Examining Person-Organization Fit and Person- Job Fit as predictors of Turnover Intention among Ghanaian registered Nurses. Does Psychological Climate Matter?

Julius Atitsogbui (MPhil), University of Ghana Business School (OHRM Dept.)

Prof. Kwesi Amponsah-Tawiah (PhD), University of Ghana Business School (OHRM Dept.)

In recent times, scholars have implied that organizational success is dependent on the compatibility between employees and their organizations and the extent to which their abilities, knowledge and skills match with the nature of the job. Even though Person-Organization fit and Person-Job fit are highly discussed as predictors of turnover intention, little is known about how these constructs predict nurses' turnover intention particularly in the Ghanaian context. The current research examined Person-Organization Fit and Person-Job Fit as predictors of turnover intentions among Ghanaian registered nurses. It explored the mediating effect of psychological climate on this relationship (person-organization fit, person-job fit and turnover intention). A cross-sectional survey method was used to collect data from 322 registered nurses in both private and public Hospitals in Ghana. Simple linear and multiple hierarchical regression were employed to analyze the hypotheses of the study. Results indicated that both Person-Organization Fit and Person-Job Fit have no direct significant relationship on turnover intention. However, psychological climate directly predicts turnover intention among Ghanaian registered nurses. Also, psychological climate partially mediated both the relationship between person-organization fit and turnover intention as well as the relationship between person-job fit and turnover intention among the nurses studied. The findings add to theory by proposing a review and an extension of the Attraction-Selection-Attrition theory by Schneider (1987). The authors recommend that organizations particularly management of health facilities enlist nurses whose personal predispositions, values, abilities, knowledge and skills meet the values of the organization and demands of the profession. More so, it is imperative for health care managers and organisations to redirect efforts towards building nurses' positive perception of their work environment. In other words, factors such as supportive leadership, clarity of roles and management's recognition of nurses' contributions to the organization are critical for building positive psychological climate of the nurses and hence reduce turnover intention.

Hypothesized Model

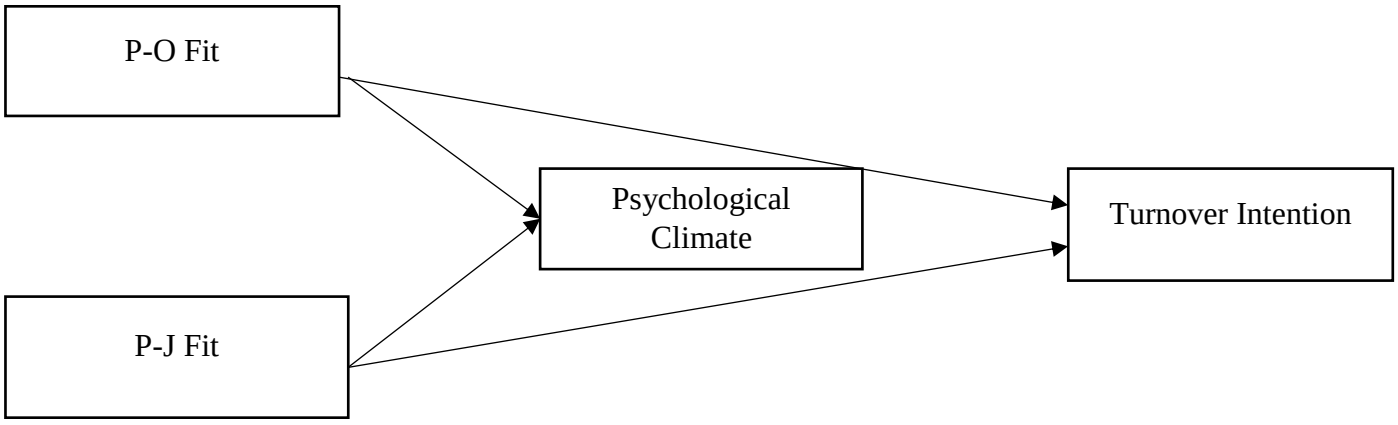


Figure1: A pictorial representation of the hypothesized relationship between the Predictor Variables and the Criterion variable

