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Mixed Perceptions of Business to Government (B2G) Guanxi in Tendering

and Bidding for Infrastructure Projects in China

Bing Zhang¹; Yun Le²; Bo Xia³; and Martin Skitmore⁴

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Abstract: Guanxi is the Chinese word for personal relationship or connections. Infrastructure project procurement in China is dominated by the government, and the entire tendering and bidding process is subject to administrative control in which business to government (B2G) guanxi is thought to have a significant impact. To date, however, little is known of its impacts and perceptions in infrastructure procurement. This paper aims to bridge this research gap by a questionnaire of 149 contractor and consultants' perceptions of B2G guanxi in terms of its importance, mode of establishment and impact on infrastructure bidding in China's eastern coastal cities. The results indicate that over half of the respondents surveyed consider B2G guanxi has important benefits for current practice while others hold different perceptions. Four groups of perspectives are identified by K-means cluster analysis, ranging from a low/moderate perception of B2G guanxi (48%) to passive-high/positive-high (52%). A chi-square test suggests the differences between groups to be attributable to the types of organization involved, with contractors and quantity surveying consultant organizations placing significantly more emphasis on the benefits and establishment of B2G guanxi. Finally, the current informal tendering and bidding processes in China are questioned as a contributing factor and suggestions made for increased government and legislative intervention leading to a greater emphasis by bidders on improving their technical and management capacity in order to develop their competitive advantage in the market.

Key words: infrastructure projects, contractors, consultants, tendering and bidding, B2G *guanxi*, cluster analysis.

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INTRODUCTION

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26 Infrastructure investment in China currently accounts for 8.5 percent of its gross domestic product (GDP) (Dobbs et al., 2013). During the Twelfth Five-Year Plan (2011-2015), the total 27 28 infrastructure investment was over Chinese Yuan Renminbi (CNY) 31 trillion (equivalent to 29 US\$ 4.79 trillion at April 2016), which is an increase of 1.44 times compared with the 30 Eleventh Five-Year Plan (2006-2010) (Xinhua Net 2012; Jiang and Zeng 2012). With the 31 rapid development of the infrastructure industry, the number of construction companies in 32 China increased rapidly to 81,141 nationally by 2014 (National Bureau of Statistics 2015). 33 The growth of the infrastructure market has led to fierce competition between architectural, 34

engineering and construction (AEC) firms (Li and Ling 2012). Considering most infrastructure projects are funded by the government or government agencies, the informal relationship or ties between business managers with government officials, in the form of Business to Government (B2G) guanxi (Bu and Roy 2015; Qin and Deng 2016), is ranked as one of the most important factors for their survival and expansion (Fang et al. 2004; Lu et al. 2008a). As a result, although not all successful bidders need B2G guanxi, it is widespread in China, and its use in obtaining infrastructure projects has become an implicit necessity. As is commonly said, 'no B2G guanxi, no project contracts'.

Overall, B2G guanxi is a complex social construct with mixed perceptions. For one thing, B2G guanxi provides a "lubricant" (Gold and Guthrie 2002; Hui and Graen 1998; Standifird and Marshall 2000) that helps businessmen conduct operations to get through life - even called "guanxi capitalism" (Lu et al. 2008b). As a result, many construction participants believe that B2G guanxi is vital in the tendering and bidding process involved in infrastructure projects (Zhang and Song 2013). For another, due to its generally private nature, B2G guanxi has a notorious reputation in China, as it is often associated with the unethical abuse of authority to obtain benefits. Consequently, B2G guanxi has a negative, as well as positive influence, and different people have different opinions of their nature and extent (Zhuang et al. 2008).

Thus, conducting tendering and bidding for infrastructure projects in China is different from 52 53 the west, especially considering the underdeveloped nature of legal institutions in China. 54 Therefore, B2G guanxi should not just be treated as a single phenomenon simply adjudged by western standards. Nevertheless, due to lack of documented records, its role and people's 55 perceptions remain largely unknown to date. In response, this paper focuses on 56 relationship-related matters with government officials in China and aims to provide a 57 thorough understanding of bidders' attitudes toward B2G guanxi in the tendering and bidding 58 process of infrastructure projects. The findings reveal the different perceptions of different 59 parties to B2G guanxi, which help in understanding its mechanism in relation to the tendering 60 61 and bidding law in China and identifying future improvements.

