

This research will add to the knowledge of the founders of this instrument by examining it in a different culture and society. Most teamwork KSA tests were used and examined in developed countries; choosing Jordan as one sample of Arab developing countries will add to the data base knowledge of test founder about its applicability and ability to be used in this country. This could also help in modifying and developing the test if needed to be more suitable use in other cultural settings.

The test contains a structured way of measuring interpersonal and self-management aspects of team members that includes conflict resolution, collaborative problem solving, communication, goal setting and performance management and finally planning and task coordination. Measuring these aspects will enhance the knowledge of decision makers in Fine Hygienic Company and help them establishing a gap analysis to develop which individual or team in which area.

The results of this research will also indicate the factors that affect the team performance, and help examine the theory of connecting the team members' characteristics in terms of skills, knowledge and ability with the team performance, effectiveness and dynamics.

The other part of the research is the instrument that was used to measure the working unit effectiveness WUE that was introduced by Uhl-Bien and Graen in 1998. Miller (2001) believes that there was a limitation regarding the tool that was used to measure the team performance. This research used a simple and effective instrument but requires the commitments, time and precision of top and middle management of the organization in order to conduct the survey, which was provided by Fine Company.