

Another significant side is to measure the team performance by another survey that is filled by the heads of teams and other interested heads that are affected or influenced by team performance. This was achieved by utilizing the WUE survey developed by Uhl-Bien and Graen in 1998.

The third point that this research discussed is the possible changes in team member KSA test results due to changes in their demographic variables, this could help Fine Company to better understand why some employees have higher KSAs results than others.

## **1.7. Research Objectives**

This research aims to achieve the following objectives:-

- 1- Measure the team members KSA level at Fine Company.
- 2- Measure the team performance at Fine Company.
- 3- Investigate if the team members' KSAs have a relationship with team performance, as suggested by Stevens and Campion (1994), Leach, et.al (2005), and McClough and Rogelberg (2003).
- 4- Study if there are significant differences in the team members' KSA test results according to their demographic variables: educational level, age, gender, years of service at company and Job level. This will help to figure out which employee can get higher teamwork KSAs and which can be more effective as a team player.