

## **ABSTRACT**

Five hundred and eighteen employees, one hundred ninety nine executives and three hundred and nineteen supervisors, from nineteen departments of a private steel organization participated in a study which was designed to develop organizational profile and personal profile and then investigate person-organization fit. The approach to develop organizational profile and personal profile was adopted from Caldwell and O'Reilly (1990). Relationship of person-organization fit and organizational climate on work behavior of employees was also investigated. Work behavior variables which were identified were organizational commitment, hard work, job affect, job satisfaction, target realization, effects of stress, intent to leave, effectiveness and satisfaction/frustration index.

The findings indicated that person-organization fit significantly influenced hard work, target realization, job satisfaction and satisfaction/frustration index.

Organizational climate was found to be significantly predicting job affect, job satisfaction, target realization, satisfaction/ frustration index, effectiveness, effects of stress (negatively) and intent to leave (negatively).

Age was reported to be significantly and negatively influencing organizational commitment. Highly educationally qualified employees were reported to realize higher targets and were more effective.

Person organization fit was reported to be different across levels of employees and groups of departments.

Organizational climate was reported to be different across groups of departments but same across levels of employees.