

ABSTRACT

This study aims to analyze the effect of person-job fit on employee engagement with job satisfaction as an intervening variable. This research is based on the problem of decreasing employee engagement levels in an outdoor activity retail company, PT.XYZ, which is indicated to be influenced by organizational restructuring and job rotation. In addition, there is a research gap which is the background of this study.

The population in the study were employees of PT.XYZ in Bandung City who were permanent employees. By using purposive sampling technique, a sample of 80 people was obtained. This study uses a survey method on officer, supervisor and manager level employees, with data analysis using Structural Equation Model-Partial Least Square.

The results showed that person-job fit has no influence on employee engagement. However, person-job fit has a positive and significant influence on job satisfaction. Job satisfaction has a positive and significant effect on employee engagement. In addition, job satisfaction was shown to act as an intervening variable that strengthens the relationship between person-job fit and employee engagement. These findings indicate the importance of the fit between employees and their jobs in increasing job satisfaction which will then increase employee engagement.

Keywords: Person-Job Fit, Employee Engagement, Job Satisfaction.

