

relationship, while conflict resolution and communication did not show relationship with team performance.

8. Self-management KSAs has significant relationship with team performance with correlation coefficient ( $r$ ) =0.65, the major factor of Self-management KSAs was goal setting and performance management, while planning and task coordination did not show relationship with team performance.
9. Teamwork KSA can explain 45% of team performance; the self-management KSA part is responsible on this explanation and specifically goal setting and team performance sub-category can explain 42% of team performance.
10. Team members' KSAs test results could change due to changes in their educational level and job level, and there is no statistical proof that it could change due to changes in their age, gender and years of service at company.
11. The interaction between the possible effect of job level and educational level on the team members' KSAs test results requires more research to explain this interaction.
12. Operational employees they were entitled for Self-management work team training did not show better results of teamwork KSA comparing with others, this result requires more investigation and research to measure the effectiveness of training and developments plans that is conducted to enhance the level of KSA of teams inside the company.