

# The relationship among employee training, person-job fit and self-efficacy

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## ABSTRACT

Training is one of the most important elements in improving human capital. Many enterprises spend a lot of time, manpower and money on training just for the purpose of improving performance. Part of the employees thinks these trainings offered by enterprises are insignificant and mere formalities; therefore, this research will clarify the connection between training and self-efficacy. The research also uses P-J Fit as an intervening variable to explore the relationship between Training, P-J Fit and Self-Efficacy. A thesis survey questionnaire has been designed. 400 copies of questionnaires were dispatched and 349 of them were valid; the valid response rate is 87%. The result shows that the training has positive effect on self-efficacy. The training has positive effect on P-J Fit. P-J Fit has positive effect on self-efficacy. P-J Fit plays a role of intervening variable between the training and self-efficacy. At last, a suggestion in this research has been offered for future reference for both academic and practical fields.

Keywords : self-efficacy、P-J fit、training

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