

Abstract

The two major propositions from equity theory are that inequity causes distress and that this distress leads people to restore equity. The present study focused on investigating two personality characteristics – agreeableness and exchange orientation in affecting the relationship satisfaction and equity-restoring behaviors in underbenefiting inequitable relationship. Social exchange resources were measured for equity levels and thus were examined the effects on relationship satisfaction. No moderating effects were found between agreeableness and equity level, and between exchange orientation and equity level. Equity-restoring behaviors were predicted by high exchange orientation. Love and Status were important elements in affecting relationship satisfaction.