Investigation on the Influence of Job Matching Degree on Employee Performance

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Keywords: Human Post Matching; Job Performance; Regression Analysis; Impact Study

Abstract: In recent years, under the background of the rapid development of China's economic reform, in order to promote the further promotion of the overall development of enterprises, enterprises put talent attraction and introduction in the primary position of enterprise development. However, due to the defects in enterprise management, talent value has not been brought into play. Based on this to maximize the value of talent has become a common concern of current enterprises. Human-post matching can effectively solve the problems in recruitment and appointment of employees and provide some solutions for the improvement of employees' work performance. The purpose of this paper is to explore the relationship between job matching and employee performance, and on this basis to achieve the overall improvement of employee performance. First based on the related information to the person hillock matching, and to illustrate the performance of related concepts, then by using questionnaire survey method, literature method, and combined with regression analysis algorithm, on the relationship between the people post match and work performance is analyzed, thus the staff post match in employee performance influence; Finally, the author puts forward some strategies to improve employee performance from the perspectives of human post structure and job performance. The experimental results show that there is a positive correlation between job matching degree and employee performance, and the improvement of job matching degree is beneficial to the improvement of employee performance.

1. Introduction

The promotion of employee performance has always been the focus of management. From the perspective of the overall work of current employees, most employees have low enthusiasm and low performance. In essence, the reason for this phenomenon is the lack of efficient integration between personnel and posts. At present, most enterprises still pay too much attention to the traditional way of assessing employees' work ability, ignoring the relationship between employees and posts. From this point of view, the human-post matching degree is not only closely related to the display of personal value, but also has a profound impact on the work efficiency of employees. Based on this, scholars at home and abroad pay more and more attention to the relationship between job matching degree and employee work performance, hoping to promote the effective improvement of employee work efficiency through this research.

Human and post matching degree is related to enterprise management and development, so scholars at home and abroad have conducted a series of studies on human and post matching degree, which has also experienced a relatively long development process. In literature [1], the author describes the concept of human-environment matching, and on this basis establishes the expression of human-environment interdependence, specifically expressed as B=(P,E). In literature [2], the author studied the measurement method of human-post matching degree, and divided the measurement method into direct measurement and indirect measurement based on the matching measurement method of team members. The direct measurement makes clear the conscious
matching degree of participants, while the indirect measurement separately measures the characteristics of the environment and personnel, and makes a comprehensive comparison, which overcomes the shortcomings of the direct measurement. In literature [3], the author focuses on the significance of human-post matching, and combines the construction of enterprise human resources with human-post matching, proving that the improvement of human-post matching degree has a profound impact on the enhancement of talent utilization and market competition.

Work performance is an important indicator to measure work efficiency, and the level of employees' work performance will have a direct impact on the overall development of the enterprise. Based on this, the scholar also conducted in-depth research on it. In literature [4], from the perspective of social cognition theory, the author explains the core status of task performance in job performance through questionnaires. In literature [5], the author made an in-depth analysis of the factors influencing job performance and identified three main factors closely related to job performance ratio, namely environment, task and individual factors. In literature [6], the author studies the correlation between corporate culture matching and job performance by taking cultural matching as the starting point, and the results prove that there is a positive correlation between the two.

To sum up, there are few relevant studies on the relationship between job matching degree and employee work performance, and existing studies have not reached a consistent conclusion [7]. In order to explore the relationship between human-job matching degree and employee work performance and promote the overall improvement of employee work performance, this paper first illustrates the concepts of human-job matching and job performance by combining relevant data. Then, by means of questionnaire survey, literature method and regression analysis algorithm, the relationship between job matching and job performance was analyzed, and the influence of job matching degree on employee job performance was obtained. In the end, strategies to improve employee performance are proposed from the perspectives of human post structure and job performance [8-9]. The research in this paper not only points out the direction for the improvement of employees' work performance from the perspective of person-job matching, but also lays a theoretical foundation for future related research.

