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**LEARNING OUTCOMES BASED ON MYERS-BRIGGS TYPE INDICATOR (MBTI)  
PERSONALITY FROM ACCOUNTING DEPARTMENT STUDENTS  
SAM RATULANGI UNIVERSITY**

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**ABSTRACT**

*This study aims to give the Myers-Briggs Type Indicator (MBTI) test to students of the Accounting Department at Sam Ratulangi University and relate the results to their learning outcomes. The data in this study comes from primary data. Learning outcomes are obtained from class data on learning outcomes during the odd semester of the 2022/2023 academic year, while the MBTI personality results are obtained by giving tests available on the official MBTI website. Samples were taken from 6 classes and 3 subjects. This type of research is a quantitative descriptive research. Processing data using descriptive statistical techniques. The conclusion is that it is very important for an educator to understand the personality of his students. The Diplomat personality group is the most personality group and also has the best learning outcomes. The ENFJ personality type is the most numerous and also has good grades, while the ENTP personality type is the least, but achieves the highest learning outcomes. It is possible for other personality types to be successful in the learning process in accounting majors. In the end, it is necessary to continue to do research on the topic of student personality research.*

*Keywords : accounting learning; learning outcomes; mbti; myers-briggs type indicator*

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**1. INTRODUCTION**

Each learner, in this case the student, has traits or characters that are different from one another. For example, there are students who are extroverts and there are introverts. Likewise, each class has different characteristics formed by the students in that class. Despite the fact that it is a parallel class. However, in general, each class still has unique benefits and drawbacks.. But basically, with the right approach, educators can manage classes to be conducive so that the classroom conditions will be better and more enjoyable for teaching and learning.

To be able able to carry out self-development, a person needs to know himself by knowing his strengths and weaknesses. That way, you will be able to maximize your potential. Likewise in the classroom, a teacher will be able to maximize the teaching and learning process by getting to know the personality of the students. Teachers can also do well differentiated learning. In the end the learning objectives or results will be achieved properly for as much as possible for the students in the class. The point is by understanding someone well then we will be able to provide the best help, the help he really needs. Just as a new doctor will be able to treat his patient if he really understands what the patient is experiencing, of course by having made a detailed diagnosis.



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Every result of one's actions and actions must have a background. Student learning outcomes are the result of their learning actions and their learning actions have a background. This study aims to give the MBTI test to students of the Accounting Department at Sam Ratulangi University to find out their personality and relate it to their learning outcomes based on the personality type results obtained from the test.

## **2. LITERATURE REVIEWS**

### **2.1. Learning Outcomes**

Learning outcomes are abilities that students acquire through learning activities. In another sense, learning outcomes are patterns of behavior, values, notions, attitudes, appreciation and skills (Pratama, 2019 dalam Setiawan & Bahtiar, 2023). Another opinion says that learning outcomes are one of the benchmarks that become a reference in improving the performance of an educator in the learning process. Not even a little that learning outcomes are used as a measure of the success of an educator even though the process or activities of students in the learning process cannot also be ignored (Abduloh, Suntoko, Purbangkara, & Abikusna, 2019).

### **2.2. Personality**

In general, personality refers to how an individual appears and creates an impression on other individuals (Amaliyah & Noviyanto, 2013). Personality includes all the individual behavior patterns that are collected within themselves, which are used to react and adapt to all stimuli, whether coming from outside themselves or their environment (external) or from within themselves (internal) so that the pattern of behavior is a unity. Functional characteristics unique to that individual. In other words, all individual behavior is a manifestation of his personality as a combination that arises from within himself and his environment (Sunaryo, 2004).

### **2.3. Myers Briggs Type Indicator (MBTI)**

The Myers Briggs Type Indicator (MBTI) is a tool that can be used to try to determine human personality developed by a mother and child from the United States, Briggs and Myers. MBTI is a development of personality theory by Carl Jung. The development of Jung's typology by Myers & Briggs forms 16 personality types. Every individual has all four component parts that make up a particular personality type (Periantalo & Azwar, 2017).

