

Supplementary Table 1. Mediating Effect of Team–Member Exchange between Leader–Member Exchange and Nursing Performance

(*N*=214)

Variable	Step 1				Step 2			
	M1				M2			
	B	SE (HC)	t	<i>p</i>	B	Boot SE	LLCI	ULCI
(Constant)	2.96	0.25	11.96	<.001	2.05	0.27	1.52	2.59
Annual salary	0.00	0.00	2.15	.033	0.00	0.00	-0.00	0.00
Reason for working (self-realization)*	0.03	0.09	0.29	.769	0.07	0.05	-0.03	0.18
Reason for working (utilize major)*	0.01	0.06	0.15	.883	0.10	0.05	0.01	0.19
Reason for working (sense of duty)*	0.17	0.11	1.53	.128	0.09	0.09	-0.08	0.27
Hospital location (Seoul) [†]	0.01	0.07	0.10	.917	0.12	0.05	0.02	0.22
Hospital location (Metropolitan city) [†]	0.07	0.08	0.85	.395	0.09	0.05	-0.02	0.20
X	0.09	0.03	2.94	.004	0.02	0.02	-0.02	0.07
M1					0.23	0.07	0.10	0.36
R ² , F (<i>p</i>)	.11, 3.17 (.003)				.18, 5.51 (<.001)			
Z (<i>p</i>)	0.61 (.855)				1.61 (.011)			
χ ² (<i>p</i>)	20.13 (.005)				11.23 (.189)			
Pathways		B			Boot SE		Boot LLCI	Boot ULCI
Total effect		0.04			0.02		0.0002	0.084
Direct effect	X → M2	0.02			0.02		-0.021	0.062
Indirect effect	X → M1 → M2	0.02			0.01		0.006	0.041

M1=team-member exchange; M2=nursing performance; B=unstandardized estimates; SE=standard error; LLCI=lower limit confidence interval; ULCI=upper limit confidence interval; X=leader–member exchange, Z=Kolmogorov-Smirnov normality test with standardized residual.

*Dummy variables(reference: financial support); †Dummy variables (reference: cities and provinces).