2. Method

2.1 Matching Degree and Job Performance

Personnel post match referred to as "people post match, foreign scholars Lewin in matching concept is proposed on the basis of a personal and environment mutually expression formula, B = (P, E), B on behalf of the employee's behavior, P said employees themselves, E said in the environment of employees, and the expression formula of emphasizes the interaction between the three and influence. On this basis, Edwards believes that the degree of consistency between employee attributes and post attributes is the human-post matching degree [10-11]. There are two kinds of human-post matching degree, namely demand-supply matching degree and demand-ability matching degree. Require-ability matching refers to the degree of adaptability between job requirements and employees' abilities. In other words, if an employee wants to hold a specific position, he/she must meet the requirements of the position in terms of talents and skills. Demand-supply matching degree refers to the degree of fit between the demands of employees for working conditions and environment and the conditions provided by enterprises, that is, the working conditions provided by a position should match the expected conditions of employees [12]. Here, the working conditions cover a wide range, including not only the salary and working environment provided by the position, but also the satisfaction, self-efficacy and sense of honor of employees [13].

Different scholars have also given different definitions of job performance. Campbell first studied job performance, equating it with task performance and paying attention to employees' contribution activities at the technical level. Borman refuted this theory and believed that task
performance was one aspect of job performance. Based on this, Borman proposed a two-dimensional structure of job performance and added situational performance on the basis of task performance. Pulakos considers the adaptive state of employees to new tasks and adds adaptive performance to the scope of job performance. Based on relevant studies and the actual situation in China, Chinese scholars put forward three specific dimensions for measuring job performance, including adaptive performance, task performance and adaptive performance.

2.2 Regression Analysis Algorithm

Regression analysis is a common algorithm in linear regression analysis, including unitary linear analysis and multivariate linear analysis. Regression analysis algorithm is mainly used to study the relationship between different variables, in which the dependent variable is the explained variable and the independent variable is the explanatory variable. The regression analysis algorithm can study the relationship between dependent variables and independent variables and make predictions according to the research results. The specific formula of the regression analysis algorithm is as follows:

\[ y_i = \alpha + \beta_1 x_1 + \beta_2 x_2 + \ldots + \beta_k + \varepsilon_i \]  

In formula (1), \( y \) represents the explained variable, that is, the dependent variable; \( \alpha \) denotes the intercept term of the regression model; \( \beta \) denotes the required capability matching degree; \( x \) denotes the explanatory variable, i.e. the independent variable; and \( \varepsilon \) denotes the error term. On this basis, combining the characteristics of human-job matching, this paper establishes the relationship model between human-job matching and employee performance. The specific model is as follows:

\[ \Delta R = P + \beta x_1 \times 0.71x^2 \]  

In formula (2), \( \Delta R \) represents the regression of work performance, \( P \) represents the matching coefficient, and \( x_2 \) represents the standard variance value of each variable. With the help of this model, the effective regression analysis of job performance can be realized.

3. Experiment

The first step is to determine the experimental research method. In this paper, the influence of human-post matching degree on employee work performance is studied by means of literature review and statistical analysis, and the relationship between human-post matching and work performance is easily investigated and sorted out, especially the collation and recording of relevant data. Then, SPSS21.0 statistical software was used to sort out the collected data.

The second step is to determine the experimental samples. In this paper, 16 enterprises in a city were taken as the experimental objects of the survey. Through questionnaires, a total of 350 questionnaires were issued and 312 valid questionnaires were collected. In order to ensure the reliability of the survey results, the respondents involved managers at different levels.

The third step is the regression analysis of human-post matching degree to work performance. On the basis of the above survey, work performance was taken as the dependent variable, and the survey and collected data were substituted into the above regression analysis formula to carry out step by step regression. The relationship between human-post matching degree and work was studied to analyze the impact of human-post matching degree on work performance.

4. Discuss

4.1 Regression of Human-Post Matching Degree to Work Performance

With the help of the above regression analysis algorithm, the relationship between human-job
matching degree and job performance is regressed, and the influence of personnel matching degree on job performance can be deeply analyzed. The specific analysis data are shown in table 1 and figure 1 below, and the data in the chart is the result calculated and sorted by the author.

