Person-Environment Fit: Empowering Leadership Practices on Teachers' Work Engagement and Motivation

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ABSTRACT

With schools emphasizing work teams, it is vital to identify teachers who can contribute to a particular work environment. The degree to which an individual and their work environment are compatible is referred to as Person-Environment fit (P-E fit). P-E fit is utilized to predict teachers' work engagement and motivation in this study by examining multiple characteristics of their work environment, including their vocation (person-vocation fit), organization (person-organization fit), and group (person-group fit), and job (person-job fit). The study surveyed 117 public school teachers from the DepEd Division of San Pablo City. Multiple regression analysis was utilized to identify significant predictors of teachers' work engagement and motivation. According to the research, P-E fit is highly observed among public elementary school teachers. Similarly, teachers' work engagement was high, and a high degree of work motivation was evident. Moreover, there was a moderate degree of correlation between factors. Finally, both Person-Organization fit and Person-Group fit were found to be significant predictors of teachers' work engagement and motivation. The study's findings explore the implications of applying the Person-Environment fit to human resource management and organizational leadership practices.

Keywords: person-environment fit, work engagement, work motivation, teacher quality

About the presenter:

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