

Abstract

This study is an extension of Hinds *et al.*'s (2000) research regarding the possible determinants that may affect people's decision in choosing a work group member. One hundred and six undergraduate students, sampling from three batches of Psychology majors in the university, were recruited as research respondents. Results suggest that when people are making a partnership decision, they prefer working with a member who has a sound reputation, whom they trust, is relatively more competent than they are, and possesses a set of similar skills as they do. Need for achievement (n-Ach), on the other hand, introduces a moderating effect between partner's relative competency and partnership preference. High n-Ach individuals tends to be significantly less willing to work with relatively less competent partners, while low n-Ach individuals did not have differential preferences towards partners who were relatively more or relative less competent than they were.