

**Correlations among Satisfaction with Educational Training,
Job Performance, Job Characteristics, and Person-Job Fit****Hsin-Wei Fu¹, Hui-O Yang^{2*} and Kuei-Lin Chu³**¹*Department of Tourism, I-Shou University, Taiwan ROC*²*Department of International Business Administration, Wenzao Ursuline College of
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ABSTRACT In face of the environmental change with capital, talent, and technology flight, tourist hotel enterprises need to accumulate high-quality human capital with systematic investment, development, and continuous learning and development for finding out the competitive strengths through the cultivation of human capital. Transforming knowledge staff into the organizational assets becomes the primary issue for managers. By practicing effective educational trainings of employees, tourist hotel enterprises could enhance the managerial knowledge and professional skills of the employees and change the work attitudes to promote the entire organizational performance. Aiming at satisfaction with educational training in tourist hotel industry, the effects of job characteristics and person-job fit on job performance are discussed in this study. The staffs in tourist hotel enterprises who have received educational trainings are distributed quesitonnaires, and total 343 valid samples are acquired. The research results show that higher satisfaction with educational training, job characteristics, and person-job fit would enhance job performance of employees. Moreover, both job characteristics and person-job fit present moderating effects on the correlations between satisfaction with educational training and job performance. Suggestions are further provided according to the research results for the reference of managers in tourist hotel industry and the follow-up researchers.