LITERATURE REVIEW

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Guanxi is a very ancient tradition embedded in the Confucian concept of life in China (Zhang 63 and Zhang 2006). It is an informal personal contact that is unique in Chinese society 64 (Standifird and Marshall 2000), its essence being a set of interpersonal connections 65 66 facilitating the exchange of favors between people (Bian 1997). Guanxi plays an important role in Chinese society (Lin and Ho 2010), with beneficial effects on business (Hwang et al. 67 68 2009). It is identified as one of the most important success factors in doing business in China, and regarded as a source of sustainable competitive advantage (Fan 2002a). As a 69 consequence, business people in China strive to establish business guanxi with potential 70 business partners knowing that business transactions will follow (Hwang et al. 2009). 71 Business guanxi can be generally classified into Business to Business (B2B) guanxi and 72 73 Business to Government (B2G) guanxi (Peng and Luo 2000). Compared with B2B guanxi, 74 B2G guanxi has attracted widespread public attention and is regarded as a key determinant of business success in China (Luo 2007; Ren et al. 2009). According to the resource-based view, 75 it is also regarded as a relationship-special asset (Qin and Deng 2016), with some researchers 76 77 believing that it can provide a comparative advantage. As a result, B2G guanxi can help firms 78 generate larger monopoly rents, institutional exemptions, resource privileges, etc. (Luo et al. 79 2012). Furthermore, these financial-based benefits to firms from B2G guanxi can improve 80 economic and operational outcomes (Chen et al. 2015), making B2G guanxi one of the most

powerful regulators in the Chinese economy. In this way, business managers can increase 81 82 predictability in business deals, thwart the advances of business rivals, gain access to public projects and pre-empt the high costs of arbitration (Li et al. 2011). In short, with the long 83 tradition in China referred to as rule by man instead of rule by law, having good B2G guanxi 84 is inevitably of vital importance (Fan 2002a; Qin and Deng 2016). 85 At the same time, however, the somewhat covert operation of B2G guanxi can make it of 86 87 dubious legal and ethical status. Because of government officials' control on massive resources and the lack of formal institutions (Qin and Deng 2016), business people have to 88 cultivate and maintain close ties with Government officials in China (Hwang et al. 2009), 89 90 which requires a significant investment in effort, time and money (Fock and Woo 1998; Luo and Chen 1997; Park and Luo 2001; Wang 2007). As a result, business managers make gifts 91 to government officials to establish B2G guanxi (Qin and Deng 2016) and invest effort into 92 93 people who can have an important influence on their business (Seligman 1999). Thus B2G 94 guanxi has been classified into rent-seeking and utilitarian relationships, and many Chinese 95 considering it a defensible practice to passively mitigate the risks of market uncertainty albeit by unethical or related to unethical behaviors (Beckman et al. 2004; Fan 2002a). 96 97 B2G guanxi exists in all aspects of business, including the creation and approval of projects, 98 exporters, importers, fines and taxes, etc. (Warren et al. 2004), and the cultivation and maintenance of B2G guanxi is an integral part of doing business, especially in the tendering 99 and bidding process of infrastructure projects (Tsang 1998), where it has long been 100 recognized as one of the major factors for success. The development and maintenance of B2G 101 guanxi has become a priority for many construction companies and their managers (Zhang et 102 al. 2017) to prevent risks in winning projects and enable smooth transactions (Hwang and 103 Blair Staley 2005; Luo et al. 2012; Warren et al. 2004; Yen et al. 2011). Hence B2G plays an 104 105 important role in the bidding and tendering process of infrastructure projects (Fan 2002a), 106 Ren (2012) even claims that B2G *guanxi* has become an unwritten rule for winning projects. 107 Overall, an extensive literature indicates a remarkable divide in perceptions. However, some believe B2G guanxi should be viewed as a panacea as it is rooted in the traditional attitudes, 108 beliefs and values of Chinese society, while others consider its influence may be reduced with 109

the development of a market economy (Fan 2002a; Fan 2002b). As there is a lack of studies examining B2G *guanxi* in the construction industry in China, especially in tendering and bidding for infrastructure projects, a more detailed account is needed to fully understand its influence and classification (Zhang et al. 2015). In response, this study aims to bridge the research gap by deepening the understanding of B2G *guanxi* through a questionnaire of its perceptions by people most concerned with the tendering and bidding processes involved in infrastructure projects in China.

