

### **5.3. Conclusion**

- 1- The level of teamwork KSA at Fine Company was lower than the standard norm of other people conducted the test around the world (Stevens' communications, 2014 Appendix B). This low level distributed at all categories of teamwork KSA: Interpersonal KSAs that includes conflict resolution, collaborative problem solving and communication, and Self-management work team KSAs that includes goal setting, planning and task coordination, hence one can conclude that there is lack in KSA of team work at Fine Company.
- 2- The level of team performance based on the instrument used to test (WUE) was 68%. Team effectiveness was 68%. It includes the effectiveness of teamwork in general, the quality of working relationship among unit members, how well members worked together within unit. On the other hand, the team dynamics was 66%. It includes the morale of the unit, the effectiveness of communications within the unit, trust among work unit members, the amount of interest or involvement among members of the unit, the commitment to goals of unit members. The research conclude that the team performance level has area for improvement in both parts, effectiveness and dynamics in Fine Hygienic Company.
- 3- Teamwork KSA has significant relationship with team performance, this was compatible with the research theories and supported by many researches like: Leach et.al (2005), Stevens & Campion (1999), McClough & Rogelberg (2003), Brown et.al (2001), this relationship can be understood as the teamwork KSA is one of the tools that measure teamwork characteristics . Delarue et.al (2008), Aleksander et.al (2005), Dreu & Laurie (2003), Uhl-Bien & Green (1998) declared that team