THE RELATIONSHIP BETWEEN SOCIAL SUPPORT AND ADJUSTMENT ON FRESH GRADUATES WHO WORK DURING PANDEMIC

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ABSTRACT

Amid the Covid-19 pandemic, this condition requires all levels of society to adapt to the current situation, including fresh graduate students who are also required to adapt to the current conditions. This study aims to determine the relationship between social support and adjustment to fresh graduate students who have just worked during the covid-19 pandemic. The study involved 115 fresh graduates who had just worked during the covid-19 pandemic for at least 6 months, consisting of 42 men and 73 women. Social support variables were measured using the Multidimensional Scale of Perceived Social Support (MSPSS) and self-adjustment variables were measured using The Weinberger Adjustment Inventory. The results of data analysis using the Spearman correlation test technique between social support and adjustment, obtained $r(115) = 0.0202$, $p = 0.031$ (< 0.05). The results of the correlation of these two variables indicate that there is a positive and significant relationship between social support and self-adjustment.

Keywords: Social support, adjustment, fresh graduate, and Covid-19

1.   PREFACE

In response to and to reduce the level of COVID-19 virus spread, countries around the world have begun to limit public services and implement health protocols while encouraging people to conduct activities from home to break the chain of COVID-19 pandemic, thus demanding that all levels of society adapt to the current situation. This also applies in the field of education where students from various levels are required to adapt to the long-distance learning system using digital screens, including fresh graduate students who are also required to adapt to current conditions.

Fresh graduates are students who have just graduated from a university. According to the Oxford Dictionary fresh graduate comes from two syllables, namely fresh which means new and has never been used before, while to graduate means completing one level, so it can be concluded that fresh graduates are students who have just completed undergraduate or diploma studies within a certain period and do not have work experience.

Fresh graduate students are generally not used to the demands of change and the differences in the environment that exist between studying and working. Many students who after being declared graduated by the university feel they are not ready and able to enter the world of work or return to society so that fresh graduates are required to adapt, both to themselves and their environment Carlson explains that after being declared graduated by the university, most individuals do not understand what to do after graduation. This condition is a cause of stress for university graduates and can cause anxiety.

Nurjanah stated that fresh graduate students tend to be more anxious about the process of applying for work than being unemployed, the unemployment rate for alumni of a university also causes anxiety in fresh graduates about the possibility that they will not get a job like alumni. Isnaini and Lestari states that anxiety in fresh graduates can occur due to many factors, namely the lack of soft skills, lack of information about work, and lack of confidence in one's abilities.

Syahrial mentions that the pandemic has had a disproportionate economic impact on a certain segment of the population, which could exacerbate the inequality that affects most groups of workers, including young people who already face higher unemployment and underemployment rates. This shows that employment is decreasing. International Labour Organization (ILO) conducted a global survey that stated that young people are the main victims of the social and economic consequences of the COVID-19 pandemic, such as disruption to education and training, loss of jobs and income, and greater difficulty in finding work. Fresh graduates had more psychological pressures suck as experiencing moderate depression and had low levels of anxiety and stress. This is supported by the results of research by Zwagery which shows that fresh graduate students who graduated during the Covid19 pandemic experienced anxiety in facing the world of work in the high (43.4%) and moderate (43.4%).

Anxiety that is not handled properly in fresh graduates will make individuals become depressed, lack self-confidence, feel like they always fail, often daydream or contemplate, easily despair, and can experience chronic anxiety. When a person enters adulthood, he also experiences one of the important transitions in that period, namely the adjustment from college to work. Cohen and Wills mentioned that social support can provide people with positive experiences, as well as having a stable role and making them feel socially valued in society. Social support is an information or response from another loved and cherished party who values and respects and includes a communication relationship and interdependent situation. This social support can also help fresh graduates adjust well. Social support refers to the comfort, care, appreciation, or assistance received by a person from another person or group.

Adjustment is the ability to cope with pressure needs, frustrations and the ability to develop appropriate psychological mechanisms. Mappiare self-adjustment is an individual's effort to be accepted in an environment and ignore his personal interests for the sake of the group's interests so that he feels he is an important part of the group. There are several characteristics of good adjustment. First, have an accurate perception of the reality they face. Second, having a positive self-image in which individuals are able to know their strengths and weaknesses. Third, individuals have good interpersonal relationships which are able to establish warm relationships with other people. Fourth, individuals are able to cope with pressure and anxiety by skillfully processing their emotions and feelings. Self-adjustment is said to be a certain way that is done by individuals to react to the guidance within themselves and the external situations they face. From this understanding, it can be interpreted that self-adjustment is the individual's way of adapting to the demands that exist from external parties as social beings. Individuals as social beings need the help of others to interact with their environment, including fresh graduate students who need social support from others because the lack or unavailability of social support can make individuals feel worthless and isolated from their environment.

