

Marketing	HR	Production	Finance	Purchase & Store
17.5	12.5	14.5	17	19.5
18.5	17.5	17	13.5	14
18.5	16	16	15.5	10
19.5	18.5	17.5	16.5	11
19	18	16	16.5	17

Mean	18.6	16.5	16.2	15.8	14.3
Sd	0.74	2.42	1.15	1.40	3.99