RESEARCH METHODS

The focus of this paper is on understanding bidders' perceptions of B2G *guanxi* in tendering and bidding for infrastructure projects. To this end, a combination of qualitative and quantitative approaches was employed, including semi-structured interviews and questionnaire (Heinen 2010; Tan and Snell 2002). The research process consisted of four steps. First, a thorough literature review was conducted aimed at identifying a list of potential measures. Second, semi-structured in-depth interviews were engaged to collect opinion-based data from target respondents having sufficient tendering and bidding knowledge, and extensive hands-on experience of infrastructure projects, which could be refined and developed into questionnaire measurement items. Third, a questionnaire was conducted to solicit both contractors and consultant views and experiences. Finally, both cluster analysis and a chi-square test was used to analyze the questionnaire data.

Semi-structured Interviews

The open nature of the semi-structured interview allows the introduction of new ideas (Horton et al. 2004; Rose 1994), which is needed for the study due to the lack of guidance and data in the existing literature. Semi-structured interviews were conducted with experienced construction infrastructure bidders including consultants, i.e. architects, engineers, project managers and supervisors, who all have to bid for public work in China, to identify the measures needed. At the beginning of each interview, the interviewees were provided with prepared briefing questions and findings from the literature review. Then they were asked to identify suitable measures based on their knowledge and experience. After the

interviews were completed, content analysis was used to identify all the key points and the 138 139 main ideas that had emerged. Similar points were assembled, rephrased and then categorized based on different themes. 140 141 The interviews were conducted with 9 interviewees comprising CEOs, vice CEOs and project 142 managers (see Table 1). All these hold senior positions, have more than 10 years working 143 experience and have been involved in more than 3 infrastructure projects in the past 5 years. 144 The reason for the combination of experts from different positions was to provide balanced views and obtain a range of insights into B2G guanxi. 145 Please insert Table <1> here 146 Finally, a total of 10 items were identified to measure opinions of B2G guanxi in terms of its 147 importance, mode of establishment and impact on bidding. These formed the basis of the 148 149 questionnaire. 150 **Questionnaire Survey** 151 Questionnaire is widely used to collect professional views in construction management and 152 guanxi research (Deng et al. 2014; Lin 2011; Shan et al. 2015). The questionnaire comprises 153 two parts. Part one contains questions regarding personal profiles while part two contains 154 questions aimed at eliciting the respondents' perceptions of B2G guanxi. Respondents were 155 asked to evaluate their perceptions on a Likert scale, ranging from 1 (fully disagree) to 7 156 (fully agree). 157 To maximize the number of respondents, candidates were selected with the assistance of the 158 Shanghai Construction Consultants Association and Tongji University's Research Institute of Complex Engineering and Management, both of which have extensive contacts with a variety 159 160 of construction enterprises. In order to ensure the reliability of the results, the target 161 respondents were those that had been involved in the tendering and bidding activities (for 162 construction or consultant work) for a number of infrastructure projects for at least the past 163 three years. All respondents were treated as anonymous.

A total of 211 questionnaires were distributed by e-mail and on-site distribution and 183 were

returned. Of these, 34 were discarded due to incomplete information or obvious contradictions (Fang et al. 2006). The remaining 149 valid responses, representing a very satisfactory response rate of 71%, were used for the analysis.

QUESTIONNAIRE RESULTS AND DATA ANALYSIS

Table 2 provides the detailed and summarized information of the respondents' background and profiles. All respondents are working for contractor or consultant organizations and are actively involved in tendering and bidding for public infrastructure projects. All are from five big cities of east coast China, comprising Shanghai, Jinan, Hangzhou, Wuxi and Yangzhou, where there are many infrastructure projects under construction. In addition, more than 70 percent of the respondents have more than five years' experience in the construction industry, nearly 40 percent hold senior positions and 90 percent have a college degree or above. This represents a reasonable cross-section of qualified respondents for a perception study of this nature.

Please insert Table <2> here

Statistical analysis is used to provide descriptive statistics of the respondent's perception of B2G *guanxi* and reveal any distinct groups of respondents providing similar answers. This involves the use of cluster analysis – a method for grouping a set of objects in such a way that objects in the same group are more similar to each other than to those in other groups.

Typically, reliability analysis is the first step with questionnaire data. Likert-scale data are often averaged in order to obtain an overall subscale score, and working with overall subscale scores assume that each item of the scale measures the underlying attribute to a similar extent (Lust et al. 2013). The reliability analysis in this case refers to the stability and reliability of the data, which is to test the extent to which multiple measurements of the same item are consistent. This provides a Cronbach alpha (α) of 0.890 which, being larger than 0.6, indicates that the whole questionnaire data are sufficiently reliable (Carmines and Zeller 1979).

