

Table 3. Hypotheses Regarding PJ Fit as a Mediator of the Autonomy x Personality Interaction

Hypothesis	Moderator	Mediator	Outcome
5	Conscientiousness (C)	Person-Autonomy (PA) fit	Job Satisfaction
6	C	PA fit	Person Job (PJ) Fit
7a	orderliness	PA fit	Job Satisfaction
7b	dutifulness	PA fit	Job Satisfaction
7c	deliberation	PA fit	Job Satisfaction
7d	achievement striving	PA fit	Job Satisfaction
7e	competence	PA fit	Job Satisfaction
7f	self-discipline	PA fit	Job Satisfaction
8a	orderliness	PA fit	PJ Fit
8b	dutifulness	PA fit	PJ Fit
8c	deliberation	PA fit	PJ Fit
8d	achievement striving	PA fit	PJ Fit
8e	competence	PA fit	PJ Fit
8f	self-discipline	PA fit	PJ Fit

Table 4. Intercorrelations and Alpha Reliability Statistics for Study Variables

Variable	1	2	3	4	5	6	7	8	9	10	11	12	13
1. PJ Fit	(.89)												
2. Job Satisfaction	.75**	(.84)											
3. Gender	.07	.02	–										
4. Age	.03	.06	-.15*	–									
5. Education	-.13	-.02	-.16*	.01	–								
6. Years at Firm	.14	.01	.04	.40**	-.08	–							
7. Years at Current Job	.15*	-.03	.01	.44**	-.19*	.69**	–						
8. Supervisor	.14	.12	.10	.15*	.05	.31**	.03	–					
9. Manager	.07	.12	.05	.14	.11	.34**	.03	.71**	–				
10. Salaried	.12	.19**	.09	.25**	.23**	.19**	.02	.47**	.63**	–			
11. Earnings	.12	.12	.03	.24**	.28**	.24**	.03	.47**	.57**	.69**	–		
12. Hours Per Week	.15*	.18*	.19*	.12	.07	.02	-.14	.31**	.39**	.50**	.49**	–	
13. Competence	.03	.15*	-.20**	.02	.04	-.04	-.09	.23**	.16*	.17*	.12	.05	(0.84)

Note. N = 181. Values in parenthesis are Alpha statistics. For Gender, Male = 1, Female = 0. For supervisor, Yes = 1, No = 0. For Salaried, 1 = Yes, 0 = No. * $p < .05$. ** $p < .01$.