

Jordan such as, Syria, Palestine, Lebanon, Iraq, Gulf countries, Iran and many others. According to the discussion with Fine top management, the vigorous competition and nature of work enforce the company as well as other Jordanian companies to invest more in human resources and teams' formulation, which helps the company to survive and achieve objectives. Fine Company adopted the concept of Self-Management Work Team (SMWT) and conducted many training sessions and workshops to enhance the level of teamwork in the company and specifically in operations departments. This research will provide to the knowledge of Fine Company to enrich its employees' competences and teamwork KSA.

1.2. Purpose of the Study

This research aims to examine and measure the level of the main characteristics that the team member should obtain to improve the team performance in Fine Company. These characteristics are the Knowledge, Skills and Abilities. In addition, the research aims to measure the team's performance level at Fine Company by measuring team effectiveness and team dynamics.

To measure the main factors and dimensions that affect team performance, this research used one of the most effective and recommended instruments, which is Teamwork KSA test developed by Stevens and Campion (1994). To measure the team performance, this research used Working Unit Effectiveness (WUE) survey developed by Uhl-Bien and Graen (1998).

In addition to the objectives mentioned above, this research aims to examine if there is any significant relationship between the team members KSA as independent factor and