

# DETERMINING JOB FIT

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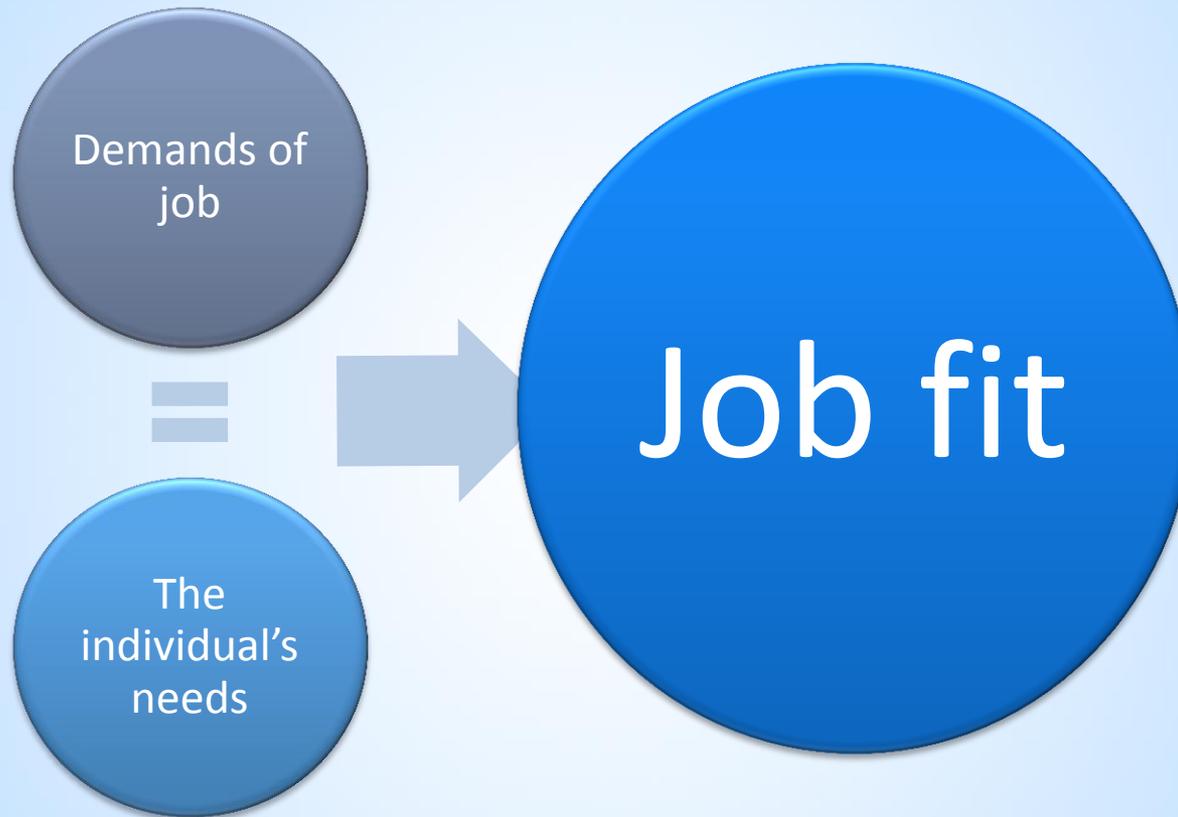


What *is* a job fit?

How does a fit differ from culture to culture, role to role?

How can you then use that information to make informed hiring decisions?

