

This instrument reflects the perception of a group of team leaders and managers about team performance in many aspects, which gives more reliable information about team performance than self-assessment by team's member and helps the top management to measure the performance of teams in the eyes of other teams' leaders.

## **2.5. Conclusion**

- Most of the research results supported the prediction of teamwork characteristics on team performance, examples: Aleksander et.al (2005); Delarue et.al (2008); Dreu & Laurie (2003); Uhl-Bien & Green (1998).
- Many research results support the relationship between KSA test and team performance, examples: Brown et.al (2001); Leach et.al (2005); McClough & Rogelberg (2003); Stevens & Campion (1999).
- Other research did not support the relationship between KSA test and team performance. Miller (2001).
- Using teamwork KSA test in industrial companies in Jordan could add value to these companies as it contains many details in measuring the team characteristics as detailed before.
- Using WUE survey that depends on group of people could be more reliable in measuring team performance rather than using the self-evaluation or team head evaluation alone.