

The Impact of Person-Organization Fit on Intention to Stay among Employees of IT sector and the mediating effect of Organizational Commitment

Justin Marian Juanita, Dr. K Sathyanarayan

University Of Madras, Chennai, India

*Corresponding author's email id: justinjuanita1997@gmail.com

ABSTRACT

Retaining employees is becoming a crucial challenge especially in the IT industry as the loss of experienced and skilled employees majorly impact the productivity and the innovation hampering the overall organizational success. While extensive research has been done on the turnover intention from an organizational perspective lesser studies have explored on understanding the employees intention to stay . Intention to stay refers to the psychological inclination of employees to remain with their current organization (Naim & Lenka, 2017). The P-O Fit Theory suggests that employees are more likely to remain with an organization when their values align with the organization's culture and goals. Hence this study guided by the Person Organization fit theory , explores the impact Organisational culture , Organisational fit and Personal values on employees intension to stay with Organisational commitment as a mediator. Also, in the recent research the findings of Smith and Jones, (2022) and Kumar et al., (2023) highlighted that IT industry significantly experiences higher turnover rates which disrupt workflow , increase recruitment loss and impede growth. This study will use a random sampling technique with a sample size of 200 employees from the IT sector. The findings are expected to provide valuable insights for IT organisations which seeks to strengthen their engagement, empower their retention strategies and maintain a competitive edge in the industry.

Keywords: Person-Organization Fit, Organizational Culture, Personal Values.

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