

- What are the teamwork KSA levels for different teams inside Fine Company?
- What is the teamwork performance level for different teams inside Fine Company?
- Are there any significant differences in team members' KSA due to variances in their demographic variables?

## **1.6. Significance of the Research**

Many research have used teamwork KSA test to measure the team knowledge, skills and abilities and their relationship with team performance (Miller, 2001; McClough and Rogelberg, 2003; Leach, Wall, Rogelberg and Jackson, 2005). Specifically, Leach, et.al (2005) linked the teamwork KSA with WUE. Many Jordanian researchers studied the factors affecting team performance: Bashabsheh and Harahsheh (2006) analysed the impact of work teams characteristics on effectiveness of decision-making in the Greater Amman Municipality. Harrim and AlKshali (2010) examine the effect of employees empowerment on team effectiveness in the Jordanian construction firms. Judeh (2011) examines the significant of employee empowerment on teamwork effectiveness.

This research is an addition to other researchers' efforts to test whether teamwork KSA have a relationship with team performance in industrial companies in Jordan and to help these companies to use the best practice when evaluating their teams' performance and to use it in their recruiting process as recommended by Stevens and Campion (1994). The teamwork KSA test could also be used by other types of companies in other sectors that have the nature of team working and who aim to improve the concept of self-management teamwork (Stevens & Campion, 1994).