

**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.