

Impact of Technology on Person Environment Fit

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Abstract

The 'Person-Environment-Fit' pertains to the fitment between individual and his or her work environment. In other words, it also refers to the compatibility between the two. The personal characteristics that could be included are the needs, values, different types of personalities and their competencies, and professional as well as life goals. The characteristics of work environment include various demands of a job role, the stress and the rewards associated with it. It also includes the different culture and social obligations that a workplace expects. With the evolution of technology, there are analytical tools and studies which showcases the impact of technology on fitment of an individual in a particular job role. The performance in any professional capacity depends upon the interests and competence in different technological and non-technological aspects related to that particular work. Also, there have been different theories about person-environment-fit over the past years that suggests about the different correlations like – person-environment-fit and stress, or, person-environment-fit and satisfaction at work. Therefore, the basic aim of this research paper is to correlate the different technological tools or studies available and the capabilities of a person to fit in a work environment.

Keywords: *Career, employees, environment-type, growth, personality-type, satisfaction, technology*

1 Introduction:

In the last two decades, Person-Environment fit has been a topic of increasing concern. Understanding how the relationship between individuals and their working atmosphere and the effects on efficiency, satisfaction, change, attrition, successful collaboration, ingenuity and innovation 'fit' between the two components are key to competitive advantages. Person-fitness is as ancient as logical reasoning. Plato emphasized the value of integrating the workers with personality and power. Congruence ideas started to evolve in the 1900s. In 1909 Parsons extended the relationship of human qualities with vocations. The basic ideas for the world are based on the needs-press paradigm and interactionism of Murray (1938)

The theory of Person-Environment Fit focuses on the relationship of the attributes of the individual with the world, whereby the individual affects not only his personality but also the surroundings. The adequacy and enthusiasm, actions and general mental and physical wellbeing may be influenced by this compatibility between the person and his environment; that is, if compatibility is best the functioning of the patient will be improved. If inadequate, then the person could be ill-adapted. The goal is therefore to improve P-E fitness by improving the atmosphere and/or yourself (Parker and Collins, 2010)

In the interactionist behaviour philosophy, the principle of person-environment compatibility is based. Early plays such as Pervin (1968) were meant to be compatible with the idea that all conditions suit the individual's temperament, in large part, and that interaction contributes to better results, more satisfaction and less pain. Since Pervin, the validity of PE fit has been confirmed by studies utilizing different exercise representations (Kristof-Brown et al., 2005)

2 Literature Review

John L Holland's topology model reflects on the feedback from the world in which we work. His philosophy offers one an insight into the world in which we function and operate and the manner in which they suit our temperament. There are six forms of workers with various attributes and skills and six specific workplace conditions, according to the Holland principle. The way the principle operates depends on the health of our individual. The six styles of personality are classified as conventional, enterprising, social, artistic, investigative and realistic. The forms are grouped in a hexagon in an angle of the clock with strongly interrelated divisions. There should then be a great deal of psychological difference between artistic and conventional types on the other sides of the hexagon, and therefore somewhat specific personality profiles would be anticipated. While some of the individuals might imitate only one of the six forms while some might represent all six, most of them come in between these two extremes, and are identical mainly to one but are secondary and tertiary to other styles. The worlds that complement our characteristics are ones that take advantage of our strengths and desires. The principle is defined by the form of personality that governs the climate. Therefore, where study forms are the largest number of classes at a university, the university will be labelled as science, although certain conditions that occur in university. Based on their styles, though, we may anticipate settings that have incentives that are compatible with their style, encourage things that they want to do to enhance their category of behavior, to support the concept of success. The concept of orderliness, consistency and continuity will take priority over a traditional mindset. The ideals of business projects and financial or technological successes will be compensated. It permits business styles to operate in a hierarchical structure in which they are relaxed, regulate or influence others and regulate them further up on the ladder. An enterprising climate encourages creativity and leadership skills. Research resources will be accessible in an investigation setting. Individuals are praised by using analysis knowledge to overcome issues. Scientists with science and mathematics expertise should use their strengths in this area. Investigative methods such as – in study settings researchers and physicians, technicians and hospitals may consider the right match for their medical experience. Technical skills are needed in a practical setting. It gives the ability to use equipment and resources to participate in physical operations, outdoor working conditions and anything practical. A practical setting will permit the technological expertise of a reasonable sort to convey. A practical setting is when specific forms of mechanical qualities are valued. Conformity and functional achievement will involve reasonable styles such as – rational styles of characteristics such as healthy, consistent and effective characteristics in the specific setting are improved. A social atmosphere will offer an incentive for citizens to improve their social skills. This encourages the creation of social ideals by individuals. Enhances teamwork, empathy, helpfulness and comprehension. Patience, friendliness, hospitality and understanding of a social sort should be valued. In a social atmosphere, social competencies that social styles want to show are needed. Holland's theory suggests that people prefer to construct an atmosphere, which represents their form. While Holland's model primarily allows people in their research to determine the best atmosphere for an individual, it may be used to help them understand about a certain atmosphere does not motivate them and why it incompatible with their requirements. Any of the questions one has to ask their self are-What sort are they? (artistic, emotional, practical, creative, modern, researcher); what kind of society they live in; what is the largest percentage of people in that setting? Are there any forces to take on certain sorts of principles? Will this world enhance one self's nature or impede it? Should it suit their type? How good does the atmosphere match their type? There is motivation to embrace certain typological standards.