The first component is how to get energy or energy sources. This component is divided into two, namely Introvert (I) vs. Extrovert (E). The inner realm of ideas, thoughts, and abstractions is where introverts find strength. In understanding this type of learner tends to think more than talk. By assembling and connecting the information they learn, they create a framework. The acquired knowledge is then interconnected to see something as a whole. Extroverts derive strength from objects or people. They would rather interact with others. They would rather talk than listen.

The second component is the function of retrieving information or understanding information. This component is divided into two, namely Sensing (S) vs. Intuition (N). Sensing uses their five senses and prefers something detailed and based on facts. They like everything that is organized and orderly. Intuition prefers imagination and innovation. Intuition obtains information from the meaning or relationship of phenomena. Likes to talk about things that might happen in the future and enjoys implementing new ways of solving problems and creating something unique and new.

The third component is the function in decision making. This component consists of Thinking (T) vs Feeling (F) – Decision making. Thinking decides something based on analysis, logic and principles. In seeing things more critically and objectively. The law of cause and effect is the main basis for making decisions. More concerned with goals than togetherness in groups and assertive in opinion. Contrary to the feeling that uses consideration of human values

(human values) in decision making. They tend to maintain harmonious social relations within the group. Prefers to work in small groups. Feeling more empathetic and warm to others.

The fourth component is attitude towards the outside world or pattern of lifestyle. Katherine Cook Briggs and Isabel Briggs Myers created this component.. This component consists of two types, namely: Judging (J) vs. Perceiving (P). Judging tends to do all tasks faster than the specified time limit. They love tips or guides on how to get things done quickly. Judging is happy with an orderly life. They plan something for the future, adhere to the schedule that has been prepared. Perceiving is happy with a relaxed life. Planning was overwhelming for him and he enjoyed what happened spontaneously more. Perceiving is excited to do the task just before being gathered. They tend to delay the task until the deadline.

The NERIS Analytics Limited team (2023) describe these 16 personalities are divided into 4 groups namely Analysts, Diplomats, Sentinels and Explorers. The Analyst group, namely Intuitive (N) and Thinking (T) personality types, is known for its rationality, neutrality, and intellectual superiority. Included in this group are the personalities of the Architect (INTJ), Logician (INTP), Commander (ENTJ) and Debater (ENTP). The Diplomat group, namely Intuitive (N) and Feeling (F) personality types, are known to have empathy, diplomacy skills, and high idealism. Included in this group are Advocate (INFJ), Mediator (INFP), Protagonist (ENFJ) and Campaigner (ENFP) personalities. The Sentinel group is an Observant (S) and Judging (J) personality type, which can be recognized by their practical and orderly nature, prioritizing security and stability. Included in this group category are Logistical (ISTJ), Defender (ISFJ), Executive (ESTJ) and Consul (ESFJ) personalities. The Exploratory Group is the Observant (S) and Prospecting (P) personality type, known for their intelligence, spontaneous nature and flexibility. Falling into this category are Virtuoso (ISTP), Adventurer (ISFP), Entrepreneur (ESTP) and Entertainer (ESFP) personalities.

The architect (INTJ) is a wise man, loves the details that relate to his life, is creative and rational, personal and complex and spiritual. Rational and intelligent, they pride themselves on being able to think for themselves and discerning truth from hypocrisy or falsehood. Their minds are constantly working and want to find people who can match them in analyzing everything. The advantages of Architects (INTJ) are rational, informed, independent, have strong determination, great curiosity, as it is. Weaknesses of Architects (INTJ) are arrogant where it is difficult to accept input from other people, especially people who are considered below them, too rational, too critical, combative and a high attitude of rationality has a negative effect on their social life.

