

factors could affect each other's, but what is significantly confident is that employee who has higher educational and job level has better teamwork KSA level than others.

- 7- The level of team members' KSAs results does not change due to changes in their gender, age and years of service at company, that was partially compatible with Judeh (2011).

5.4. Recommendations

Many Companies like Fine Company put efforts to improve and develop the teamwork culture and spirit within departments and between employees, as they believe it could help in achieving the company goals. This research shows that the level of teamwork KSA inside teams has significant relationship with team performance, effectiveness and dynamics; this conclusion is proven by different research and studies as explained in this research. Therefore, it is important for the companies that seek to improve their performance and increase their productivity and profitability to enhance the teamwork level inside the organization. It is also at same equal importance to enhance the individual's KSA regarding teamwork.

The research shows that the level of teamwork KSA at Fine Company was lower than the standard norms of other companies in the developed countries. Therefore, Fine Company is advised to review its development and training plans and consider all categories of teamwork KSA. It was clear that all categories of teamwork KSA were lower than the standard norm; and Fine Company is advised to concentrate on all teamwork KSA subcategories, which include Interpersonal KSAs (Conflict Resolution, Collaborative Problem Solving, and Communication) Self-management KSAs (Goal