Barahona, and Martín-Sierra (2010),Time 1 a = .68 and Time 2 a = .75; and Stevens & Campion (1999), after deleting two unidentified items with negative item–total correlations, a = .80 and .81 in two samples. It is noteworthy that, despite deleting two items during the reliability analysis, it appears that those items were retained for the published test version. Finally, we found two test–retest reliability coefficients of 0.60 and 0.72 reported by Chen et al. and Martin-Pérez et al., respectively."

3.7.2. Reliability

The reliability of the two measuring instruments based on Cronbach's Alpha value was calculated using multivariate item analyses. The Total Cronbach's Alpha for teamwork KSA items was 0.83, as shown in Table 3 and for WUE survey, it was 0.90, as shown in Table 4. Referring to Sekaran (2003), reliability ranges above 0.8 are good

Table 3: Reliability Test for Research Instrument, Teamwork KSA Test

Variable	Cronbach's Alpha
Teamwork KSA	0.74
Interpersonal KSA	0.77
Conflict Resolution KSA	0.84
Collaborative Problem solving KSA	0.82
Communication KSA	0.82
Self-management KSA	0.8
Goal Setting KSA	0.81
Planning and Task coordination KSA	0.83
Total	0.83