

Goal Setting and Performance Management KSAs: the KSA to help establish specific, challenging and accepted team goal and monitor, evaluate and provide feedback on both overall team performance and team member performance (Stevens and Campion, 1994).

Planning & Task Coordination KSAs: the KSA to coordinate and synchronize activities, information and tasks between team members to ensure proper balancing workload in the team (Stevens and Campion, 1994).

Work Unit Effectiveness (WUE): WUE used in this research to refer to the Work Unit Effectiveness, which measure the team performance that includes team effectiveness and team dynamics (Uhl-Bien and Graen, 1998).

Teamwork Effectiveness: items rated the effectiveness of teamwork are the quality of the work relationships among unit members, and how well members work together within a unit (Uhl-Bien and Graen, 1998).

Teamwork Dynamics: the team dynamics questions asked about the morale of a unit, the effectiveness of communications, trust among work unit members, the amount of interest or involvement among members of the unit, and the commitment to goals of unit members (Uhl-Bien and Graen, 1998).

Self-management Work Team is a group of employees who perform highly related or interdependent job and take on many of the responsibilities of their former supervisor (Erez, Le Pine, & Elms, 2002).

Effectiveness: is achievement of goals (Robins and Judge, 2011). It is also defined as Doing the right things and attaining organizational goals (Robbins et.al, 2011).