

- The respondents' perceptions of the characteristics of work teams came high and administrative feature of (flexible communication) got highest average.
- Results indicate the existence of a significant statistical effect of empowerment on the attributes of work team.

In the end, he concluded that senior management should create a regulatory environment that is characterized by participation, in order to promote the attributes of work teams.

**4- Al- Rasheed, A. and Haddad, F. (2001) study entitled: "The reality of Teams working in the Jordanian business organizations: a field study of the trends of the relevant managers".**

This study aims to recognize the situation of work teams in Jordanian business organizations through five axes. Determine the level of managers understanding of the concept of teamwork that is being applied in their organizations, the level of its existence, how much they are in need for it, how willing are the managers to work on building it and recognize their view to the benefits out from its implementation.

The sample consists from 632 managers working in 14 Jordanian business organizations that represent banks, industry and service sectors. The study shows that the teamwork pattern is the most practice in those organizations, and there is medium existence of team works in these organizations, also the need for team works is medium, the tendency for managers at different levels to build team works is high and they have positive view regarding the benefits of building team works.