

**“ANALYSIS THE EFFECTS OF PERSON – ORGANIZATION  
FIT ON JOB SATISFACTION IN THE BANK OF CEYLON,  
AMPARA DISTRICT”**

**1078**



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## Abstract

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. Literature on consequences of P-O fit has demonstrated significant relationships with individual outcome.

The main purpose of the present study was to examine the effects of P-O fit operationalized as value congruence between the employee and the organization, on job satisfaction of employees working in a public organization at both individual-level and cross-level analysis by utilizing commensurate measures of fit. The secondary purpose was to compare commensurate measures of fit in terms of their power in predicting individual outcome variable.

Even though the bank of Ceylon which is state bank in Ampara district is functioning for more than 50 years, so, the question is, what is the effect of the P-O fit on job satisfaction? Therefore, this research was conducted to examine the effect of P-O fit operationalize as value congruence between the employee and the organization on job satisfaction. The P-O have evaluated based on eight variables such as Innovation, Attention to details, Outcome orientation, Aggressiveness, Supportiveness, Emphasis on rewards, Team orientation & Decisiveness and Job satisfaction have evaluated based on two variables such as Promotion Opportunities & the work itself derived from the literature review. The 100 questionnaire was issued to six branches of BOC, ampara district to collect the data from study population. The collected data have presented using SPSS package (Statistical Package for Social Science). This research is, to gain a better understanding of Effect of Person-Organization fit on job satisfaction Bank of Ceylon. This study found moderate level of job satisfaction due to moderate fit in Bank of Ceylon regarding all variable. It is concluded that the P-O fit has to be improved in this bank. In addition, the study offers suggestions to banking managers to mostly consider on the variables of P-O fit. The results and implications of the study were discussed.

Keywords: Person-Organization Fit, Job Satisfaction.

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