

# **CHAPTER IV**

## **RESEARCH RESULTS, DISCUSSION AND INTERPRETATION**

### **4.1. Introduction**

This chapter presents the results and discusses the research objectives and hypotheses. The chapter also illustrates the descriptive and analytical tools that were used to achieve the results; it explains whether the results are compatible with research theory and other studies.

This research utilized teamwork KSAs test and WUE survey and implemented them at Fine Company to achieve the results. Since the KSA test instrument is confidential, Prof. Stevens who has the correct answers of the teamwork KSA test provided the score of KSAs test for individuals after the data has been sent to him for analysis (Appendices F & E). The research analysis was built based on these results. Results of WUE survey were obtained by calculating the statistical mean of departments' managers and sections heads for each team.

This Chapter also presents and discusses the level of teamwork KSAs at Fine Company and the performance level then compares it with the standard norms provided by Prof. Stevens. The standard norms reflect the general average based on large samples taken long before collecting the data for this research. It also studies the relationship between teamwork KSA and its subcategories with the team performance and its subcategories. In addition, it studies the changes in teamwork KSA results due to changes in demographic variables.