Chapter 13

THE MEDIATING ROLE OF THE AFFECTIVE COMMITMENT IN THE EFFECT OF THE PERSON-ORGANIZATION FIT ON THE INTENTION TO LEAVE: EXAMPLE OF TEXTILE WORKERS

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Introduction

To the able to acquire the competition superiority by increasing the organizational efficiency is possible with the orientation of many organizational variables together and properly. In this regard, it is mandatory fort he organizations to take measures which increase especially the worker's efficiency by closely following up the current developments of the organizations.

As the lack of coherence between the person and the organization will cause a change of attitude in the person to the organization, it might cause the person to enter into an adverse behavior and attitude to the extent that it will result in leaving the organization. In other words, in the case where there is discordance, significant adverse results may arise at personal and organizational level. The more the number of the elements which are mutually taken into consideration in the person-organization fit and which are consistent with each other, the much more the commitment to the organization can increase. The organizations are extremely eager to incorporate the workers who absolutely have faithfulness to them in a strong and permanent manner. Therefore, they carry out many various, especially sociological studies in order to increase the commitment levels of their workers because it is possible fort he efficiency level to rapidly increase as a result of the fact that the workers behave as committed an deven dependent and also for this to servet o the achievement of the organization collectively.

Among the researches made in the field of the organizational behaviour, the person-organization fit has an importance place. The fact that the individual and organization variables have an important place in terms of the human relations can be shown as the reason fort his. As a result of the mutual interaction between these two variables, a judgment can be passed on whether the person and organization fit is ensured or not. Although when the subject is considered in terms of theory, this coherence is examined, it is seen that is aimed at ensuring this coherence in practice, however (Baransel, 1979).

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themselves as a whole should be carefully arranged. Also the justice and trust perceived by the workers at the workplace will ensure that s/he is affectively committed to the organization by increasing the person-organization fit.

In order to be able to increase the workers' coherence to the organization, various measures in relation to the workplace and the work can be taken by the employers. Above all, a working environment that will give importance to the occupational safety and health practices should be prepared. Apart from this, a working environment in which the worker can work with pleasure, which allows for the creativity of the workers, which supports the development of the workers and which the worker participated in the decision-taking mechanisms.

The most important constraint of this study is that the data was acquired from one sector and one province. Due to this constraint, it is not possible to make a generalization in relation to the results. It is possible to obtain different results from the studies to be carried out in different sectors and in different provinces. Furthermore, the repetition of the reserch with larger samples may make it possible to achieve more gneralisable results.

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