H1.1.2 There is a relationship between collaborative problem solving KSAs and team performance in Fine Company.

As shown in Table 22, the correlation coefficient (r) between Collaborative Problem Solving KSAs and team performance is 0.39, which give an indication about relationship between Collaborative Problem Solving KSAs and team performance, but this relationship is not significant refereeing to Sekaran (2003). Regression Analysis of variance in Table 22 shows same result with p-value less than 0.05, which support that Collaborative Problem Solving KSAs has relationship with team performance, but it is non-significant.

Table 22: Regression Analysis of Variance: WUE versus Collaborative Problem Solving KSAs

Source	Correlation Coefficient (r)	Degree of Freedom	Sum of Squares	Square Means	F-value	*p-value
Regression Analysis	0.39	1	23.004	23.004	4.47	0.049

* Significance level 0.05

H1.1.3 There is a significant relationship between communication KSAs and team performance in Fine Company.

Regression Analysis of Variance between Communication KSAs and WUE, Table 23 shows that correlation coefficient r= 0.27 and p-value =0.12 more than 0.05, which means that the Communication KSAs does not have a relationship with team performance.