

One of the limitations mentioned by the author was that the majority of evaluation systems still assess individual performance; consequently, it is difficult to obtain team performance measures.

**9- Leach, D. J., Wall, T. D., Rogelberg, S. G., & Jackson, P. R. (2005) study entitled: "Team autonomy, performance, and member job strain: Uncovering the teamwork KSA link".**

This study examined how team autonomy and teamwork knowledge, skills, and abilities (KSAs) relate to team performance and member job strain. Based on extant empirical and theoretical work, two models were tested. Findings from a sample of 41 production teams (174 team members) showed support for the mediation model that autonomy is associated with performance and strain through teamwork KSAs. The alternative moderation model, suggesting that autonomy and teamwork KSAs interact in predicting performance and strain, was not supported. In addition it shows that higher level of autonomy and KSA will be individually associated with greater team performance and lower team strain. In addition, it stated, "it is evident that KSA are more strongly related to performance than autonomy".

**10- Stevens, M & Campion, M. A (1994) study entitled: "The Knowledge, Skill and Ability Requirements for Teamwork: Implications for Human resource Management"**

This study aimed to review the literature on groups to determine the knowledge, skill, and ability (KSA) requirements for teamwork. The focus was on: (1) KSAs rather than personality traits; (2) team rather than Technical KSAs; and (3) the individual rather than