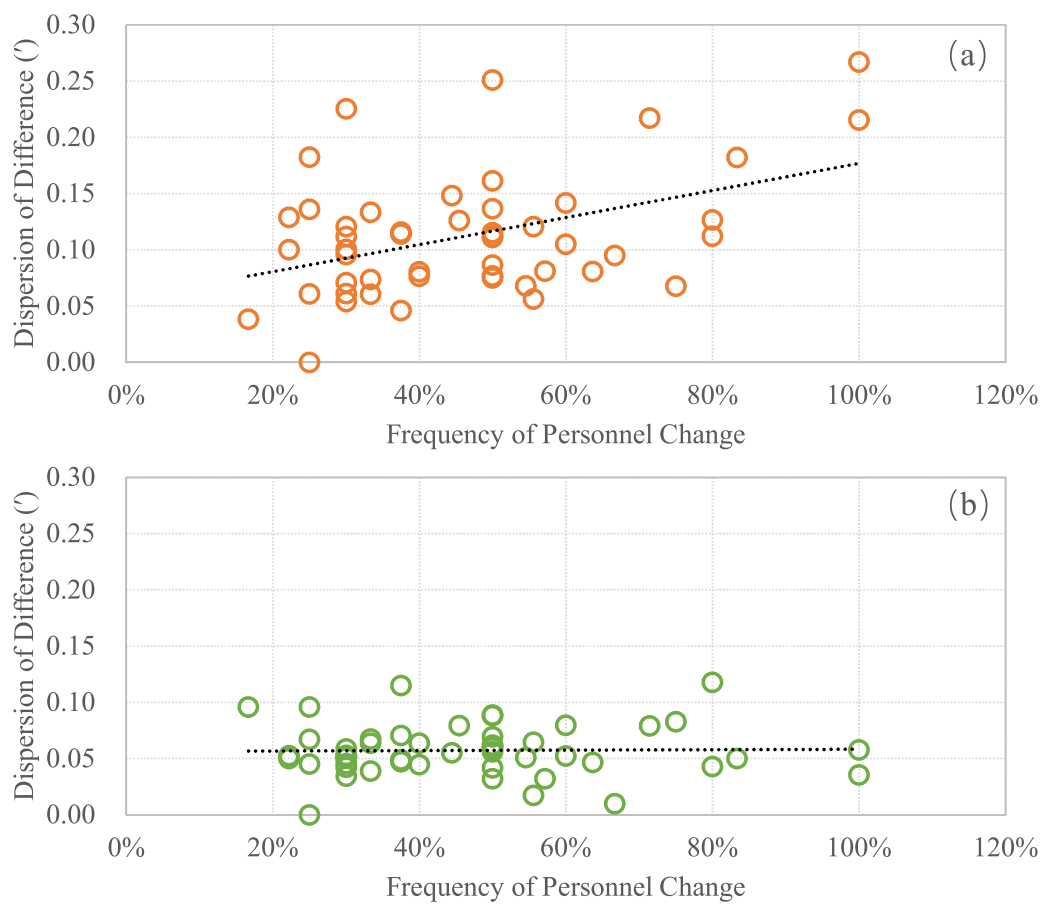
(a)
Dispersion of Difference (′)
0.30
0.25
0.20
0.15
0.10
0.05
0.00
0%
20%
40%
60%
80%
100%
120%
Frequency of Personnel Change
(b)
Dispersion of Difference (′)
0.30
0.25
0.20
0.15
0.10
0.05
0.00
0%
20%
40%
60%
80%
100%
120%
Frequency of Personnel Change