

requires continuous coordination with the HR department and top management inside Fine Company.

### **1.11. Methodological Framework**

The research conceptual framework is constructed to connect the main variables of the research: the independent variables of team member KSA and the dependent variables of team performance. The Independent variables of teamwork KSA are measured by utilizing the test developed by Stevens and Campion (1994) that identified 14 knowledge, skill, and ability requirements that individual team members should possess. These requirements are summarized in two main dimensions: The first is Interpersonal KSAs, which handles conflict resolution, collaborative problem solving and communication. The second is Self-management KSAs, which handle goal setting, performance management and planning and task coordination. The Dependent variables, Team Performance is measured by utilizing WUE survey developed by Uhl-Bien and Graen in 1998. The team members' demographic characteristics are studied to measure if the team members' KSA results could change due to changes in demographic variables. These demographic variables are: educational level, age, gender, years of service at company and job level.

Figure (1) illustrates the methodological model showing the relationships between the independent variables of teamwork KSA and its dimensions and sub-dimensions with the dependent variables of Team performance and its sub-dimensions. These relationships are illustrated to test the research hypotheses and answer the research questions.