

**Table 38: Team Members' KSAs Results for Years of Service at Company Categories**

Years of service at company	Total count (N)	Mean	Standard Deviation
Less than 1 year,	7	15.14	3.13
From 1 to 5	26	14.577	3.657
From 5 to10	19	14.316	3.215
From 10 to15	19	13.947	3.749
More than 15 years	28	13.143	3.2

**Table 39: One-way ANOVA Test for Team Members' KSAs Results According to Years of Service at Company**

Source	Degree of Freedom	Sum of Squares	Square Means	F-value	*p-value
One-Way ANOVA	4	40.2	10	0.85	0.497

\* Significant level at 0.05

**H2.5. There is no significant difference between team members' KSAs due to differences in their Job level in Fine Company.**

Table 40 shows the KSAs results for each category of Job level, it clearly shows that team member KSAs results increase as the job level increase. One-way ANOVA test Table 41 clearly shows that there is difference in team members' KSAs results due to changes in their job level.

**Table 40: Team Members' KSAs Results According to Job Level**

Job Level	Total count (N)	Mean	Standard Deviation
Department Manager	7	16	2.160
Section Head	19	15.368	3.235
Supervisor	41	14.049	3.346
Employee	32	12.812	3.48