

Factors that Influence Hiring the Right Person for the Right Job in Sri Lankan Service Sector Organizations

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Abstract

The purpose of this study was to understand the reasons behind the success or failure of the companies in the sample, in hiring individuals with person-job fit and it addressed the research problem “What factors prevent Sri Lankan service sector companies from hiring the right person for the right job?” After reviewing existing literature on the topic, the researchers identified person-job fit to be one of the key types of “fit” and formulated the following research question: “What factors enable Sri Lankan service sector companies to make hiring decisions that ensure person-job fit?” Eight independent variables that were indicated by literary sources to be antecedents of person-job fit were identified and these were categorized under the broad headings of process related variables, people related variables and policy related variables. The sample consisted of 38 companies in seven industries within the Sri Lankan service sector. Likert scale questionnaires were administered to the Heads of Human Resources Management at each of these companies. Several interviews too were held with some of the persons in the sample in order to get qualitative responses and the rationale responses. After analyzing the data, it was found that out of the variables identified, all except the last one had an influence on the level of person-job fit in organizations.

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