

**THE RELATIONSHIP BETWEEN PERSON-JOB FIT, PERSON-
ORGANIZATION FIT, PERSONALITY AND JOB
PERFORMANCE**

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**THE RELATIONSHIP BETWEEN PERSON-JOB FIT, PERSON-ORGANIZATION FIT,
PERSONALITY AND JOB PERFORMANCE**

By

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Abstract

This study examines factors that influence job performance among banking employees. The study was a cross sectional study where respondents' perception was measured at one point in time. 195 respondents participated in this study. Three factors, namely person-job fit, person-organization fit, and personality were tested in this study to understand employees' job performance.

Correlation analyses were conducted to test the relationship between person-job fit, person-organization fit, personality and job performance, whereas descriptive analysis was conducted to analyze demographic characteristics of participants. To test which factor has the significant contribution towards job performance, regression analysis was conducted.

The results show that there was an association between all the three factors (person-job fit, person-organization fit and personality) and job performance. Though all the three factors indicate significant positive relationship with job performance, person-organization fit makes the strongest contribution to explain the job performance.

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CHAPTER 1

INTRODUCTION

1.1 Background of Study

The financial services industry finds itself in an once-in-a-lifetime situation where institutions are trying to stay afloat in a bad economy. To remain competitive in this kind of environment, banks will need to rely even more on their people to make the difference. Retention of top talent at financial institutions, like any organization, is an important part of company strategy. However, today, it takes on a different slant as talented people are presented with both new opportunities and fewer options, depending on their specialization.

A top performer, by definition, has their sights squarely set on the end result of the project or job. They do, indeed, "give up wholly to some end". When people can produce the result that organization wants, every time, without fail, the organization have a top performer, and have someone who can confidently be depend on. By their very nature, the performer will assume full responsibility for their area and create it as if it were their own. This is, after all, the most effective way to get results. The non-performer, by contrast, may not even be aware of what the end result should be for the project. The organization may find them frequently doing things that have nothing to do with what they are supposed to achieve.

A recent studies show that some workers in organization are not performing as expected. For instance, the growth of a banking sector is measured by the ability to

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