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## The Impact of Person organization Fit on Job Satisfaction and Performance of the Employees

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### Abstract

Human Resource is considered to be a vital source of growth for the organizations, for best utilization of human resource it is essential to align the knowledge, skills and abilities possessed by the employees with the assigned roles in the organization. The present study reveals the relationship between person organization fit, job satisfaction and job performance. This study indicates that there is a relationship between person organization fit and job satisfaction and job performance. While the relationship between job satisfaction and job performance is also positive. Person organization fit is an important antecedent of performance. Job performance of employees plays a crucial factor in determining an organization performance. Logically, the better a person 'fits' with his job, the less adjusting he will have to do (Roberts & Robins, 2004).

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## 1. Introduction

Human Resource Management has drawn closer to be acknowledged as an intrinsic part of management, which is concerned with the human wealth of an organization. Objective of HRM is to maintain better human relations in the organization by the evaluation of policies, procedures and application, development and program relating to human resources to make effective their involvement towards the recognition of organizational objectives.

Human Resource Management helps in obtaining utmost individual development, effective working connection between employers and employees, employees and employers, and desirable molding of human resources. It is the recruitment, selection, utilization, development, motivation and compensation of human resources by the organization.

Humans are the widely accepted the most important asset of the organizations. Organizations use humans as strategic tool of competence. To drive best out of human resource it is essential to give them the task that is best suited to their efforts or competences. This study will add knowledge to existing body of knowledge by showing that how person organization fit affect job satisfaction and on job performance.

Job performance of employees plays a crucial factor in determining an organization's performance. Earlier literature has shown that employees who are not properly matched have low job performance. Person organization job fit can be a reasonable predictor of job performance because individuals with high person-job fit had found to have positive work outcome (Edwards, 1991).

Person-organization (P-O) fit has been an area of interest among both researchers and managers during recent years whose concern is the antecedents and consequences of compatibility between people and the organizations in which they work. Literature on consequences of P-O fit has demonstrated significant relationships with important individual outcome variables such as job satisfaction, organizational commitment, performance, which will be explored in detail in the following sections.

Because of its relationship with individual outcome variables, P-O fit has important implications for selection practices of organizations, which is analyzed in the literature on antecedents of P-O fit. In terms of selection practices, P-O fit research is concerned with examining the phenomenon of hiring people for organizations not only for jobs (KSAs) (Chatman, 1989). Therefore, it offers a more comprehensive and flexible approach to employee selection.

The focus of this study will be the consequences of PO fit. Schneider's (1987) Attraction-Selection-Attrition (ASA) framework can be regarded as a milestone in the beginning of P-O fit research. According to this framework,

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