3 Research Methodology

This research paper seeks to explain the technological effect on Person-Environment Fitment. The basic knowledge to be known for studying this topic is regarding the different kinds of personality types and

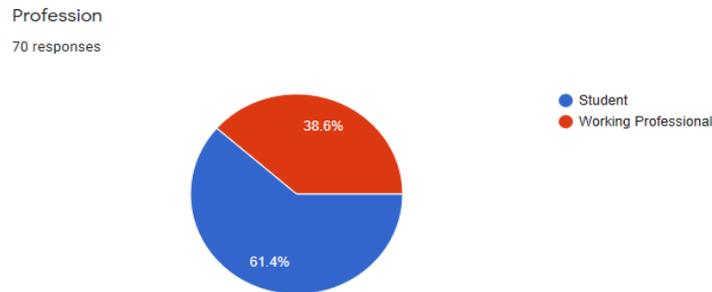
surroundings that are available to works in. The study is quantitative and responses have been collected from 70 working professionals and students using a questionnaire. The survey included both open and closed ended questions. The Likert Scale was used to get the views of electors on a scale of five, as it is the case in the general sector, (1 - Strongly Disagree, 2 - Disagree; 3 - Neutral; 4 - Agree; 5 - Strongly Agree)

All the participants were familiar with different personality types and were comfortable sharing their thoughts about how technology could be leveraged to device Person-Environment fit to maximize growth possibilities at work.

4 Data Presentation And Findings

These are the most significant percentages from the responses received. The questionnaire respondents are graduates and professionals. The questionnaire aims to determine the need for technology in person-environment fit and its effect on embracing and exploiting the definition during their professions.

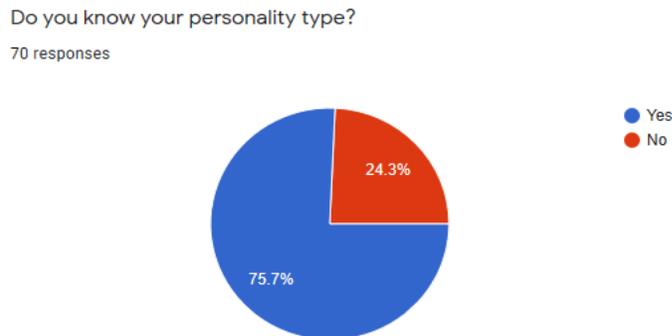
Fig. 1. Types of respondents



Source: Findings by Author

Both students and professionals took part in this survey. Students were included in this study to know more about the impact of the findings on the population who are eventually going to join the work force at organisations soon. The ratio between the two types of respondents was nearly 1:2.

