

limitation, the researcher sought the opinion of more than one head to complete the survey.

- The second limitation is the relative complexity and length of the teamwork KSA test that requires full attention and understanding from the employee who will fill the test. This requires the physical existence of the researcher during the test filling to facilitate the process.
- The third limitation is the translation of teamwork KSA test to Arabic, which was solved by the steps, detailed in point 3.2.3-B regarding permission to use Instrument.
- The fourth and last limitation is that employees could be afraid and have misperception that test will be used against them; hence the test includes clear message for employees and department head that the test will be used only for scientific research purposes.

#### **10.1.2. Delimitations**

- One of the delimitations is to find the real team in the sampled company, hence it is necessary to assume that the departments, sections and units are representing the team that this research measures its performance and teamwork KSA. For this purpose, the researcher eliminated all teams that have three members or less from the sample.
- The second delimitation is the time required to plan for the sample since it is important to represent all available teams carefully inside the company and this