

مدى قابلية المنشآت الصغيرة والمتوسطة الحجم الأردنية
للإمتثال لمتطلبات المعيار المحاسبي الدولي الخاص بعرض البيانات المالية

The Viability Of Jordanian Smes To Comply With The IAS For Presenting Financial Statements

إعداد الطالبة

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إشراف

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قدمت هذه الرسالة استكمالاً لمتطلبات الحصول على درجة الماجستير في المحاسبة

كلية الأعمال – قسم المحاسبة والتمويل

جامعة الشرق الأوسط

الفصل الأول 2012-2013

تفويض

أنا الموقع أدناه "زينب عبدالهادي محمد العبايجي" أفوض جامعة الشرق الأوسط بتزويد نسخ من رسالتي للمكتبات الجامعية أو المؤسسات أو الهيئات أو الأشخاص المعنية بالأبحاث والدراسات العلمية عند طلبها.

الاسم: زينب عبدالهادي محمد العبايجي

التوقيع:

التاريخ: ١٤ / ١٢ / ٢٠١٤

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م	أعضاء اللجنة	التوقيع
١	أ.د. محمد عطية مطر	
٢	د. أسامة عمر علي	عضو اللجنة الداخلي
٣	د. محمد أبو نصار	عضو اللجنة الخارجي

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قائمة المحتويات

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The Viability of Jordanian SMEs to Comply with the IAS for Presenting Financial Statements

Prepared by student:

Zainab Abdul hadi Mohammad Al-Abaiji

Professor Dr. Mohammad Matar

Abstract

This study aimed at showing the extent of viability of Jordanian small and Medium enterprises (SMEs) to comply with the International Accounting Standard (IAS) concerning those entities.

In order to fulfill the study's objectives, a questionnaire was designed, containing the items required by the International Accounting Standard for preparing the financial statements for small and medium size enterprises.

The questionnaire was distributed among a sample of (114) financial managers and internal auditors who work at the small and medium enterprises in addition to credit officers.

To analyze the study's data and to test its hypotheses, the researcher used the statistical methods such as the arithmetic mean, the standard deviation and the one way variance analysis ANOVA, in addition to Scheffee test.

The study revealed the existence of a high viability at these enterprises to comply with the international Accounting Standard that is specialized in presenting the financial statement,

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and there is no, differences statistical between the sample's groups (The financial managers, the internal auditors and credit officers) regarding the extent of these enterprises viability to comply with the requirements of the accounting standard, but there are differences with statistical significancy regarding the viability of these enterprises regarding the viability to comply with the items that should be presented in the Statement of Changes in Eqiuty, and the differences were in favor of the credit officers.

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**“New Direction of : (Lunge, Caraiani & Dascalu, 2007)
Financial Reporting within Global Accounting Standards for Small
and Medium-Sized Entities “**

**دراسة (Scheibel , 2007) بعنوان: “Is There A Solid Empirical Foundation
for the IASB’s draft IFRS for SMEs ?”**

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“Analysis of the : (Popa, Nistor & Deaconu, 2009)

**Stakeholders’ needs and their Inference upon financial reports of
smes”**

"The context of the possible : (Albu, C.N & Albu N, 2010)

IFRS for SMES implementation in Romania"

بعنوان: (Matar, M. Nour, A and Al-bakri, A , 2012)

