

H2.3. There is no significant difference between team members' KSAs due to differences in their Gender.

Table 36 shows that females have more KSAs test results than males , to validate this result, one-way ANOVA test Table 37 shows that this difference is not significant as p-value is greater than 0.05, so, there is no significant difference in team members' KSAs test results due to changes in their gender.

Table 36: Team Members' KSAs Results for Gender Categories

Age	Total count (N)	Mean	Standard Deviation
Female	11	13.818	3.466
Male	88	15.818	2.5

Table 37: One-Way ANOVA Test for Team Members' KSAs Results for Gender Categories

Source	Degree of Freedom	Sum of Squares	Square Means	F-value	*p-value
One-Way ANOVA	1	39.1	39.1	3.42	0.068

* Significant level at 0.05

H2.4. There is no significant difference between team members' KSAs due to differences in their Years of service at company in Fine Company.

Table 38 shows that the level of team members' KSAs result do not change when there is changes in their years of service at company. One-way ANOVA test Table 39 shows p-value of 0.497 (>0.05), which proof this result.