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The Impact of the Efficient Use and Organization of Time in Terms of Productivity by Skilled Managers

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Abstract:

Organizational time management is regarded as one of the most important resources in the administrative processes used by businesses to achieve their objectives. As a result, the purpose of this article is to identify characteristics that professional organizational managers can employ to effectively achieve the company's productivity goals. The goal of this research was to see how the four-time management factors correlated with organizational productivity at enterprises in Istanbul, Turkey. As a result, the following four independent variables were used in this quantitative correlation paper: organizational time management practice (TP), time management training (TMT), organizational performance (OPF), organizational culture (OC), and the dependent variable organizational productivity (OP), all of which were thought to be valid in elucidating that these independent variables could be significant contributors to organizational productivity. The data was collected using a Google Forms online survey that was distributed to and completed by 109 participants. It was then analyzed using SPSS software using the following analyses: Pearson's correlation, linear regression, logistic regression, bootstrap confidence intervals, Cronbach's alpha, ANOVA, t-tests, covariance, and demographic test for reliability and validity. The findings of this study revealed that all four independent factors and the dependent variable had a positively insignificant correlation relationship. As a result, the findings of this study indicate to the possibility that firms will not include the four independent variables into their time management methods in order to maximize productivity. Furthermore, the results of combining and assessing the dependent variable with the four independent factors were inconsequential, and the null hypothesis was not rejected.

Keywords: Organizational productivity, time management, organizational behavior, Culture, skilled managers

1. Introduction

Within businesses, highly competent managers, who succeed at optimizing this resource, regard time as a critical, if not one of the most precious resources for reaching established productivity targets. The goal of this research is to examine how talented managers use their time to maximize overall productivity in businesses in order to meet organizational goals and objectives. The notion of time management was related to managerial skills such as strategic planning, application procedures, analysis, interpretation, and evaluation in the early portions of the nineteenth century (Alian, 2002, Brigitte *et al.*, 2007). The employment of cutting-edge technology methods and approaches has tremendously improved time management and the achievement of end goals and objectives.

Most professional managers in the twenty-first century employ a practical time management strategy that includes an integrated technological component and provides a wide yet detailed picture of human and material resource performance in relation to time. These management techniques assist managers to maximize production in order to meet defined targets on time, hence achieving the organization's overall objectives. While comparing the effect of efficient time management within organizations on national income, it is clear that organizations with high production or output in developed countries tend to use advanced technological resources to efficiently manage resources, particularly time, in order to optimize production. These findings indicate that the employment of modern technology and efficient time governance in organizations for production optimization are linked in a beneficial way. Meanwhile, as a result of insufficient time optimization inside businesses, developing countries tend to fall short on national income. These countries can manufacture higher quality at lower costs because of their technology, and they can market their products more easily both domestically and internationally. As a result, they raise their national income and become wealthy, resulting in higher living standards.

Arslan (2009) defines productivity as 'the percentage of input to output.' So, in order for businesses to reach maximum productivity, professional managers must optimize their resources, including time, in order to produce a large number of high-quality output with the goal of profit or achieving the organization's end goal. Furthermore, skilled managers must display an intuitive capacity to comprehend their accessible resources, whether they be machines, human resources, material resources, natural resources, financial resources, or even potential resources, which are restricted yet relative in supply for output. Time, unlike other resources, is finite and cannot be restored because lost time cannot be

recovered. This puts managers in an organization at a stalemate when it comes to meeting company goals within a set time limit. As a result, professional managers, who rigorously prioritize efficient time usage, are more likely to optimize the production process with available resources, resulting in high output in a short amount of time. As a result, the effective cost of production is reduced in order to meet the company's objectives.

The goal of this research is to see how effective time management by talented managers affects production in firms. This will entail analyzing time management approaches employed by experienced managers in terms of organizational productivity to see if there is quantifiable proof that successful time management in organizations leads to greater overall production. This study will enable organizational managers to gain a better understanding of the impact of time management on productivity among organizational executives, re-evaluate their time management techniques, and learn how well other organizations do in terms of overall time management relative to productivity on a positive comparative basis.