**“The Disclosure of Information Required in the Financial Statement
of SMES: Empirical Case Study of Jordan”**

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3	مرتفع	1.02	4.18	4	مرتفع	1.29	3.87	6	مرتفع	.79	4.30	3	مرتفع	.99	4.25	-1
4	مرتفع	1.17	4.16	2	مرتفع	1.47	3.91	5	مرتفع	.96	4.33	4	مرتفع	1.14	4.20	-2
6	مرتفع	1.14	4.09	6	مرتفع	1.27	3.83	4	مرتفع	.89	4.37	7	مرتفع	1.19	4.05	-3
1	مرتفع	.91	4.27	5	مرتفع	1.36	3.85	2	مرتفع	.73	4.43	1	مرتفع	.75	4.34	-4) (
8	مرتفع	1.08	3.88	10	متوسط	1.15	3.35	7	مرتفع	.84	3.90	6	مرتفع	1.11	4.07	-5
9	متوسط	1.13	3.73	9	متوسط	.89	3.61	10	متوسط	1.09	3.67	9	مرتفع	1.24	3.80	-6
10	متوسط	1.24	3.72	7	مرتفع	1.17	3.78	8	مرتفع	.95	3.83	10	متوسط	1.40	3.67	-7
7	مرتفع	1.11	3.90	8	متوسط	1.34	3.65	9	مرتفع	1.15	3.80	8	مرتفع	1.00	4.03	-8
5	مرتفع	1.17	4.15	1	مرتفع	1.26	4.04	3	مرتفع	.73	4.42	5	مرتفع	1.29	4.08	-9
2	مرتفع	.95	4.26	3	مرتفع	1.38	3.90	1	مرتفع جدا	.63	4.50	2	مرتفع	.86	4.30	-10 ()
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1	مرتفع	1.02	4.24	1	مرتفع	.72	4.39	4	مرتفع	.88	4.30	2	مرتفع	1.18	4.15	-1
8	مرتفع	1.19	3.91	5	مرتفع	1.30	3.94	8	مرتفع	1.21	3.83	6	مرتفع	1.15	3.93	-2
7	مرتفع	1.20	3.99	7	مرتفع	1.13	3.78	3	مرتفع	1.09	4.33	7	مرتفع	1.26	3.90	-3
6	مرتفع	1.24	4.00	6	مرتفع	1.36	3.87	2	مرتفع	.86	4.40	8	مرتفع	1.33	3.85	-4
5	مرتفع	1.16	4.04	4	مرتفع	1.30	3.95	6	مرتفع	.96	4.20	5	مرتفع	1.20	4.00	-5
3	مرتفع	1.21	4.08	3	مرتفع	1.07	3.96	5	مرتفع	1.10	4.23	3	مرتفع	1.31	4.05	-6
4	مرتفع	1.18	4.06	8	متوسط	1.49	3.70	7	مرتفع	1.06	4.10	1	مرتفع	1.10	4.18	-7
2	مرتفع	1.04	4.17	2	مرتفع	.95	4.09	1	مرتفع	.82	4.47	4	مرتفع	1.15	4.04	-8
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2	مرتفع	1.22	4.07	4	مرتفع	1.38	3.78	1	مرتفع	.63	4.53	2	مرتفع	1.33	3.95	-1
3	مرتفع	1.02	4.05	2	مرتفع	.81	4.26	2	مرتفع	.71	4.33	3	مرتفع	1.17	3.84	-2
4	مرتفع	1.07	3.82	5	متوسط	1.23	3.61	5	مرتفع	.81	4.03	4	مرتفع	1.11	3.79	-3) (
7		1.01	3.54	6	متوسط	.78	3.60	7	مرتفع	.94	3.77	6	متوسط	1.11	3.39	-4
5	مرتفع	1.17	3.75	3	مرتفع	.65	4.17	3	مرتفع	.77	4.23	7	متوسط	1.34	3.34	-5
6	متوسط	1.18	3.58	7	متوسط	1.04	3.48	6	مرتفع	.95	3.83	5	متوسط	1.32	3.49	-6
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3	مرتفع	1.07	4.06	4	مرتفع	.92	3.87	5	مرتفع	.86	4.23	2	مرتفع	1.20	4.05	-2
9	مرتفع	1.12	3.89	6	مرتفع	1.11	3.83	9	مرتفع	.78	3.93	8	مرتفع	1.27	3.88	-3
2	مرتفع	.99	4.07	1	مرتفع	.76	4.13	4	مرتفع	.76	4.33	5	مرتفع	1.14	3.92	-4
6	مرتفع	.92	3.99	8	مرتفع	.74	3.78	7	مرتفع	.80	4.10	3	مرتفع	1.02	4.02	-5
8	مرتفع	.93	3.92	7	مرتفع	.83	3.82	8	مرتفع	.72	4.03	6	مرتفع	1.06	3.90	-6
7	مرتفع	.97	3.98	2	مرتفع	.79	4.09	6	مرتفع	.76	4.20	9	مرتفع	1.11	3.85	-7
4	مرتفع	1.11	4.05	9	مرتفع	1.29	3.70	2	متوسط	.63	4.46	4	مرتفع	1.18	3.98	-8
5	مرتفع	1.10	4.02	5	مرتفع	1.10	3.86	3	مرتفع	.77	4.40	7	مرتفع	1.21	3.89	-9
	مرتفع	.81	4.03		مرتفع	.71	3.90		مرتفع	.49	4.24		مرتفع	.95	3.97	

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3	مرتفع	.97	4.03	3	مرتفع	1.00	3.78	4	مرتفع	.83	4.07	3	مرتفع	1.03	4.10	-3)
5	مرتفع	.95	3.88	5	متوسط	1.04	3.43	5	مرتفع	.91	4.07	5	مرتفع	.90	3.95	-4)
4	مرتفع	1.14	3.98	4	متوسط	1.30	3.35	1	مرتفع	.87	4.17	2	مرتفع	1.12	4.13	-5)
	مرتفع	.76	4.02		متوسط	.59	3.74		مرتفع	.65	4.11		مرتفع	.84	4.09	

	:	(7-4)	
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	(4.11)		-2
		(4.09)	
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			-3
		.	

