

Testing a Moderated Mediation Model of Person-Organization Fit, Organizational Support, and Feelings of Violation

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Abstract : This study aims to examine whether perceived organizational support moderates the relationship between person-former organization fit and person-organization fit after the mediating effect of feelings of violation. A two-stage data collection method was used. Based on our research requirements, we only approached participants who were involuntary turnover from their former organizations and looking for a new job. Our final usable sample was comprised of a total of 264 participants from Taiwan. We followed Muller, Judd, and Yzerbyt, and Preacher, Rucker, and Hayes's suggestions to test our moderated mediation model. This study found that employee perceived organizational support moderated the indirect effect of person-former organization fit on person-organization fit (through feelings of violation). Our study ends with a discussion of the main research findings and their limitations and presents suggestions regarding the direction of future studies and the empirical implications of the results.

Keywords : person-organization fit, feelings of violation, organizational support, moderated mediation

Conference Title : ICP 2017 : International Conference on Psychology

Conference Location : Amsterdam, Netherlands

Conference Dates : July 10-11, 2017