1.1. Purpose of Study

The goal of this paper is to obtain a better knowledge of how time (a non-renewable resource) can't be replaced after it's been lost, as well as the value of talented managers in businesses adopting time management approaches to maximize production in keeping with the company's goals. This study is especially significant since it attempts to measure the effective time management of talented managers, as well as the tactics used in their specific organizations, and how these affect productivities in achieving the company's objectives. This can be extremely useful for start-ups and small businesses.

Another important aspect of this research is its attempt to determine the impact of culture on organizational leadership and time management concepts, as well as how these concepts affect productivity.

1.2. Scope of the Study

This study looks on the relationship between skilled managers and time management in Istanbul. The majority of those who took part in the poll for this article were Turkish residents with at least rudimentary English skills. The findings of this study are limited to a sampling population in Istanbul, not the entire population of the country or the entire world.

Individuals, who are customers of specific brands, are the subject of this study. The study provides clients with useful information regarding brand preferences.

1.3. Limitation of the Study

Due to a lack of time to complete the research, the sample size was insufficient to draw definitive conclusions about the research issue, which may have influenced the study's findings.

1.4. Research Questions

- To what extent if any is there a significant relationship between efficient time management by skilled managers and productivity?
- What developmental changes if any does efficient time management bring to an organization?
- To what extent if any does time management affect performance within an organization?
- To what extent if any does culture influence time management in an organization?

1.5. Hypotheses

- H1: There is a relationship between time governance by skilled managers and employee productivity in organizations.
- H2: There is no relationship between time governance by skilled managers and employee productivity in organizations.
- H3: There is a relationship between time governance by skilled managers and culture.
- H4: There is no relationship between time governance by skilled managers and culture.
- H5: There is a relationship between time governance by skilled managers and organizational development.
- H6: There is no relationship between time governance by skilled managers and organizational development.
- H7: There is a relationship between time governance by skilled managers and organizational performance.
- H8: There is no relationship between time governance by skilled managers and organizational performance.

2. Literature Review

2.1. Time Management and the Concept of Time

The concept of time and the need for individuals to adjust to it dates back to the dawn of humanity. The rising and setting of the sun, and how these affect living things in general, is one of the earliest or most fundamental conceptions relating to time. Meaning that there is a time to sow crops and a time to reap or harvest the crops, which corresponds to the cyclical changes in seasons that mankind has been aware of for eons. Time studies based on events and commercial operations have been divided into three categories: present, past, and future (Pertti, 2013). Because of its essence, scarcity, and non-renewability, time management is critical in any company and for mankind in general. As a result, organizations must implement a system to efficiently manage time in order to fulfill their goals and objectives.

Ahmed (2012) investigated the relationship between time and place. His research looked at the time as an aggregation of space that is constant, and his observations showed that it may be seen as an aggregate through which things evolve, grow, and change. Nonetheless, his research concentrated on observing human resources in companies and the importance of time as an intangible component in organizational resource management in order to meet company objectives. Finally, he came to the conclusion in his research that managers in organizations cannot achieve their overall goals without taking time into account, and that employees in companies must make optimal use of time in fulfilling their various jobs. His synchronized conclusion indicated that failing to effectively manage and use time by managers and individuals inside an organization often leads to failure to achieve overall corporate goals.

According to Fitzsimmons (2008), time management should not have subdivisions and should be controlled and coordinated without discrete divisions. Time management, in his opinion, should be completely inclusive and handled as a single unit. Although time management is widely utilized in the administrative sector, it is not widely employed in other sectors in terms of uniform time management across entire departments or sections of organizations. In the same vein, he concluded that time management within organizations, particularly by skilled managers in the administrative department or sections of organizations, necessitates the ability to plan and organize time in order to identify components, factors, or circumstances that will result in time loss, and then assign tasks and plan resources in such a way as to minimize time loss, resulting in an increase in the company's overall productivity. Since time and management are inextricably linked, he proposed that effective time management skills among company executives will most likely result in an increase in organizational productivity and a decrease in effect cost of production, both of which are in line with the companies' objectives, confirming his hypothesis that effective time management skills are an asset toward lower production costs and higher resource utility and productivity. Fitzsimmons came to the conclusion that time management within a firm, as well as time management skills for organizational executives, are critical components to a company's success.