# In a nutshell ..



# Define job fit

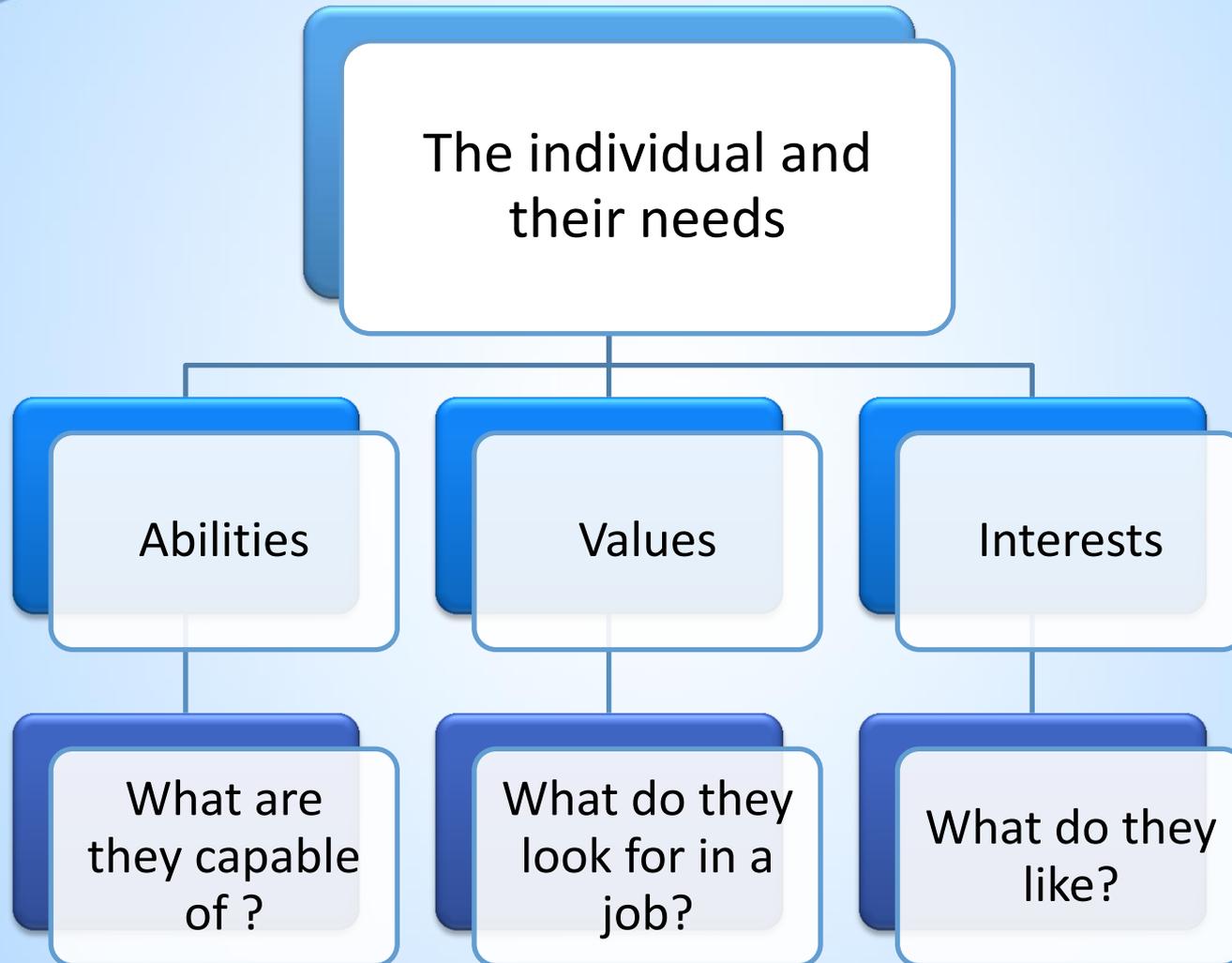
“Person–job fit is defined as the compatibility between individuals and the job or tasks that they perform at work. This definition includes compatibility based on employee needs and job supplies available to meet those needs, as well as job demands and employee abilities to meet those demands”

(Kristof-Brown, 2007)

“the degree to which a person’s cognitive abilities, interests and personality dynamics fit those required by the job.”

(Chuck Russell –  
Right Person Right Job, Guess or  
Know)

# What makes up individual needs?



# What makes up the job ?



# Why is job fit **IMPORTANT**?

Higher levels of satisfaction and mental and physical well-being will occur when there is a good fit between the person and the environment.

Individuals adjust better and are more satisfied with jobs that correspond to their own career related personality types  
(Tinsley, 2000).

Job-fit positively effects performance, eliminates costly mistakes in hiring, reduces turnover, and can even be used to attract talent

# Benefits of person job fit

## Culture

In addition to the compatibility between individuals and the job tasks, compatibility must also refer to the individual and the organizational culture and values (Tak, 2011). Happier employees means an improvement in work culture.

More positive energy = Better performing employees

## Communication

It is widely accepted that effective communication amongst employees is beneficial to any business. Job fit employees who are likely to better communicate with colleagues and are passionate about their work, can have a positive impact on job performance and subsequently affect productivity.

