Abstract

This dissertation uses the concept of need for achievement (n-Arch) to look into the motivation of contractor's project managers in the construction industry in Singapore. Various variables which may influence the need for achievement were identified and incorporated into a theoretical model.

The objectives of this study are to identify the variables that would affect the level of need for achievement of local contractors' project managers as well as the relationship between the variables and the dimensions of the need for achievement theory. The Work Preference Questionnaire (WPQ) was utilised as a tool to measure the level of need for achievement of the project managers. The WPQ covers a total of nine basic aspects of the concept of need for achievement and was administered to a total of 34 project managers surveyed.

Regression analyses generated a predictive model for n-Arch. The variables included in the model are Training Background, Relationship with project team members, Average no. of overtime hours, No. of project managers working on the project, Level of influence, Nature of client and Academic qualification. The results suggests that Risk-Taking, one of the constituent dimensions of n-Arch is the weakest dimension, reflecting a well-known Singaporean phenomenon "Kiasu" ("Fear to lose" in Hokkien, a Chinese dialect). There is also evidence to indicate that the core need for achievement of local contractors' project managers is embedded within a need for cooperation and communal harmony.