Logicians (INTPs) are flexible thinkers. They like to take an unconventional approach to life. Often makes unexpected decisions, which is a mix of experimentation and creativity. They pride themselves on their clever and unique way of thinking and this makes them stand out from others. Logician (INTP) strengths are analytical, straight forward, have an open mind, great curiosity and purpose. Weak Logicians (INTPs) are focused in their own minds even when with other people, are insensitive, unsatisfied, impatient and perfectionists.

The Commander (ENTJ) is someone who is decisive and loves achievement and momentum. They like to gather information to develop their creative vision and are quick to act on it. The commander is naturally a leader. Has charisma and self-assurance that inspires others to follow them. However, the Commander is also too rational, using every means to achieve whatever goals he has set. A commander's strengths are efficient, energetic, determined, strategic, charismatic, and inspirational. Commander's weaknesses are stubborn, domineering, intolerant, impatient, arrogant, poor at dealing with emotions, ruthless and ruthless, and extremely insensitive pursuit of goals.

Debaters (ENTPs) are people who tend to be bold and creative, deconstruct ideas with high mental abilities. Pursue goals with passion despite challenges. Clever and brave to be different from others or disagree with others. However, that doesn't mean they are unpleasant

or mean people. They are knowledgeable and curious, have a good sense of humor and can be very entertaining. Debater strengths are having broad knowledge, quick in thinking, generating original ideas, excelling in giving opinions, charismatic and energetic. Weaknesses Debater is very like to argue, insensitive, intolerant, difficult to focus and do not like things that are practical.

Advocate (INFJ) is someone who tends to live life with deep interest and imagination. Mystical visions, personal values, and a calm, principled demeanor are true to them in every way. It's the rarest personality type, but it's definitely known by those around you. Idealistic and very principled, you not only want to live life, but you want to make a difference. For her, success isn't about money or status, it's about finding fulfillment, helping people, and being a force for good in the world. Care deeply about integrity, and are seldom satisfied until they have done what they think is right. Go through life with a clear understanding of their values and always keep in mind what is truly important according to their wisdom and intuition. The Power Advocate (INFJ) is creative, insightful which can understand the motivations, feelings, and needs of people who are real, principled, passionate by their vision for the future and altruistic – wanting to make the world a better place. Weaknesses Advocates (INFJ) are sensitive to criticism, less open, perfectionist, less like ordinary things and prone to burnout and boredom.

The Mediator (INFP) is someone who tends to be quiet, has an open mind and is imaginative. In doing something based on care and creativity. They may appear quiet and humble, but they have a vibrant inner workings. As well as being imaginative and creative, they enjoy creating stories in their daydreams and thoughts. Known for their receptiveness, they have a deep and emotional response to art, nature and people. Idealistic and empathetic, you desire deep relationships and enjoy helping others. Mediator strengths (INFP) are highly empathetic, generous, open-minded, creative, passionate when ideas go along with them and idealistic. Weaknesses of the Mediator (INFP) are unrealistic, self-isolating, unfocused, emotionally vulnerable, have an excessive desire to please others, and are self-critical.

The protagonist (ENFJ) is warm, forthright, likes to help people and has strong ideas and values. They support their worldview with creative energy. The protagonist (ENFJ) wants to live life with a big purpose. Wise and idealistic and strives to be able to make a positive impact on the world around him. They are also born leaders where their passion and charisma can inspire others in many aspects of life and they enjoy helping others to be better. Protagonist Strengths (ENFJ) are receptive, dependable, passionate, altruistic, has charisma. Weaknesses of the Protagonist (ENFJ) are unrealistic, too idealistic, seem patronizing, pushing others to make changes which are not to their liking and overly empathetic.

The Campaigner (ENFP) is someone who tends to embrace big ideas that convey hope and good will to others. Their passion is very clear to see. They are someone who is friendly, open, and open-minded. They stand out for their lively and cheerful approach to life. However, they are not only concerned with having fun, they are also known for their desire for meaningful emotional connections with others. Campaigners (ENFPs) strengths are curiosity, empathy, enthusiasm, excellent communicators, cheerfulness and friendliness. Campaigner Weaknesses (ENFPs) are adaptable, unfocused, disorganized, overly adaptable, overly optimistic, and restless people.

