

Abstract

The present study examined the impact of person-organization fit (P-O fit) on job satisfaction, life satisfaction, intention to stay, job burnout and organizational citizenship behaviors. Moderating effects of self-efficacy and organizational-based self-esteem were also investigated. Data were obtained from 65 contractual workers in Hong Kong using questionnaires. The findings indicated that P-O fit was a good predictor of emotional exhaustion and depersonalization. Job satisfaction was positively related to intention to stay and negatively correlated with emotional exhaustion and depersonalization. Organizational-based self-esteem was associated with higher levels of job satisfaction and organization citizenship behaviors, and self-efficacy was associated with a higher level of personal achievement. The effect of P-O fit on job satisfaction and life satisfaction was moderated by organizational-based self-esteem.