2.2. Time Management in the Workplace

As a bear time circuit source, the notion of time management in higher educational establishments such as universities, colleges, and advanced training centers can be investigated. As a result, university administrative bodies must treat time allocation and management as a limited and non-renewable resource in order to achieve long-term results, particularly in competitive and high-quality educational markets, by carefully following the five key categories of planning, organizing, programming, implementing, and evaluating.

Mustafa (2002) defined time management in educational institutions as the use of time to fulfill the university's planned educational goals during a specific time period, as time management encompasses a substantial part of the educational institution's plan of action. University courses have a time limit from start to finish, which is determined by the planning and organization put in place by the governing educational authority. Furthermore, Mustafa discovered that in order for educational institutions to quantify their productivity success and failures, faculty and educational department heads must prioritize time management and accountability in terms of the decentralized application of time. In this context, his argument was based on the idea that time is a finite resource that cannot be saved, replaced, stopped, or sold, and that time is at the center of all actions since nothing can be completed without time allocation and, in most large-scale circumstances, proper time management.

Claessens (2004) investigated time management as a criterion for evaluating resources and how well they are managed. This will necessitate the use of effective task assignment programs with adequate time monitoring systems by the teaching staff and school administration to effectively quantify productivity while limiting micro-management strategies while maintaining a disciplined, organized, and effective working environment. Claessens also mentioned a previous study by Skinner and Green, which stated that while higher management in organizations must follow some time management strategies, they must also pay special attention to staff autonomy, particularly when it comes to micromanagement, as a long-term strategy for retaining qualified and highly skilled employees. He went on to say that Skinner and Green advocated a far subtler method to monitoring employees and providing training alternatives to help them develop continuously without creating a high-pressure workplace where communication between management and employees is constrained rather than free flowing.

2.3. Information Technology's Impact on Time Management

Information technical advancements in corporate communication have had a substantial impact on managerial tactics employed to achieve long-term firm goals in recent years. Small businesses have a high intake of technological devices such as computers and other electronic communications devices, according to McNamara (2010), to facilitate general business processes and to effectively inform small business management of the performance of their available resources toward achieving organizational goals. He also argued that access to the internet and social media outlets such as Facebook, LinkedIn, Twitter, and emails has resulted in an increase in organizational business marketing strategies and small business exposure, as well as improving employees' and executives' work-life balance in terms of task allocation, task completion, and time management, which can be argued as a sustainable organizational time management strategy. Another key addition of technology to organizational time management, according to Candell (2005), is electronic communication, which can be managed much more easily than paper-based mails by using what he calls the 'Four Ds', which are delete, delegate, get it done, and defer it. In addition, as an example of an effective time management technique within enterprises, emailing is now controlled in batches at regular time intervals during working days.

2.4. *The Impact of Time Management on Corporate Culture and Behavior in Non-Profit Organizations*

In NGOs, time governance etiquette, which is the company's most vulnerable asset (White, 2018), highlighted that time governance is evaluated as one of the most important tasks that these organizations must fulfill in order to give real services to their consumer base. He also mentioned that employees within corporations are more likely to be stressed due to a loss of time rather than a loss of money. In support of this argument, White proposed the diabolical triangle theory, which relates to the negative effects of stress on the human anatomy caused by time pressure, and in which a company's outcome or performance of a specific task is measured in three parameters: the goal to be achieved, the quality of tasks performed to achieve the goal, and finally the time is taken to complete the targeted task. Furthermore, the diabolical triangle can be used in everyday life situations such as completing basic household chores, but the contextual difference is that organizations, that use the triangle, develop a workplace culture in which their employees are forced to work faster, better, and for less pay because the sole goal of modern businesses is profit. Non-profit organizations, on the other hand, do not apply the triangle in the same way by emphasizing the importance of these three components of the triangle, making their overall chores easier to handle in terms of time and attention to the non-profit aims or cause. As a result, the efficient administrators of these philanthropic institutions find it simpler to achieve the charitable purposes of the organizations without focusing too much on the financial constraints. Regardless, time management cannot be considered an out-of-context parameter while discussing management within NGOs because time management is far more important than achieving company goals in these organizations because they have a social responsibility to the cause they support and must meet the ends with a sense of urgency. As a result, there is a lot of pressure on employees and supervisors in the workplace.

Nonis *et al.* (2005) conducted research in which he proposed three primary components that contribute to the efficiency of time management behavior in NGOs.

