

The Impact of Person-Job Fit on Employees Job Performance: A Study of Employees of Public Banks in Sri Lanka

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The main purpose of this study was to identify the impact of person-job fit on employee job performance. Further, this study expected to identify the relationship between person-job fit and job performance, to measure the level of the job performance of the Sri Lankan public banking sector employees, to measure the level of person-job fit of the Sri Lankan public banking sector employees, and to measure the levels of job performance according to gender.

This study adopted a cross sectional survey design. Data were collected using a standard questionnaire from employees who are working in People's Bank and Regional Development Bank. Convenience sampling technique was used to select the sample of 203 assistant and managerial level employees. Collected data was analyzed using- Statistical Package for Social Sciences (SPSS). It was found that there is an impact of person-job fit on employee performance and also there is a strong positive relationship between person-job fit and job performance. Based on the findings researcher recommended that when employees are recruiting to the banking industry it is important to ensure the person-job in terms of Need-Supply Fit, Demand-Ability Fit to get maximum performance from them.

Keywords: *Adaptive Performance, Contextual Performance, Demand-Ability Fit, Employee Job Performance, Need-Supply Fit, Person-Job Fit, Task Performance*

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