

by team performance were selected to evaluate the team. Mini-tab test was used as statistical software for analysing the data, one-sample t-tests, regression analysis, One-Way ANOVA and other statistical techniques were used for that purpose.

Chapter 4 discussed the results of the research, which can be summarized as follows:

1. The level of teamwork KSA test result at Fine Company was 14 out of 35 which is low compared with standard norms (22.4 out of 35).
2. All categories of teamwork KSA included in interpersonal KSAs and self-management KSAs show low-test results.
3. The performance level of teamwork was 66.7% based on the criteria followed by using the WUE survey, the effectiveness part was 65.7% and the dynamics part was 67.8%.
4. Teamwork KSA has significant relationship with the team performance with correlation coefficient  $(r) = 0.68$ .
5. Teamwork KSA has significant relationship with the team effectiveness with correlation coefficient  $(r) = 0.60$ .
6. Teamwork KSA has significant relationship with the team dynamics with correlation coefficient  $(r) = 0.67$ .
7. Interpersonal teamwork KSAs has significant relationship with the team performance, with correlation coefficient  $(r) = 0.59$  the major factor of interpersonal teamwork KSAs was collaborative problem solving with non-significant