

Table 31: One-Way ANOVA Test for Team Members' KSAs Results According to Educational Level

Source	Degree of Freedom	Sum of Squares	Square Means	F-value	*p-value
One-Way ANOVA	4	259.26	64.81	6.84	0.000

* Significant level at 0.05

However, for more accurate results, and to illustrate the step change in educational level that show the difference in team member KSAs results; the five educational levels were squeezed into two: (2 years or less) and (4 years or above). The results in Table 32 show clear difference in KSAs results and one-way ANOVA test in Table 33 proof statistically this difference. Hence, it is concluded that there is significant difference in team members' KSAs test results due to changes in their educational level. One reason for this result that the increase in educational level will enhance the knowledge part of teamwork and hence the team member KSAs result could be better. In addition, as mentioned by Bleakley et.al (2012) that team member's valuing of teamwork activity can be improved and sustained when the education is better. This shows the importance of educational level and quality of team individuals on the team performance.

Table 32: Team Members' KSAs Results for Two Main Categories of Educational Level

Educational Level	Total count (N)	Mean	Standard Deviation
Two years or less	55	12.93	3.084
Four years or more	44	15.4	3.351