

The sample was 451 workers representing 20% of the whole population. Statistical analysis was used to deal with these questionnaires; the questionnaire includes questions about demographic factors, internal and external factors that were proposed that it could affect the building of teamwork. The study concluded that:

- Demographic factors represented in (sex and social level) have no statistical effect on building teamwork.
- Demographic factors represented in (age and scientific qualifications) have significant effect on building teamwork.
- Organizational internal factors represented in (upper management, incentives, conflict, communications, authority and team roles) have medium effect on building teamwork.
- Regarding External factors represented in (technical, economic, social, political and legislation factors), the technical factor has high effect on building teamwork while others have medium effect on building teamwork.
- In general, external factors have more effect on building teamwork than internal factors.

9- Harrim, H. and Alkshali, S. (2010) study entitled: "Employees' Empowerment and Its Effect on Team Effectiveness: Field Study on Jordanian Construction Firms"

This study aimed to examine the effect of employees' empowerment on team effectiveness in the Jordanian Construction firms. Empowerment measures included four dimensions/ subscales: Impact, self-determination (choice), competence, and meaning.