

تاریخ دریافت: ۹۰/۴/۲۶

تاریخ پذیرش: ۹۰/۶/۱۶

فصلنامه رسالت مدیریت دولتی
سال دوم / شماره دوم / تابستان ۱۳۹۰

(:)

()

^۱ استادیار گروه مدیریت دولتی دانشگاه آزاد اسلامی، واحد بروجرد، ایران

^۲ مربی گروه مدیریت دولتی دانشگاه آزاد اسلامی، واحد بروجرد، ایران

^۳ دانش‌آموخته کارشناسی ارشد گروه مدیریت دولتی دانشگاه آزاد اسلامی، واحد بروجرد، ایران

(مسئول مکاتبات) pone_999@yahoo.com

()

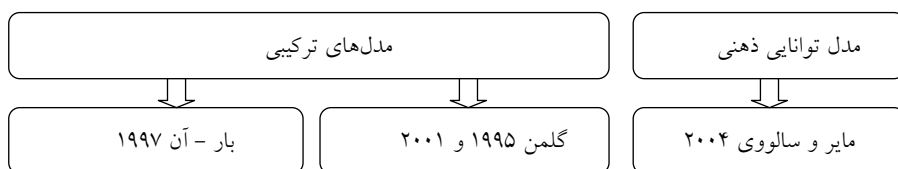
(
(
(

()

» : ()

«.

فصلنامه رسالت مدیریت دولتی



:

()

()

...

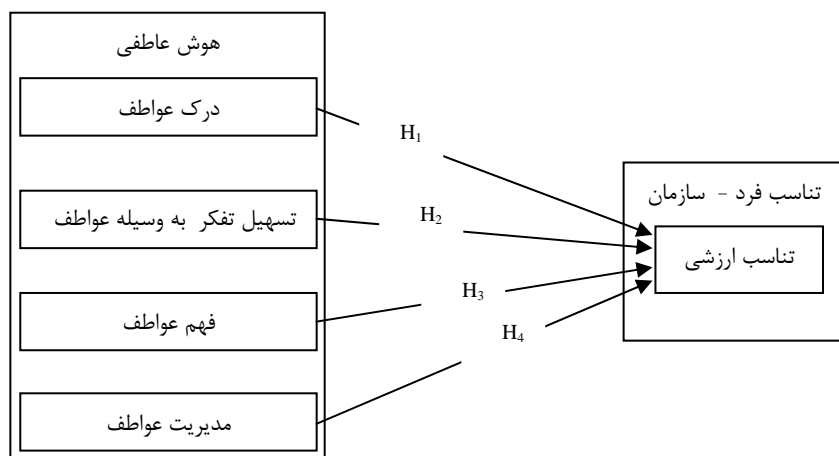
()

()

)

.(

() ASA



فصلنامه رسالت مدیریت دولتی

() :

()

$$n = N/1 + N(d^2)$$

/ (d)

()

/

/

Sig

:

sig	(r ²)	(r)
/	/	/ **
/	/	/
/	/	/ *
/	/	/ **
/	/	/ **

/ ** / *

/

/

/

/

/

/

()

()

()

()

()

()

- 1) Sarmad, zohreh and bazargan, abbas and hejazi, alaheh. (1387). Research methods in behavioral sciences. Tehran: institute for publishing ageh.
- 2) Abbott, G. , White, F. , & Charles, M. (2005). Linking values and organizational commitment: A correlational and experimental investigation in two organizations. Journal of Occupational Psychology. 78 4.
- 3) Anderson, C., Spataro, S., & Flynn, F. 2008. Personality and organizational culture as determinants of influence. Journal of Applied Psychology. 93,number3.
- 4) Bates, Cheryl René. 2009. THE RELATIONSHIP BETWEEN PERSON-ORGANIZATION FIT AND EMOTIONAL INTELLIGENCE. UNIVERSITY OF PHOENIX, Copyright by ProQuest LLC.

