

Table 38: Team Members' KSAs Results for Years of Service at Company Categories

Years of service at company	Total count (N)	Mean	Standard Deviation
Less than 1 year,	7	15.14	3.13
From 1 to 5	26	14.577	3.657
From 5 to10	19	14.316	3.215
From 10 to15	19	13.947	3.749
More than 15 years	28	13.143	3.2

Table 39: One-way ANOVA Test for Team Members' KSAs Results According to Years of Service at Company

Source	Degree of Freedom	Sum of Squares	Square Means	F-value	*p-value
One-Way ANOVA	4	40.2	10	0.85	0.497

* Significant level at 0.05

H2.5. There is no significant difference between team members' KSAs due to differences in their Job level in Fine Company.

Table 40 shows the KSAs results for each category of Job level, it clearly shows that team member KSAs results increase as the job level increase. One-way ANOVA test Table 41 clearly shows that there is difference in team members' KSAs results due to changes in their job level.

Table 40: Team Members' KSAs Results According to Job Level

Job Level	Total count (N)	Mean	Standard Deviation
Department Manager	7	16	2.160
Section Head	19	15.368	3.235
Supervisor	41	14.049	3.346
Employee	32	12.812	3.48