



## The Relationship between Mentoring Program and Mentees Psychological and Emotional Support: Personality as a Moderator

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### ABSTRACT

This study aims to examine the relationship between mentoring program, personality and mentee outcomes. One hundred respondents from different faculties in one of the universities in East Malaysia were involved in this study. Pearson Correlation was employed to determine the relationship between mentoring program and mentee outcomes, personality and mentee outcomes, mentoring program and psychological and emotional support. The results showed that there was a significant relationship between mentoring program and mentee outcomes. Multiple Regressions was used to assess whether personality act as a moderator between mentoring program and mentee outcomes. The findings indicated that personality moderates the relationship between mentoring program and mentee outcomes. The findings of this research are beneficial for mentoring program in universities in Malaysia, especially, in ensuring better mentoring outcomes. Implication of this research on organization and individuals was also discussed.

*Keywords:* mentor; mentee; mentoring program; personality; moderator; psychological support; emotional support

### INTRODUCTION

Mentoring among students is one of the issues in higher education owing to its impact on both mentor and mentee. The purpose of this research is to analyze the relationship between mentoring program, personality, and mentee outcomes.

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Mentor is generally defined as a more knowledgeable and experienced person who advises, counsels, teaches, guides, motivates, challenges, inspires, corrects, enables and serves as a role model, and mentee is broadly defined as a less knowledgeable and experienced person (Roberts, 1999). The term mentoring is formed based on Western history that was highlighted in the story of 'The Odyssey' written by Homer. From this history, Homer as mentor is referred to as a senior person who has great wisdom and is trustworthy; taught a mentee on ways to handle