**Assignment 4: Mediation**

*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 concerning issues with outliers or other regression assumptions.*

1. A researcher has a hypothesis that Motivation mediates the (positive) relationship between Charismatic Leadership and Task Performance. Use the PROCESS macro to test this hypothesis.
2. Test the significance of the indirect effect using bootstrapping (i.e., the path from Charismatic Leadership -> Motivation -> Task Performance).
3. Discuss your results in terms of Baron and Kenny’s (1986) causal steps approach (note that you can obtain all output for these tests via PROCESS).
4. Provide a summary of your findings. In other words, explain the mediation analysis as you would write it in a manuscript for a journal or conference submission.