

### **3.7. Validity and Reliability**

The research used internationally valid and reliable instruments to measure the effect of teamwork characteristics on team performance. In addition, the sampling approach was conducted based on valid and published practices.

#### **3.7.1. Validity**

The teamwork KSA test validity was published by Stevens and Campion (1999), they mentioned that: “Standard test construction procedures were followed to obtain adequate test reliability, item-discriminability, and reading level difficulty. The resulting test included 35 multiple-choice items (internal consistency =.80) at the eighth grade reading level”.

WUE test validity was published by Uhl-Bien and Graen (1998); they mentioned that all items were assessed on a five-point scale ranging from “very low” to “very high”. The Cronbach alpha for effectiveness was 0.88.

Leach et.al (2005), used both instruments to test the relationship between teamwork characteristics and team performance; other research utilized the teamwork KSA test like McClough & Rogelberg (2003), Brown et.al (2001). O’Neill et.al (2012) page 38 studied some research about teamwork KSA test validity, and mentioned:

“We found six samples that reported Cronbach’s alpha (a) for the overall Teamwork-KSA Test score: McClough and Rogelberg (2003), a = .59; Leach, Wall, Rogelberg, and Jackson (2005), a = .70; Chen, Donahue, and Klimoski (2004), Time 1 a = .64 and Time 2 a = .82; Martín-Pérez, Martín-Cruz, Pérez-Santana, Hernangómez-