

Analyzing Person-Environment Fit with Gender Lens among Managers in Pakistan

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Abstract

The present study explored gender differences in perceived person-environment fit among managers working in the public and private sector organizations in Karachi. Person-environment fit refers to compatibility between the individual characteristics and work environment attributes (Lindholm, 2003). This study focused on person-job fit and person-organization fit dimensions of person-environment fit. Data from 200 managers (100 men and 100 women), working at different levels in public and private organizations in Karachi, collected through a brief questionnaire (Saks and Ashforth, 1997) suggest significant gender differences in perceived person-environment fit at the lower management positions ($p < 0.01$ level). As the management ladder went up, the difference diminished. The differences were more pronounced in private organizations ($p < 0.05$ level) and showed significant gender differences at lower ($p < .05$ level) and senior management levels ($p > 0.01$ level). Organizational and personnel implications of these findings are discussed.

Keywords: *Person-Environment Fit; Management; Gender*