



Person-Organization Fit in a Turkish Public Organization

By Müge Atasoy

LAP Lambert Acad. Publ. Aug 2010, 2010. Taschenbuch. Book Condition: Neu. 220x150x6 mm. This item is printed on demand - Print on Demand Neuware - The notion of person-organization fit (P-O fit) is concerned with identifying the antecedents and consequences of compatibility between employees and the organizations in which they work. Academic literature on consequences of P-O fit has demonstrated significant relationships with various individual outcomes. However, studies that involve comparisons of different fit measures and that investigate the relationship between P-O fit and contextual performance have been relatively rare. This book provides an overview of the literature on consequences of P-O fit and compares different fit measures in investigating the effects of P-O fit, which is operationalized as value congruence between the employee and the organization, on job satisfaction, organizational commitment and performance in a Turkish public organization context. Organizational commitment and performance are divided into sub-levels so that both task performance and contextual performance as well as different types of commitment are captured in the analysis. The book should be especially useful to human resource professionals, managers and academicians in the human resource area. 96 pp. English.



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