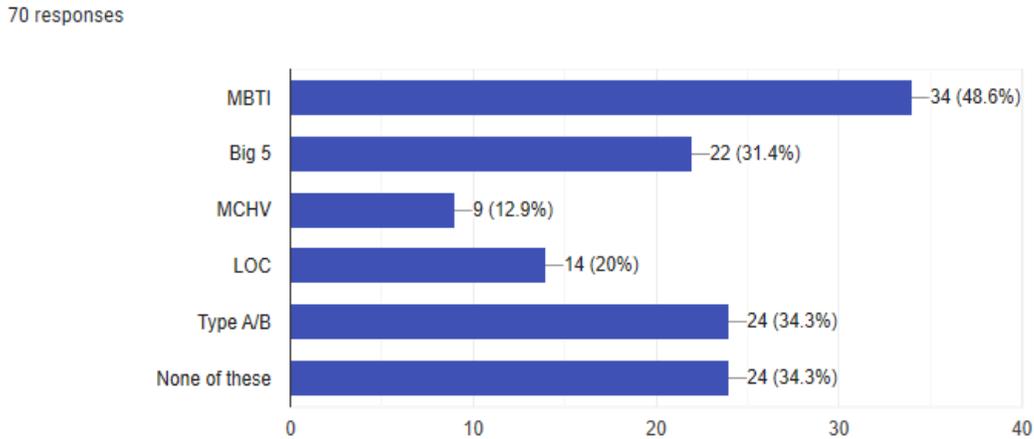
Fig. 2. Number of respondents aware of their personality type



Source: Findings by Author

Many a times, people aren't aware of their personality type and neither their surrounding type. This could hamper the process of adaptation for betterment. Students might loose on the options that could help them to make their career whereas the working people can find it difficult to grow in the organisation. In this survey, more than 75% were familiar with their persona.

Fig. 3. Respondents who have taken Personality Tests



Source: Findings by Author

The most common Personality tests among respondents was MBTI test (Myers-Briggs Type Indicator). Other tests are not as much as known to the respondents as they should be. Because these tests can bring about major changes in the style of flight or flight in case on issues at workplace.

The comparative effects of the submitted replies are displayed in the following tables:

Table 1: Descriptive Analysis

	Mean	Std. Deviation	N
Do you agree that knowing your own personality type might help in choosing your career well?	4.03	1.007	72
Do you agree that knowing your own personality type might help in better job satisfaction and career growth?	4.04	1.027	72
Do you think Technology can impact Person-Environment Fit Relationship more effectively?	3.97	0.919	72
Do you think online personality tests is a great option for students as well as working professionals to choose apt professions & to adapt well to the working culture of their organisation?	3.97	1.021	72

Source: Findings and Calculation by Author

Table 2: Correlation

		Do you agree that knowing your own personality type might help in choosing your career well?	Do you agree that knowing your own personality type might help in better job satisfaction and career growth?
Do you agree that knowing your own personality type might help in choosing your career well?	Pearson Correlation	1	.721**
	Sig. (2-tailed)		0.000
	N	72	72
Do you agree that knowing your own personality type might help in better job satisfaction and career growth?	Pearson Correlation	.721**	1
	Sig. (2-tailed)	0.000	
	N	72	72
Do you think Technology can impact Person-Environment Fit Relationship more effectively?	Pearson Correlation	.351**	.345**
	Sig. (2-tailed)	0.002	0.003
	N	72	72
Do you think online personality tests is a great option for students as well as working professionals to choose apt professions & to adapt well to the working culture of their organisation?	Pearson Correlation	.645**	.539**
	Sig. (2-tailed)	0.000	0.000
	N	72	72

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Findings and Calculation by Author

