

**THE ASSOCIATION BETWEEN PERSON-
ENVIRONMENT FIT AND
ORGANIZATIONAL COMMITMENT WITH
THE MODERATOR OF PERSONALITY**

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ABSTRACT

This study seeks to investigate the association between Person – Environment (PE) Fit and the organizational commitment with the moderator of personality (Big Five). The study shows the personality of individual has influence towards organizational commitment.

The participants of study were collected from various co-operatives located; the samples are not only consisting Malaysian who is working in Malaysia. It includes Malaysian who currently works abroad, and also foreigner who is presently worked in Malaysia (Indian, Vietnamese and Japanese). With sample size 183 participants (83 Male, 100 Female). The subjects completed the questionnaire that included 3 variables of PE fit, ‘Big five’ personality traits and 3 dimension of organizational commitment.

The major finding was there are significant relationship between PE fit and Organizational Commitment. The second major finding revealed is partial of the personality traits do influence in the relationship of PE Fits and Organizational Commitment.

This research offer the human resource practitioner and hiring manager rational approach to understand and manipulating the relationship between PE Fit, Organizational Commitment and Personality Traits in order to increase the organizational commitment in their firms.

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