

THE EFFECT OF PERSON JOB FIT, PERSON ORGANIZATION FIT ON ORGANIZATIONAL COMMITMENT WITH JOB SATISFACTION AS AN INTERVENING VARIABLE

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Abstract: This study examines the effect of person-job fit and person-organization fit on organizational commitment, with job satisfaction as a mediating variable. This study used a quantitative approach. This study used quantitative methodology. The main data used in this study was obtained from questionnaires distributed to the entire workforce of SAMSAT Boyolali, which amounted to 35 people. The analysis tool used is the statistical technique of Multiple Linear Regression. The analysis found that a person's job and organizational fit significantly affect job satisfaction. Person-job, fit, and person-organization fit on organizational commitment significantly affect job satisfaction. However, if you look at the direct and indirect impacts, it can be seen that job satisfaction can only mediate the influence of a person's job fit on organizational commitment; the indirect influence is stronger than the direct influence. This differs from how a person's organizational fit affects organizational commitment, resulting in greater direct influence than indirect influence.

Keywords: fit of people job, fit of people organization, job satisfaction, organizational commitment
