

Under Sales and marketing, it has direct sales, modern trade, Fine solution, pre-sales and marketing. It also has facilitating departments like finance, Information technology, human resources, and administrative department.

The company has verity in employees' demography in education level, age, gender, years of service at the company and Job level.

3.5.1.1. Teamwork KSA Tests Population:

The research population was determined to be the departments and sections at Fine Company in the four locations, which includes 800 employees distributed in 38 unit. In order to fill the teamwork KSAs test; employees were classified into two categories skilled and unskilled. Unskilled category includes workers and employees have low educational level that prevents them to understand and fill the KSAs test. The total number of skilled employees in the four locations was 322 employees.

3.5.1.2. WUE Survey Population:

The company has 25 managers and section heads distributed in the four locations. These managers and section heads were considered as the research population to conduct the WUE survey.

Therefore, two independent samples were selected from two different population classifications. For teamwork KSAs, the population are teams and skilled individuals inside teams, and for WUE, the population are departments' managers and sections' heads.