The Logistician (ISTJ) is someone who tends to be reserved but willful. They have a rational outlook on life and carefully plan and execute their actions. Very proud of the integrity they have which will remain committed to carrying out what they have said they will do. Even if they don't try to attract attention, they do their part in society. They are respected for their reliability, practicality and ability to stay grounded and logical. The strengths of a Logistician are honesty, directness, strong will and dedication, highly responsible, calm and practical,

order-creating and enforcing, and knowledgeable. Logistician weaknesses are permanent, insensitive, always book-based, judgmental, and often inappropriately self-blaming.

Advocates (ISFJs) are people who tend to be warm and down-to-earth in their own way. Efficient, responsible and meticulous about the practical details of life. With their simplicity and modesty they help life go on. Hardworking and devoted, have great responsibility towards those around them. Sensitive to deadlines, loyal to tradition, and very caring and supportive of those you love. Yet rarely demand recognition for all they do. Advocates also have high analytical skills and focus on details. Even though they have shortcomings, they have the ability to continue to grow and have very good social relationships. Strengths Defenders are supportive, trustworthy, attentive, enthusiastic, hardworking, and have excellent hands-on skills. Advocates' weaknesses are too humble, overly sensitive, suppress feelings, overly trying to do everything on their own, unwilling to change and overly altruistic.

An Executive (ESTJ) is someone who has great fortitude and follows their own reasonable judgment. Often serves as a stabilizing force among them, able to provide direction in the midst of adversity. Executives represent tradition and order, drawing on their socially acceptable understanding of right and wrong. Uphold the values of honesty, dedication and dignity. They are valued for their clear advice and guidance and lead when times are tough. They pride themselves on bringing people together and often serve as community organizers. Executive's strengths are dedicated, strong-willed, straightforward, honest, loyal, patient, dependable, enjoy creating order, and are good organizers. Executive's weaknesses include being inflexible and stubborn, being uncomfortable in unconventional situations, being critical, being overly focused on social status, having difficulty relaxing, and having difficulty expressing emotions.

Consuls (ESFJs) are considerate and other-focused people, and they enjoy participating in social communities. Their accomplishments are grounded in values, and they willingly offer guidance to others. For the Consuls, life feels good by sharing. They form the foundation for many communities, opening their lives to others. But this doesn't mean that Consul likes everyone. They believe in the power of good behavior. Generous and reliable, feeling a responsibility to bring families and communities together. Consul's strengths are having practical skills, great responsibility, very loyal, warm and sensitive, good at interacting. Consul's weaknesses are worry about social status, inflexible, reluctant to innovate, prone to criticism, often too needy for appreciation and too selfless.

A virtuoso (ISTP) is someone with a tendency towards an individualistic mindset and strives to achieve goals without many external connections. Live with curiosity and personal competence, and change your approach when necessary. They love to explore with their eyes and hands. Touch and observe the surroundings with excellent rationality and an inquisitive mind. Explore ideas by creating and solving problems. They are happy when their projects interest other people. Virtuoso strengths are optimistic and energetic, creative and practical, rational and self-motivated, able to prioritize, trustworthy and relaxed in times of crisis. The Virtuoso's weaknesses are stubbornness, insensitivity, introversion, withdrawal, boredom, lack of commitment, and risky behavior.

The adventurous (ISFP) is a person who tends to have an open mind, approaches life with new experiences, has a very down-to-earth warmth. Adventurers are true artists. For them life is a canvas for self-expression. All parts of them describe as unique individuals. They have an interesting interest because they are curious and want to try something new. They have the ability to be able to find happiness in everyday life. Because of their humility and simplicity, they are ironically oblivious to their strengths. Adventurous strengths are interesting, sensitive to others, imaginative, enthusiastic, curious and artistic. Weaknesses of Adventurers are very independent, unpredictable, easily pressured, overly competitive and unstable self-esteem.