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4-4

() Ho₁
 : (t-test) ho₁,ho₂,ho₃,ho₄,ho₅
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(8-4)

	SIG t	t	t				
	0.000	1.981	15.411	113	0.69	4.004	Ho ₁

One sample t-test

(15.411 = t)

(Ha₁)

(HO₁)

:(1)

:ho₁

:ha₁

(9-4)

(1)

	SIG t	t	t				
	0.000	1.981	13.828	113	0.80	4.04	ho ₁

One sample t-test

(13.828 = t)

(ha₁)

(ho₁)

:(2)

:ho₂

:ha₂

(10-4)

(2)

	SIG t	t	t				
	0.000	1.981	11.942	113	0.95	4.06	ho ₂

One sample t-test

(11.942 = t)

(ha₂)

(ho₂)

:(3)

:ho₃

:ha₃

(11-4)

(3)

	SIG t	t	t				
	0.000	1.981	11.331	113	0.79	3.84	ho ₃

One sample t-test

(11.331 = t)

(ha₃)

(ho₃)

:(4)

:ho₄

:ha₄

(12-4)

(4)

	SIG t	t	t				
	0.000	1.981	13.559	113	0.81	4.03	ho ₄

One sample t-test

(13.559 = t)

(ha₄)

(ho₄)

:(5)

:ho₅

:ha₅

(13-4)

(5)

	SIG t	t	t				
	0.000	1.981	14.441	113	0.76	4.02	ho ₅

One sample t-test

(14.441 = t)

(ha₅)

(ho₅)

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:Ho₂

()

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:Ha₂

(

(14-4)

	SIG F	F	F					
	0.213	3.10	1.568	.751	2	1.503		Ho ₂
				.479	111	53.178		
					113	54.681		

One way ANOVA

(1.568 = F)

(Ha₂)

(Ho₂)

)

(

:(1)

:ho₁

:ha₁

(15-4)

(1)

	SIG F	F	F					
	0.206	3.10	1.603	1.024	2	2.047		ho ₁
				.638	111	70.867		
					113	72.914		

One way ANOVA

(1.603 = F)

(ha₁)

(ho₁)

:(2)

:ho₂

:ha₂

(16-4)

(2)

	SIG f	F	F					
	0.504	3.10	0.69	.625	2	1.249		ho ₂
				.905	111	100.508		
					113	101.758		

One way ANOVA

(0.69 = F)

(ha₂)

(ho₂)

:(3)

:ho₃

:ha₃

(17-4)

(3)

	SIG F	F	F					
	0.039	3.10	3.531	2.038	2	4.076		ho ₃
				.608	111	67.498		
					113	71.574		

One way ANOVA

(3.531 = F)

(ha₃)

(ho₃)

(Schaffee)

(18-4)

0.45-*			3.69	
		0.45*	4.13	
			3.89	

(*)

:(4)

:ho₄

:ha₄

(19-4)

(4)

	SIG f	F	F					
	0.228	3.10	1.498	.970	2	1.940		ho ₄
				.647	111	71.870		
					113	73.810		

One way ANOVA

(1.498 = F)

(ha₄)

(ho₄)

:(5)

:ho₅

:ha₅

(20-4)

(5)

	SIG F	F	F					
	0.13	3.10	2.08	1.167	2	2.335		ho ₅
				.561	111	62.286		
					113	64.621		

One way ANOVA

(2.08 = F)

(ha₅)

(ho₅)

