

9. Teamwork KSA can explain 45% of team performance; the self-management KSA part is responsible on this explanation and specifically goal setting and team performance sub-category can explain 42% of team performance. This result is logical since goal setting and performance management according to Stevens and Campion (1994, 519): “helps to establish specific, challenging, and accepted team goals. Also, to monitor, evaluate, and provide feedback on both overall team performance and individual team member performance”. Robins and Judge, (2011) mentioned that performance evaluation and reward system should be included in team effectiveness model. Also, Harrim and Alkshali, (2010) mentioned that performance is part of the model to measure team effectiveness.
10. Team members’ KSAs test results could change due to changes in their educational level and job level, and there is no statistical proof that it could change due to changes in their age, gender and years of service at company.
11. The interaction between the possible effect of job level and educational level on the team members’ KSAs test results requires more research to explain this interaction.
12. Operational employees who were entitled for Self-management work team training did not show better results of teamwork KSA compares with others. This result requires more investigation and research to measure the effectiveness of training and developments plans that is conducted to enhance the KSA level of teams inside the company.