MBA Research Project Questionnaire

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

Dear Sir/Madam,

This survey is conducted as my research project, which shall be submitted as part of fulfillment of the Master of Business Administration degree from the University of Malaya Graduate School of Business.

Please try to answer all of the questions as honestly and accurately as possible. All responses to this survey will held in strictest of confidential Please do not enter any identifying information as participation in the study is anonymous. The findings from this survey will reported only in aggregated level and anonymity of individuals that respond to this questionnaire is guaranteed

The survey will take less than 15 minutes. Your participation is very much appreciated. Should you have any questions or comments regarding this questionnaire, do not hesitate to contact me at 016-2486129 or email at gibsondynasty@yahoo.com.sg.

Thank you for your value cooperation and assistance.

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Please indicate the degree of your agreement or disagreement with each statement by marking (✓) in the box provided below: -

1	2	3	4	5	6	7
Strong disagree	Disagree	Slightly Disagree	Neutral	Slightly Agree	Agree	Strongly Agree

		1	2	3	4	5	6	7
1	My organization's values and culture provide a good fit with the things that I value in life.	☐	☐	☐	☐	☐	☐	☐
2	The things that I value in life are very similar to the things that my organization values.	☐	☐	☐	☐	☐	☐	☐
3	My personal values match my organization's values and culture.	☐	☐	☐	☐	☐	☐	☐
4	My current organization meets the needs I expect an organization to meet.	☐	☐	☐	☐	☐	☐	☐
5	My workgroup's values and culture provide a good fit with the things that I value in life.	☐	☐	☐	☐	☐	☐	☐
6	The things that I value in life are very similar to the things that my workgroup values.	☐	☐	☐	☐	☐	☐	☐
7	My personal values match my workgroup's values and culture.	☐	☐	☐	☐	☐	☐	☐
8	The match is very good between the demands of my job and my personal skills.	☐	☐	☐	☐	☐	☐	☐
9	My abilities and training are a good fit with the requirements of my job.	☐	☐	☐	☐	☐	☐	☐
10	My personal abilities and education provide a good match with the demands that my job places on me.	☐	☐	☐	☐	☐	☐	☐

On each numerical scale that follows, indicate which point is generally more descriptive of you. If the two terms are equally descriptive, mark the midpont.

11	Eager	☐	☐	☐	☐	☐	☐	☐	Calm
12	Prefer Being with Other People	☐	☐	☐	☐	☐	☐	☐	Prefer Being Alone
13	A Dreamer	☐	☐	☐	☐	☐	☐	☐	No Nonsense
14	Courteous	☐	☐	☐	☐	☐	☐	☐	Abrupt
15	Neat	☐	☐	☐	☐	☐	☐	☐	Messy
16	Cautious	☐	☐	☐	☐	☐	☐	☐	Confident
17	Optimistic	☐	☐	☐	☐	☐	☐	☐	Pessimistic
18	Theoretical	☐	☐	☐	☐	☐	☐	☐	Practical
19	Generous	☐	☐	☐	☐	☐	☐	☐	Selfish
20	Decisive	☐	☐	☐	☐	☐	☐	☐	Open Ended
21	Discouraged	☐	☐	☐	☐	☐	☐	☐	Upbeat
22	Exhibitionist	☐	☐	☐	☐	☐	☐	☐	Private
23	Follow Imagination	☐	☐	☐	☐	☐	☐	☐	Follow Authority
24	Warm	☐	☐	☐	☐	☐	☐	☐	Cold
25	Stay Focused	☐	☐	☐	☐	☐	☐	☐	Easily Distracted
26	Easily Embarrassed	☐	☐	☐	☐	☐	☐	☐	Don't Give a Darn
27	Outgoing	☐	☐	☐	☐	☐	☐	☐	Cool
28	Seek Novelty	☐	☐	☐	☐	☐	☐	☐	Seek Routine
29	Team Player	☐	☐	☐	☐	☐	☐	☐	Independent
30	Preference for Order	☐	☐	☐	☐	☐	☐	☐	Comfortable with Chaos
31	Distractible	☐	☐	☐	☐	☐	☐	☐	Unflappable
32	Conversational	☐	☐	☐	☐	☐	☐	☐	Thoughtful
33	Comfortable with Ambiguity	☐	☐	☐	☐	☐	☐	☐	Prefer Things Clear-Cut
34	Trusting	☐	☐	☐	☐	☐	☐	☐	Skeptical
35	On Time	☐	☐	☐	☐	☐	☐	☐	Procrastinate

Please indicate the degree of your agreement or disagreement with each statement by marking (✓) in the box provided below: -

1	2	3	4	5	6	7
Strong disagree	Disagree	Slightly Disagree	Neutral	Slightly Agree	Agree	Strongly Agree

