

ABSTRACT

This study aims to determine the effect of person-job fit on job attitudes consisting of job satisfaction, organizational commitment, and turnover intention, with perceived organizational support as a moderating variable. The study was conducted at the Population and Civil Registration Office of Demak Regency using a quantitative approach. The entire population of 86 employees was used as a research sample with a total sampling technique. Data analysis was carried out using the Partial Least Square (PLS) method through SmartPLS software.

The results showed that person-job fit had a positive and significant effect on job satisfaction and organizational commitment, and a significant negative effect on turnover intention. This finding confirms that the higher the fit between an individual and their job, the higher the job satisfaction and organizational commitment will be, while the intention to leave the job will decrease. In addition, perceived organizational support has been shown to strengthen the relationship between person-job fit and the three indicators of job attitudes. Organizational support perceived by employees has been shown to be an important factor in strengthening the positive impact of person-job fit on work attitudes..

Keywords : Person-Job Fit, Job Attitudes, Job Satisfaction, Organizational Commitment, Turnover Intention, Perceived Organizational Support.