The Effect of the Congruence between the Individual Lifestyle and the Organisation Structure On Job Satisfaction

A Thesis in Fulfilment of the Requirements of Nottingham Trent University and Southampton Institute for the Doctor of Philosophy Degree

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Abstract

Theoretical and empirical relationships between the individual's lifestyle, organisational characteristics, and job satisfaction have received considerable attention in the literature.

Typically, contingency models of organisational behaviour have related job satisfaction to the interaction of the socio-personality characteristics of individuals and the internal characteristics of the organisation (structure).

The purpose of this study is to test the hypothesis that individual lifestyle interacts with organisational structure to influence the change in job satisfaction. In addition, the study tries to compare the predictive power of "subtractive" and "multiplicative" contingency and non-contingency models of job satisfaction. Specifically, interested in testing the hypothesis that the congruence between the individual lifestyle and his perception of the internal characteristics of the organisation (structure) will account for significantly more variance in individual job satisfaction than any single predictor of these same variables.