

**Table 9: One Sample t-Test for Teamwork KSA for Teams and Individuals**

Test if the sample Average is equal to 22.4 vs not equal to 22.4						
Sample	N	Average	Standard Deviation	95% confidence interval	t-value	*p-value
For individuals	99	14.04	3.425	(13.357- 14.724)	-23.12	0.000
For Teams	20	14.01	1.574	(13.274- 14.747)	-22.7	0.000

\* Significance level 0.05

When analyzing the subcategories of teamwork KSA, the results shows that Fine Company is less than standard norms in all categories as detailed in Table 10. One sample t-test was conducted for all of them and showed significant difference as detailed in Table 10. Hence, the reason behind the low level of teamwork KSA is not concentrated in one or two categories but it was due to lack in all categories.

**Table 10: One Sample t-Test for Teamwork KSA Categories Results Compared with Stevens and Campion Results**

Category	Sample Average	Standard Norms Average	t-value	*p-value
Interpersonal	8.9	14.6	-23.87	0.0
Conflict Resolution	2.3	3	-7.32	0.0
Collaborative Problem Solving	2.3	4.6	-17.03	0.0
Communication	4.2	6.9	-16.43	0.0
Self-management	5.2	7.5	-13.07	0.0
Goal Setting	2.8	3.8	-7.6	0.0
Planning	2.3	3.8	-12.67	0.0
KSA	14	22.4	-23.12	0.0

\* Significance level 0.05