Previously, there has been research on the relationship between social support and adolescent adjustment at the Orphanage by Kumalasari and Ahyani using a quantitative approach which found that there was a positive and significant relationship in the relationship between two variables. Because it has been proven that social support has a positive correlation with adjustment, the

researcher wants to re-examine how the relationship between the two variables is using the research subjects of fresh graduate students who have just worked during the COVID-19 pandemic.

Based on the background of the problem described above, the problem for this study is what is the relationship between social support and adjustment to fresh graduates who have just worked during COVID-19 pandemic.

2.   RESEARCH METHOD

This study is non-experimental quantitative research. The sampling technique used in this study is purposive sampling, by which the sample is selected based on available information. Purposive sampling is used to fulfill the characteristics of the study, namely individuals who have just graduated from university for maximum of 1 year. This study uses an online questionnaire using a google form link, which is distributed through social media with the target of fresh graduates in Indonesia. Participants in this study included in early adulthood, which was in the age range of 20-25 years. The number of participants in this study was 115 participants.

The instrument used in this study is the Multidimensional Scale of Perceived Social Support (MSPSS) to measure social support developed by Zimet, G.D., et al. This instrument consists of 12 statement items, measuring 3 dimensions, namely the family subscale, friends subscale, and significant other subscale. The significant other subscale dimension consists of 4 items. Based on the results of the reliability test shows the results of Cronbach's alpha = 0.909 all items on the Significant Other Subscale dimension can be used in this study. The family subscale dimension consists of 4 items. Based on the results of the reliability test shows the results of Cronbach's alpha = 0.836 all items on the Family Subscale dimension can be used in this study. The friends subscale dimension consists of 4 items. Based on the results of the reliability test shows the results of Cronbach's alpha = 0.850 all items on the Friends Subscale dimension can be used in this study.

Furthermore, self-adjustment using the instrument Social Emotional Adjustment Scale Weinberger and Schwartz developed by Weinberger and Schwartz. This measuring instrument consists of 30 statement items, measuring 4 dimensions, in which are Suppression of Aggression, Impulse Control, Consideration of Others, and Responsibility. The Suppresion of Aggresion dimension consists of 7 items, of the 7 statement items on the Suppression of Aggression dimension, item number 6 needs to be removed because the item has a corrected item-total correlation value that is smaller than 0.2. After item number 6 was removed, based on the results of the reliability test shows the results of Cronbach's alpha = 0.683, 6 items on Suppresion of Aggresion dimension can be used in this study.

The Impulse Control dimension consists of 8 items, of the 8 statement items on the Impulse Control dimension, item number 2,3, and 8 needs to be removed because the item has a corrected item-total correlation value that is smaller than 0.2. After item number 2,3, and 8 was removed, based on the results of the reliability test shows the results of Cronbach's alpha = 0.676, 5 items on Impulse Control dimension can be used in this study.

The Cosideration of Others dimension consists of 7 items, of the 7 statement items on the Cosideration of Others dimension, item number 5 and 11 needs to be removed because the item has a corrected item-total correlation value that is smaller than 0.2. After item number 5 and 11 was removed, based on the results of the reliability test shows the results of Cronbach's alpha = 0.653, 5 items on Cosideration of Others dimension can be used in this study.

The Responsibility dimension consists of 8 items, of the 8 statement items on the Responsibility dimension, item number 21 and 29 needs to be removed because the item has a corrected item-total correlation value that is smaller than 0.2. After item number 21 and 29 was removed, based on the results of the reliability test shows the results of Cronbach's alpha = 0.736, 6 items on Responsibity dimension can be used in this study.

The results show that of the 30 statement items on the Social Emotional Adjustment Scale measuring instrument, there are eight items that must be discarded (items number 2, 3, 5, 6, 8, 11, 21, and 29) so that in this study only 22 statements items were used.

3.   RESULT AND DISCUSSION

Based on the results of the data normality test using the One-Sample Kolmogorov-Smirnov, the distribution is considered normal if p is greater than 0.05. Based on the results of the normality test, the distribution of data on the social support variable was normally distributed. Furthermore, on the results of the normality test, the distribution of the data on the adjustment variable data was normally distributed. Based on these results, it is known that the significance value is greater than 0.05, which means that the data is normally distributed. The results can be observed further in Table 1.

Table 1
Social Support and Self-Adjustment Normality Test Results

Variable	Sig. (2 tailed) (p)	Description
Social Support	0.174	Data is normally distributed
Adjustment	0.200	Data is normally distributed

Based on the results of the linearity test that has been carried out, the linearity test of social support with self-adjustment shows the results that there is a linear relation between the two because the p value is greater than 0.05. The results can be observed further in Table 2.

Table 2
Social Support and Self-Adjustment Linearity Test Results

Variable	F	p	Description
Social Support and Adjustment	1.132	0.318	There is a linear relation

Based on the results of the correlation test that has been carried out, the results of the social support and adjustment variables have a significant. This means that the higher the social support, the higher the adjustment, and the lower the social support, the lower the adjustment. The results can be observed further in Table 3.

