

Team effectiveness measure included also four subscales/dimensions: performance, innovation, communication, and use of resources. Research adopted the aforementioned measures and their subscales after intensive review of available literature on the subject. A questionnaire was developed based on previous researches, and administered with a convenience sample of (182) employees selected from (20) firms. A number of statistical indicators and tests were used such as, descriptive statistics, correlation, and regression tests. Results showed that employees in Jordanian construction firms perceived a good level of empowerment, and teams attained relatively good levels of effectiveness, as there was noticeable impact of empowerment on team effectiveness.

**10- Judeh, M. (2011) study entitled: "An Examination of the Effect of Employee Involvement on Teamwork Effectiveness: An Empirical Study"**

This study aimed to determine the level of employee involvement and extent of teamwork effectiveness among employees working in the Jordanian glass and ceramic industries listed in Amman Stock Exchange in Jordan. The study aimed also at examining the significant effect of employee empowerment on teamwork effectiveness. Furthermore, the study investigated the significant differences that may exist in employee involvement due to differences in age, marital status, and educational level. Data were collected from 176 participants and then analyzed using descriptive statistics, one sample t-test and independent sample t-test, linear regression, and ANOVA. Findings indicated that both employee involvement and teamwork effectiveness were at a high to moderately high-level score. Furthermore, the findings of the study revealed a significant effect of employee involvement on teamwork effectiveness. At the same time results indicated that there were no significant differences towards employee involvement due to gender or