

Abstract

Despite the study of the person congruence theory (P-E fit) for over fifty years, less has been done in within-occupation analysis. Discipline and guidance are claimed to be two distinct duties in school. This study investigates the P-E fit and job satisfaction among teachers assigned with the two duties. A newly developed personality assessment instrument tailored for the Chinese cultural context is used to measure “person” and “environment”. The environment variables, defined by duty-required personality traits, are obtained in Study One. By comparing teacher’s personality traits obtained in Study Two with the environment variables derived from Study One, an index of P-E fit is produced. Results found that the two duties did not show big difference in duty-required personality traits. It also confirmed that P-E fit and job satisfaction have significant positive correlation in both duties. The cooperation of the two duties and the limitations of the study will be discussed.