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AN EXPERIENTIAL EXERCISE RELATED TO PERSON-ORGANIZATION FIT AND ITS CONSEQUENCES

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ABSTRACT

Given below is an exercise related to measuring person-organization fit and its consequences. The exercise is based on the O'Reilly, Chatman, and Caldwell (1991) paper dealing with the same subject.

The importance of the exercise lies in the fact that it helps teach a research based concept in a manner that students can personally relate to. References are available upon request.

PERSON-ORGANIZATION FIT

Purpose:

1. To gain better understanding of job attitudes (e.g. job satisfaction & organizational commitment)
2. To understand the concept of person-organization fit & its impact on job attitudes
3. To apply the concepts to one's personal situation to understand their true significance

Part I. (Individual Analysis)

1. Think of your current employment and circle the number below the face that describes you.



Instructions:

1. There are no right, wrong, desirable or undesirable answers.
2. Answer honestly and candidly. The exercise is for self-analysis and class-discussion purposes only. You are not required to turn in anything.
3. How often do you think of leaving the organization where you are employed now?
 1. Never
 2. Rarely
 3. Sometimes

4. Often
5. Constantly

Part II (Individual Analysis)

Preferences vary from individual to individual. Our preferences are often expressed in terms of our expectations. In column II of the score-sheet, assign a value from 0 to 10 to the characteristics to indicate **how important is it for this characteristic to be a part of the organization you work for?** The factors most important to you should receive higher values than the ones least important to you. No two characteristics can have the same value. The differences in values between characteristics should reflect the strength of your preferences.

Part III (Individual Analysis)

Organizational values vary. Organizations often express their values in terms of shared expectation about what is important, how to behave or what attitudes are appropriate. These expectations may be explicit or implicit. In Column III of the score sheet, assign a value from 0 to 10 to the eight characteristics to indicate how characteristic is this of your organization. The factors most characteristic of your organization's culture should receive higher values than the ones least characteristic of it. No two factors can have the same value. The differences in values between characteristics should reflect the strength of your preference.

Part IV. (Individual Analysis)

1. In column IV of the score sheet, calculate the absolute difference between column II and III.
2. Add up the eight absolute differences at the bottom of column IV.
3. Compare the total score with your scores on the two questions in part I of this exercise. The scores should be positively correlated.

Part V (Group Discussion)

1. In a round robin fashion, share your responses to number 3 in Part IV. What kind of a pattern do you see?
2. How do individual preferences (values in column II of the score sheet) vary among members of the group?
3. How do organizational characteristics (values in column III of the score sheet) vary among group members?
4. How do individual preferences and organizational characteristics relate to members' job satisfaction and organizational commitment?

**PERSON-ORGANIZATION
FIT SCORE SHEET**

I Characteristic/ Preference Factor	II Individual Preference Score			III Organizational Characteristic Score			IV Absolute Difference Between II & III		
	0	to	10	0	to	10	0	to	10
1. Innovation									
2. Attention to Detail									
3. Outcome Orientation									
4. Aggressiveness									
5. Supportiveness									
6. Emphasis on Rewards									
7. Team Orientation									
8. Decisiveness									
TOTAL									