- 5) Billsberry, J. , Ambrosini, V. , Moss-Jones, J. , & Marsh, P. 2005. Some suggestions for mapping organizational members' sense of fit. Journal of Business & Psychology, 19 (4).
- 6) Caruso, D. , Salovey, P. , & Mayer, J. (2004). Emotional intelligence and emotional leadership. In P. Salovey, M. Brackett, & J. Mayer. Emotional intelligence: Key readings on the Mayer and Salovey model (pp. 305-325). New York: Dude Publishing.
- 7) Cherniss, Cary and Goleman, Daniel (2001), THE EMOTIONALLY INTELLIGENT WORKPLACE. Jossey-Bass is a registered trademark of John Wiley & Sons, Inc.
- 8) Coldwell, D. , Billsberry, J. , Meurs, N. & Marsh, P. (2008). The effect of person-organization ethical fit on employee attraction and retention: Towards a testable explanatory model. Journal of Business Ethics, 78 (4), 611-622.
- 9) De Cooman, Rein, De Gieter, Sara, Pepermans, Roland, Hermans, Sabrina, Du Bois, Cindy, Caers, Ralf and Jegers, Marc. (2009). Person-organization fit: Testing socialization and attraction-selection-attrition hypotheses. Journal of Vocational Behavior 74, vol, pp, 102-107.
- 10) Dulewicz, V. , & Higgs, M. (2003). Leadership at the top: The need for emotional intelligence in organizations. The International Journal of Organizational Analysis, 11 (3), 193-210.
- 11) Erdogan, B. , & Bauer, T. (2005). Enhancing career benefits of employee proactive personality: The role of fit with jobs and organizations. Personnel Psychology, 58 (4), 859-891.
- 12) Fiedeldey-Van Dijk , C. , & Freedman, J. (2007). Differentiating emotional intelligence in leadership. Journal of Leadership Studies, 1 (2), 8-20.
- 13) Goleman, D. (2001). An EI-based theory of performance. In C. Cherniss and D. Goleman (Eds.). The emotionally intelligence workplace: How to select for, measure, and improve emotional intelligence in individuals, groups, and organizations (pp. 27- 44). San Francisco: John Wiley & Sons, Inc.
- 14) Hogan, R. , Hogan, J. , & Warrenfeltz, R. (2007). The Hogan guide: Interpretation and use of Hogan inventories. Tulsa, OK: Hogan Assessment Systems, Inc.
- 15) Kristof, A. (1996). Person-organization fit: An integrative review of its conceptualizations, measurement, and implications. Personnel Psychology, 49 (1), 1-49.
- 16) Kristof, A. (1996). Person-organization fit: An integrative review of its conceptualizations, measurement, and implications. Personnel Psychology, 49 (1), 1-49.
- 17) Kristof-Brown, A. , Jansen, K. , & Colbert, A. (2002) A policy-capturing study of the simultaneous effects of fit with jobs, groups, and organizations. Journal of Applied Psychology, 87 (5), 985-993.
- 18) Landen, M. (2002). Emotion management: Dabbling in mystery – white witchcraft or black art? Human Resource Development International, 5 (4), 507-521.
- 19) Mayer, J. , & Salovey, P. (2004) What is emotional intelligence? In P. Salovey, M. Brackett, & J. Mayer. Emotional intelligence: Key readings on the Mayer and Salovey model (pp. 29-59). New York: Dude Publishing.

- 20) Mayer, J. , Caruso, D. , & Salovey, P. (2004). Emotional intelligence meets traditional standards for an intelligence. In P. Salovey, M. Brackett, & J. Mayer. Emotional
- 21) Mayer, J. , Salovey, P. , & Caruso, P. (2004). Emotional intelligence: Theory, findings, and implications. Psychological Inquiry, 15 (3), 197-215.
- 22) Resick, C. , Baltes, B. , & Shantz, C. (2007). Person-organization fit and work-related attitudes and decisions: Examining interactive effects with job fit and conscientiousness. Journal of Applied Psychology, 92 (5), 1446-1455
- 23) Salovey, P. , Mayer, J. (1990) Emotional intelligence. In P. Salovey, M. Brackett, and J. Mayer (Eds.). Emotional intelligence: Key readings on the Mayer and Salovey model (pp. 1-27). New York: Dude Publishing.
- 24) Schneider, B. (1987). The people make the place. Personnel Psychology, 40, 437-453.
- 25) Vogel, Ryan M. and Feldman, Daniel C. (2009). Integrating the levels of person-environment fit: The roles of vocational fit and group fit. Journal of Vocational Behavior vol, 75, pp. 68–81.
- 26) Yang, Liu-Qin, Levine, Edward L. , Smith, Mark A. , Ispas, Dan, Rossi Michael E. (2008). Person-environment fit or person plus environment: A meta-analysis of studies using polynomial regression analysis. Human Resource Management Review, vol, 18, pp, 311–321.

¹ Cherniss & Golman
² fiedeldey et al
³ Billsberry et al
⁴ Resick et al
⁵ Ardoghan and baver
⁶ Frase
⁷ Landen
⁸ Decooman et al
⁹ Bradberry and Greaves
¹⁰ Kristof-Brown et al
¹¹ Ravlin and Ritchie
¹² Caruso et al
¹³ Vogel and Feldman
¹⁴ Abbott et al
¹⁵ Keldol et al

