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**THE MEDIATING ROLE OF PSYCHOLOGICAL EMPOWERMENT ON
THE RELATIONSHIP BETWEEN PERSON ORGANIZATION FIT AND
INNOVATIVE WORK BEHAVIOUR**

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Abstract

There is a need of several organizations for the impact of an employee's person-organization (P-O) fit on his/her innovative work behaviour (IWB). A number of studies have examined the impact of P-O fit on multiple employee positive behaviours and outcomes; potential mediating effect of psychological empowerment is less frequently explored. The current study aims to fill this gap in the literature. To understand the psychology of P-O fit, this study has longitudinally analyzed the relationship between P-O fit and IWB both self and supervisor-based assessments and impact of psychological empowerment on this relationship.

Data were collected from 111 subordinates and 67 supervisors from technologies firm and the technology firms are located in Shenzhen, China.

Results of the study indicate that employee's P-O fit is positively related to both self and supervisor ratings of innovative behaviours, and psychological empowerment acts as a partial mediator between P-O fit and IWB. These results imply that an employee's perception of value congruence impacts his/her perception about feeling of empowerment, which in turn helps in engaging him/her in to acts of IWB more often.

Keywords: Innovation, Psychological empowerment, Innovative work behaviour, Employee creativity, Person-organization fit.