

unrelated to the behavior of the assigned leader in the team studied. Self-efficacy for teamwork was not related to individual behavior in teams, nor did it moderate the relationship between the teamwork KSA test and individual performance in teams.

**8- Miller, D. (2001) study entitled: "Reexamining Teamwork KSAs Team Performance".**

This study aimed to reexamine the teamwork KSA test developed by Stevens and Campion in 1994. Stevens and Campion created the Teamwork Test to be used for the selection of high potential individuals into team situations. The idea of being able to test and select high team performers based on knowledge, skills, and ability (KSA) measures has great appeal. However, methods used to validate the test leave some question as to whether it is measuring capabilities related to teamwork. This study further evaluated the test by measuring the relationship between team levels of KSAs and team effectiveness.

In order to that, the sample was one hundred seventy-six undergraduate management majors participated in this research. Age of participants ranged from 19 to 47 years ( $M = 21.5$ ). The students worked in groups ranging from three to five members. Out of 44 teams, 24 teams had four members, 13 teams had five members, and seven teams had three members. Participation was voluntary. Consequently, several groups were dropped from the sample due to a lack of information. This left 42 groups in the final sample. The results show that There were no significant relationships between the team level test score and either performance or satisfaction outcomes. There was also no significant relationship between group variance on the Teamwork Test and the satisfaction levels of the groups.