个人与职业匹配量表(Vogel & Feldman, 2009)

（Person-Vocation (P-V) Fit Scale, PVF）

简介

Person-vocation (P-V) fit refers to the congruence between individuals’ interests and abilities and the characteristics and requirements of their vocation (Holland, 1985). Although somewhat related, P-V fit differs in significant ways from P-J fit. For some workers, the concepts of ‘‘vocation” and ‘‘job” may have considerable overlap; however, many situations exist where this is not the case. P-V fit refers to the congruence of skills and needs at the level of the occupation. In contrast, P-J fit refers to the congruence present in a specific position. Consequently, it is possible for individuals to achieve P-V fit but not P-J fit.

信度与效度

The research site for the study was the headquarters of a nationwide restaurant chain. There were 222 full-time professional and administrative employees at this office. Of those contacted, 185 employees responded, for a response rate of 83%. The coefficient alpha for this scale was 0.65.

量表

请您根据自己的实际感受和体会，用下面3项描述对您自身情况进行评价和判断，并在最符合的数字上划○。评价和判断的标准如下：

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **非常不同意** | | **不同意** | **有点不同意** | **不太确定** | **有点同意** | | **同意** | | | | **非常同意** | | | |
| 1 | | 2 | 3 | 4 | 5 | | 6 | | | | 7 | | | |
|  | | | | | | | | | | | | | | |
| 1 | There is a good fit between my personal interests and the kind of work I perform in my occupation (or profession/trade). | | | | | **1** | | **2** | | **3** | **4** | **5** | **6** | **7** | |
| 2 | My skills and abilities are well suited for the vocation (profession/trade) that I am currently in. | | | | | **1** | | **2** | | **3** | **4** | **5** | **6** | **7** | |
| 3 | When I think about my interests, I sometimes wonder whether I chose the right occupation (profession/trade) after all (reverse-scored). | | | | | **1** | | **2** | **3** | | **4** | **5** | **6** | **7** | |

计分方法

个人与职业匹配量表总共3道题，可计算平均分或总分。

量表出处

Vogel, R. M., & Feldman, D. C. (2009). Integrating the levels of person-environment fit: The roles of vocational fit and group fit. *Journal of* *Vocational Behavior, 75,* 68–81.

参考文献

Harold, C. M., Oh, I., Holtz, B. C., Han, S., & Giacalone, R. A. (2016). Fit and frustration as drivers of targeted counterproductive work behaviors: A multifoci perspective. *Journal of Applied Psychology*, *101*(11), 1513-1535.

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