

**Table 33: One-way ANOVA Test for Team Members' KSAs Results for Two Main Categories of Educational Level**

Source	Degree of Freedom	Sum of Squares	Square Means	F-value	*p-value
One-Way ANOVA	1	153.3	153.3	14.93	0.000

\* Significant level at 0.05

**H2.2. There is no significant difference between team members' KSAs due to differences in their age in Fine Company.**

Table 34 shows that the level of team members' KSAs results do not change due to changes in their age. One-way ANOVA test Table 35 shows p-value of 0.837 (>0.05), which proof this result.

**Table 34: Team Members' KSAs Results for Age Categories**

Age	Total count (N)	Mean	Standard Deviation
Less than 21 year	1	13	-
From 21 to 30	33	14.455	3.401
From 31 to40,	43	13.814	3.340
From 41 to 50	20	14.1	3.878
More than 51 years	2	12	2.83

**Table 35: One-way ANOVA Test for Team Members' KSAs Results for Age Categories**

Source	Degree of Freedom	Sum of Squares	Square Means	F-value	*p-value
One-Way ANOVA	4	17.3	4.3	0.36	0.837

\* Significant level at 0.05