**Assignment 3: Moderation**

*For this assignment please use the****Charismatic Lead******Data****. Please answer each question in turn. In your responses, be sure to describe your findings and include selected portions of SPSS output that are relevant to your answers. For this assignment you can assume that fundamental data screening has been completed and there are no outliers or concerning issues with normality.*

1. A researcher has a hypothesis that Value Congruence moderates the relationship between Charismatic Leadership and Organizational Citizenship Behavior (OCB). Specifically, he/she expects that the relationship between Charismatic Leadership and OCB will be positive, and stronger when there is a high level of Value Congruence and non-significant at low levels of Value Congruence. Using the PROCESS macro, test this hypothesis.
2. Examine the simple slopes at +/- 1 SD of the moderator to determine whether the form of the relationship is as hypothesized.
3. Plot the interaction and describe what it tells us about how the relationships among the variables.
4. Provide a summary of your findings. In other words, explain the moderation analysis as you would write it in a manuscript for a journal or conference submission.