

Employees' attitudes towards the effect of teamwork characteristics on the effectiveness of decision -making at Greater Amman Municipality: A field study

moh'd Harahsheh

Samer Bashabsheh

**Assistant Professor
Dept. of Public Admin.
College of Business Admin.**

Abstract

This study aims at analyzing the effect of teamwork traits on the effectiveness of decision -making at Greater Amman Municipality.

The study used both primary and secondary data. The primary data were collected by a questionnaire distributed and collected from a simple random sample of (460) respondents of the employees working at Greater Amman Municipality which represent (25.5%) of the population.

Specific statistical techniques particularly (SPSS) were used to achieve the research objectives and to test the related hypotheses.

The overall main findings of the study were:

- 1- There were statistical relationship between teamwork traits (independent variable) and the effectiveness of decision- making (dependent variable).
- 2- There were significant differences among respondents perception towards teamwork traits due to demographic variables (sex, social status, learning qualification, and age).
- 3- There were significant effect between teamwork traits and every dimension of decision- making effectiveness (problem definition, alternatives determination, alternative evaluation, alternatives selection, follow up and controlling).

The study, finally, offers some recommendations that concentrate on the importance of teamwork traits, and building effective teamworks which lead to rational decisions and improve performance .

For the Paper in Arabic Language See the Pages (41-82).