Observed Model

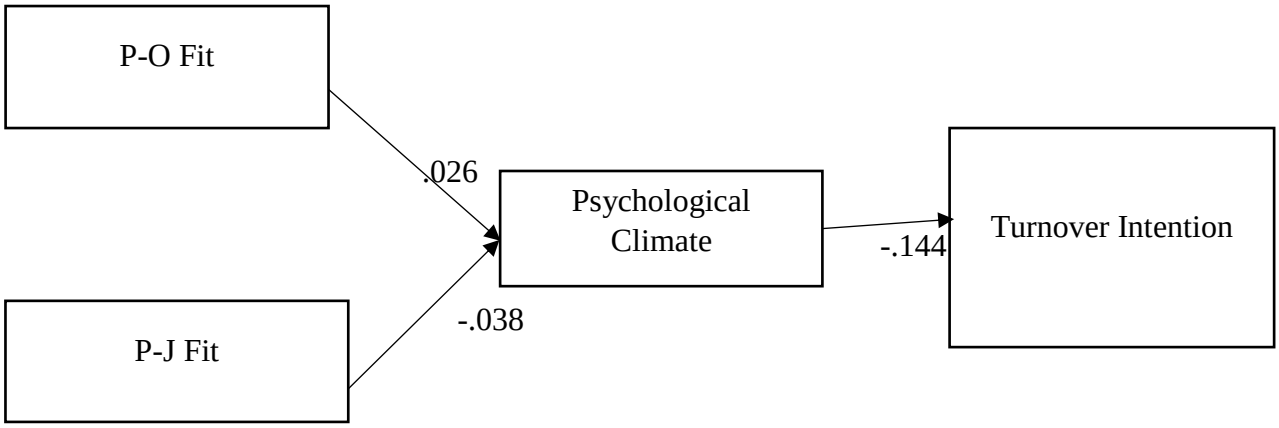


Figure 2: A summary of the observed relationships between independent, dependent and

Recent publications

Atitsogbui J, Amponsah-Tawiah K. Turnover intention and job fit among nurses in Ghana: Does psychological climate matter? *Nursing Open*. 2019; 6:546– 557.

Biography

Mr. Julius Atitsogbui *- Human Resource specialist and an Entrepreneur

Mr. Julius Atitsogbui obtained both his Master Degree in (Organizational and Human Resource Management (MPhil) and Bachelor Degree in Psychology from the University of Ghana. He had worked with Noguchi Memorial Institute of Medical Research as a research assistant. And as a young researcher with keen interest in nurses' management wrote several papers and had one article published in Nursing Open Journal. He also served recently as a reviewer for International Journal of Family Business and yet to be confirmed a reviewer for American Journal Nursing Science. As an entrepreneur, I co- founded of Vovoli- Enterprise, Ghana and had worked with Capital Bank as a speed banker.

Tel; +223054080797*, Email: juliusatitso@yahoo.com*, Oral Presentation*

Prof. Kwesi Amponsah-Tawiah- Organizational Development Specialist

Kwesi Amponsah-Tawiah is an Applied Psychologist and an Associate Professor of Organizational Development at the Department of Organization and Human Resource Management (OHRM), University of Ghana Business School. He is an Occupational Health specialist, with considerable research and consultancy experience in Organisational Development and Change Management, Organizational Design, Health and Safety Management, Organisational Behaviour Management and Corporate Social Responsibility. Kwesi Amponsah-Tawiah is a Fellow of the Institute of Directors, Ghana and the COIL Institute for Global Networked Learning USA, Member of the British Psychological Society, the Ghana Psychological Association, and the Ghana Psychological Council, the International Commission on Occupational Health and the Ghana Institute of Safety and Environment Professionals. Kwesi Amponsah-Tawiah has consulted for a number of local and international organizations including the International Labour Organisation (ILO), World Health Organisation (WHO), Vodafone Ghana Ltd, Unilever Ghana Ltd, Volta River Authority, Tullow Oil Ghana Ltd, Goldfields Ghana Ltd, Ministry of Employment and Labour Relations, Ghana Health Service among others. He holds a PhD in Applied Psychology from the Institute of Work Health & Organisations (I-WHO), University of Nottingham, a BA (Hons) and an MPhil degree in Psychology and Industrial & Organisational Psychology respectively from the University of Ghana.

Tel; 0546238672, Email: kwesi.amponsaht@gmail.com