

A STUDY ON THE INFLUENCE OF THE GRADUATES' JOB FIT ON ORGANIZATIONAL COMMITMENT

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ABSTRACT

This research aims to evaluate the influences of person-organization fit and person-job fit on the organizational commitment of development officers in the Jaffna District. This study seeks to understand how well an individual's values, goals, and personality fit with the organizational culture, values, and objectives of the organization. It also examines the harmony between an officer's skills, abilities, and preferences and the job requirements, and how these factors influence Organizational Commitment. This study used deductive, correlational, and cross-sectional methods. The study population consisted of 675 officers, and a stratified random sample size of 251 was selected. Google Forms received 198 responses (79%), which were analyzed using SPSS-20. The internal consistency of the ten items showed Cronbach's alpha values above 0.840. The independent variables were Person-Organization Fit and Person-Job Fit, while the dependent variable was organizational commitment. The perceived person-organization fit was at a high level, and its two dimensions—values congruence fit and need-supply fit—were also at a high level, indicating a strong congruence between employees' values and those of the organization as well as a strong satisfaction of individuals' needs, desires, or preferences by the organization. Similarly, perceived person-job fit is also high, with its two dimensions—need-supply fit and demand-ability fit—indicating a strong alignment between the individual's needs and abilities and the requirements and expectations of the job. Further, organizational commitment was moderate, with moderate continuance commitment, high affective commitment, and low normative commitment. Two hypotheses were tested: First, Person-Organization Fit significantly influences Organizational Commitment, with 3.6% variation, while 96.4% was influenced by other factors; second, Person-Job Fit significantly influences Organizational Commitment, with 16% variation (Adjusted $R^2 = 0.160$), and 84% was influenced by other factors. Both alternative hypotheses were accepted. The study revealed high levels of perceived Person-Organization and Person-Job fit, and a moderate level of Organizational Commitment. Nevertheless, Person-Organization Fit has a weaker influence on commitment than Person-Job Fit does. Employers should prioritize officers' needs and provide optimal working conditions to foster stronger commitment.

Keywords: Perceived person-organization fit, perceived person-job fit, organizational commitment