- The employee's entire physical well-being
- Personality qualities of the employee
- Micro- and macro-environments, as well as
- Having effective social welfare abilities, which are critical for achieving job satisfaction in the organization.

Nonis discovered that one of the leading causes of employee dissatisfaction in the workplace is a lack of time. This is evident in 21st-century organizational management when personnel are constantly monitored for output or productivity in relation to company goals, as well as for planning and decision-making by organizational executives. As a result, the staff is constantly preoccupied with the mobility of data that must be merged and accommodated for the purposes of data management and time management.

2.5. *Time Management's Importance*

Claessens (2004) defines time-management as 'the concept of managing time resources, arranging responsibilities, and delegating them in terms of timing, which is essential to the efficient operation of an organization in order to prevent underproduction and financial resource loss.' What makes time such a valuable resource in companies is that it differs from other resources in terms of storage, replacement, hold, sale, and purchase, thus making time a vessel for any organizational endeavor.

Organizational productivity is critical, and effective organizational managers place a premium on maximizing the strength of the relationship between staff productivity and time management. When the organizational culture toward time is unanimously effective, the company's overall productivity rate is high, and the burden placed on organizational executives in terms of micromanagement and discipline is significantly reduced. Instead, the company's overall productivity rate is high, and the burden placed on organizational executives in terms of micromanagement and discipline is significantly reduced. For example, (Ahmad *et al.*, 2012) conducted a correlation study between event management productivity and time management, and found that the human resources time management factor in event planning affected the production in completing event organization tasks and that there is a strong correlation between task performance among organizational employees and time management.

Channar *et al.* (2014) looked into the effects of time management in both commercial and public enterprises to see if there was a link between overall employee performance and job satisfaction. They used individual t-tests with a sample size of 260 people and a closed-ended questionnaire in their study, and the results showed that good time management concepts increased employee engagement and satisfaction. The findings also revealed a gender differential, with women in these organizations being more time conscious than men, and that private-sector employees are much more time conscious and effective due to the nature of their workplace sector or the time pressure associated with the private sector organizations.

2.6. *The Fundamentals of Successful Time Management in the Workplace*

Gebre (2012) offered some extremely important and successful organizational time management principles that may be used in NGOs, major enterprises and start-ups.

- **Prioritization:** In this principle, organizational management and employees decide which tasks or assignments must be completed first by categorizing their responsibilities according to their importance to the overall organizational aim.
- **Finishing unpleasant projects:** In this principle, the goal is to finish the activities that organizational management and employees find the least funny initially so that when more time is spent at work, more enjoyable jobs can be accompanied by incentive and responsibility.

- Meeting deadlines: In this concept, organizational personnel must keep track of the number of tasks that must be performed before a deadline, which can be done by using well-organized calendars, to-do lists, agendas, and schedules.
- Delegation: This principle entails creating an organizational culture in which employees are given responsibility for organizing certain projects or tasks in order to relieve management of their responsibilities. These could be accomplished by appointing group, department, or sector leaders, as well as task decentralization, which could be motivating for employees.
- The last concept is that organizational workers are overburdened with tasks and responsibilities to the point where it impacts general productivity and, in some cases, health. As a result, it is critical that employees within an organization learn to refuse excessive tasks, particularly when their co-workers try to pass the blame.

Along with the aforementioned time management concepts, effective time managers in businesses require abilities such as planning, organizing, responsibility, communication, and decision-making. Time management is thus very important in terms of influencing the understanding of the human resource component of the organization's culture by following and monitoring multiple factors in the company, such as managers informing their subordinates about time management at work, and company employees being expected to complete a specific task within the required time frame set by the organization's management.

2.7. Time Management and Organizational Effectiveness

Witon (2011) conducted research that revealed a significant strong correlation between organizational time management behavior and productivity, based on his observations of previous research that revealed evidence of a positive correlation between time management as a human resources management practice and organizational performance. In this light, organizations, that adopt a high-performance culture, are more likely to demonstrate principles of effective time management, such as task prioritization, preplanning of time to be spent on a project, a broad understanding of time project management, the use of allocated boundaries to reduce time waste, and performance monitoring and controlling strategies aimed at efficiently achieving organizational goals.

