

addition to the research student. Second: The translation of this committee was sent to the research supervisor who edited it and then sent it to an English language specialized consultant as an academic refereeing entity. All comments has been taken into consideration to develop the final Arabic issue, which then was tested by two employees before final confirmation to make sure it is well understood. At the end, the Arabic copy that is ready for test was sent to Prof. Stevens upon his request.

### **C) WUE Survey**

WUE survey was published by Uhl-Bien & Graen in1998. The survey includes nine items that measure team performance within two dimensions: team effectiveness and team dynamics. The survey contains 9 questions that should be answered on a five-point scale from 1 to 5. 1 gives very low and 5 gives very high. Prof. Uhl-Bien was communicated in order to get permission to use the survey in this research; she gave the permission to use the survey as shown in Appendix D. The WUE survey was subjected to be used by the team heads who are masters in English language. After discussion with Fine Company management, it was agreed that there is no need to translate the survey and to be distributed to teams' heads in its original language.

### **3.3. Research Design**

This research is case study research; top management of Fine Company was contacted to take permission to do the KSA test and WUE survey. The available teams to be the research sample were 20 teams. The teamwork KSA test is filled by 4-5 members from each team. The researcher communicated with them and their heads and explained the questions in order to get accurate and real answers. The outputs of teamwork KSA test