

accumulated research evidence has shown that measures of task knowledge and task-related skills and abilities can be used to predict high level of individual performance (Miller, 2001). Judeh (2011) studied the level of employee involvement and extent of teamwork effectiveness among employees working in the Jordanian glass and ceramic industries. He found that both employee's involvement and teamwork effectiveness were at a high to moderately high level score, also findings revealed a significant effect of employee involvement on teamwork effectiveness. At the same time results indicated that there were no significant differences towards employee involvement due to gender or marital status, while participants significantly differed in terms of educational level (Judeh, 2011).

Robins and Judge (2011) introduced a team effectiveness model that includes three general categories: The first is contextual influences that include adequate resources, leadership and structure, climate of trust, performance evaluation and reward system. The second relates to the team's composition that includes ability of members, personality, allocating rules, diversity, size of teams, member flexibility and member performance. The third are the process variables that include common purpose, specific goals team efficacy, conflict levels and social loafing.

Farh, Seo & Tesluk (2012) found that employees with higher overall emotional intelligence and emotional perception ability exhibit higher teamwork effectiveness (and subsequent job performance) when working in job contexts characterized by high managerial work demands because such contexts contain salient emotion-based cues that activate employees' emotional capabilities.