

performance is predicted by teamwork characteristics. Moreover, results shows that teamwork KSA has significant relationship with both team effectiveness and team dynamics. Referring to this important result, one can concludes that companies they seek to improve the work performance, effectiveness and dynamics have to enhance the level of its individual's teamwork KSA.

- 4- Teamwork KSA can explain 45% of team performance; the self-management KSA part is responsible on this explanation and specifically goal setting and team performance sub-category can explain 42% of team performance.
- 5- The Level of team members' KSA could change due to changes in their educational level change, the teamwork KSA results shows high score for people who have educational level of 4 year and above. That was compatible with Buljac (2012) when she hypnotized that team learning is positively related to team effectiveness, also Judeh (2011), declared that there were no significant differences towards employee involvement due to gender or marital status, while participants significantly differed in terms of educational level. This result could be logic since the education increases the knowledge part of teamwork KSA and enhance the ability of team member to work under team.
- 6- The level of team members' KSA could change due to changes in their Job level, people who have job level of section head and above shows higher teamwork KSA scores than others. The needs for this category of employees to form and work under team could enhance their skills towards teamwork. However, the employees who have high job level have high educational level at the same time, hence these two