

**Designing of the structural model of the relationships between the five-fits (person-job, person-organization, person-vocation, person-group and person-career) with job stress considering moderating role of personality characteristics.**

**Saeed Goodarzi\***  
**Hossein Samavatyan\*\***  
**Aboulghasem Nouri\*\*\***

**Introduction**

Stress is a general phenomenon and a major challenge in working environments, which can endanger the physical and mental health, as well as reduce the quantity and quality of staff's performance. There are several patterns and approaches in which has somehow examined stress in the workplace. Another model that has entered the literature and research of industrial and organizational psychology in recent decades is the fit-person-environment approach. However, despite the discovery of the individual-environment dimensionality as a multiple structure, there are few studies that measure all the angles and dimensions of this important structure in relation to stress, or they investigate the role of personality traits in relation to individual-environment while occupational stress has been considered as a moderator variable. Therefore, the present study has been carried out with regard to this deficiency and defect in previous researches with the aim of expanding the pattern of the person-environment fit and the development of its literature in Iran.

**Method**

The research method was descriptive and correlational. The statistical population consisted of all personnel of the Polyacril Company of Iran (800

---

\* Ph.D. Student, University of Isfahan, Isfahan, Iran.

\*\* Associate Professor, University of Isfahan, Isfahan, Iran. *Corresponding Author:* [h.samavatian@edu.ui.ac.ir](mailto:h.samavatian@edu.ui.ac.ir)

\*\*\* Professor, University of Isfahan, Isfahan, Iran.

people) in the year 2018. In this study, the sample size was estimated using random stratified random sampling (260 people). Measurement tools included Personal-Occupational Fitness (PJF), Individual-Organization Fitness (POF), Person-Occupational Fitness (PVF), Person-Group Fitness (PGF), Person-Career Fitness (PCF), and Job Stress (JS) questionnaires and personality traits (NEO). To analyze the data, descriptive statistics and Structural Equation Modeling (SEM), using PLS smart software, were used.

### Results

The findings showed that there are significant relationships between the individual-group fit ( $p < 0.002$ ) and the combination of five-dimensional proportions with job stress ( $p < 0.001$ ). Also, the personality component of openness to experience, significantly moderated the relationship between the five-dimensional proportions and occupational stress ( $p < 0.007$ ).

### Conclusion

In this research, among the five fit criteria, the individual-group fit with path coefficient equal to  $-0.322$ , and among the personality traits, the personality component of openness to experience with a path coefficient equal to  $-0.319$ , had a major role in reducing stress. As well, the combination of five proportions as an independent factor with the personality component of openness to experience had a significant interaction with employees' job stress. According to the research findings, it is suggested that this model be used to reduce the stress of employees in similar environments.

**Keywords:** five fits, personality characteristic, job stress

---

**Author Contributions:** The current article have been extracted from Mr. Saeed Goudarzi's Ph.D. dissertation at the Department of Psychology, University of Isfahan, supervised by Dr. Hossein Samavatyan, and consulted by Dr. Aboulghasem Nouri. All authors discussed the results, reviewed and approved the final version of the manuscript.

**Acknowledgments:** The authors thank all dear personnel in Polyacril of Iran Company who have helped us in this research.

**Conflicts of Interest:** The authors declare there is no conflict of interest in this article. This article extracted from the Ph.D. dissertation, with the guidance of Dr. Samavatyan and with the consultation of Dr. Nouri.

**Funding:** This article did not receive any financial support.

---