

## **The Impact of Person-Job Fit and Person-Organization Fit on Retention Intention of Middle Level Employees in Sri Lankan Manufacturing Sector**

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The purpose of this quantitative research extent to the identification of the impact of Person-Job fit and Person-Organization fit on Retention Intention of middle level employees in Sri Lankan manufacturing. The other specific objectives were to identify supporting factors and forces toward Person-Job fit and Person-Organization fit and to identify the interaction between Person-Job fit and Person-Organization fit. The population for this study is middle level employees in manufacturing sector organizations in Gampaha District whereas data were collected from 52 middle level employees in manufacturing firms in the selected population. When selecting the sample size, convenient sampling method was used because the population of the study is unknown. When analyzing the gathered data from the sample, frequencies and descriptive statics have used to assess the relationship between variables and correlation and regression analysis have used to test the hypothesis of the study. The correlation analysis reveals that there are significant relationships between Person-Job fit and Retention Intention and Person-Organization fit and Retention Intention respectively, further multi-collinearity test was used and established the results that there is no multi-collinearity between independent variables of the study. According to regression analysis, the main findings of the study reflect a strong negative impact of Person-Job fit and Person-Organization fit on Retention Intention of middle level employees. The results of this study can be used in managerial strategies to focus more on creating and maintaining organizational environment and jobs which are more compatible with middle level employees in manufacturing sector organizations.

**Keywords:** *Person-Job fit, Person-Organization fit, Retention Intention, Turnover*

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