

This research supports that the teamwork KSA results could change due to changes in educational level, hence it is advised that companies give priority to well educated people wherever it is possible in the selection and recruitment process, which could improve the teamwork level that will lead to better performance levels.

## **5.5. Suggestions for Further Research**

This research is considered as introduction of utilizing a scientific and valid instrument that is widely used in the developed countries into the Arab countries. The validity and reliability of teamwork KSA test could be examined for other companies to measure its suitability and effectiveness. In addition, the results will be utilized as benchmarking data between companies in Jordan and Arab countries.

The research suggests introducing more scientific tools to measure the level of teamwork performance inside companies in Jordan and Arab countries, examples of these tools are the four that were presented by Nelson (2003): Myers-Briggs Type Indicator (MBTI), Campbell-Hallam Team Development Survey (TDS), Teamwork-KSA, and Parker Team Player Survey (PTPS).

The research suggests measuring the effectiveness of training and development plans to enhance the teamwork KSA of teams and individuals inside companies.

Finally, the research suggests comparative researches between companies regarding the level of teamwork KSA and its impact on team performance.