

1.9. Research Hypotheses

Leach et.al (2005) asserted that higher levels of autonomy and KSAs will be individually associated with greater team performance and lower team strain, respectively. Stevens and Campion (1999) concluded that teamwork KSA test showed significant relationship with team performance. Al-Lozi and Al-Zahrani (2012) showed significant statistical differences in job performance related to demographical variables. Edais and Yagi (2002) revealed significant effects of age and scientific qualifications on teamwork building. Baker et.al (2006: 248) indicated that:

"Based on what is currently known about teamwork and our approach to measuring teamwork in Adult Literacy and Life skills (ALL), the researcher hypothesized that several background variables may have an effect on a respondent's knowledge of team skills, and his or her belief in the importance of teamwork and collective orientation. Specifically, past experience in teams, whether or not the respondent has received formal or informal team training, and demographic variables like respondent age, gender, economic status, and educational level may have an effect."

McClough and Rogelberg (2003) also found that higher scores on the teamwork KSA are related to greater individual effectiveness within the team.

Based on the above, the following hypotheses are generated.

Hypothesis 1

Ho. There is no significant relationship between Teamwork's KSA and team performance in Fine Company.