

The Role of Social Support as Moderator in the Relationship between Trait-Personality and Personal Adjustment among Program Pendidikan Akuntansi (PPA) trainees on Bank X

Athika Cornelia Gunawan
Fransisca I. R. Dewi
Bonar Hutapea
Tarumanagara University

Abstract

PPA is a program offered by Bank X to senior high school graduates. PPA trainees will be trained for 30 months. PPA trainees must adhere several rules during the training. Environmental differences and demands between school period and training period make new PPA trainees tend to experience difficulties and learn to adjust. This study was made to see the role of social support as a moderator in the relationship between trait-personality and personal adjustment. The research design used non-experimental quantitative and sampling technique used purposive sampling. Participants were the first year PPA trainees at Bank X. Participants were taken from 107 person (24 male; 83 female) in the age range 18 to 21 years old. The results showed that 1) Social support was significant as moderator in the relationship between neuroticism and personal adjustment, when neuroticism was tested for personal adjustment ($R^2=0.400$; $p<0.05$), when neuroticism is tested together with social support for personal adjustment ($R^2=0.585$; $p<0.05$), R^2 has improved; 2) Social support was significant as moderator in the relationship between conscientiousness and personal adjustment, when conscientiousness was tested for personal adjustment ($R^2=0.204$; $p<0.05$), when conscientiousness is tested together with social support for personal adjustment ($R^2=0.433$; $p<0.05$), R^2 has improved.

Keywords: trait-personality, personal adjustment, neuroticism, conscientiousness, social support, moderator