

# An Empirical Study on Person-Job Fit Theory: A Example of Elementary School Teachers

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## Abstract

The main purpose of this study is to investigate the fit between elementary school teachers and their jobs using the Person-Job Fit Scale developed by Chi et al. (2008). In terms of research method, this study conducted a questionnaire survey on teachers of public elementary schools in Taiwan. A total of 1,040 questionnaires were distributed, and 730 valid questionnaires were returned. The results showed that teachers' person-job fit includes five constructs, namely basic need, self-realization, self-esteem need, capacity, and job requirement. The factor structure is a single-hierarchical five-factor oblique model. As for teachers' level of perception, teachers who concurrently serve as directors perceived higher fit in the aspects of capacity and job requirement than those who concurrently serve as Section Chief, and perceived higher fit in the self-esteem need aspects than those who concurrently serve as full-time teachers. This study also proposed suggestions on school practice and follow-up studies according to the research results.

**Keywords:** confirmatory factor analysis, person - job fit, teacher

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