

## Effects of Team Member Relationship Beliefs on Team Effectiveness: The Moderating Role of Team Interdependence

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Relationship beliefs were the belief of what should the interpersonal relationship be. Thus, relationship beliefs among team members should have effect on team effectiveness. This study investigated the relationship between team member relationship beliefs (TMRB) and team effectiveness, and the moderation effect of team interdependences on the previous relationship. Using 57 team survey samples, including team leader and team members from various Taiwanese companies, the results indicated that: (1) affective TMRB positively associated with team performance and team commitment; (2) instrumental TMRB negatively associated with team performance; (3) team task interdependence moderated the relationship between affective and instrumental TMRB and team commitment; (4) team outcome interdependence moderated the relationship between affective TMRB and team performance. Finally, contributions and limitations were discussed, and suggestions were provided for future research and managerial practices in Taiwanese organizations.

**Keywords:** *team member relationship beliefs (TMRB), team task characteristics, team performance, team commitment*