

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