Forum: Unit Discussion Board

[Author Name(s), First M. Last, Omit Titles and Degrees]

[Institutional Affiliation(s)]

Author Note

[Include any grant/funding information and a complete correspondence address.]

Forum: Unit Discussion Board

**Person-Organization Fit**

Person Organization Fit is a concept that is defined as the degree or level of congruence between the organization and the person employed or to be employed by the organization. The concept of the Person Organization Fit can be found and considered as a key for the purpose to maintain a flexible and highly committed workforce with is highly crucial and necessary for an organization in today’s competitive business world (Swider, Zimmerman, & Barrick, 2015). In this concept and its process, the organization and hiring concerns (managers) work to identify possibly the most potential candidate whose hiring would lead to a good step towards the success of the organization.

There are many reasons and factors or influences behind the statement that whether the concept of Person Organization Fit is critical or not in the hiring process. It means that it cannot be stated directly that the concept of Person Organization Fit is critical to the hiring process or not.

This is consequently because on one side this concept and implementation in the hiring process are important and beneficial for the long term satisfaction of employees with the job which then leads better performance, results, and organizational growth and success. But on the other side the idea and statement that organization should *“create a culture that welcomes and fosters strategic diversity - diversity in thoughts, experiences and expertise--to get higher results.”* This is important that such an environment should be created because the environment the welcomes and fosters strategic diversity leads to line up interest and abilities of employees with the organization and responsibilities as well as interests of the employee (Grensing-Pophal, 2017).

**References**

Grensing-Pophal, L. (2017). Hiring for Fit vs. Hiring for Inclusion: Which Route Should You Take? Retrieved 7 January 2020, from <https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/hiring-for-fit-vs-hiring-for-inclusion.aspx>

Swider, B. W., Zimmerman, R. D., & Barrick, M. R. (2015). Searching for the right fit: Development of applicant person-organization fit perceptions during the recruitment process. Journal of Applied Psychology, 100(3), 880.