

Hence, it was decided to choose Fine Hygienic Company as case study for the following reasons:

- a) The purpose of this research is to examine the relationship between team member KSAs score and teamwork performance, which could be achieved by choosing one company as case-study.
- b) The complexity and arrangements of conducting KSAs test by huge number of employees could prevent many companies to open their doors and cooperate for the research.
- c) Few companies in Jordan are applying self-management work team, although it is not a pre-condition for conducting KSAs test; but it is recommended and could enrich the research results.

### **3.5.1. Population**

Fine Company produces two main products: tissue paper products and Diapers. Tissue products include facial, pockets, toiles, kitchen towels and napkins and others. Diapers products include baby diapers and feminine pads. The company manages its operation in four locations in Amman Jordan, one for Diapers products (Thuhaibeh), one for tissues products (Arainbeh) , and the other two locations are for facilitating departments and sales and distribution (Sahab and Jabal Amman). Unified top management is managing the four locations.

The company organization structure has many departments and sections:

Under Operation, it has production, maintenance, business excellence and supply chain that includes purchasing, logistics and stores.