

# Gender Congruence in Mentorship and Person-Organization Fit

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## ABSTRACT

The study investigated the relationship between gender congruence in mentorship and person-organization fit. The analysis data were came from newcomers by questionnaires. Results of this study indicated that the person-organization fit on gender congruence were higher than gender in-congruence. The insight of relationship between gender congruence and person-organization fit was organization socialization, because newcomer copied with reality shocks by mentorship 's counseling function in organization socialization. And also found the relationship between gender congruence and person-organization fit were moderated by mentorship types. Research and practical implications of these findings are discussed.

Keywords : gender congruence ; person-organization fit ; mentorship

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