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**Person Job Fit and Job Performance: A Case Study of Africa Air Rescue Health Services**

This study examined the relationship between person job fit and job performance in Africa Air Rescue (AAR) Health Service Uganda. The study investigated the extent to which academic qualifications of employees affect job performance at AAR Health Services. It was hoped that the findings of the study would suggest workable ways to harmonise worker's experience, personality and qualifications in order to improve job performance at AAR Health Services as well as advance the employer interest in person job fit approach in varied agencies in Uganda. Drawing upon personality theories and job necessities of employees, work experience and their academic qualifications, an appropriate conceptual framework was devised that guided the research. A descriptive cross-sectional design provided the research methodology whereby both quantitative and qualitative methods of data collection were applied that included a selection of certain key informants that were interviewed.

Applying the Pearson's two tailed correlation coefficient, no significant relationship was observed between previous work experience, academic qualifications and job performance. Nonetheless a significant relationship was observed between employee's personality and job performance. The knowledge generated in the study has indicated topics that would be studied in the future in this area. In addition, the study recommends the encouragement and application or adoption of the person job fit initiative in the recruitment of staff for organizations in Uganda.

Key words: Job, Performance, Health