

Table 41: 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	3	108.6	36.2	3.3	0.024

* Significant level at 0.05

In order to see at what job level the KSAs results could change; the five job levels were squeezed into two: Departments/Section heads and others. The results in Table 42 shows clear difference in team members' KSAs results and one-way ANOVA test in Table 43 proof statistically this difference. Hence, one can conclude that there is significant difference in team members' KSAs test results due to changes in their job level. In general, departments' managers and sections heads could have more skills in teamwork than others due to their need in depending on their subordinates and their desire to achieve their goals through others.

Table 42: Team Members' KSAs Results for Two Main Categories of Job Level

Job Level	Total count (N)	Mean	Standard Deviation
Departments/Section Heads	26	15.538	2.956
Others	73	13.507	3.440

Table 43: One-Way ANOVA Test for Team Members' KSAs Results for Two Main Categories of Job Level

Source	Degree of Freedom	Sum of Squares	Square Means	F-value	*p-value
One-Way ANOVA	1	79.1	79.1	7.17	0.009

* Significant level at 0.05