The mean values of each question response are shown in Table 3. The scores are all larger than 4.0, which indicates the importance of B2G *guanxi* for business and the positive role of B2G *guanxi* in tendering and bidding. In particular, Q1 (*Having good B2G guanxi is important*), Q3 (*Having B2G guanxi makes tendering and bidding activities easier*) and Q4 (*Having B2G guanxi can avoid risks*) have the highest average values of all the questions, indicating the general importance of B2G *guanxi* in the construction industry.

Please insert Table <3> here

Cluster Analysis of B2G Guanxi Perceptions

Existing research suggests that it is possible to distinguish different types of *guanxi* (Fan 2002b) and a more detailed classification is necessary for a better understanding B2G *guanxi* (Zhang et al. 2015); thus this study classifies B2G *guanxi* by K-means cluster analysis. K-means cluster analysis is a popular data clustering algorithm that can be run separately specifying k-cluster solutions in identifying significant differences between clusters with respect to the clustering variables for selecting the appropriate number of clusters (Lord et al. 2015).

Of the several measures available for selecting the number of clusters, k is chosen to be pre-specified within a range from 3 to 4 according to Farh et al. (1998), and the appropriate number of clusters is found from the data (Pham et al. 2005). The result is shown in Table 4, which indicates a four-group solution, with the ANOVA test showing that there are statistically significant differences (p<0.05) between the clusters. Table 5 shows the number of cases (respondents) within each cluster.

Please insert Table <4> here

Please insert Table <5> here

According to the cluster center values in Table 4, four mixed perceptions including both passive and positive aspects are identified, comprising low perception of B2G *guanxi*, moderate perception of B2G *guanxi*, passive-high perception of B2G *guanxi* and positive-high perception of B2G *guanxi* respectively. Of these, almost 48% is accounted for

by the low/moderate perception, and 52% is accounted for by the passive-high and 218 219 positive-high perception of B2G guanxi. The low perception cluster of B2G guanxi, accounting for 4.7% of the total sample, indicates 220 221 that these respondents have a low-level recognition of B2G guanxi. They do not believe that 222 B2G guanxi is very important in their business activities in avoiding business risk or 223 promoting business development. Thus, they do not invest time and effort in establishing 224 B2G guanxi either through government officials' family members, their friends or in other 225 ways. The respondents of this cluster pointed out that there is a limited effect of B2G guanxi on winning project contracts. Instead, winning contracts depends more on company capacity. 226 227 The cluster of moderate perception of B2G guanxi is the most common, containing 43.6% of 228 the respondents, indicates that these respondents recognize the importance of B2G guanxi for infrastructure business. They believe that people should pay more attention to guanxi 229 especially B2G guanxi, because it is a part of the Chinese traditional culture. They prefer to 230 establish and maintain B2G guanxi in the process of working together with government 231 officials. Nevertheless, although they believe that B2G guanxi is important, they do not 232 perceive B2G guanxi as a decisive factor for success in tendering and bidding. 233 Both the passive-high and positive-high clusters of B2G guanxi perception show that those 234 235 respondents think highly of B2G guanxi in the infrastructure construction industry. Compared with other factors such as technology capabilities, B2G guanxi is more prominent in 236 237 tendering and bidding process and has become a vital source of social capital that can be 238 accessed when there is a need for help and support. In addition, respondents in these two 239 cluster groups consider that B2G guanxi is almost the most important factor. They even 240 believe that bidding results are determined by the government officials in advance and that 241 the process of tendering and bidding activities is just a mere formality. Thus, B2G guanxi becomes the tool for winning the contract and is regarded as a strategic mechanism to 242 overcome disadvantages. The difference between the passive-high and positive-high cluster 243 lies in the means of establishing *guanxi*. Unlike the passive-high cluster, respondents in the 244 positive-high cluster strongly agree in establishing B2G guanxi through government officials' 245 family and friends, intermediaries and working together with officials on infrastructure 246

247 projects.

Comparison of different clusters

Chi-square tests examine whether the distribution of clusters (perceptions) is affected by the respondent's profile. As some cells have less than 5 observations, the appropriate method of analysis is Fisher's Exact Test, as this can be used when sample sizes are small (Fisher, 1954).

