

Abstract

This study aims to challenge the Person-Environment Fit theory which is an established theory in the literature. This theory defines a person's environment, a factor that is used in predicting her/his psychological well-being, only in terms of the individual's working environment. However, guided by the Work/Family Border theory, this study identifies that a person's environment is a much broader construct than his/her working environment.

Accordingly, this paper intends to define a person's environment as a combination of work and family environments by extending the Person-Environment Fit theory to the family domain. Thus, the concept person-family fit has been introduced to signify a person's fit with her/his family. In particular, this study aims at defining a new person-family fit concept, extending the person-environment fit construct by including person-job fit, person-organization fit, person-group fit, person-supervisor fit and person-family fit dimensions, and finding the relationships between person-environment fit and its separate forms and psychological well-being.

This research study consisted of two subordinate studies, Study 1 and 2. Study 1 developed a scale for person-family fit, and Study 2 was conducted in three phases: validation of a new scale of person-family fit, validation of the person-environment fit construct and testing hypotheses. Data analysis results helped to finalize the new person-family fit scale, and checked the validity of the extended person-environment fit construct. The results of hypotheses testing confirmed that person-job fit, person-group fit, person-supervisor fit, and person-family fit are positively related to psychological well-being whilst person-organization fit is not a significant factor in determining psychological well-being. In addition, taken as a whole, the person-environment fit construct is positively related to psychological well-being. This study generates several theoretical contributions; it defines a new concept person-family fit, develops a scale to measure person-family fit, extends the person-environment fit construct, and tests the direct relationship between person-environment fit and psychological well-being. Finally, from the management perspective this study recommends that organizations should ensure a proper match between an employee and her/his job, group, supervisor, and family as these factors this result to enhance employees' psychological well-being.

Keywords: Person-Environment Fit, Person-Family Fit, Family Environment, Work Environment, Psychological well-being