| **Test of Homogeneity of Variances** | | | |
| --- | --- | --- | --- |
| Certification Exam | | | |
| Levene Statistic | df1 | df2 | Sig. |
| 1.214 | 2 | 57 | .305 |

| **ANOVA** | | | | | |
| --- | --- | --- | --- | --- | --- |
| Certification Exam | | | | | |
|  | Sum of Squares | df | Mean Square | F | Sig. |
| Between Groups | 1150.300 | 2 | 575.150 | 5.893 | .005 |
| Within Groups | 5563.350 | 57 | 97.603 |  |  |
| Total | 6713.650 | 59 |  |  |  |

**Post Hoc Tests**

| **Multiple Comparisons** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Certification Exam  Tukey HSD | | | | | | |
| (I) Professional Qualifications | (J) Professional Qualifications | Mean Difference (I-J) | Std. Error | Sig. | 95% Confidence Interval | |
| Lower Bound | Upper Bound |
| Professional | Para-professional | 9.850\* | 3.124 | .007 | 2.33 | 17.37 |
| Non-Professional | 8.600\* | 3.124 | .021 | 1.08 | 16.12 |
| Para-professional | Professional | -9.850\* | 3.124 | .007 | -17.37 | -2.33 |
| Non-Professional | -1.250 | 3.124 | .916 | -8.77 | 6.27 |
| Non-Professional | Professional | -8.600\* | 3.124 | .021 | -16.12 | -1.08 |
| Para-professional | 1.250 | 3.124 | .916 | -6.27 | 8.77 |
| \*. The mean difference is significant at the 0.05 level. | | | | | | |

**Homogeneous Subsets**

| **Certification Exam** | | | |
| --- | --- | --- | --- |
| Tukey HSDa | | | |
| Professional Qualifications | N | Subset for alpha = 0.05 | |
| 1 | 2 |
| Para-professional | 20 | 65.95 |  |
| Non-Professional | 20 | 67.20 |  |
| Professional | 20 |  | 75.80 |
| Sig. |  | .916 | 1.000 |
| Means for groups in homogeneous subsets are displayed. | | | |
| a. Uses Harmonic Mean Sample Size = 20.000. | | | |