

VALUE-FIT, JOB PERSONALITY, AND WORKER EFFECTIVENESS: AN ANALYSIS OF INCREMENTAL VALIDITY

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Many scholars have argued that value-fit is a good indicator in personnel selection, but few empirical studies have been conducted to examine the incremental validity of value-fit. The present data were collected from 571 employees in a semiconductor enterprise in Taiwan. Two major findings manifest in the results. First, job personality, derived from worker-oriented job analysis, had a significant predictability for organizational commitment, organizational citizenship, self-rating performance, job attendance, and job satisfaction. It reconfirmed that person-job fit has a direct influence on worker effectiveness. Second, value-fit also had

significant predictability on the dependent variables when job personality was under control. It showed that value-fit has significant incremental validity on the predictability of worker effectiveness. Therefore, in order to improve the utility of personnel selection in organizational settings, the practitioner ought to get as much information as possible on the value-fit between applicants and organizational culture during the selection processes.

Keywords: Value-fit, Job personality, Incremental validity, Personnel selection