Entrepreneur (ESTP) is someone who tends to be energetic and action oriented. Passionate about discovering life opportunities, either through socializing with others or by personal pursuits. Entrepreneurs always have an impact on the environment around them and love to be the center of attention. They are not awkward to appear in front of. They are not particularly interested in long-standing discussions of theoretical or serious matters. As an entrepreneur, their strengths are bold, rational and practical, original, insightful, direct, and good interpersonal skills. Entrepreneurs' weaknesses are being insensitive, impatient, risk-taking, unstructured, likely to lose perspective and rebel.

The Entertainer (ESFP) is a personality trait that enjoys lively experiences, lives with passion and loves to discover new things. They can be very social and like to invite other people to do activities together. If there is someone who spontaneously sings or dances, it is the Entertainer personality type. They love to give their time and energy to cheering on others and they do it in a very engaging style. Entertainer Strengths are bold, original, aesthetic and showmanship, practical, observant, possessing superior skills in interacting with others. Weaknesses Entertainer is sensitive, avoids conflict, gets bored easily, bad at long-range planning and unfocused.

### **3. RESEARCH METHOD**

#### **3.1. Data**

The data in this study comes from primary data. The data comes from learning outcomes during the odd semester of the 2022/2023 school year and the results of the MBTI personality test from 6 classes and 3 courses. Financial Accounting Practicum course from class C1 (47 students) and C6 (40 students), Auditing II course from class C3 (46 students) and C7 (16 students) and Regional Financial Accounting course from class C5 (39 students) and C6 (45 students) majoring in Accounting, Faculty of Economics and Business, Sam Ratulangi University, Manado, Indonesia.

#### **3.2. Sample**

The population of this study were students majoring in Accounting, Faculty of Economics and Business, Sam Ratulangi University, Manado, Indonesia. The sampling technique used is purposive sampling. Samples were taken from 6 classes and 3 subjects. Financial Accounting Practicum course from class C1 (47 students) and C6 (40 students), Auditing II course from class C3 (46 students) and C7 (16 students) and Regional Financial Accounting course from class C5 (39 students) and C6 (45 students). So there are a total of 232 students.

#### **3.3. Method of analysis**

This type of research is a quantitative descriptive study to describe the learning outcomes of the Accounting course based on MBTI personality. The research instrument uses a learning achievement assessment system for 1 (one) semester and the MBTI test on the official website <https://www.16personalities.com/>. Processing data using descriptive statistical techniques.

### **4. RESULTS AND DISCUSSIONS**

#### **4.1. Results**

Data collection was carried out through the Whatsapp communication forum from each class. Respondents came from 6 classes and 3 courses. Total respondents amounted to 232 students. The number of respondents from women is greater than men.

**Table 4.1. Student Personality Description**

Personality	Analyst	Diplomats	Sentinels	Exproers	Total
Introvert	<b>INTJ</b> 5 Students 2.16%	<b>INFJ</b> 25 Students 10.78%	<b>ISTJ</b> 12 Students 5.17%	<b>ISTP</b> 11 Students 4.74%	<b>108</b> <b>(46.55%)</b>
	<b>INTP</b> 4 Students 1.72%	<b>INFP</b> 11 Students 4.74%	<b>ISFJ</b> 20 Students 8.62%	<b>ISFP</b> 20 Students 8.62%	
	Extrovert	<b>ENTJ</b> 9 Students 3.88%	<b>ENFJ</b> 35 Students 15.09%	<b>ESTJ</b> 13 Students 5.60%	
<b>ENTP</b> 3 Students 1.29%		<b>ENFP</b> 16 Students 6.90%	<b>ESFJ</b> 29 Students 12.50%	<b>ESFP</b> 13 Students 5.60%	
<b>Total</b>		<b>21 (9.05%)</b>	<b>87 (37.50%)</b>	<b>74 (31.90%)</b>	<b>50</b> <b>(21.55%)</b>

Source: Processed Data

From the table above it can be seen that out of a total of 232 students there were 108 students or 45.55% of students who were introverted and 124 students or 53.45% were extroverted. So there is a difference of 6.9% between Introvert and Extrovert students, where there are slightly more Extrovert students.

