

the team performance as dependent factor. This research also aims to study if the team members' KSAs results could change due to changes in their demographic variables. The research studied five demographic variables: educational level, age, gender, years of service at company and Job level.

1.3. Context and Scope of the Research

This research aims to explore and analyze the team members' KSA, and examine their relationship with team performance at Fine Company, as a representative of the major industrial companies in Jordan.

Fine Hygienic Paper Company

Fine Company was founded in 1958 as Nuqul Group's first industrial operation. It specializes in the production and conversion of hygienic tissue paper products such as facial tissues, baby diapers, feminine sanitary napkins, toilet rolls, kitchen towels, table napkins, drinking straws, coasters and wet wipes in addition to all types of stationery paper.

Over the years, the company has played a major role in expanding Nuqul Group's activities and operations to include setting up similar industries in the Kingdom of Saudi Arabia, Arab Republic of Egypt, Republic of Lebanon, United Arab Emirates and Yemen Republic. The Company places top priority on its products; and continuously seeks to find ways to improve and upgrade the quality of these products that enjoy worldwide recognition.

The word FINE has become synonymous with facial tissue in many of its markets and has won the company worldwide recognition. In 2003, FINE was entered into the