5-1

5-2

: **5-1**

.1

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Frequencies

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Statistics

		job	edlevel	special	exper	q6a
N	Valid	114	114	114	114	114
	Missing	0	0	0	0	0

Frequency Table

job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	61	53.5	53.5	53.5
	2.00	30	26.3	26.3	79.8
	3.00	23	20.2	20.2	100.0
Total		114	100.0	100.0	

edlevel

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	87	76.3	76.3	76.3
	3.00	25	21.9	21.9	98.2
	5.00	2	1.8	1.8	100.0
Total		114	100.0	100.0	

special

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	70	61.4	61.4	61.4
	2.00	14	12.3	12.3	73.7
	3.00	7	6.1	6.1	79.8
	4.00	7	6.1	6.1	86.0
	5.00	16	14.0	14.0	100.0
	Total	114	100.0	100.0	

exper

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	26	22.8	22.8	22.8
	2.00	29	25.4	25.4	48.2
	3.00	19	16.7	16.7	64.9
	4.00	40	35.1	35.1	100.0
	Total	114	100.0	100.0	

q6a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	57	50.0	50.0	50.0
	2.00	57	50.0	50.0	100.0
	Total	114	100.0	100.0	

Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	114	100.0
	Excluded ^a	0	.0
	Total	114	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.904	10

[DataSet0] C:\Documents and Settings\User.USER-6D4E826518\Desktop\zainab abaiji.sav

Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	114	100.0
	Excluded ^a	0	.0
	Total	114	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.930	8

Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	114	100.0
	Excluded ^a	0	.0
	Total	114	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.842	7

Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	114	100.0
	Excluded ^a	0	.0
	Total	114	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.922	9

Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	114	100.0
	Excluded ^a	0	.0
	Total	114	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.805	5

Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	114	100.0
	Excluded ^a	0	.0
	Total	114	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.962	39

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
a1 * job	114	100.0%	0	.0%	114	100.0%
a2 * job	114	100.0%	0	.0%	114	100.0%
a3 * job	114	100.0%	0	.0%	114	100.0%
a4 * job	114	100.0%	0	.0%	114	100.0%
a5 * job	114	100.0%	0	.0%	114	100.0%
a6 * job	114	100.0%	0	.0%	114	100.0%
a7 * job	114	100.0%	0	.0%	114	100.0%
a8 * job	114	100.0%	0	.0%	114	100.0%
a9 * job	114	100.0%	0	.0%	114	100.0%
a10 * job	114	100.0%	0	.0%	114	100.0%
a * job	114	100.0%	0	.0%	114	100.0%

Report

job		a1	a2	a3	a4	a5	a6	a7	a8	a9	a10	a
fincancial managers	Mean	4.2459	4.1967	4.0492	4.3443	4.0656	3.8033	3.6721	4.0328	4.0820	4.2951	4.0787
	N	61	61	61	61	61	61	61	61	61	61	61
	Std. Deviation	.99425	1.13754	1.18920	.75023	1.10859	1.23585	1.39906	.99945	1.29480	.86302	.82727
credit officers	Mean	4.3000	4.3333	4.3667	4.4333	3.9000	3.6667	3.8333	3.8333	4.4333	4.5000	4.1600
	N	30	30	30	30	30	30	30	30	30	30	30
	Std. Deviation	.79438	.95893	.88992	.72793	.84486	1.09334	.94989	1.14721	.72793	.62972	.55124
internal auditors	Mean	3.8696	3.9130	3.8261	3.8696	3.3478	3.6087	3.7826	3.6522	4.0435	3.9130	3.7826
	N	23	23	23	23	23	23	23	23	23	23	23
	Std. Deviation	1.28997	1.47442	1.26678	1.35862	1.15242	.89133	1.16605	1.33514	1.26053	1.37883	.97685
Total	Mean	4.1842	4.1754	4.0877	4.2719	3.8772	3.7281	3.7368	3.9035	4.1667	4.2719	4.0404
	N	114	114	114	114	114	114	114	114	114	114	114
	Std. Deviation	1.01812	1.16926	1.14104	.91482	1.08195	1.13110	1.24127	1.11283	1.16677	.95273	.80328

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
b1 * job	114	100.0%	0	.0%	114	100.0%
b2 * job	114	100.0%	0	.0%	114	100.0%
b3 * job	114	100.0%	0	.0%	114	100.0%
b4 * job	114	100.0%	0	.0%	114	100.0%
b5 * job	114	100.0%	0	.0%	114	100.0%
b6 * job	114	100.0%	0	.0%	114	100.0%
b7 * job	114	100.0%	0	.0%	114	100.0%
b8 * job	114	100.0%	0	.0%	114	100.0%
b * job	114	100.0%	0	.0%	114	100.0%