Meanwhile based on personality groups, the Analyst group consisted of 21 students which constituted 9.05% of the respondents, the Diplomat group numbered 87 students which constituted 37.50% of the respondents, the Sentinel group numbered 74 students which constituted 31.90% of the respondents and finally the Exproerer group numbered 50 students which constituted 21.55 % of respondents.

Of the 16 MBTI personality types in the table, it can be seen that the top 3 most in number are firstly ENFJ from the Diplomat group with 35 students or 15.09% of the respondents, secondly ESFJ from the Sentinel group with 29 students or 12.50% of the respondents and thirdly INFJ from the Diplomat group with 25 students or 10.78% of the respondents.

In total, based on personality groups, it can be seen that the Diplomat group is the largest with 87 students or 37.50% of the respondents. In second place is the Sentinel group with a total of 74 students or 31.90% of the respondents.

The least number is held by the Analyst personality group with a total of 21 students or 9.05% of the respondents. The least personality type with 3 students or 1.29% of the respondents is ENTP who is also part of the Analyst personality group.

So the fewest included in the top 3 are the first, the ENTP type mentioned earlier, the second is the INTP type with 4 students or 1.72% of the respondents and the third is the INTJ type with 5 students or 2.15% of the respondents. All of them came from the least total personality group, namely the Analyst group.

**Table 4.2. Learning Outcomes Associated With Student Personality**

Personality Group	Personality	Learning Outcome Range	Students Percentage	Average LO	LO in Letter	LO Category
Analyst	INTJ	60 - 99	2.16%	85	A-	Very Good
	INTP	60 - 84	1.72%	74	B+	Good
	ENTJ	80 - 100	3.88%	88	A	Very Good
	ENTP	87 - 100	1.29%	92	A	Very Good
Diplomats	INFJ	65 - 100	10.78%	88	A	Very Good
	INFP	60 - 100	4.74%	87	A	Very Good
	ENFJ	39 - 100	15.09%	84	A-	Very Good
	ENFP	60 - 100	6.90%	84	A-	Very Good
Sentinels	ISTJ	29 - 100	5.17%	82	A-	Very Good
	ISFJ	22 - 100	8.62%	86	A	Very Good
	ESTJ	70 - 94	5.60%	85	A-	Very Good
	ESFJ	33 - 100	12.50%	83	A-	Very Good
Exporers	ISTP	33 - 97	4.74%	80	B+	Good
	ISFP	62 - 99	8.62%	84	A-	Very Good
	ESTP	62 - 100	2.59	83	A-	Very Good
	ESFP	65 - 100	5.60%	84	A-	Very Good

Source: Processed Data

From the table above it can be seen, based on the learning results obtained, the personality group that has the best score is the Diplomat group where all types fall into the "Very Good" category with two types of A scores and two types of A scores and the group's average score is 85.75. The second order is the Analyst group with a group average value of 84.75. The third is Sentinel with a group average score of 84. And in the last position, Explorer with a group average score of 82.75.

When viewed from each personality type, the highest achievement of learning outcomes was obtained by the ENTP type from the Analyst group with an average score of 92. In the second place there were 2 types, namely the ENTJ type from the Analyst group and INFJ from the Diplomat group with an average score of 88. The third order is the INFP type from the Diplomat group with an average value of 88.

As for the lowest score of each personality type, the lowest score was the INTP type from the Analyst group with an average value of 74. The second lowest was the ISTJ type from the Sentinel group with an average value of 82. And, the third lowest was the ESTP type from the Sentinel group. Explorer and ESFJ type from Sentinel group with average score of 83.