Obasan (2011) used a sample size of 220 participants in a study to show that there is a positive significant correlation between organizational performance and efficient team management. After analyzing the data, the results revealed a strong positive correlation between these two variables, as well as time planning, time attitudes, and time-wasters. As a result, a beneficial relationship between time management and organizational productivity has been established.

2.8. The Role of Motivation Theory in Effective Time Management in Organizations

Since motivation has been found to be a substantial contributor to time management and organizational staff performance, some motivational theories and concepts will be used in this study. Maslow's theory of motivation in companies will be deduced based on the five components of safety, belonging, physiological, self-esteem, and self-actualization, as well as the nature of this study.

- Understanding of the basic human instinct of surviving in the world we live in, which is the human ability to gain needs of existence such as food, shelter, water, and air, is linked to physiological motivation. These can be powerful motivators for people to use their time more efficiently, and in the case of organizational performance, employees are more likely to fulfill their tasks at work, which provides a source of revenue for them to purchase some of the essentials indicated above.
- The motivation component of Maslow's theory that addresses numerous facets of human protection against harmful situations in life is the need for safety. Employees tend to maintain good performance at their jobs in the case of organizational management because many private and public companies provide job stability, job security, benefits such as health insurance, retirement or pension plans, immunity, and safety based on the job, such as diplomatic immunity and security details for some government or private officials. All of these factors can be powerful motivators for individuals to perform well at work, yet they all require excellent time management.
- Belongingness: Employees inside a company tend to display a desire to associate with one another based on the large amount of time they spend with one another at work, including time spent collaborating in teams. Friendship, intimacy, acceptance, and trust are some examples of a sense of belonging. Egido (2014) suggested that sharing love with others is a key part of organizational motivation since an atmosphere that fosters sharing, love, and all other aspects of belonging is typically a high-performing one with a sense of corporate time management.
- In the context of organizational management, the requirement for esteem can be divided into two categories: respect and self-esteem. In terms of organizational management, the focus for the category of respect will be on people creating their reputations within the company by being respected and maintaining their perception of status. Employees can demonstrate self-esteem in the form of discipline, independence, and dignity inside a business. According to Maslow's theory of motivation, these two categories are key influences and can play a substantial role in improving organizational performance.
- The ability of employees to complete their tasks is a component of self-actualization as a component of motivation in organizational management, and this feature is usually strongly linked to the time factor. When it comes to maximizing the potential of employees in the productivity process, efficient managers may focus on realizing employee potential, self-growth, and searching for employees with the most experience in specific fields. In

conclusion, self-actualization requirements are a distinct aspect of workplace culture that will have a favorable impact on organizational performance and long-term goals.

2.9. The Concept of Employee Productivity and Factors Affecting Employee Productivity within Organizations

Organizational employee performance in terms of productivity may be understood as the proportion of input versus output which is generally deduced from managerial metrics like the value added by the employee to the organization. In terms of organizational managers estimating employee output, it can be done while taking into consideration aspects such as employee input, employee sales of organizational unit produced, the total number of hours completed on the job by the employee, the amount of company financial resources that go towards salaries, and the likes generated by the employee amongst peers. A previous study has demonstrated that absence has a detrimental impact on organizational productivity since it affects individual employee output, which then cascades down to other bodies, resulting in a drop in corporate productivity. So, based on the concept of 'present low,' the physical absence of employees at their jobs can have a negative impact on organizational performance. This concept is based on factors such as academic skills, applied qualifications, experience, abilities, ethics, training, making health-related efforts, and more.

Because of the importance of skilled managers monitoring productivity in organizations for the companies' economic, social, and culturally sustainable development, an increasing number of organizations have been paying close attention to productivity by implementing various economic and administrative strategies proposed by scholars based on research in their sectors or industries. Furthermore, researchers, economists, and policymakers are interested in the concept of organizational productivity and efficiency in managers because it is a fundamental strategy for organizations to monitor employee performance, and organizational growth rate, and helps organizational managers to effectively monitor these parameters to reduce losses and maximize profit. All of these forward-thinking methods, when implemented, will increase organizational competition while maximizing existing resources. Many companies utilize employee performance measurement matrixes to help their managers make excellent decisions, create effective policies, boost productivity, and create fantastic employment contracts that are in the company's long-term interest in terms of consistency and sustainability.

