Development of the Person–Family Fit Construct: An Extension of Person–Environment Fit into the Family Domain

M. K. Dinithi Padmasiri¹
Pavithra Kallasapathy²
A. K. L. Jayawardana³

Abstract

This article defines a person’s environment as a combination of work and family environments by extending the person–environment fit theory to include the family domain. The study extends the person–environment fit construct by including person–job fit, person–organization fit, person–group fit, person–supervisor fit (all in work environment) and person–family fit (family environment). In the two studies that were carried using operational-level employees from various industries, we empirically develop a scale for the new concept person–family fit, validated person–family fit scale and the person–environment fit construct. This study makes several theoretical contributions including defining person–family fit construct, developing a scale to measure the same and confirming its inclusion into the person–environment fit construct. Managerial implications are provided to ensure person–job fit, person–group fit, person–supervisor fit and person–family fit in the working environment.

¹ Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Kelaniya, Sri Lanka.
² Department of Human Resources Management, Faculty of Management & Finance, University of Colombo, Colombo, Sri Lanka.
³ Postgraduate Institute of Management, University of Sri Jayewardenepura, Colombo, Sri Lanka; University of New South Wales, Canberra, Australia.

Corresponding author:
M. K. Dinithi Padmasiri, Department of Human Resources Management, Faculty of Commerce and Management Studies, University of Kelaniya, Kelaniya, 11600, Sri Lanka.
E-mail: dinithipadmasiri@kl.ac.lk