

## **Impact of Person Job Fit Concept on Job Satisfaction of Grade “C” Employees in Ceylon Petroleum Corporation**

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Current work environment is very competitive and dynamic. Human Resource Management is a determinant factor to gain competitive advantage within this competitive and dynamic work environment. So organizations are always satisfied their employees to retain within the organization for a long period. And also organizations select the best employees to their organization. Generally organizations select employees which are best fit to the job. It calls person Job fit concept. It is affect to the job satisfaction of employees.

This study examines the impact of person job fit concept on job satisfaction. This is proposed a conceptual framework for examine the person job fit concept and job satisfaction. The main independent variable is person job fit and it is divided into two categories. There are two independent variables. Those are demand ability perspective and needs supplies perspective. The dependent variable of the conceptual framework is job satisfaction. The sample of the study was grade “C” employees in the Ceylon Petroleum Corporation Oil Refinery to justify the impact of person job fit concept on job satisfaction. A self-prepared questionnaire is used to collect data and measure the correlation, regression and multiple regressions through the Statistical Package for the Social Sciences (SPSS).

It was found that there is a positive relationship between demand ability perspective and job satisfaction. And also there is a positive relationship between needs supplies perspective and job satisfaction. It illustrate that Ceylon Petroleum Corporation can use person job fit to increase job satisfaction. And the analyzed data are indicated that current demand ability perspective is at moderate level and needs supplies perspective is at above average level. And job satisfaction is at moderate level.

***Keywords:*** *Person Job Fit Concept, Job Satisfaction*