

# **The Impact of Human Resource Management Practices on the Person – Job Fit: The Mediating Role of Human Resource Agility at Jordanian Airline Companies**

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## **Abstract**

This study aims to analyze the impact of the various dimensions of human resource management practices (e.g., staffing, training, performance appraisal, and compensation) on aspects of the person-job fit (individual characteristics, knowledge, skills and capabilities), with the presence of human resource agility as a mediating variable, in Jordanian airline companies. In addition, it aims to identify the relative importance of human resource management practices, the person-job fit, and human resource agility in the companies. A descriptive analytical approach was employed, with the study population consisting of all the employees of Jordanian airlines at top and middle management levels, totalling 188 individuals. In view of the small study population and the possibility of reaching all of its members, the entire study community was adopted as the study sample and for the comprehensive survey. A questionnaire was used as the study tool, which was distributed to the participants and analyzed using the SPSS statistical program, based on a set of descriptive and inferential statistical methods.

The study results show that there is high relative importance for each of the human resource management practices, the person-job fit and the agility of human resources in Jordanian airlines, and that there is a statistically significant effect of human resource management practices on the person-job fit and the agility of human resources. Moreover, there is an effect of statistical significance of human resource agility on the person-job fit. The results also show that human resource agility strengthens the impact of human resource management practices on the person-job fit. The study recommends that Jordanian airlines should continue to pay attention to the agility of human resources and to align individuals with jobs, in addition to



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being aware of importance of human resource management practices in their various dimensions and the use of tools to ensure that the level of interest in them does not decline.

**Keyword:** Human Resource Management Practices - Person-Job Fit- Human Resources Agility- Jordanian Airline Companies

