

Anexo 7 – Testes ANOVA

Idade

Report

Idade		Empenho	Comunicação	Participação	Formação	Motivação	Observação	Aprendiza gem	Mudança
Menos ou igual a 25 anos	Mean	3,5556	3,4000	3,5556	3,4667	3,1250	3,1667	3,6667	3,2857
	N	3	3	3	3	3	3	3	3
	Std. Deviation	,34694	,87178	,63099	,41633	,37500	,76376	1,16667	1,26974
Entre 26 e 35 anos	Mean	3,4722	3,0941	2,9271	2,9667	3,0625	2,6953	3,0980	2,6134
	N	18	17	16	18	18	16	17	17
	Std. Deviation	,66483	,95947	,76973	,95609	,77915	,80230	,73139	,95534
Entre 36 e 45 anos	Mean	3,2444	3,2000	3,0476	3,1000	2,8083	3,0673	2,9286	2,6484
	N	15	12	14	14	15	13	14	13
	Std. Deviation	,76601	,80000	,81237	,84398	,79179	,71556	,89087	,60219
Entre 46 e 55 anos	Mean	3,5625	3,4250	3,1667	3,0571	3,1406	3,0156	2,9792	3,1071
	N	8	8	8	7	8	8	8	8
	Std. Deviation	,91694	,87137	1,17176	,93605	,90247	,97155	,97361	1,19218
Mais de 55 anos	Mean	4,2667	3,7200	3,4444	3,9600	3,7500	3,6667	4,1250	3,0000
	N	5	5	3	5	4	3	4	3
	Std. Deviation	,40139	,41473	,38490	,71274	,94097	,47324	,36956	,89214
Total	Mean	3,5034	3,2711	3,0871	3,1574	3,0573	2,9680	3,1522	2,7857
	N	49	45	44	47	48	43	46	44
	Std. Deviation	,74263	,84116	,83100	,89339	,80761	,80090	,87194	,91732

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Empenho * Idade	Between Groups	(Combined)	3,972	4	,993	1,942	,120
	Within Groups		22,499	44	,511		
	Total		26,472	48			
Comunicação * Idade	Between Groups	(Combined)	1,840	4	,460	,628	,645
	Within Groups		29,292	40	,732		
	Total		31,132	44			
Participação * Idade	Between Groups	(Combined)	1,524	4	,381	,527	,716
	Within Groups		28,170	39	,722		
	Total		29,694	43			
Formação * Idade	Between Groups	(Combined)	4,279	4	1,070	1,385	,255
	Within Groups		32,436	42	,772		
	Total		36,715	46			
Motivação * Idade	Between Groups	(Combined)	2,919	4	,730	1,131	,354
	Within Groups		27,736	43	,645		
	Total		30,655	47			
Observação * Idade	Between Groups	(Combined)	2,919	4	,730	1,154	,346
	Within Groups		24,022	38	,632		
	Total		26,940	42			
Aprendizagem * Idade	Between Groups	(Combined)	5,569	4	1,392	1,993	,114
	Within Groups		28,644	41	,699		
	Total		34,213	45			
Mudança * Idade	Between Groups	(Combined)	2,464	4	,616	,712	,588
	Within Groups		33,720	39	,865		
	Total		36,184	43			

Sexo

Report

Sexo		Empenho	Comunicação	Participação	Formação	Motivação	Observação	Aprendiza gem	Mudança
Masculino	Mean	3,8750	3,7500	2,8333	3,1000	3,3125	3,4688	3,2917	3,0357
	N	4	4	4	4	4	4	4	4
	Std. Deviation	,64370	,50000	,83887	,52915	1,06311	,54367	1,15770	,68388
Feminino	Mean	3,4704	3,2244	3,1125	3,1628	3,0341	2,9167	3,1389	2,7607
	N	45	41	40	43	44	39	42	40
	Std. Deviation	,74814	,85697	,83665	,92402	,79211	,81026	,85692	,94062
Total	Mean	3,5034	3,2711	3,0871	3,1574	3,0573	2,9680	3,1522	2,7857
	N	49	45	44	47	48	43	46	44
	Std. Deviation	,74263	,84116	,83100	,89339	,80761	,80090	,87194	,91732

