

A Study of the Relationships among Behavioral Integrity, Person- Supervisor Fit and Job Satisfaction

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ABSTRACT

Based on research recent years, some scholars pointed out that employees are affected by perceptions of their supervisor ' pattern of word-action consistency, such acts are called behavior integrity. In addition, as the mediating variable of this study is Per-son-Supervisor fit, one new field in Person-Environment fit which is quite popular in organizational behavior research nowadays. So, this study is aimed to investigate the relationship and to discover the influence between Behavioral integrity, Person-Super-visor fit, and Job satisfaction of elementary school teachers. The studied population is elementary school teachers in northern Taiwan, and all valid questionnaires are 400 copies, thus all collection of real result as follow: 1. Behavioral integrity and Job satisfaction have significant positive relationship. 2. Behavioral integrity and Person-Supervisor fit have significant positive relationship. 3. Person-Supervisor fit and Job satisfaction have significant positive relationship. 4. Person-Supervisor fit was found to have partially mediating effects between Behavioral integrity and Job satisfaction. According to the conclusion of this study, when a Supervisor owns highly behavioral integrity, it will appear to mediate impacts of Job satisfaction through the person-supervisor fit.

Keywords : Behavioral integrity、 Person-Supervisor fit、 Job satisfaction

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