2.10. Employee Productivity Importance for Effective Time Management in the Workplace

In organizational management, employee productivity is derived from its effects on economic development and increases in living standards; this is accomplished by the company providing better training to its employees and by the organization adjusting the payment balance according to economic fluctuations to deal with inflation and financial turbulences on a national or global scale. Academics are in great demand to investigate factors that influence employee productivity in organizations, as improving productivity has become one of, if not the most essential, goals for profit-making businesses. The results of this study can also be used to determine how well existing human resources are being used to achieve financial and social development inside the company. Since greater productivity decreases manufacturing costs, businesses gain a competitive advantage in both domestic and foreign markets. Despite the fact that previous research by the United Nations Industrial Development Organization (UNIDO) found that there has not been a significant increase in human resource productivity within organizations in the industrial sectors over a long period of time, which can cause an economic imbalance in economic markets, it can be especially relevant for much smaller businesses and start-ups.

2.11. Organizational Factors Affecting Employee Productivity

Hill (2000) attempted to identify the factors that influence employee productivity in organizational time management by effective organizational managers in his research. As he thought that each organizational employee has different traits that might affect the organization and organizational culture in different ways, his study took into account a variety of internal and external organizational aspects of various natures and complexities. When all of these human resource aspects are placed together, a larger picture of the primary factors affecting employee productivity in organizational management can be deduced, depending on the industry. In his study, he also defined these variables as unstable, stating that they tend to fluctuate based on socio-political developments as well as local and worldwide economic swings. His findings revealed that in order for organizations to achieve their end goals in terms of overall productivity, organizational processes must run smoothly and on time, as well as employees must be comfortable with the general organizational culture, which entails doing things correctly and following a strategically defined organizational management plan. As a result, organizational managers are responsible for not only executing leadership concepts but also for understanding the human resource body of the organization and building an organizational time culture that will be productively beneficial in the long run.

Employee productivity, as measured by production per employee or gross output per employee, and per hour, can be argued to lead to increased employee productivity. As a result, this growth is equivalent to an employee's average output, and it should be noted that one significant advantage is that output can be measured physically. Employee productivity, for example, can be assessed in terms of units of production to price, with the most typical indicator of overall national productivity comparing the levels of particular countries or regions to those of the US economy. Human resource factors and technological factors are the two types of elements that drive employee productivity in enterprises.

3. Methodology

The main goal of this chapter is to look at the various aspects or characteristics that will be considered for this study in order to achieve its goal, which is to look at effective time management by trained managers in order to increase

organizational productivity in a scientific way. As a result, in order for this study to achieve its purpose, various elements that influence organizational management efficiency will be explored and analyzed in order to gain a better knowledge of how these variables affect organizational time management behaviors. In this study, a descriptive technique will be employed to improve the accuracy of the quantitative data analysis using the dependent and independent variables in SPSS. Furthermore, with the outbreak of the COVID-19 pandemic, many firms were forced to adjust to the 'home office' work style, in which employees worked from home while still needing to maintain a high level of productivity, depending on the industry or sector in which they operate. Some transitioned smoothly, while others suffered significant setbacks in terms of organization time management, and production.

4. Result and Discussion

This section examines the impact of talented managers' efficient time management on organizational performance using data from 109 participants. Other sections of this section will look at descriptive statistics, ANOVA, reliability tests, factor analysis, correlation analysis, and regression analysis using SPSS with the data provided, and will be shown in the tables below.

4.1. Reliability Test

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	No. of Items
.533	.566	4

Table 1: Cronbach's Alpha for the Four Independent Variables

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	No. of Items
.388	.496	3

Table 2: Cronbach's Alpha When Controlling for Time Management Training

Cronbach's Alpha was used to assess internal consistency among the four independent variables, yielding a value of .566 less than .7. As a result, a further inter-variable correlation revealed a tiny correlation that may be reduced to .496 by removing the independent variable organizational training with the lowest correlation (P). As seen in the table below, the results of the study did not reject the null hypothesis and revealed contradiction between the four independent variables.

