

**THE RELATIONSHIP BETWEEN PERSON PERCEIVED OF
FIT AND WORK ENGAGEMENT**

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**THE RELATIONSHIP BETWEEN PERSON PERCEIVED OF FIT
AND WORK ENGAGEMENT**

By

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Abstract

This study examines the direct relationship between person-job fit, person-organization fit, person-group fit, person-supervisor fit and work engagement. A total of 500 questionnaires were distributed to respondents who had agreed to participate in this study. At the end of the survey period, 140 questionnaires were returned, yielding a return rate of 28%. However, only data from 137 respondents are usable for further analyses. Hypotheses for direct effect were tested using multiple regression analyses. Results showed that only person-supervisor fit was significantly positively associated with work engagement. Implications of the findings, potential limitations, and directions for future research are discussed.

Keywords: Work engagement; Person-job fit; Person-organization fit; Person-group fit; Person-supervisor fit

Abstrak

Kajian ini mengkaji hubungan langsung antara kesesuaian pekerja dengan kerja, kesesuaian pekerja dengan organisasi, kesesuaian pekerja dengan kumpulan, kesesuaian pekerja dengan penyelia dan keterlibaan kerja. Sebanyak 500 soal selidik telah diedarkan kepada responden kajian yang telah bersetuju untuk terlibat dalam kajian ini. Namun begitu, sebanyak 140 soal selidik telah diterima semula dengan kadar maklum balas sebanyak 28%. Namun begitu hanya 137 data daripada responden boleh digunakan untuk analisis seterusnya. Hipotesis ke atas kesan langsung diuji menggunakan analisis regresi berganda. Dapatan kajian menunjukkan bahawa hanya kesesuaian pekerja penyelia mempunyai hubungan yang positif dan signifikan dengan keterlibatan kerja. Implikasi dapatan kajian, limitasi dan cadangan kajian pada masa hadapan turut dibincangkan.

Kata kunci: Keterlibatan kerja; Kesesuaian pekerja dengan kerja; Kesesuaian pekerja dengan organisasi; Kesesuaian pekerja dengan kumpulan; Kesesuaian pekerja dengan penyelia

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Table of Contents

Permission to Use	i
Abstract	ii
Abstrak	iii
Acknowledgement	iv
Table of Contents	v
List of Tables	viii
List of Figures	ix
List of Appendices	x
CHAPTER 1	1
INTRODUCTION	1
1.1 Background of the Study	1
1.2 Problem Statement	2
1.3 Research Question	7
1.4 Research Objectives	8
1.5 Significance of Study	8
1.6 Scope of Study	9
1.7 Organization of Chapter	10
CHAPTER 2	12
LITERATURE REVIEW	12
2.1 Introduction	12
2.2 Work Engagement	12
2.3 Person-Job Fit	15
2.4 Person-organization Fit	16
2.5 Person-group Fit	18
2.6 Person Supervisor Fit	19
2.7 Research Framework	21
2.8 Development of Hypotheses	22
2.8.1 Relationship between Person-job fit and Work Engagement	22
2.8.2 Relationship between Person-organization fit and Work Engagement	23
2.8.3 Relationship between Person-group fit and Work Engagement	23
2.8.4 Relationship between Person-supervisor fit and Work Engagement	24

2.9 Conclusion.....	25
CHAPTER 3 METHOD	26
3.1 Introduction	26
3.2 Research Design.....	26
3.3 Population and Sampling Design	27
3.3.1 Population	27
3.3.2 Sampling Size and Technique.....	27
3.3 Operational Definitions and Measurements	28
3.3.1 Work Engagement Measures	28
3.3.2 Person-job fit.....	29
3.3.3 Person-organization fit.....	30
3.3.4 Person-group fit Measures	31
3.3.5 Person-supervisor fit Measures.....	32
3.4 Structure of the Questionnaire.....	33
3.5 Pilot Test	34
3.6 Data Collection Procedure	35
3.7 Technique of Data Analysis	36
3.7.1 Descriptive Analysis	36
3.7.2 Correlation Analysis	37
3.7.3 Regression Analysis.....	37
3.8 Conclusions	38
CHAPTER 4	39
FINDINGS	39
4.1 Introduction	39
4.2 Response Rate	39
4.3 Demographic Characteristics of the Participants	40
4.4 Data Screening	42
4.5 Correlation Analysis.....	43
4.6 Regression Analysis	45
4.7 Conclusions	47
CHAPTER 5	48
DISCUSSIONS, RECOMMENDATIONS AND CONCLUSIONS	48
5.1 Introduction	48
5.2 Summary of Research	48

5.3	Relationship between Person-job Fit and Work Engagement.....	48
5.4	Relationship between Person-organization Fit and Work Engagement.....	49
5.5	Relationship between Person-group Fit and Work Engagement	49
5.6	Relationship between Person-supervisor Fit and Work Engagement	50
5.7	Implications for Practice	50
5.8	Limitations and Direction for Future Study	51
5.9	Conclusions	52
REFERENCES		53

List of Tables

Table 3.1	Work engagement items	28
Table 3.2	Person-job fit items	29
Table 3.3	Person-organization fit items	30
Table 3.4	Person-group fit items	31
Table 3.5	Person-supervisor fit items	32
Table 3.7	The Cronbach's Alpha for each research measures from the pilot study (n = 30)	33
Table 4.1	Demographic characteristics of participants (n=137)	45
Table 4.2	Descriptive statistics, scale reliabilities and correlations of variables	50
Table 4.3	Regression results of person-job fit, person-organization fit, person-group fit, and person-supervisor fit on work engagement	52
Table 4.4	Summary of hypotheses testing	53

List of Figures

Figure 2.1	Research framework	21
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List of Appendices

Appendix A-1	Sample of Questionnaire (English version)	61
Appendix A-2	Sample of Questionnaire (Bahasa Malaysia version)	70
Appendix B	SPSS Output	81

CHAPTER 1

INTRODUCTION

1.1 Background of the Study

Today's employees are not only considering the pay and benefits that they will gain but the most important thing is the environment of the workplace itself. The relationships with the colleagues, supervisors, and tasks itself contributes to the quality of the association with the work. With those relationships and the environment in which workers interact are positive, workers feel valued and respected. Workers take pride in what they do, perform better and care about the employer's future. In other words, workers become engaged and connected to the organization, customers and coworkers.

Many agree that workers who were engage in their work tend to stay longer in the organization rather than disengaged workers. However, highly engaged individuals were often found in the high performance units. According to Harter (2001), employees want to engage with work that has meaning and is an extension of their personalities and dreams. Previous studies regarding work engagement have focused on the reliability and validity of measuring instruments (Barkhuizen & Rothmann, 2006; Storm & Rothmann, 2003), the relationship between burnout and work engagement (Coetzer & Rothmann, 2007), and the effect of job demands and job resources on work engagement (Rothmann & Jordaan, 2006). This study attempts to explore the workplace factors that contribute to the work engagement among employees. Particularly, this study focuses on employees perceived of fit such as

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