

Table 44: Team Members' KSAs Results for Operation and Non-Operation Employees

Job Level	Total count (N)	Mean	Standard Deviation
Operation employees	47	13.404	2.924
Non-operation employees	52	14.615	3.758

Table 45: One-Way ANOVA Test for Team Members' KSAs Results for Operation and Non-Operation Employees

Source	Degree of Freedom	Sum of Squares	Square Means	F-value	*p-value
One-Way ANOVA	1	36.2	36.2	3.15	0.079

* Significant level at 0.05

Results illustrated in tables 30-45 shows that team members' KSAs test results could change due to changes in their educational level and job level. Moreover, there is no statistical support that it could change due to change in their age, gender and years of service at company. In addition, it shows that there is interaction between the effect of job level and educational level on the results of team member KSAs results, which requires more research. In addition, it shows that employees who got training on self-management teamwork did not show better results on teamwork KSAs test. However, this result requires more investigation and research.

4.6. Conclusion

Based on the above results, the following was concluded:

1. The level of teamwork KSA test result at Fine Company was 14 out of 35 which is low compared with standard norms (22.4 out of 35).