

## **Abstract**

Abstract of thesis entitled:

The Interplay of Machiavellianism, Psychological Capital, Stressor, and Information Exchange in Work Teams: A Serial Mediation Model with Longitudinal Design

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This dissertation aims to examine the dynamic role of team Machiavellianism (Mach) in affecting work team functioning over time. A serial mediation model linking team Mach at T0, team information exchange at T1, team psychological capital (TPsyCap) at T1, challenge-hindrance stressor appraisal at T1, and team Mach growth at T2 was tested, among a sample of 253 teams (a total of 1047 individuals in these teams). The results substantiated the model, suggesting that the positive association between team Mach composition at T0 and team Mach growth at T2 was serially mediated by information exchange at T1, TPsyCap at T1, and team challenge-hindrance stressor appraisal at T1, all of which were critical to account for this longitudinal association. These findings corroborate the dynamic nature of Mach belief in contrast to the traditionally accepted static nature. They also help delineate the mechanism underlying the activation of team Mach. Overall, results of the present dissertation provide valuable insights for future researchers as well as organizational practitioners.

## 摘要

本篇論文旨在構建並探討團隊馬基雅維利主義的影響。本論文收集了 253 個團隊 (N = 1047) 的數據，並以串聯式中介變項模型( Serial mediation)測驗了團隊在時點 0 的馬基雅維利主義至團隊時點 1 的資訊交換，團隊心理資本，及團隊的挑戰/阻礙壓力評估，及團隊在時點 2 的馬基雅維利增長。分析結果為團隊馬基雅維利主義的存在提供了客觀證據。即團隊在時點 0 的馬基雅維利主義及團隊在時點 2 的馬基雅維利主義增幅的之間的關係正向關係是被團隊時點 1 的資訊交換，團隊心理資本，及團隊的挑戰/阻礙壓力評估串聯中介的，每一個中介因子都在解釋這個縱貫式關於中擔當了十分重要的作用。這些結果證實了馬基雅維利主義的動態特質而不是傳統認為不變的概念。這些結果也解構了觸發團隊馬基雅維利主義背後的機制。本篇論文為未來的學者以至業界作業員提供了寶貴的見解。