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Empenho * Sexo	Between Groups	(Combined)	,601	1	,601	1,093	,301
	Within Groups		25,870	47	,550		
	Total		26,472	48			
Comunicação * Sexo	Between Groups	(Combined)	1,007	1	1,007	1,437	,237
	Within Groups		30,126	43	,701		
	Total		31,132	44			
Participação * Sexo	Between Groups	(Combined)	,283	1	,283	,405	,528
	Within Groups		29,410	42	,700		
	Total		29,694	43			
Formação * Sexo	Between Groups	(Combined)	,014	1	,014	,018	,895
	Within Groups		36,700	45	,816		
	Total		36,715	46			
Motivação * Sexo	Between Groups	(Combined)	,284	1	,284	,430	,515
	Within Groups		30,371	46	,660		
	Total		30,655	47			
Observação * Sexo	Between Groups	(Combined)	1,106	1	1,106	1,755	,193
	Within Groups		25,835	41	,630		
	Total		26,940	42			
Aprendizagem * Sexo	Between Groups	(Combined)	,085	1	,085	,110	,742
	Within Groups		34,127	44	,776		
	Total		34,213	45			
Mudança * Sexo	Between Groups	(Combined)	,275	1	,275	,322	,574
	Within Groups		35,909	42	,855		
	Total		36,184	43			

Habilitações

Report

Habilitações escolares		Empenho	Comunicação	Participação	Formação	Motivação	Observação	Aprendiza gem	Mudança
Menos que o 9º ano	Mean	3,5526	3,2824	3,3137	3,2889	3,2237	3,2266	3,0729	2,9238
	N	19	17	17	18	19	16	16	15
	Std. Deviation	,74753	,69303	,80554	,91580	,60893	,75996	,63529	,71605
9º ano	Mean	3,1667	3,3600	3,2917	3,2000	3,1750	3,1500	3,5667	3,3714
	N	5	5	4	5	5	5	5	5
	Std. Deviation	,95015	,86487	,77430	,61644	,32596	,51082	1,09671	,94004
12º ano	Mean	3,5278	3,9200	2,8000	3,2800	2,6042	2,6667	2,8611	2,6190
	N	6	5	5	5	6	6	6	6
	Std. Deviation	1,02424	1,24579	,66039	1,16276	1,23849	1,29341	,99675	1,24431
Bacharelato	Mean	3,5833	2,7000	1,9167	2,3000	2,4375	2,5625	2,1667	2,1429
	N	2	2	2	2	2	2	2	2
	Std. Deviation	,82496	,42426	,35355	,14142	,26517	,61872	,70711	,40406
Licenciatura	Mean	3,4583	3,0533	3,0313	2,9875	3,0703	2,7946	3,2604	2,6161
	N	16	15	16	16	16	14	16	16
	Std. Deviation	,56928	,85679	,87182	,88081	,93871	,67690	,92690	,96991
Total	Mean	3,4792	3,2591	3,0871	3,1304	3,0573	2,9680	3,1259	2,7857
	N	48	44	44	46	48	43	45	44
	Std. Deviation	,73064	,84697	,83100	,88365	,80761	,80090	,86322	,91732

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Empenho * Habilitações escolares	Between Groups	(Combined)	,634	4	,158	,279	,890
	Within Groups		24,457	43	,569		
	Total		25,090	47			
Comunicação * Habilitações escolares	Between Groups	(Combined)	3,504	4	,876	1,250	,306
	Within Groups		27,342	39	,701		
	Total		30,846	43			
Participação * Habilitações escolares	Between Groups	(Combined)	4,242	4	1,061	1,625	,187
	Within Groups		25,451	39	,653		
	Total		29,694	43			
Formação * Habilitações escolares	Between Groups	(Combined)	2,294	4	,574	,716	,586
	Within Groups		32,843	41	,801		
	Total		35,137	45			
Motivação * Habilitações escolares	Between Groups	(Combined)	2,598	4	,650	,996	,420
	Within Groups		28,057	43	,652		
	Total		30,655	47			
Observação * Habilitações escolares	Between Groups	(Combined)	2,530	4	,632	,984	,428
	Within Groups		24,411	38	,642		
	Total		26,940	42			
Aprendizagem * Habilitações escolares	Between Groups	(Combined)	3,567	4	,892	1,221	,317
	Within Groups		29,220	40	,730		
	Total		32,786	44			
Mudança * Habilitações escolares	Between Groups	(Combined)	3,455	4	,864	1,029	,404
	Within Groups		32,729	39	,839		
	Total		36,184	43			