Please insert Table <6> here

As Table 6 indicates, there are no statistically significant differences between clusters according to respondents' working experience, position or education. In other words, respondents with different experience levels, positions and education backgrounds have similar opinions across all four clusters.

However, the organizations of the respondents significantly affect the result. As shown in Table 6, the majority of respondents from contractors belong to cluster 4, which strongly agrees with the importance and impact of B2G *guanxi*, while most respondents from supervision companies are in cluster 2 (i.e. important but not essential). In short, project management and supervisor consultants are more likely to have low to moderate perception of B2G *guanxi* while contractors and quantity surveyors have a high perception of B2G *guanxi*. This is understandable given the industry variance and severe competition in the construction market of the infrastructure industry.

Compared with construction and quantity surveying, supervision and project management organizations have only come into existence since 1988 and 2003 respectively. In general, their personnel have rich construction project management experience and knowledge. There are only 14,210 companies in the two types of organizations, which rely very much on their reputation and capacity to win infrastructure projects, while the number of companies in construction and quantity surveying organizations is almost 420,000 (National Bureau of Statistics 2015). At the same time, establishing these organizations is comparatively easy. Under these circumstances, in addition to improving their management capacity and technical ability, relying on B2G *guanxi* to win infrastructure projects is one of the effective ways for a firm's survival and development. Furthermore, due to overly severe competition in tendering

and bidding, construction and consultant organizations have to invest significantly in B2G *guanxi* in terms of gifts, entertainment, etc. For example, it is reported that the five largest construction companies spent CNY 2.23 billion (US\$ 350 million) in establishing and maintaining B2G *guanxi* in 2012 (Ye and Zhou 2013). One respondent even pointed out that, because of the competition, companies trying to win a CNY 100 million infrastructure project, cannot succeed without spending more than CNY 7 to 8 million on B2G *guanxi*.

CONCLUSIONS

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282 In China, infrastructure procurement according to the national tendering and bidding law was 283 enacted only as recently as 2000. Informal institutions such as B2G guanxi still play an 284 important role in tendering and bidding activities as well as laws and other formal institutions. 285 Some even claim that B2G guanxi is still the quickest way to win infrastructure projects even 286 with the increasing robustness of the Chinese legal system. However, despite the ample 287 literature relating to B2G guanxi, little is known about infrastructure bidders' perceptions of 288 B2G guanxi. The focal point of this paper is therefore to understand and compare these 289 different perceptions. 290 The findings indicate that bidders generally recognize the importance of B2G guanxi for their 291 business and the positive role of B2G guanxi in tendering and bidding. In particular, they 292 strongly agree that having good B2G guanxi is important, making tendering and bidding easier and helping avoid risks. Additionally, the perception of B2G guanxi can be classified 293 294 into four clusters, ranging from the low to positive-high, with 52% of respondents belonging 295 to the passive-high and positive-high clusters. Finally, it is shown that, compared with project 296 management and supervision consultants, contractors and quantity surveying organizations place significantly more emphasis on the importance of B2G guanxi in bidding and tendering 297 and working hard to establish B2G guanxi. 298 299 The research findings have a number of implications. First, the higher emphasis on the 300 importance of B2G guanxi by the contractor and quantity surveying respondents suggest that the different perceptions of B2G guanxi between different organizations are mainly due to the 301 amount of competition involved and industry development level, especially the quality of 302 professional personnel. Second, given that the tendering and bidding laws have yet to be 303

effectively implemented, B2G *guanxi*, as social capital, is a substitute for formal tendering and bidding institutional support, and resorting to B2G *guanxi* to win infrastructure instead of improving the core competitiveness of companies is an effective solution for companies to survive. Third, B2G *guanxi* is not just a mere value attitude; it reveals the complex relationship between government officials and business managers.

Meanwhile, B2G *guanxi* may cause companies to overly concentrate on establishing and maintaining B2G *guanxi* at the expense of paying attention to improving their core competitiveness. This situation can be rectified through the cultivation of a fairer competitive

environment. Future research tracking such changes in infrastructure tendering and bidding

313 would help support this process.