**Table 1.** Regression data of human-job matching degree to job performance

<table>
<thead>
<tr>
<th>Variable</th>
<th>Mean</th>
<th>ΔR</th>
<th>β</th>
<th>P</th>
<th>x</th>
<th>ε</th>
</tr>
</thead>
<tbody>
<tr>
<td>Require-ability match</td>
<td>4.29</td>
<td>0.163</td>
<td>0.171</td>
<td>&lt;0.01</td>
<td>/</td>
<td>/</td>
</tr>
<tr>
<td>Demand-supply match</td>
<td>4.16</td>
<td>0.184</td>
<td>0.244</td>
<td>&lt;0.001</td>
<td>/</td>
<td>/</td>
</tr>
<tr>
<td>Task performance</td>
<td>5.09</td>
<td>0.109</td>
<td>0.210</td>
<td>&lt;0.001</td>
<td>0.530</td>
<td>1</td>
</tr>
<tr>
<td>Contextual performance</td>
<td>5.03</td>
<td>0.127</td>
<td>0.238</td>
<td>&lt;0.001</td>
<td>0.448</td>
<td>0.482</td>
</tr>
<tr>
<td>Adaptive performance</td>
<td>5.08</td>
<td>0.128</td>
<td>0.120</td>
<td>&lt;0.05</td>
<td>0.432</td>
<td>0.478</td>
</tr>
</tbody>
</table>

*Data were collected from questionnaires and documents*

![Figure 1. Growth chart of human-job matching degree and job performance data](image)

Table 1 shows that the regression R of work performance is 0.163, 0.184 and 0.109, respectively. The value hovering around 0.1 indicates that the regression of work performance is good. Furthermore, it can be seen from the specific data that the human-post matching degree has a positive impact on task performance (0.171, p < 0.01), situational performance (0.210, p < 0.001) and adaptive performance (0.120, p < 0.05). From the above data and the data in figure 1, we can see that the matching degree between job and position is in direct proportion to the work performance of employees. The specific performance is as follows: first, the matching degree between job requirements and employee quality is in direct proportion to the performance of employees. Second, the degree of matching between job compensation and employee contribution plays an important role in the improvement of employee performance. The improvement of the matching degree enables employees to realize the value of their own existence to the greatest extent,
so as to further improve work efficiency. Based on this conclusion, this paper will put forward some strategies to improve employee performance from the perspectives of human post structure and job performance.

4.2 Analysis of Strategies to Improve Employee Performance

(1) Optimize the personnel structure of the enterprise

It has been explained above that human-post matching has an important impact on employee performance. Therefore, in order to improve employee performance, it is necessary to optimize the human post structure. The following two aspects can be taken into account in the optimization of personnel structure: first, to promote the optimization of enterprise personnel recruitment. The optimization of personnel recruitment must do the following: first, before personnel recruitment, multiple measures simultaneously to achieve in-depth analysis and evaluation of the post, the post characteristics, job requirements and duties of the post staff for a detailed analysis, according to the actual needs of the enterprise staff recruitment. Secondly, the candidates are measured comprehensively, including the measurement of personality and quality. Thirdly, the key to the evaluation of recruitment personnel lies in the evaluation of professional skills; Second, through the adjustment of internal posts in the enterprise to achieve human-post matching. The enterprise should carry on the flexible adjustment to the post according to the development demand of different period. Continuous changes in the economic situation will also have a direct impact on the job demand, in order to ensure the enthusiasm of employees, employees must be adjusted in a timely manner. Therefore, employees should pay close attention to the working environment after entering the company. Enterprises also need to evaluate the fit between employees and their posts through dynamic investigation of employees, with the help of a new test method, and timely adjust the posts according to the assessment results, so as to realize the re-match between posts and personnel.

(2) Optimize employee performance management

Through the analysis of the current assessment methods of employees in enterprises, it can be found that most enterprises still take the traditional assessment method that pays too much attention to employees' work ability. This assessment method only focuses on employees' ability, which has certain limitations and is not conducive to improving employees' work performance. Therefore, to achieve the improvement of employee performance must do the following: first, optimize the employee performance appraisal system. It not only makes different assessment standards based on the department, but also divides the basis of performance assessment in detail according to the positions and responsibilities of employees. Second, carry out employee self-performance evaluation. That is, employees evaluate their specific performance in work, which involves comprehensive aspects such as work attitude, ability and performance. Through self-performance evaluation, employees can clearly understand their own work. Not only that, at any time to strengthen the training of employees, to promote the continuous improvement of employee performance.

Conclusion

On the basis of existing researches, this paper deeply analyzes the relationship between human-post matching degree and work performance, and explores the influence of personnel post matching degree on employee work performance, pointing out the direction for the improvement of employee work performance in the future, which is conducive to promoting the development of the enterprise. Finally, the following conclusions are drawn:

(1) There is a positive correlation between job matching and job performance.
(2) Put forward strategies to improve employees' work performance from the perspectives of human post structure and job performance management.
References


