

Table 1: Teams Sample Who Filled the Teamwork KSA Test and Response Rate.

Team No.	Team	Location	Population	Sample required	Sample taken	Response Rate
1	Direct Sales	Sahab	7	5	5	100%
2	Modern Trade	Sahab	8	5	4	80%
3	Pre Sell	Sahab	13	8	5	63%
4	Marketing	Jabal Amman	15	9	6	67%
5	IT	Sahab	4	4	4	100%
6	Finance	Sahab	20	12	6	50%
7	HR	Sahab	6	5	5	100%
8	Admin	Sahab	5	5	5	100%
9	Procurement	Sahab	6	5	5	100%
10	Distribution	Sahab	8	6	6	100%
11	WHs	Thuhaibeh	16	9	5	56%
12	Warehouses	Arainbeh	14	8	5	63%
13	Quality Control	Thuhaibeh	12	7	5	71%
14	Production Machine 1	Arainbeh	15	9	5	56%
15	Production Machine 2	Arainbeh	17	10	5	50%
16	Production Machine 3	Arainbeh	11	6	5	83%
17	Maintenance	Arainbeh	14	8	5	63%
18	Maintenance	Thuhaibeh	10	6	4	67%
19	Production Machine 1	Thuhaibeh	11	7	4	57%
20	Production Machine 2	Thuhaibeh	11	7	5	71%
20	Total		223	141	99	70%

3.5.2.3. Sampling for WUE

In order to determine the sample to fill the WUE survey, many sessions were arranged with the human resource department at Fine Company. As a result, 25 managers and section heads were selected as expertise to evaluate the 20 teams. The number of replies expected from those managers was 105 replies in total and gives 5 to 6 evaluations for each team. Managers did not evaluate all teams they were asked to evaluate, so the total received responds was only 82 with a response rate of 78%. The actual number of