Antiguidade

Report

Antiguidade na organização		Empenho	Comunicação	Participação	Formação	Motivação	Observação	Aprendizagem	Mudança
Menos ou igual a 5 anos	Mean	3,5303	3,2000	3,1500	3,0091	3,1080	3,0395	3,2778	2,8357
	N	22	20	20	22	22	19	21	20
	Std. Deviation	,55310	,79207	,94265	,88043	,70847	,71450	,90880	,94905
Entre 6 e 10 anos	Mean	3,6818	3,5091	3,1296	3,5455	3,2727	2,9306	2,8519	2,5397
	N	11	11	9	11	11	9	9	9
	Std. Deviation	,59840	,64102	,65499	,95117	,69781	,90379	,57400	,85050
Entre 11 e 20 anos	Mean	3,6667	3,6500	3,3750	3,4500	3,6563	3,7188	4,0000	3,2857
	N	4	4	4	4	4	4	4	4
	Std. Deviation	1,26198	1,13578	,43833	,34157	,75949	,40020	,36004	,67006
Entre 21 e 30 anos	Mean		4,8000				4,5000		4,4286
	N		1				1		1
	Std. Deviation		.				.		.
Mais de 30 anos	Mean	2,5000	3,0000	2,3333	2,4000	2,7500	2,6250	2,1667	2,5714
	N	1	1	1	1	1	1	1	1
	Std. Deviation	.	.	.	.	.	.	.	.
Total	Mean	3,5614	3,3784	3,1471	3,1947	3,2039	3,1213	3,2190	2,8490
	N	38	37	34	38	38	34	35	35
	Std. Deviation	,66035	,80247	,81212	,88040	,70556	,78304	,84673	,91469

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Empenho * Antiguidade na organização	Between Groups	(Combined)	1,352	3	,451	1,036	,389
	Within Groups		14,783	34	,435		
	Total		16,135	37			
Comunicação * Antiguidade na organização	Between Groups	(Combined)	3,284	4	,821	1,320	,284
	Within Groups		19,899	32	,622		
	Total		23,183	36			
Participação * Antiguidade na organização	Between Groups	(Combined)	,873	3	,291	,418	,741
	Within Groups		20,892	30	,696		
	Total		21,765	33			
Formação * Antiguidade na organização	Between Groups	(Combined)	3,003	3	1,001	1,326	,282
	Within Groups		25,675	34	,755		
	Total		28,679	37			
Motivação * Antiguidade na organização	Between Groups	(Combined)	1,279	3	,426	,846	,478
	Within Groups		17,140	34	,504		
	Total		18,419	37			
Observação * Antiguidade na organização	Between Groups	(Combined)	4,030	4	1,007	1,803	,155
	Within Groups		16,204	29	,559		
	Total		20,234	33			
Aprendizagem * Antiguidade na organização	Between Groups	(Combined)	4,833	3	1,611	2,555	,073
	Within Groups		19,543	31	,630		
	Total		24,376	34			
Mudança * Antiguidade na organização	Between Groups	(Combined)	4,200	4	1,050	1,299	,293
	Within Groups		24,247	30	,808		
	Total		28,447	34			

Setor

Report

Sector		Empenho	Comunicação	Participação	Formação	Motivação	Observação	Aprendizagem	Mudança
Instituição privada com fins lucrativos	Mean	3,3768	3,3500	3,1591	3,1636	3,0978	3,1413	3,1159	2,9627
	N	23	20	22	22	23	23	23	23
	Std. Deviation	,60348	,63867	,69480	,55767	,65924	,60220	,60184	,69215
Instituição sem fins lucrativos	Mean	3,6154	3,2080	3,0152	3,1520	3,0200	2,7688	3,1884	2,5918
	N	26	25	22	25	25	20	23	21
	Std. Deviation	,84297	,98231	,95937	1,12143	,93589	,95909	1,09095	1,09850
Total	Mean	3,5034	3,2711	3,0871	3,1574	3,0573	2,9680	3,1522	2,7857
	N	49	45	44	47	48	43	46	44
	Std. Deviation	,74263	,84116	,83100	,89339	,80761	,80090	,87194	,91732

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Empenho * Sector	Between Groups	(Combined)	,695	1	,695	1,267	,266
	Within Groups		25,777	47	,548		
	Total		26,472	48			
Comunicação * Sector	Between Groups	(Combined)	,224	1	,224	,312	,580
	Within Groups		30,908	43	,719		
	Total		31,132	44			
Participação * Sector	Between Groups	(Combined)	,228	1	,228	,325	,572
	Within Groups		29,466	42	,702		
	Total		29,694	43			
Formação * Sector	Between Groups	(Combined)	,002	1	,002	,002	,965
	Within Groups		36,713	45	,816		
	Total		36,715	46			
Motivação * Sector	Between Groups	(Combined)	,073	1	,073	,109	,743
	Within Groups		30,582	46	,665		
	Total		30,655	47			
Observação * Sector	Between Groups	(Combined)	1,485	1	1,485	2,391	,130
	Within Groups		25,456	41	,621		
	Total		26,940	42			
Aprendizagem * Sector	Between Groups	(Combined)	,060	1	,060	,078	,782
	Within Groups		34,152	44	,776		
	Total		34,213	45			
Mudança * Sector	Between Groups	(Combined)	1,510	1	1,510	1,829	,183
	Within Groups		34,674	42	,826		
	Total		36,184	43			