Report

job		b1	b2	b3	b4	b5	b6	b7	b8	b
financial managers	Mean	4.1475	3.9344	3.9016	3.8525	4.0000	4.0492	4.1803	4.0492	4.0143
	N	61	61	61	61	61	61	61	61	61
	Std. Deviation	1.18090	1.15281	1.26102	1.32710	1.19722	1.30928	1.10315	1.14639	1.02827
credit officers	Mean	4.3000	3.8333	4.3333	4.4000	4.2000	4.2333	4.1000	4.4667	4.2333
	N	30	30	30	30	30	30	30	30	30
	Std. Deviation	.87691	1.20583	1.09334	.85501	.96132	1.10433	1.06188	.81931	.80658
internal auditors	Mean	4.3913	3.9565	3.7826	3.8696	3.9565	3.9565	3.6957	4.0870	3.9620
	N	23	23	23	23	23	23	23	23	23
	Std. Deviation	.72232	1.29609	1.12640	1.35862	1.29609	1.06508	1.49042	.94931	.90957
Total	Mean	4.2368	3.9123	3.9912	4.0000	4.0439	4.0789	4.0614	4.1667	4.0614
	N	114	114	114	114	114	114	114	114	114
	Std. Deviation	1.02450	1.18666	1.20100	1.24090	1.15514	1.20577	1.18460	1.03835	.94895

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
c1 * job	114	100.0%	0	.0%	114	100.0%
c2 * job	114	100.0%	0	.0%	114	100.0%
c3 * job	114	100.0%	0	.0%	114	100.0%
c4 * job	114	100.0%	0	.0%	114	100.0%
c5 * job	114	100.0%	0	.0%	114	100.0%
c6 * job	114	100.0%	0	.0%	114	100.0%
c7 * job	114	100.0%	0	.0%	114	100.0%
c * job	114	100.0%	0	.0%	114	100.0%

Report

job		c1	c2	c3	c4	c5	c6	c7	c
fincancial managers	Mean	3.9508	3.8361	3.7869	3.3934	3.3443	3.4918	4.0000	3.6862
	N	61	61	61	61	61	61	61	61
	Std. Deviation	1.33449	1.17161	1.11228	1.11473	1.34021	1.32442	1.14018	.91169
credit officers	Mean	4.5333	4.3333	4.0333	3.7667	4.2333	3.8333	4.2000	4.1333
	N	30	30	30	30	30	30	30	30
	Std. Deviation	.62881	.71116	.80872	.93526	.77385	.94989	1.12648	.49761
internal auditors	Mean	3.7826	4.2609	3.6087	3.6087	4.1739	3.4783	4.3043	3.8882
	N	23	23	23	23	23	23	23	23
	Std. Deviation	1.38027	.81002	1.23359	.78272	.65033	1.03877	.76484	.68911
Total	Mean	4.0702	4.0526	3.8158	3.5351	3.7456	3.5789	4.1140	3.8446
	N	114	114	114	114	114	114	114	114
	Std. Deviation	1.22452	1.02052	1.06900	1.01476	1.17354	1.18168	1.07059	.79586

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
d1 * job	114	100.0%	0	.0%	114	100.0%
d2 * job	114	100.0%	0	.0%	114	100.0%
d3 * job	114	100.0%	0	.0%	114	100.0%
d4 * job	114	100.0%	0	.0%	114	100.0%
d5 * job	114	100.0%	0	.0%	114	100.0%
d6 * job	114	100.0%	0	.0%	114	100.0%
d7 * job	114	100.0%	0	.0%	114	100.0%
d8 * job	114	100.0%	0	.0%	114	100.0%
d9 * job	114	100.0%	0	.0%	114	100.0%
d * job	114	100.0%	0	.0%	114	100.0%

Report

job		d1	d2	d3	d4	d5	d6	d7	d8	d9	d
fincancial managers	Mean	4.2131	4.0492	3.8852	3.9180	4.0164	3.9016	3.8525	3.9836	3.8852	3.9672
	N	61	61	61	61	61	61	61	61	61	61
	Std. Deviation	1.05063	1.20314	1.26621	1.14448	1.02456	1.05995	1.10809	1.17604	1.21241	.94659
credit officers	Mean	4.4667	4.2333	3.9333	4.3333	4.1000	4.0333	4.2000	4.4667	4.4000	4.2407
	N	30	30	30	30	30	30	30	30	30	30
	Std. Deviation	.86037	.85836	.78492	.75810	.80301	.71840	.76112	.62881	.77013	.49440
internal auditors	Mean	4.0435	3.8696	3.8261	4.1304	3.7826	3.8261	4.0870	3.6957	3.8696	3.9034
	N	23	23	23	23	23	23	23	23	23	23
	Std. Deviation	1.14726	.91970	1.11405	.75705	.73587	.83406	.79275	1.29456	1.09977	.70774
Total	Mean	4.2456	4.0614	3.8860	4.0702	3.9912	3.9211	3.9912	4.0526	4.0175	4.0263
	N	114	114	114	114	114	114	114	114	114	114
	Std. Deviation	1.02673	1.06667	1.11909	.99307	.91686	.93264	.97305	1.11182	1.10496	.80820

