Table 17
Results of the ANOVA of the Independent
Variables Computed Individually

Independent Variable	Sum of Squares		Degrees of Freedom		Mean Squares		F ratio	Critical F at á = 0.05	Decision
	Treatment (Between)	Error (Within)	Treatment (Between)	Error (Within)	Treatment (Between)	Error (Within)			
A	0.40	2.72	2	10	0.20	0.27	0.74	4.10	Accept H_o
B	0.43	2.68	3	9	0.14	0.30	0.47	3.86	Accept H_o
C	1.21	1.9	5	7	0.24	0.27	0.89	3.97	Accept H_o
D	0.07	3.28	1	11	0.07	0.30	0.23	4.84	Accept H_o
E	0.27	2.94	3	9	0.09	0.33	0.27	3.86	Accept H_o
F	0.28	2.69	4	8	0.07	0.34	0.21	3.84	Accept H_o
G	0.45	2.67	2	10	0.23	0.27	0.85	4.10	Accept H_o
H	0.57	2.78	2	10	0.29	0.28	1.04	4.10	Accept H_o
I	0.06	3.07	1	11	0.06	0.28	0.21	4.84	Accept H_o
J	0.35	2.77	2	10	0.18	0.28	0.64	4.10	Accept H_o

Legend: *A* - Educational Attainment *B* - Teaching Experience *C* - Monthly Salary *D* - School Benefits *E* - Teaching Experience *F* - Number of Loads *G* - School Policies *H* - School Facilities *I* -Leadership Behavior (Consideration) *J* - Leadership Behavior (Initiating Structure)