## 4.2. Discussions

Judging from the learning outcomes obtained by the respondents, based on personality types both for each type and as a group, the average score of all passed even with the results of the "Very Good" category with a value of 84.3125 (A-). Although, in addition to personality factors there are also other factors that influence the achievement of learning outcomes such as lecturer competence, and others. However, having knowledge about personality types is important for educators to be able to understand the character of their students (Myers et al in Setiawati, Triyanto, & Gunawan, 2015). The learning model applied to the research classes is active students and the application of Project Based Learning. This is contrary to the advice from the results of the study of accounting students' learning style preferences which suggest



that accounting lecturers need to consider learning styles that are partly dependent (Pujiningsih & Sulastrri, 2010).

Seeing the number of students who are 6.9% more extroverted than introverted, the class atmosphere is quite lively and active, although it can be said that the number of introverted and extroverted students is quite comparable because the difference is not that big. The average learning achievement of extrovert students is 85.375 while that of introvert students is 83.25. Although the difference is not significant, there are still differences in results between the two. This supports the results of research which concludes that there are differences in learning outcomes between extroverted and introverted personalities (Habibi, 2016).

For the number of accounting students, the results of the study found that the highest number were ENFJ types from the Diplomat group with 35 students or 15.09% and the least were ENTP types with 3 students or 1.29%. This is different from the results of research for medical education study programs where the highest number was of the ESTJ type and the least were of the INFP type (Audina, 2018). However, this is in line with research with accounting student subjects, where the ENFJ type is the highest with a percentage of 16.41%. Whereas ENTP in this study was the second least number with a percentage of 2.67% and the first position was INTP with a percentage of 1.15%. And in the second position the least is ENTP with a percentage of 2.67% (Wandrial, 2014).

The learning outcomes as a personality group have the highest achievement by the Diplomat personality group with an average score of 85.75 (A, Very Good) and by type, it is by the ENTP type with a value of 92 (A, Very Good). This is contrary to research that proposes ESTJ and ISTJ types as accountants and auditors (Mahaputra & Merawati, 2016). In the results of this study, the ESTJ and ISTJ types were not even included in the top three highest scores. In fact, it is very surprising that the results of this study show that ISTJ is included in the top 3 lowest scores, namely in the second lowest position. As a group, ESTJ and ISTJ types are included in the Sentinel group, where there are still two groups with better achievements, namely Diplomats and Analysts.

It can be seen, even though in terms of personality type, the highest score was achieved by the ENTP type from the Analyst group with an average score of 92, however in the personality group, the Diplomat group had the highest average score and was the largest number of students majoring in accounting. However, the group of the ENTP type, namely the Analyst, is also the personality group with the next highest average score after the Diplomat. But also, the Analyst personality group is the least number of accounting students.

What's interesting is that the lowest score was achieved by the INTP personality type from the group with an average score of 74. However, INTP is included in the personality group with the 2nd highest group average score. Meanwhile, as a personality group, Explorer has the lowest average value of the others.

For complete personality groups in terms of the best average scores and the highest number of students are Diplomats and Sentinels. So, based on this research, it would be ideal if accounting majors came from these two groups. However, again, the results of this study show that the highest scores were achieved by ENTPs who were not included in the Diplomat and Sentinel groups.

It is really interesting to explore this MBTI personality topic, in relation to the learning process. There are still many things and perspectives that can be explored. It is hoped that there will be more and more studies on this matter so that the right conclusions can be found together.

## 5. CONCLUSION

Based on the previous discussion, the writer can draw several conclusions, as follows:



1. It is very important for an educator to understand the personality of his students in order to be able to formulate the right learning model for them.
2. The Diplomat personality group is the most personality group and at the same time has the best learning outcomes in the accounting department.
3. The ENFJ personality type is the largest number of students majoring in accounting, while the ENTP personality type is the least personality type, but achieves the highest learning outcomes.
4. Although based on this research the Diplomat personality group is ideal for accounting majors, but it does not rule out the possibility for other personality types to be successful in the learning process in accounting majors.
5. It is necessary to continue to do research on the topic of student personality research so that common conclusions can be found and in the end the learning process can be successful, especially in accounting majors.

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