

Analysis of Toxic Leadership and Person-Organization Fit on Organizational Commitment and Employee Performance

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[https://doi.org/10.35609/gcbssproceeding.2024.1\(47\)](https://doi.org/10.35609/gcbssproceeding.2024.1(47))

ABSTRACT

Employee professionalism and competency are essential to achieving company goals and performance. Employee organizational commitment is also needed to complete duties and perform well. According to various research, toxic leadership styles may diminish organizational commitment and performance. The Person-Organization Fit can boost corporate commitment and employee performance. Employee performance, according to Bish & Kabanoff (2014), includes processing raw materials, distributing finished products, and staffing to run an organization efficiently. A toxic leader's personality may cause negative leadership, which affects employee performance. Destructive and dominating leaders, combined with a weak organizational surveillance system that centralizes authority in top management (Thoroughgood & Padilla, 2013), will produce toxic leaders who cause poor performance, decreased motivation, low attendance, and low organizational commitment. Labrague et al. (2020) define toxic leaders as those that belittle, are intolerant, and are narcissistic. To improve employee performance, person-organization fit must also be considered. Personality, norms or values, and the work environment or location support person-organization fit (Cha et al., 2014). Person-organization fit involves aligning values, job goals, and personality with organizational traits (Astakhova, 2016). Person-organization fit happens when true efforts are made to address the demands of employees whose essential traits match those of their employer (Kim, Aryee, Loi, & Kim, 2013).

Keywords: Employee Performance, Organizational Commitment, Person-Organization Fit, Toxic Leadership.