

## 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