to the children's academic life in which the children become more open-minded in learning new things (Akgül et al., 2019). It will provide an opportunity for the children to develop their general knowledge (Butvilofsky & Gumina, 2020; Lindholm-Leary, 2016). College students who learn a second language tend to have high academic achievement, better grades and are less likely to drop out (Lindholm-Leary, 2016; Pransiska, 2017). Bilingual children can read and write in both languages, which can be positive potential for academic advantages (Lindholm-Leary, 2016). Some studies found that bilinguals perform better English proficiency and skills than monolinguals (Al-Shujairi et al., 2015; Hopewell & Butvilofsky, 2016; Huang, 2020). Bilingual students display higher performance on writing tasks and reading comprehension tasks in which they can involve perspective articulation to control the length of the essay (Hopewell & Butvilofsky, 2016; Hsin & Snow, 2017; Huang, 2020). Bilinguals were perceived to have higher academic standards with less effort compared to monolinguals due to bilinguals' cognitive ability (Lindholm-Leary, 2016). It makes bilinguals achieve better scores specifically on language

skills test (Suwastini et al., 2020; Manik & Suwastini, 2020; Senawati et al., 2021). Therefore, language instruction needs to be customized based on the students' needs to maximize their achievement in learning the target language (Suwastini et al., 2021a). The effect of bilingualism on cognitive aspects, which is not limited to linguistic ability and numerical ability, provides benefits for bilinguals to improve their academic achievement (Daubert & Ramani, 2019). It becomes a positive investment for them to enter well-known universities. In addition, exposure to other languages and cultures through literature and movie will extend their perspective toward learning. They will become more critical, creative, independent, and directed (Puspawati et al., 2021; Suwastini et al., 2021b).

Career development or job market advantages are more apparent for bilinguals than for monolinguals (Butvilofsky & Gumina, 2020; Ee, 2019; Gándara, 2018; Lee et al., 2015; Lindholm-Leary, 2016). Bilingualism provides an opportunity to get better jobs and flexible career choices (Butvilofsky & Gumina, 2020). In the United States, bilinguals experience being employed in many companies that require native language mastery and English mastery (Ee, 2019; Gándara, 2018). There is a high possibility for employability and earnings for bilinguals in the United States (Ee, 2019). As the companies expand their score to the global market, the existence of bilingual employees is beneficial, which increases the needs of bilingual employees (Butvilofsky & Gumina, 2020; Lindholm-Leary, 2016). There is a preference for some companies in various sectors to hire bilinguals (Gándara, 2018). Most of the management service companies have a strong preference for hiring bilinguals (Gándara, 2018). Ee (2019) found that Asian workers in the United States received more economic advantages when they were fluent in English and their native language. In terms of career life, bilinguals will have more opportunities to work in various job areas, such as becoming employees in multinational companies, translators, and interpreters (Gándara, 2018). It provides more choices for bilinguals to work in the area that they are interested in. Moreover, there is a high tendency of bilinguals to be hired by companies and get prestigious positions due to their communicative ability and academic background (Suwastini et al., 2020; Puspawati et al., 2021). The cognitive and socio-emotional advantages of bilingualism contribute to the career advantages of bilingualism, leading to impressive qualifications in terms of their personalities and abilities to fill the position in a company (Ee, 2019; Gándara, 2018; Lindholm-Leary, 2016).

Bilingualism provides academic and career advantages since bilingualism develops language skills that help students pass language tests to enter a university. Bilinguals also have higher academic achievement, which makes them easier to enter their favorite university. A wide range of job markets is provided as the needs for bilingual speakers are increased. Many companies

prefer to hire bilingual employees since the expansion of the global market requires international relations, which are not limited to English.

E. CONCLUSION

Bilingualism has been proven to serve advantages in several aspects. Bilingualism provides advantages in children's cognitive development, which deals with their cognitive ability. Bilingualism has a positive effect on executive functioning ability, which enables bilinguals to have higher sensitivity to recognize language structure, to be able to direct their focus on particular stimuli and to be able to connect their experience with the task. Bilingualism also contributes to the development of working memory, which deals with storing and manipulating information. The advantages of bilingualism on executive functioning ability and working memory can delay cognitive aging disease (dementia).

Bilinguals are also considered to have better socio-emotional development. Bilinguals show higher self-confidence and flexible personality. They display high confidence in communication since they can engage with a broader scope of community. Bilinguals are also believed to have higher empathy, resulting from the opportunity provided by their ability to speak more languages, so they have more understanding about particular events. Bilingualism makes individuals more friendly and open-minded as they respect speakers of other languages and people from other cultures.

The ability to speak more than one language provides an opportunity for the individual to achieve better academic and career aspects. The ability to speak more languages gives more opportunities for bilinguals to study abroad and enter prestigious universities. Bilinguals commonly have better academic achievement, which becomes another advantage to enter universities. Moreover, well-known universities include foreign language tests in their entrance test. Therefore, becoming bilinguals will contribute positively to someone's academic opportunities. In terms of career, there is a high preference for companies to hire bilinguals since they are needed in the global economy. Bilinguals also have higher possibilities to get promotions which is a positive effect on their career.

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