

## Fit Engagement: Nurturing Compatibility for Organizational Performance

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<b>Abstract</b>	<p>The aims of this study is to introduce the original concept of fit engagement and propose an integration framework of two distinct construct of employee engagement and value congruence. Further, we theoretically elaborate the engagement-value congruence linkage and builds into a single coherent framework. As a result, the integration framework of employee engagement and value congruence offer an overview of novel perspective and could shed light on how value congruence affects engagement efforts in employment activity. A noteworthy contribution of this study is justified by the originality of the theory analyzed and the dearth of any preceding research dealing specifically with the possible integration between the actions of value congruence on employee engagement. Constructed on a conceptual framework that is presented to guide future research, verification and validation is needed to develop the emerging proposition of fit engagement.</p>
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