| Total Effect | Estimate | Std. Error | z Statistic | p Value |
| --- | --- | --- | --- | --- |
| X->Y (c') | -0.043 | 0.187 | -0.230 | 0.818 |
| Direct Effect | Estimate | Std. Error | z Statistic | p Value |
| X->M (a) | 0.321 | 0.107 | 2.996 | 0.003 |
| M->Y (b) | -0.337 | 0.178 | -1.896 | 0.058 |
| X->Y (c) | 0.064 | 0.186 | 0.344 | 0.731 |
| Indirect Effect | Estimate | 95% Confidence Interval | | |
| X->M->Y (ab) | -0.107 | (-0.294, -0.009) | | |
| *Note.* Independent variable: ValueDiversity (X), hypothesized mediator: TaskConflict (M), dependent variable: TeamCommitment (Y). Sample size = 89. Number of bootstrap samples = 5,000. | | | | |