

The Impacts of Person - Organization Fit and Person - Job Fit on Work Effort - The Moderating Effect of Gender

許宜芳、倪家珍

E-mail: 359620@mail.dyu.edu.tw

ABSTRACT

The purpose of this study is to investigate the impacts of salesman ' s person- organization fit and person-job fit to work effort , and investigate if there exist moderate effect by gender or not. In total, 533 copies of an effective questionnaire were collected. The results of this re-research are below: 1. person-organization fit has a positive impact on work effort 2. person-job fit has a positive impact on work effort 3. gender does not interfere with salesman ' s person- organization fit and work effort 4. gender does not interfere with salesman ' s person-job fit and work effort

Keywords : person-organization fit、 person-job fit、 work effort

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