

The Influence of National Culture on Person-Organization Values Fit as a Predictor of Employee Retention in Eastern European Corporations*

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Abstract

This research examines the influence of national cultures on the effectiveness of Person - Organization (P-O) values fit as a predictor of employee retention in Eastern Europe. It employs a cross-cultural study that compares P-O values fit between native employees and non-native employees to determine if there is a significant difference in the relationship between each group's perceptions of their personal values and their organizational values.

Keywords: Person-Organization Fit, Employee Retention, Eastern Europe, National Culture