

# The Relationship between Interests – Occupation Congruence and Job Satisfaction

Nada Krapić

University of Rijeka, Faculty of Humanities and Social Sciences, Department of  
Psychology, 51000 Rijeka, Croatia

## Abstract

In this research we investigated the relationship between vocational interest – occupation congruence and job satisfaction. The study was conducted on 350 employed subjects with age ranged from 19 to 65 years. The Croatian version of Holland's Self-Directed Search was used to measure vocational interests (USPI, Šverko & Babarović, 2006) and Job Satisfaction Scale from the Gregson's short form of the Job Descriptive Index (JDI, Gregson, 1987) to measure job satisfaction. Job requirements for each occupation are derived from O\*NET online database. The results obtained show that there is a moderate overlap between vocational interests and the demands of the working environments and that this is higher for realistic, social and artistic interests. In addition, it was found that job satisfaction can be predicted by the congruence of almost all interests. The results of hierarchical regression analyses show that the predictive strength of overlapping dominant vocational interests with job requirements is a stronger predictor of job satisfaction than the overlapping of those interests that are not dominant and are not required by the workplace. Additional analyses have shown that the gender and age of the subjects does not significantly moderate the effects of congruence on job satisfaction.

**Keywords:** job requirements, O\*NET database, RIASEC, vocational interests, work attitudes