

3.5.2. Sampling and Sampling Methods

The research followed the sampling approach suggested by Uma Sekaran (2003), Table 11.3 pp 294. The research aimed to conduct the teamwork KSA test and team WUE survey from all possible teams and members in Fine Company. This was achieved by dividing the sampling approach into three layers:

- 1- The first layer for teams inside the company, to select representative sample from all available teams.
- 2- The second layer for team members within these teams required to conduct the teamwork KSAs test.
- 3- The third layer for managers and section heads they will conduct the WUE survey.

3.5.2.1. Sampling for Teams

The company has 38 unit distributed in four locations. All units that include two or three employees were excluded from sample since they do not satisfy the technical definition of team. Based on that, the available numbers of teams that can conduct the teamwork KSA test were 24 teams.

Referring to Sekaran (2003) table 11.3, if the population is 24 then, the sample required should be 23 teams. The feedback from the company was that four teams were not being able to complete the teamwork KSA test for different reasons. Hence, the sample comprised of only 20 teams out of 24 available which represented a response rate of 83.3%.