

3.5.2.2. Sampling for Individuals Inside Teams

Based on the criteria described in point one above, the number of teams are 20 and the total number of individual inside these teams are 223 as detailed the Table 1. Referring to Sekaran (2003) table 11.2, the sample number should be 141. In order to determine the sample number per team out of 141, the researcher drew a proportional sample by calculating the percentage of team members out of total number of individuals (223), and multiply it by the total required sample (141), with minimum sample of 5 members to apply the concept of team in sampling and to be compatible with previous studies.

Examples:

- Sample required for team No. 1 = $7/223 * 141 = 4.4$, it was put 5.
- Sample required for team No. 20 = $11/223 * 141 = 6.9$, it was put 7.

The results and details are shown in Table 1.

Filling teamwork KSA test required enabling employees to leave their workplace and consumed more than one hour in some cases. The employees inside these teams they filled the test were 99 employees out of 141 required, with a response rate of 70%. The details are shown in Table 1.