

3.6. Procedure for Data Collection

The objectives of this research were discussed with the top management of Nuqul Group and Fine Company in Jordan. They showed support and willingness to help since they believe they will get benefits from the research results. Hence, the doors were opened and the data collection plan was arranged in cooperation with human resources department who supported conducting the required meetings with employees and managers. The procedure for data collection was detailed in population and sampling above, and is summarized as following:

- The organization structure of the company was studied and all departments and sections were considered as teams.
- Sections that have number of employees less than 4 were excluded.
- Sections that have similar functions like the shifts in the factories, one team was selected to represent other teams.
- For each team, the demographic variables of team members were considered to achieve a representative sample to fill the teamwork KSA test.
- Unskilled labors like workers and low educated levels were excluded due to their inability to fill the teamwork KSA test.
- To conduct the WUE survey: the related managers and section heads that are affected or influenced by the team performance were determined in cooperation with HR department at the company for each team, and the survey were sent to them to evaluate their team and other teams.