

The effect of work-family conflict to person-Job fit

梁鈞閔、倪家珍

E-mail: 341875@mail.dyu.edu.tw

ABSTRACT

This research aims to discuss the effect of work-family conflict to person-job fit, and the moderating effect of work-family conflict and person-job fit. This paper uses a questionnaire to collect data from the policemen and the elementary school teachers. There were 468 surveys sent out, and 308 of these were filled out and returned. The results are as follows: 1. The effect of work-family conflict to person-job fit is negative significant. 2. The effect of work-influence-family conflict to person-job fit is negative significant. 3. The effect of family-influence-work conflict to person-job fit is negative significant. 4. The traditional and the nontraditional occupation has no moderate effect on the relationship between work-family conflict and person-job fit. 5. The traditional and the nontraditional occupation has no moderate effect on the relationship between work-influence-family conflict and person-job fit. 6. The traditional and the nontraditional occupation has moderate effect on the relationship between family-influence-work conflict and person-job fit, and the traditional occupaiton worker has more effect of family-influence-work conflict to person-job fit than the nontraditional worker.

Keywords : work-family conflict、 person-job fit、 nontraditional occupation

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