



Research Article

**THE EFFECTS OF PERSON-JOB FIT AND PERSON-ORGANIZATION FIT ON TURNOVER INTENTION: THE MEDIATION EFFECT OF JOB RESOURCEFULNESS**

Ali DALGIÇ<sup>1\*</sup> (orcid.org/ 0000-0002-5575-4825)

<sup>1</sup>Isparta University of Applied Sciences, Faculty of Tourism, Department of Tourism Guidance, Isparta, Turkey

**Abstract**

This study investigated the main effects of person-job (P-J) fit and person-organization (P-O) fit on hotel employees' turnover intentions, and mediating effect of job resourcefulness on the main effects. Questionnaire data were collected from a convenience sample of 386 employees of five-star hotels in Antalya, Turkey. The results show that P-J and P-O reduce hotel employees' turnover intentions. In addition, job resourcefulness partially mediates the impact of P-J and fully mediates the impact of P-O on turnover intentions. These findings suggest that hotel managers should identify and solve their employees' work and organisational problems. Intention to leave the job could be reduced by clearly stating the job demands of the hotel managers, supporting employees in job execution, providing required resources, and actively meeting employees' needs.

**Anahtar Kelimeler:** Person-Job fit, Person-Organisation fit, Job resourcefulness, Turnover intention

\* Sorumlu yazar: [alidalgic@isparta.edu.tr](mailto:alidalgic@isparta.edu.tr)

DOI: 10.33083/joghat.2022.136