

Correlation between individual values and organizational commitment: Mediating effect of person-organization fit

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Abstract

This study examines person-organization fit mediation effect on correlation between individual values and organizational commitment among Indonesian's information technology professionals. The sample includes 88 Indonesian's information technology professionals, full-time employee that in Jakarta. Data was collected via manual by paper and online by Google form. The findings reveal that correlation between universalism, security, conformity and tradition values with organizational commitment mediated by person-organization fit.

Keywords : individual values, Schwartz's basic values, person-organization fit, organizational commitment.