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Perspectives on Organizational Fit (SIOP Organizational Frontiers Series)

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This book concerns how employees consider their work lives, how well they fit their jobs, the work setting, other people, and what is important and valued in their organizations. *Perspectives on Organizational Fit*, a new book in SIOP's Organizational Frontiers Series, takes a scholarly look at fit in organizations: the relationship between individuals and the environments in which they find themselves.

As the volume extends upon recent advances in fit theory, the contributors address how fit theory is used within selection, recruitment, diversity, and leadership teams. It also explores the integration of different fit perspectives, and clarifies the methodological and statistical issues that plague fit research.

The burgeoning interest in fit issues makes this book especially timely. It is comprised of three parts that cover:

- new directions in fit processes, as well as micro and macro levels of analysis;
- methodological and statistics issues that pertain to conducting fit research; and
- reflections from the chapter authors and the continuing challenges of future research in fit theory.

Perspectives on Organizational Fit is appropriate for researchers and professionals in the areas of human resource management, organizational behavior, and industrial organizational psychology.

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