4.5. Results Pertaining to Hypothesis 2

Hypothesis 2 indicated that there are no significant differences between team members' KSAs due to differences in their demographic variables in Fine Company.

This hypothesis was tested by analysis of variance and one-way ANOVA for each demographic variable and the result will discuss each sub-hypothesis as below:

H2.1. There is no significant difference between team members' KSAs due to differences in their Educational level in Fine Company.

Table 30 shows the team members' KSAs results for each category of educational level; it clearly shows that team members' KSAs result increase as the educational level increase. One-way ANOVA test Table 31 clearly shows that there is differences of team members' KSAs results due to changes in their educational level.

Table 30: Team Members' KSAs Results According to Educational Level

Educational Level	Total count (N)	Mean	Standard Deviation
High school or less	30	11.967	3.124
Diploma	25	14.080	2.66
Bachelor degree	37	15.027	3.428
Bachelor & training	5	18.2	1.924
Master degree and above	2	16	0.000