

**Foster, W.** (2007). *The impact of a bidder workshop on self-efficacy*. Unpublished doctoral dissertation, University of Cincinnati, Ohio.

## Abstract

This study addresses the shortage of successful bids to build and restore the schools of this large Midwestern Urban School District (The District) from Minority and Women-owned Business Enterprises (MWBEs). MWBEs located within The District's Metropolitan Statistical Area (MSA) were the target audience for this workshop. Eighteen MWBEs (four women-owned and eighteen minority-owned) generated the twenty-four volunteers that populated the Bidders Workshop. Workshop participants consisted of sixteen Black males, three Black females, two White males, two White females, and one Asian male.

The participants experienced a one-group pre-test post-test experimental method designed to answer the questions: Did the workshop impact your belief in your ability to successfully bid for The District's construction work and why? Quantitative and qualitative data was collected and analyzed to answer these questions. Quantitative data was collected via the Bidders Acquisition Self-Efficacy (BASE) instrument. Utilizing BASE, the participants recorded their pre and post beliefs on a Likert Scale. Data analysis via the Wilcoxon Signed Rank Sum test determined both the change in participants' bidder self-efficacy and identified the individuals whose self-efficacy increased or decreased the most. Qualitative data was collected via a standardized open-ended questionnaire and transcribed to provide the raw qualitative data. Analysis via modified analytic induction yielded hypotheses re: why subjects' self-efficacy increased or decreased. The quantitative results indicate that, at the  $\alpha=0.05$  level of statistical significance, the Bidders Workshop increased participants' belief that they can prepare and submit winning bids for The District's construction work. The qualitative results indicate that because the workshop identified requirements for successful bidding, participants were able to amend their organizations and become bidders.

This study indicates that the Bidder Workshop positively impacted participants' belief in their ability to successfully bid for The District's construction work and helped participants identify organizational changes required to become better bidders.