

- 6- Delarue, A. Van Hootegem, G. Procter, S. and Burridge, M. (2008) study entitled: "Team working and organizational performance: A review of survey-based research".**

This study aimed to present a review of recent survey-based research looking at the contribution of teamwork to organizational performance. In particular, it focuses on empirical studies in which both teamwork and performance are directly measured in a quantitative way. The paper begins by identifying four interrelated dimensions of teamwork effectiveness: attitudinal, behavioral, operational and financial. The first two represent transmission mechanisms by which organizational performance can be improved. The latter two provide direct measures of organizational outcomes. The review shows that team working has a positive impact on all four dimensions of performance. It also reveals that, when teamwork is combined with structural change, performance can be further enhanced.

- 7- McClough, A. and Rogelberg, S. (2003) study entitled: "Selection in Teams: An Exploration of the Teamwork Knowledge, Skills, and Ability Test".**

This study examined the relationship between teamwork KSA test introduced by Stevens and Campion in 1994 with both the behavior of the assigned leader in a team and the behavior of the other team members, respectively. They found that the teamwork KSA test successfully predict individual team member behavior as indexed by external raters ( $r=.31$ ) and peers ( $r=.34$ ) such that higher scores on the teamwork KSA test related to greater individual effectiveness within the team. The teamwork KSA test was