36 I would be very happy to spend the rest of my career with this organization. ☐ ☐ ☐ ☐ ☐ ☐ ☐

37 I enjoy discussing my organization with people outside it. ☐ ☐ ☐ ☐ ☐ ☐ ☐

38 I really feel as if this organization's problems are my own. ☐ ☐ ☐ ☐ ☐ ☐ ☐

39 I think that I could easily become as attached to another organization as I am to this one. ☐ ☐ ☐ ☐ ☐ ☐ ☐

40 I do not feel like 'part of the family' in my organization. ☐ ☐ ☐ ☐ ☐ ☐ ☐

41 I do not feel 'emotionally attached' to this organization. ☐ ☐ ☐ ☐ ☐ ☐ ☐

42 This organization has a great deal of personal meaning for me. ☐ ☐ ☐ ☐ ☐ ☐ ☐

43 I do not feel a strong sense of belonging to my organization. ☐ ☐ ☐ ☐ ☐ ☐ ☐

44 I am not afraid of what might happen if I quit my job without having another one lined up. ☐ ☐ ☐ ☐ ☐ ☐ ☐

45 It would be very hard for me to leave my organization right now, even if I wanted to. ☐ ☐ ☐ ☐ ☐ ☐ ☐

46 Too much in my life would be disrupted if I decided I wanted to leave my organization now. ☐ ☐ ☐ ☐ ☐ ☐ ☐

47 It wouldn't be too costly for me to leave my organization now. ☐ ☐ ☐ ☐ ☐ ☐ ☐

48 Right now, staying with my organization is a matter of necessity as much as desire. ☐ ☐ ☐ ☐ ☐ ☐ ☐

49 I feel I have too few options to consider leaving this organization. ☐ ☐ ☐ ☐ ☐ ☐ ☐

50 One of the few serious consequences of leaving this organization would be the scarcity of available alternatives. ☐ ☐ ☐ ☐ ☐ ☐ ☐

51 One of the major reasons I continue to work for this organization is that leaving would require considerable sacrifice. Another organization may not match the overall benefits I have here. ☐ ☐ ☐ ☐ ☐ ☐ ☐

52 I think that people these days move from company to company too often. ☐ ☐ ☐ ☐ ☐ ☐ ☐

53 I do not believe that a person must always be loyal to his or her organization. ☐ ☐ ☐ ☐ ☐ ☐ ☐

54 Jumping from organization to organization does not seem at all unethical to me. ☐ ☐ ☐ ☐ ☐ ☐ ☐

55 One of the major reasons I continue to work for this organization is that I believe that loyalty is important and therefore feel a sense of moral obligation to remain. ☐ ☐ ☐ ☐ ☐ ☐ ☐

56 If I got another offer for a better job elsewhere, I would not feel it was right to leave my organization. ☐ ☐ ☐ ☐ ☐ ☐ ☐

57 I was taught to believe in the value of remaining loyal to one organization. ☐ ☐ ☐ ☐ ☐ ☐ ☐

58 Things were better in the days when people stayed with one organization for most of their career. ☐ ☐ ☐ ☐ ☐ ☐ ☐

59   I do not think that wanting to be a 'company man' or 'company woman' is sensible anymore.

☐ ☐ ☐ ☐ ☐ ☐ ☐

Demographic

Please tick in the box corresponding to the category which most closely describes yourself and/or your organization.

1 Age

- ☐ 20 - 29 years
- ☐ 40 - 49 years
- ☐ 30 - 39 years
- ☐ 50 years and above

2 Gender

- ☐ Male
- ☐ Female

3 Ethnicity

- ☐ Malay
- ☐ Indian
- ☐ Other (PLEASE SPECIFY)
- ☐ Chinese

4 What is the highest level of education you have completed

- ☐ Secondary
- ☐ Degree/Professional
- ☐ Certification
- ☐ Post Graduate

5 How many years have you been employed by your current employer?

- ☐ Less than 2 years
- ☐ More than 5 years and up to 10 years
- ☐ 2 to 5 years
- ☐ More than 10 years

6

What is the size of your employing organization in terms of the numbers of employees?

- ☐ less than 50 employees
- ☐ less than 250 employees
- ☐ less than 1000 employees
- ☐ less than 3000 employees
- ☐ less than 10,000 employees
- ☐ 10,000 or more employees

7 Type of industry

- ☐ Services
- ☐ Manufacturing
- ☐ Plantation
- ☐ Other (PLEASE SPECIFY)
- ☐ Property Development/ Construction
- ☐ Education
- ☐ Government/government agency

8 Type of organization

☐ Sole proprietor   ☐ Partnership

☐ Private limited   ☐ Public listed

☐ Multinational (MNC)   ☐ Government/government agency

☐ Other (PLEASE SPECIFY)

9 Current job position

☐ Top Management (MD, CEO, Director, GM)   ☐ Non-management (Administration, Clerical etc)

☐ Other management (AGM, Senior Manager, Manager, Executive   ☐ Skilled professional (doctor, lawyer, programmer, consultant, lecturer, etc)

       ☐ Own Business

☐ Technical employee (technician, electrician, etc)

☐ Other (PLEASE SPECIFY)

10 Current job function

☐ General Management   ☐ IT/Technical/Production

☐ Sales/Marketing/Customer Service   ☐ Human Resources

       ☐ Legal/Compliance

☐ Accounting/Finance

☐ Other (PLEASE SPECIFY)