

# The Relationship between Workplace Friendship and Person-Organization Fit

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## ABSTRACT

Past studies showed that person-organization (P-O) fit will affect employees' job attitudes and organizational behaviors. However, little research is conducted examining the relationship between informal interpersonal relationship and P-O fit. Thus, the purpose of this study is to investigate the relationship between workplace friendship and P-O fit. Controlled variables included demographic variables, organizational climate and self-esteem. Data was collected from 270 school teachers through questionnaire survey. A hierarchical regression was used to analyze the data. The result indicated that workplace friendship is positively related to p-o fit. Discussion and suggestions for further studies are also provided.

Keywords : workplace friendship, person-organization fit, organizational climates, self-esteem

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