Table 3: Correlation

		Do you think Technology can impact Person-Environment Fit Relationship more effectively?	Do you think online personality tests is a great option for students as well as working professionals to choose apt professions & to adapt well to the working culture of their organisation?
Do you agree that knowing your own personality type might help in choosing your career well?	Pearson Correlation	.351**	.645**
	Sig. (2-tailed)	0.002	0.000
	N	72	72
Do you agree that knowing your own personality type might help in better job satisfaction and career	Pearson Correlation	.345**	.539**
	Sig. (2-tailed)	0.003	0.000
	N	72	72

growth?			
Do you think Technology can impact Person-Environment Fit Relationship more effectively?	Pearson Correlation	1	.375**
	Sig. (2-tailed)		0.001
	N	72	72
Do you think online personality tests is a great option for students as well as working professionals to choose apt professions & to adapt well to the working culture of their organisation?	Pearson Correlation	.375**	1
	Sig. (2-tailed)	0.001	
	N	72	72

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Findings and Calculation by Author

Table 4: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.740
Bartlett's Test of Sphericity	Approx. Chi-Square	101.885
	df	6
	Sig.	0.000

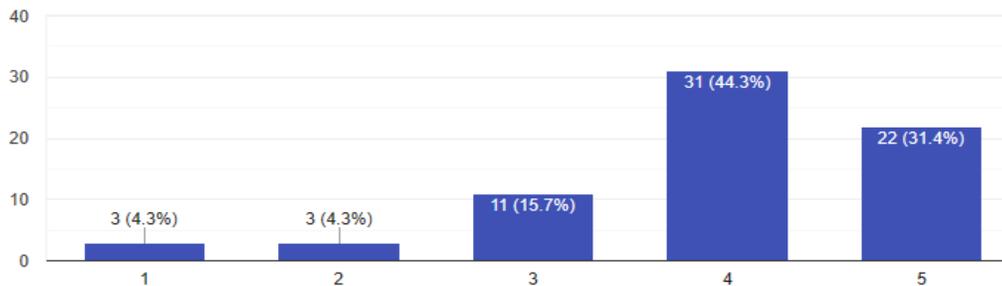
Source: Findings and Calculation by Author

Significance level: .000 levels. Source: Primary data Analysis Interpretation: Table shows that the KMO score is greater than 0.7 and hence, factors with lesser score value can be dropped and the acceptable ones can be considered for further study.

5 Suggestions

Do you think online personality tests is a great option for students as well as working professionals to choose apt professions & to adapt well to the working culture of their organisation?

70 responses



Source: Findings by Author

With the advent of technology in all the spheres of our lives, our life has become easier than earlier. But what can't be ignored is with changing time every day, new sort of problems half surface up. One of the few prominent ones is knowing our own self, diving deep into the complexity of human persona, our likes and dislikes and also about how we fit in, in our environment.

The newer technology can become as a saviour. There are different tests, like – MBTI, LOC, MCHV and others which can help us to know your personality type and design our environment, our career and well-being, too. The question that comes forward is how technology is going to help us and what could be the future aspects of the same. Say, a student knowing that he is more of an artistic kind of person can pursue future in arts or any other technical field related to it such as interior designing. If an enterprising kind of person is following the rut of a conventional traditional job and he doesn't find it interesting enough and he will get frustrated and sulk throughout the day. If he knows the link lacking behind his personality and work, he could actually make a move to do something which is more satisfying for him.

Here, technology can help individual to understand the basic nature of his own self and the surroundings he is working in. Also, the young population, currently pursuing higher studies and plan to join the corporate world soon can also take some personality tests online that could be available easily online with valid backup and authenticity which could otherwise become very cumbersome to get through offline. People at different stages of career can make the use of technology to make a better choice through P-E fit.

6 Conclusion

Overall, some people know about their personality types and others want to know theirs. Actually, knowing the personality as well as environment types can help people not only to progress in future, but also to make a keen move by choosing their job profile as per their likes and dislikes and design their careers, too. Technology can help to have a faster access to personality tests and other authentic sources of use to learn more about different personas and ways to adapt and mould our own self to get in sync with the environment.

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