

## **Evaluation of Personality-Job Fit and Its Relationship with Job Performance: The Mediating Role of Organizational Commitment in Employees of Khuzestan Steel Company**

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### **Abstract**

In the last decade, human resource managers have emphasized the personality-job fit as one of the most important factors in attaining organizational goals and increasing organizational commitment and job performance. The aim of this study was to investigate the current state of personality-job fit as well as its relationship with job performance through organizational commitment. The statistical population of the research is all employees of Khuzestan Steel Company. From this population 384 employees were selected by simple random sampling method. Instrument included personality types, organizational commitment and job performance questionnaires. Analysis of the collected data through valid and reliable questionnaires showed that employees of Khuzestan Steel Company are in a suitable state (above average) in terms of the personality-job fitness. Also, results of structural equation modeling using Lisrel software showed the positive and significant relationship between personality-job fit and job performance directly and indirectly through the organizational commitment.

**Keywords:** organizational commitment, personality-job fit, job performance

