

# CHAPTER I

## INTRODUCTION, SCOPE AND OBJECTIVES

### 1.1. Introduction:

The Industrial Sector in Jordan suffers many challenges that depress its development and improvement such as the scarcity of natural resources, the weakness of infrastructure, the absence or limitation of governmental sponsorship, the high cost of energy. Jordan is not an oil producing country, it has comparatively small agricultural area, and considered as one of the poorest countries in the world in water inventory. These facts make the human resources as one of the most important resources that industrial sector in Jordan depends on and invests in to survive. Companies in Jordan realizing that competent employees achieve better results than normal employees, and teams perform much better than individuals (Abu Elhaija, 2007).

Several workshops and forums are conducted nowadays in Jordan that discuss the concept of teamwork and how it is being formed and for what reasons. It also discuss the characteristics of work teams and the difference between the teamwork and individual's work and the vital role that the leaders should play in building and maintaining the teamwork concept, spirit and culture in their companies.

Reference: deferent workshops summery for "Jordanian Leaders Training Forum", available at <http://www.allofjo.net/index.php?page=article&id=29565>

Fine Company, the research case study, employs more than 800 employees in four different locations in Amman-Jordan. It sells its product to many countries in addition to