

- a- **Regression analysis of variance** to measure and analyze the relationship between the independent variable (KSA result) and dependent variable (team performance).
- b- **One-Way ANOVA and test of equal variance** to validate the relationship between independent and dependent variable.
- c- **One sample t-test** to analyze and validate the level of company KSA test comparing with the standard level provided by Prof. Stevens, also to analyze and validate the level of company team performance.

### **3.5. Population and Sample**

Teamwork KSA test is a multiple choice test to measure team member's KSA characteristics, which requires well planning and preparation in order to conduct it at the company level. It also requires full willingness, commitment and support from the company top management to facilitate its conduction that requires enabling the sampled employees to do the test for at least one hour. WUE survey Also, it requires commitment from all managers at all levels to enable their employees to conduct the test.

In addition, as mentioned by Stevens and Campion (1999) the teamwork KSA test is a good instrument to measure the level of teamwork that applies the principles of self-management teamwork. Few companies are applying these principles in Jordan and Fine Company was luckily one of these few companies. One purpose of this research is to utilize the best practice "teamwork KSAs test" in industrial companies in Jordan; and it was agreed with Fine top management to conduct this test at Fine Company as a case study.