

ABSTRACT

Institution : ZBEU Graduate School of Social Sciences, Business Administration Department

Title : Explaining The Relationship Between Person-Environment Fit and Work Attitudes by Self Determination Theory

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Type of Thesis, Year : Ph.D. Thesis, 2019

Total Number of Pages : 225

In this study, depending on the literature person-environment fit and Self Determination Theory; investigated the mediating effects of different Basic Psychological Needs to explaining the relationship between fit levels with working attitudes and behaviors. In this context, it's evaluated perceived person-organization, person-job, person-group and person-supervisor fit of nursing professionals working in inpatient health institutions in terms of various oprationalizations and conceptualization types. In scope of the research firstly it's examinent the effects employee's different levels perceived fit's on emotional commitment to organization, job Involvement and altruism. Then, for these effects to occur, it's tested the mediating role of satisfying the needs of autonomy, competence and relevance specified as Basic Psychological Needs in the Self Determination Theory through the Structural Equation Model.

Independent variables of the research model, person-organization, person-job, person-group and person-supervisor fit were found to have significant effects on working attitudes and behaviors towards related environmental levels. Similarly, Basic Psychological Needs play a functional role in different relationships according to their characteristic. According to the results of the research, it is seen that Basic Psychological Needs have mediator and partly mediator effects in the relationship between fit and working attitudes and behaviors. Therefore for the satisfaction of individuals Basic Psychological Needs provided a useful explanation framework to explain the psychological processes related to different levels of fit resulting from different interactions with work environments. In addition, It is concluded that the perceived fit with different working environment levels is effective in satisfying Basic Psychological Needs in the workplace.

Keywords: Person-Environment Fit, Self Determination Theory, Basic Psychological Needs, Working Attitudes and Behaviors