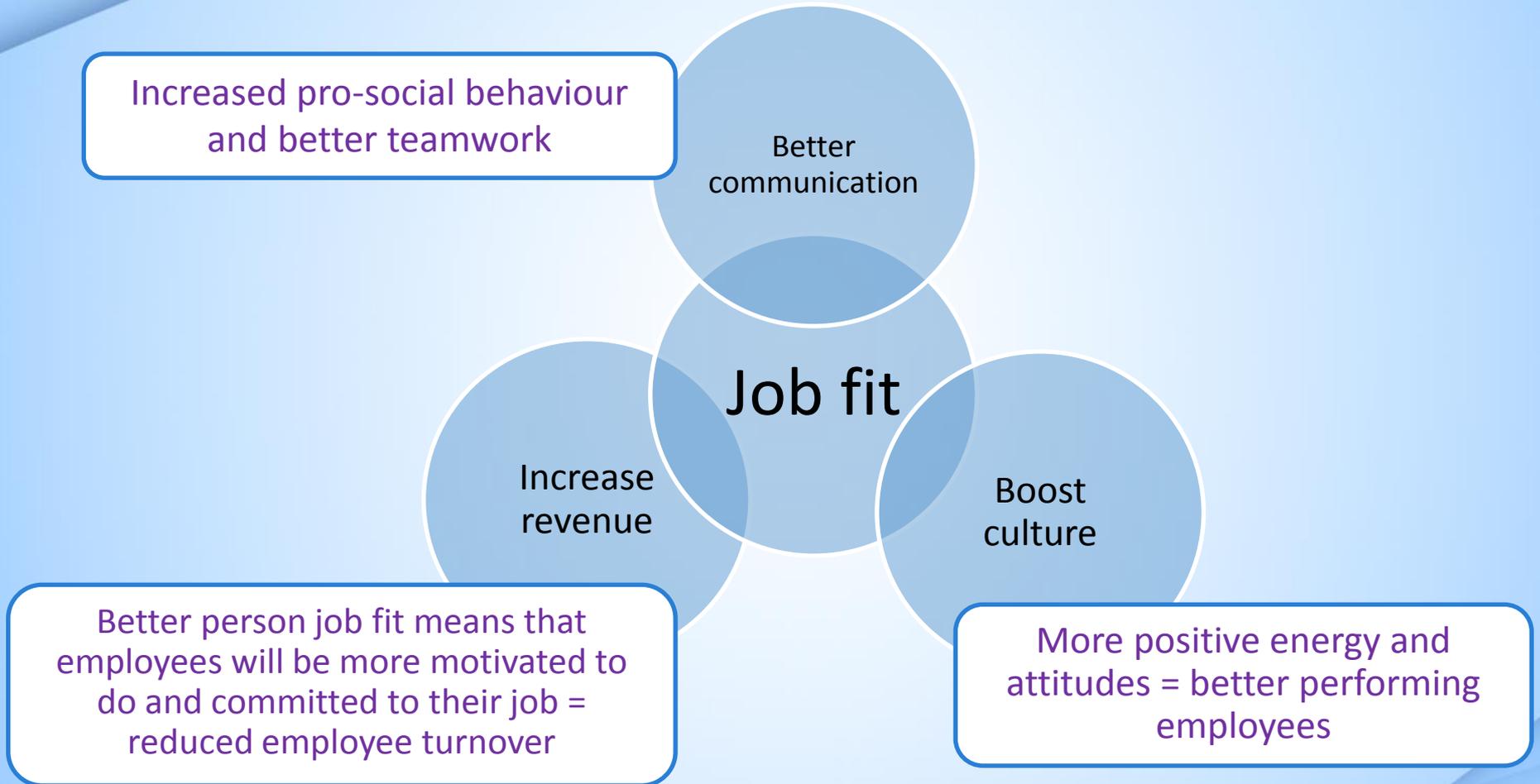
Communication=Increased productivity

## Revenue

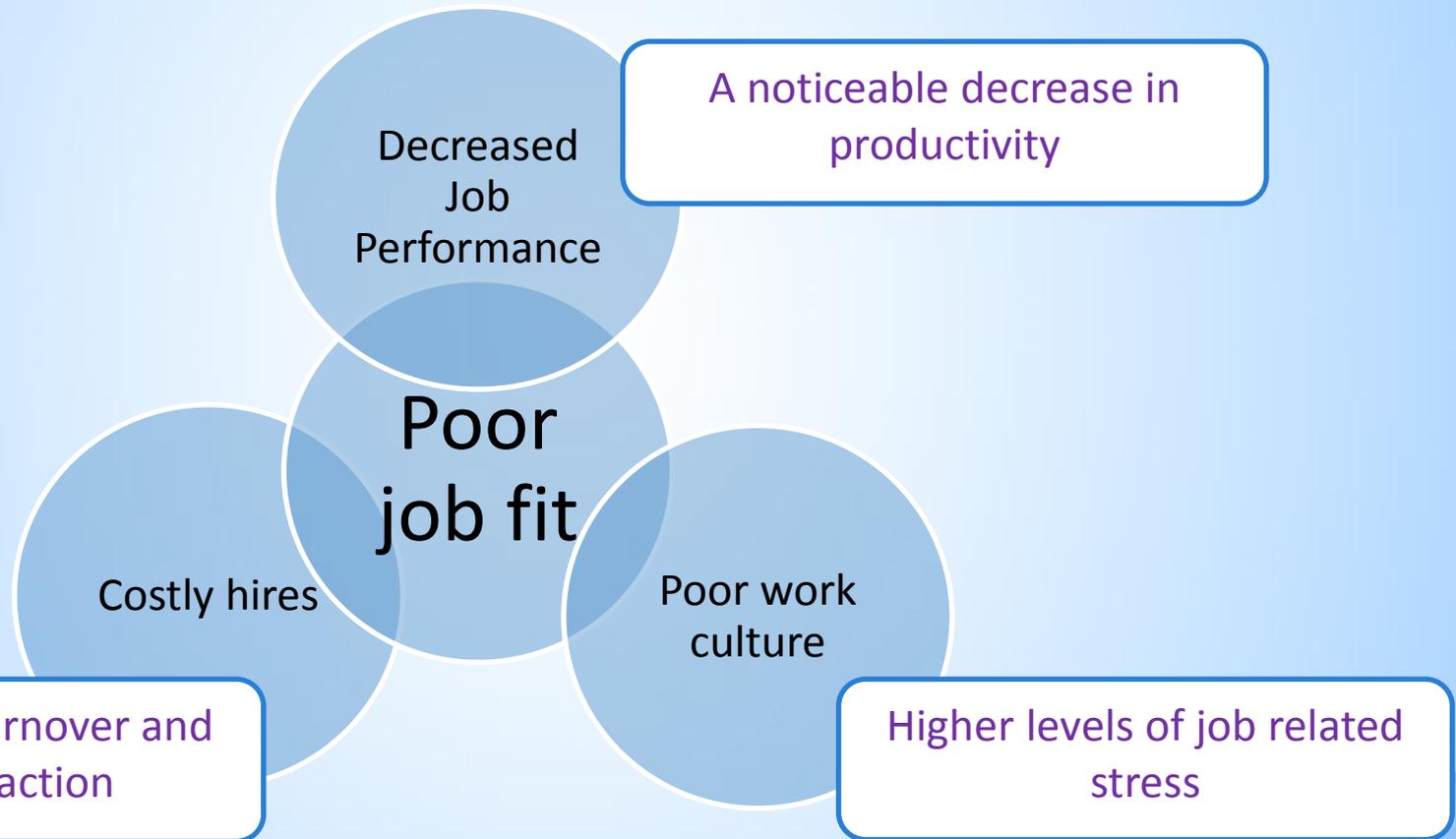
Better person job fit means that employees will be more motivated to do better at their job and will succeed in their role within an organisation. It also means that a company is able to increase revenue and reduces costs associated with employee turnover.

Increase job fit = Decrease turnover  
(Tak, 2011)

# What happens when the individual **matches** the organisation?



# What happens when the individual **doesn't match** the organisation?



# Holland's Personality-Job Theory

- According to Holland's theory, most people fit into one of six personality and work environment types: *Realistic*, *Artistic*, *Investigative*, *Social*, *Enterprising* and *Conventional*.



## Realistic:

Works best when engaging in physical activities that require strength and coordination. Most suitable work environments would involve working outdoors, in a trade or with animals.



## Investigative:

Are generally known as '*Thinkers*' and are curious, analytical and logical. Problem solving and research is an area of interest and competence.

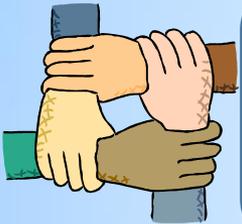


## Artistic:

As the name suggests, *Artists* are original, non conforming and overall quite spontaneous. Completing tasks involving new ideas and concepts are the best for these '*Creators*'.

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## Social:

Social people are helpful, kind and friendly. These *Helpers* enjoy any tasks involving social interaction such as teaching or helping people.



## Enterprising:

Also known as *Persuaders*, these type of people are enthusiastic, motivational and dominant. Being in charge is a preferred role and the corporate field is their most suitable environment.



## Conventional:

Generally referred to as *Organisers*, these people like to work with numbers or in a systematically orderly way. They are logical, efficient and structured.

# How can we help improve your person-to-job fit ?

- **Business Personality Reflections** – The BPR online assessment measures a candidate's Personality and Attributes that define job fit suitability for your role. See [samples and info here](#)



- **CareeringAhead** – Is it time to review your own career path fit? This quick research-backed online assessment can give you career suitability information that 'opinion' can't. [Find out more here](#)



# References

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