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
e1 * job	114	100.0%	0	.0%	114	100.0%
e2 * job	114	100.0%	0	.0%	114	100.0%
e3 * job	114	100.0%	0	.0%	114	100.0%
e4 * job	114	100.0%	0	.0%	114	100.0%
e5 * job	114	100.0%	0	.0%	114	100.0%
e * job	114	100.0%	0	.0%	114	100.0%

Report

job		e1	e2	e3	e4	e5	e
fincancial managers	Mean	4.1967	4.0492	4.0984	3.9508	4.1311	4.0852
	N	61	61	61	61	61	61
	Std. Deviation	1.10785	1.14639	1.02802	.90233	1.11767	.83941
credit officers	Mean	4.1333	4.1333	4.0667	4.0667	4.1667	4.1133
	N	30	30	30	30	30	30
	Std. Deviation	.86037	.89955	.82768	.90719	.87428	.65323
internal auditors	Mean	4.2174	3.9130	3.7826	3.4348	3.3478	3.7391
	N	23	23	23	23	23	23
	Std. Deviation	.59974	.79275	.99802	1.03687	1.30065	.58910
Total	Mean	4.1842	4.0439	4.0263	3.8772	3.9825	4.0228
	N	114	114	114	114	114	114
	Std. Deviation	.95534	1.01659	.97273	.95139	1.13654	.75622

T-Test

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
tot	114	4.0040	.69563	.06515
a	114	4.0404	.80328	.07523
b	114	4.0614	.94895	.08888
c	114	3.8446	.79586	.07454
d	114	4.0263	.80820	.07569
e	114	4.0228	.75622	.07083

One-Sample Test

	Test Value = 3				95% Confidence Interval of the Difference	
	t	df	Sig. (2-tailed)	Mean Difference	Lower	Upper
tot	15.411	113	.000	1.00405	.8750	1.1331
a	13.828	113	.000	1.04035	.8913	1.1894
b	11.942	113	.000	1.06140	.8853	1.2375
c	11.331	113	.000	.84461	.6969	.9923
d	13.559	113	.000	1.02632	.8764	1.1763
e	14.441	113	.000	1.02281	.8825	1.1631

Oneway

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
tot	Between Groups	1.503	2	.751	1.568	.213
	Within Groups	53.178	111	.479		
	Total	54.681	113			
a	Between Groups	2.047	2	1.024	1.603	.206
	Within Groups	70.867	111	.638		
	Total	72.914	113			
b	Between Groups	1.249	2	.625	.690	.504
	Within Groups	100.508	111	.905		
	Total	101.758	113			
c	Between Groups	4.076	2	2.038	3.351	.039
	Within Groups	67.498	111	.608		
	Total	71.574	113			

d	Between Groups	1.940	2	.970	1.498	.228
	Within Groups	71.870	111	.647		
	Total	73.810	113			
e	Between Groups	2.335	2	1.167	2.080	.130
	Within Groups	62.286	111	.561		
	Total	64.621	113			

Oneway**ANOVA**

c

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.076	2	2.038	3.351	.039
Within Groups	67.498	111	.608		
Total	71.574	113			

Post Hoc Tests

Multiple Comparisons

c

Scheffe

(I) job	(J) job	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
fincancial managers	credit officers	-.44715*	.17389	.040	-.8786-	-.0157-
	internal auditors	-.20202-	.19081	.573	-.6754-	.2714
credit officers	fincancial managers	.44715*	.17389	.040	.0157	.8786
	internal auditors	.24513	.21612	.528	-.2911-	.7814
internal auditors	fincancial managers	.20202	.19081	.573	-.2714-	.6754
	credit officers	-.24513-	.21612	.528	-.7814-	.2911

*. The mean difference is significant at the 0.05 level.

Homogeneous Subsets

c

Scheffe^{a,b}

job	N	Subset for alpha =
		0.05
		1
fincancial managers	61	3.6862
internal auditors	23	3.8882
credit officers	30	4.1333
Sig.		.075

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 32.187.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.