

Setting and Performance Management, Planning & Task Coordination). In addition, it was clear that all departments and sections have lower averages teamwork KSA results than the standard norms. Therefore, Fine Company is advised to spread the development to cover all sectors inside the company. In summary, the company is advised to proceed with development and training plans for teamwork in both directions vertical and horizontal.

When analyzing the results of teamwork KSA between operation and non-operation people (Tables 40 and 41), results showed that the operation people who get the self-management work team training did not get better results than others, this leads to advise the company to review the effectiveness of training conducted for operation people in this regards.

It was clear that the part of goal setting and team performance KSA is responsible on 42% of team performance, the result of Fine Company teams was 2.8 out of 5 (56%) which is low and below the standard norm provided by Stevens in (2014) which was 76%. Therefore, Fine Company is strongly advised to give more attention on this part of teamwork KSA and develop the employees' competences and capabilities in goal setting and team performance.

The research advise other companies to follow up Fine Company approach and put itself under the evaluation of international instruments to benchmark its performance and KSA with the best practices around the world, which will enable companies for more improvements and developments.