

1.8. Definitions of Terms

Team is “a distinguishable set of two or more individuals who interact interdependently and adaptively to achieve specific goals (Brannick, et.al., 1997).

Work Team is a group whose individuals’ efforts result in performance that is greater than the sum of the individual inputs (Robins and Judge, 2011).

KSA: KSA reflects the potential knowledge, Skills and Ability requirements for teamwork. Which have two main categories: interpersonal KSAs and self-management KSAs (Stevens and Campion, 1994 & 1999).

Knowledge: “is defined as the accumulated information and skills a person develops through their expertise and education. It can be real-world experience to book or educational experience (what we are taught formally in the class room.” (Wengrzyn, 2014)

Skills: “these represent a certain expertise in an area. This expertise can be tangible (someone who can fix a computer) or intangible (someone who is highly skilled in communication or leadership.” (Wengrzyn, 2014)

Abilities: “these are a person’s capacity to do something and the degree of excellence with which it’s done. Just because a person can do a lot of work does not mean they can do it well.” (Wengrzyn, 2014)

Team knowledge competencies are principles and concepts that underlie team’s effective task performance (Cannon-Bowers et.al, 1995 as cited by Baker et.al, 2006).