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Table 1. Background of interview experts

Experts	Organization	Position	Years of experience
A	Contractor	CEO	23
В	Consultant	CEO	17
C	Contractor	Vice CEO	11
D	Contractor	Vice CEO	13
E	Consultant	Vice CEO	12
F	Contractor	Project Manager	10
G	Contractor	Project Manager	36
Н	Consultant	Project Manager	25
I	Consultant	Project Manager	11

452

Table 2. Demographic Profile of Respondents

Profile	Profile Categories		Percent (%)
	1-5 years	40	27.3
Evmonionos	5-10 years	48	32.0
Experience	10-15 years	31	20.7
	Over 15 years	30	20.0
	Staff	91	61.3
D:4:	Project manager level	36	24.0
Position	Department manager level	11	6.7
	Top manager level	11	8.0
	High school or below	15	10.0
F1 4	Junior college	43	30.0
Education	Bachelor's degree	60	40.0
	Master's degree or over	31	20.0
	Contractor	33	23.3
0	Quantity surveying	14	9.3
Organization	Supervision	43	28.7
	Project management	59	39.3

Dimension	Question	Mean	Std. Deviation
	Q1 Having good B2G guanxi is important	5.872	1.264
T .	Q2 Investing to establish and sustain B2G guanxi is worthwhile	5.436	1.337
Importance	Q3 Having B2G guanxi makes business easier	5.779	1.251
	Q4 Having B2G guanxi can avoid risks	5.564	1.204
	Q5 Establishing guanxi through government officials' family and good friends	4.987	1.236
Mode of establishment	Q6 Establishing guanxi through working together on infrastructure projects	5.557	1.042
estaurisiirient	Q7 Establishing guanxi through an intermediary	4.933	1.417
	Q8 Determining whether or not to bid	4.919	1.383
Impact on bidding	Q9 Obtaining bidding opportunities mainly because of the B2G guanxi	5.054	1.283
bidding	Q10 It is important to cultivate and operate B2G guanxi in the tendering and bidding process	5.463	1.177
Cronbach's α=0	0.890		

Table 4. Final Cluster Centers and ANOVA

Question Items		Cluster			ANOVA	
		2	3	4	F^b	Sig.
Q1 Having good B2G <i>guanxi</i> is important	2.00	5.35	6.63	6.67	124.78	0.00**
Q2 Investing to establish and sustain B2G <i>guanxi</i> is worthwhile	2.29	4.88	5.94	6.26	50.68	0.00**
Q3 Having B2G <i>guanxi</i> makes business easier	2.14	5.28	6.31	6.59	95.12	0.00**
Q4 Having B2G <i>guanxi</i> can avoid risks	2.43	5.17	6.13	6.20	49.32	0.00**
Q5 Establishing <i>guanxi</i> through government officials' family and good friends	3.14	4.95	3.38	5.66	33.64	0.00**
Q6 Establishing <i>guanxi</i> through working together on infrastructure projects	4.57	5.32	4.44	6.21	26.31	0.00**
Q7 Establishing <i>guanxi</i> through an intermediary	3.43	5.03	2.56	5.62	40.42	0.00**
Q8 Determining whether or not to bid	1.86	4.45	5.19	5.70	35.06	0.00**
Q9 Obtaining bidding opportunities mainly because of the B2G guanxi	1.71	4.75	5.13	5.74	41.50	0.00**
Q10 It is important to cultivate and operate B2G <i>guanxi</i> in the tendering and bidding process	2.57	5.11	5.50	6.16	43.16	0.00**

^{**}Significant at 99% level

461

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b. F means the value of variation between sample means divided by variation within the samples

Table 5. Number of respondents in each cluster

Cluster	Number	Percent
1	7	4.70%
2	65	43.62%
3	16	10.74%
4	61	40.94%
total	149	100.00%

Table 6. Comparison of clusters distribution

D C1-	Catalania	Cluster				Fisher's Exact Test	
Profile	Categories	1	2	3	4	Value	Sig.
	1-5 years	1	17	5	17	40.00-	0.319
F :	5-10 years	1	21	6	20		
Experience	10-15 years	1	14	5	11	10.005	
	Over 15 years	4	13	-	13		
	Staff	2	43	11	35		0.299
D:4:	Project manager	2	14	5	15	9.672	
Position	Department manager	1	5	-	5		
	Top manager	2	3	-	6		
	High school or below	-	8	-	7	12.164	
P1 di	Junior college	3	25	4	11		0.160
Education	Bachelor's degree	3	20	10	27		
	Master's degree or over	1	12	2	16		
	Contractor	-	9	6	18	27.425	
Omanuimation	Quantity surveying	1	4	1	8		0.000**
Organization	Supervision	-	31	1	11		0.000**
	Project management	6	21	8	24		

**Significant at 99% level