

Career Anchors and Job Satisfaction of Managers: The Mediating Role of Person-job Fit

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Abstract : The present study was conducted to investigate the relationship between career anchors and job satisfaction with emphasis on the mediating role of person-job fit. 502 managers and supervisors of ten operational areas of a large energy Company were selected as a cluster sample appropriate to the volume. The instruments used in this study were Career Anchor Questionnaire, Job Satisfaction Questionnaire and Person-job fit Questionnaire. Pearson correlation coefficient was used to analyze the data and AMOS software was used to determine the effect of career anchor variables and person-job fit on job satisfaction. Anchors of service and dedication, pure challenge and security and stability increase the person-job fit among managers and also the person-job fit plays a mediating role in relation to the effect it has on job satisfaction through these anchors. In contrast, the anchors of independence and autonomy reduce the person-job fit. Considering the importance of positive organizational attitudes and in order to have an optimal fit between job and worker, it is better that in human resources processes such as hiring and employing, the career anchors of the person should be considered so that the person can have more job satisfaction; and thus bring higher productivity for themselves and the organization.

Keywords : career anchor, job satisfaction, person-job fit, energy company, managers

Conference Title : ICAP 2022 : International Conference on Applied Psychology

Conference Location : Cape Town, South Africa

Conference Dates : November 03-04, 2022