|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | OLS Sobel | | | |  | OLS Bootstrap | | | |
| Total Effect |  | Estimate | Std. Error | *t* Statistic | *p* Value |  | Estimate | Std. Error | *z* Statistic | *p* Value |
| X→Y (c') |  | −0.077 | 0.139 | −0.555 | 0.580 |  | −0.079 | 0.159 | −0.493 | 0.622 |
| Direct Effect |  | Estimate | Std. Error | *t* Statistic | *p* Value |  | Estimate | Std. Error | *z* Statistic | *p* Value |
| X→M (a) |  | 0.155 | 0.121 | 1.283 | 0.203 |  | 0.158 | 0.129 | 1.224 | 0.221 |
| M→Y (b) |  | −0.364 | 0.118 | −3.090 | 0.003 |  | −0.367 | 0.158 | −2.328 | 0.020 |
| X→Y (c) |  | −0.021 | 0.134 | −0.156 | 0.877 |  | −0.020 | 0.144 | −0.139 | 0.889 |
| Indirect Effect |  | Estimate | Std. Error | *z* Statistic | *p* Value |  | Estimate | 95% Confidence Interval | | |
| X→M→Y (ab) |  | −0.057 | 0.048 | −1.185 | 0.236 |  | −0.058 | (−0.214, 0.025) | | |
|  |  | Winsorized Bootstrap | | | |  | ROBMED | | | |
| Total Effect |  | Estimate | Std. Error | *z* Statistic | *p* Value |  | Estimate | Std. Error | *z* Statistic | *p* Value |
| X→Y (c') |  | −0.065 | 0.148 | −0.437 | 0.662 |  | −0.043 | 0.187 | −0.230 | 0.818 |
| Direct Effect |  | Estimate | Std. Error | *z* Statistic | *p* Value |  | Estimate | Std. Error | *z* Statistic | *p* Value |
| X→M (a) |  | 0.197 | 0.114 | 1.727 | 0.084 |  | 0.321 | 0.107 | 2.996 | 0.003 |
| M→Y (b) |  | −0.390 | 0.122 | −3.208 | 0.001 |  | −0.337 | 0.178 | −1.896 | 0.058 |
| X→Y (c) |  | 0.010 | 0.136 | 0.074 | 0.941 |  | 0.064 | 0.186 | 0.344 | 0.731 |
| Indirect Effect |  | Estimate | 95% Confidence Interval | | |  | Estimate | 95% Confidence Interval | | |
| X→M→Y (ab) |  | −0.075 | (−0.200, 0.001) | | |  | −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. | | | | | | | | | | |