

One interesting point that was seen in the analysis of these hypotheses is that all Departments/Section heads have 4 years educational level and above. Therefore, the change in KSAs test results could be either due to change in educational level and the job level was affected by that or the educational level was affected by job level, or the change was due to change in both. It is difficult to proof one of them at this research level.

The last point that this chapter discusses is the effect of getting self-management teamwork training and development on the team members' KSAs test results. Fine Company invested to train and develop its operation employees in the self-management teamwork during the last two years pass the sample study. This research aims to measure the effect of these development plans on the team member KSAs results. For that purpose, employees were categorized into two types: operation and others, Table 44 shows that operation employees have lower KSAs test results than others, but one-way ANOVA Table 45 shows there is no significant difference as p-value is greater than 0.05. Hence, one can conclude that the training in self-management work team of operation employees does not enhance their KSAs test results comparing with other teams. This conclusion could not be accurate as the teamwork KSA test needs to be done before and after training to measure the training effectiveness. In addition, most of operation people have lower educational level than other employees and education factor could have stronger power than training regarding teamwork KSA test result, so this result requires more research and investigation.