

## **Learning from Career Preparedness: Examining the Influence of Person-Environment Fit on Decent Work Expectations**

Qi Kou,<sup>1</sup> Roziah Mohd Rasdi,<sup>2</sup> & Ehikioya Hilary Osolase<sup>3</sup>

The impact of person-environment fit on decent work expectations was less explored among economically disadvantaged students. The main purpose of the study is to investigate the influence of person-environment fit on decent work expectations, and to examine the mediating effect of career preparedness on this relationship among Chinese students with financial constraints. Data were collected from several universities in China consisting of 356 economically disadvantaged college students ( $M_{\text{age}} = 20.3$  years,  $SD = 1.27$ , 71.9% female). Structural equation modelling analysis was employed to examine the hypotheses of the study. The findings showed that person-environment fit significantly influenced decent work expectations directly and indirectly through career preparedness. A new contextual support (i.e. person-environment fit) was identified, and revealed the learning mechanism of career preparedness between P-E fit and decent work expectations. Insights into theory and practice are put forward.

**Keywords:** *career preparedness, decent work expectation, person-environment fit, social cognitive model of career self-management.*

---

<sup>1, 2, 3</sup> Department of Professional Development and Continuing Education, Universiti Putra Malaysia.

(<sup>1</sup> koulawrence@gmail.com)

(<sup>2</sup> Corresponding author: [roziah\\_m@upm.edu.my](mailto:roziah_m@upm.edu.my))

(<sup>3</sup> ehikioyahilaryosolase@gmail.com)