Table 3
Social Support and Self-Adjustment Correlation Test Results

Variable	r	P	Description
Social Support and Adjustment	0.202	0.031	Significant and positive correlation

In this study, among the dimensions of the family subscale, friends subscale, and significant other subscale, the dimension most significantly related to self-adjustment is the family subscale dimension. The results can be observed further in Table 4.

Table 4
Social Support Dimensions and Self-Adjustment Correlation Test Results

Variable	r	P
Significant other and self-adjustment	0.029	0.755
Family and self-adjustment	0.379	0.000
Friends and self-adjustment	0.019	0.837

Furthermore, after testing the correlation between the self-adjustment variables and the dimensions of social support of the participants single status, the dimension that had the highest significant is the friends subscale dimension. The results can be observed further in Table 5.

Table 5
Social Support dimension and Self-Adjustment on Single Status Participants Correlation Test Results

Variable	r	P
Significant other and Self-adjustment	0.878	0.000
Family and Self-adjustment	0.932	0.000
Friends and Self-adjustment	0.936	0.000

Meanwhile, correlation test of self-adjustment variable with social support dimensions of participants with dating status, the dimension that has the highest significant relationship is the family subscale dimension. The results can be observed further in Table 6.

Table 6
Social Support dimension and Self-Adjustment on Courtship Status Participants Correlation Test Results

Variable	r	P
Significant other and Self-adjustment	0.974	0.000
Family and Self-adjustment	0.979	0.000
Friends and Self-adjustment	0.954	0.000

For the correlation test of the self-adjustment variable with Social support dimensions of participants with engaged status, the dimension that has the highest significant relationship is the family subscale dimension. The results can be observed further in Table 7.

Table 7

Social Support dimension and Self-Adjustment on Engaged Status Participants Correlation Test Results

Variable	r	P
Significant other and Self-adjustment	0.990	0.000
Family and Self-adjustment	1.000	0.000
Friends and Self-adjustment	0.980	0.000

Correlation Test of the self-adjustment variable with the social support dimensions of participants with marriage status, the dimension that has the highest significant relationship is the family subscale dimension. The results can be observed further in Table 8.

Table 8

Social Support dimension and Self-Adjustment on Marriage Status Participants Correlations Test Results

Variable	r	P
Significant other and Self-adjustment	0.971	0.000
Family and Self-adjustment	0.991	0.000
Friends and Self-adjustment	0.982	0.000

The dimensions of the family subscale social support were found to be positively and significantly correlated with the adjustment variable in the participants in dating, engaged, and married status. This means that if the social support family subscale dimension is high, the self-adjustment is high, and vice versa. This can happen because according to the results of the study by Bassuk, et al. friend support is unstable because the network of friends changes from time to time, while family support is relatively stable because the family has an obligation to support other family members.

Although this study has been carried out well, the researchers realize that this research is still far from perfect and has its own limitations, namely in this study there is no distinction between fresh graduates who work from home or work from the office. This study also has not been able to examine further support and self-adjustment in different fields of work. In addition, due to time constrains, the measuring instrument in this study was not carried out in a try out stage first.

4.   CONCLUSIONS AND RECOMMENDATIONS

Based on the results of data analysis that has been carried out by researchers, it can be concluded that social support has a positive and significant relationship to self-adjustment to fresh graduates who have just worked during the COVID-19 pandemic. In other words, if the value of the social support variable is high, then the value of the self-adjustment is high. Vice versa, if the value of the social support variable is low, then the value of the self-adjustment variable is low.

Theoretical suggestions for further research are that in the future the number of participants can be increased so that they can represent the provinces. In this study, which includes the relationship of social support and self-adjustment, the researcher hopes that further research can see the influence, role, or add other factors related to self-adjustment. Independent variables can be replaced with variables that are related to self-adjustment from individual internal factors, for example, variables

such as self-efficacy, self-esteem, coping stress, personality, motivation, stress. In further research, it can also be distinguished between fresh graduates who work from home or work from the office. In addition, in further research, a try-out stage can be carried out first on the measuring instrument. Suggestions related to the practical benefits of this research can be a positive input for practitioners and fresh graduates. This research is expected to provide a deeper understanding for each individual regarding social support and self-adjustment. Based on the results of social support from family has the most positive and significant relationship.

Suggestions for families who have children, brothers, sisters, who have just entered the world of work can do social support in the form of asking how they are, listening to stories that are being experienced. Family support functions more independently and stably over time.

One suggestion for fresh graduates is to maintain close relationships with other people such as family, friends, and acquaintances. Consider other people, be proactive when in a new environment by anticipating the future and focusing on solutions, not problems. Being able to control the emotions you have, give yourself a break to read the situation thoroughly because the individual is fully responsible for every action taken.

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