4.2. Correlations

		Q6 Organization Practice Effective TM	Q9 Effective TM Achievement of Your Set Goals
Q6 organization practice effective TM	Pearson Correlation	1	.201*
	Sig. (2-tailed)		.036
	N	109	109
Q9 effective TM achievement of your set goals	Pearson Correlation	.201*	1
	Sig. (2-tailed)	.036	
	N	109	109

*. Correlation is significant at the 0.05 level (2-tailed).

Table 3: Correlation between Organizational Productivity (OP) and Time Management Practice Marker (TP)

Variables	P	r	R	R ²
Organizational productivity (OP) and time management practice marker (TP)	.201	.036	.201	.040

Table 4: Outcome of the Analysis of Correlation between Organizational Productivity (OP) and Time Management Practice Marker (TP)

In addition, a linear regression analysis of the dependent variables organizational productivity (OP) and time management practice marker (TP) yielded $R=.036$, $R^2=.040$, and $P=.201$. This demonstrates that the independent variable time management practice marker can only explain 4% of the variance in organizational output (TP). Furthermore, since the ANOVA result was $>.000$, $R^2=.040$ does not substantially predict organizational productivity, and the corrected $R^2=.031$ suggests that the genuine population was 3.1 percent lower than the approximated from the bootstrap confidence interval level of 94.4 percent. The bootstrap confidence interval does not reject the null hypothesis, resulting in $P=.201$, $R^2=.040$, indicating an undetectable Positive association between organizational productivity and time management practice marker (TP).

		Q10 Management Holds Seminars on TM	Q9 Effective TM Achievement of Your Set Goals
Q10 management holds seminars on TM	Pearson Correlation	1	.036
	Sig. (2-tailed)		.713
	N	109	109
Q9 effective TM achievement of your set goals	Pearson Correlation	.036	1
	Sig. (2-tailed)	.713	
	N	109	109

Table 5: Correlation between Organizational Productivity (OP) and Time Management Training (TMT)

Variables	P	r	R	R ²
Organizational productivity (OP) and time management training (TMT)	.036	.713	.036	.001

Table 6: Outcome of the Analysis Carried Out between the Dependent Variable and Time Management Training

Following the correlation analysis, a linear regression analysis was performed between the dependent variable organizational productivity and the independent variable time management training (TMT), yielding $R=.036$, $R^2=.001$, and $P=.036$ as the results. This demonstrates that the independent variable time management training can explain only 0.1 percent of the variance in organizational output (TMT). Furthermore, because the ANOVA result was $>.000$, $R^2=.001$ does not substantially predict organizational productivity, and the corrected $R^2= -.008$ suggests that the genuine population was -0.8%, which is smaller than the approximated from the bootstrap confidence interval level of 93 percent. The bootstrap confidence interval does not reject the null hypothesis, resulting in $P=.036$, $R^2=.001$, indicating that there is no significant association between organizational productivity and time management training.

		Organizational Performance	Q9 effective TM Achievement of Your Set Goals
Organizational performance	Pearson Correlation	1	.115
	Sig. (2-tailed)		.235
	N	109	109
Q9 effective TM achievement of your set goals	Pearson Correlation	.115	1
	Sig. (2-tailed)	.235	
	N	109	109

Table 7: Correlation between Organizational Productivity (OP) and Organizational Performance (OPF)

Variables	P	r	R	R ²
Organizational productivity (OP) and Organizational performance (OPF)	.115	.235	.115	.013

Table 8: Outcome of the Analysis Carried out between the Dependent Variable Organizational Productivity and Organizational Performance

Following the correlation study, a linear regression analysis between the dependent variable organizational productivity (OP) and the independent variable organizational performance was conducted, yielding the following results: $R=.115$, $R^2=.013$, $P=.115$. This demonstrates that the independent organizational performance can only explain 1.3 percent of the variation in organizational productivity (OPF). Furthermore, $R^2=.013$ did not substantially predict organizational productivity because the ANOVA result was $>.000$, and the corrected $R^2=.004$ shows that the true population was 0.4 percent lower than the estimated population of 94.4 percent based on the bootstrap confidence interval level. The bootstrap confidence interval does not reject the null hypothesis, resulting in $P=.115$, $R^2=.013$, indicating a minimal Plus significant link between organizational productivity (OP) and organizational performance (OP) (OPF).

		Q11 avoiding problematic people help in TM	Q9 effective TM achievement of your set goals
Q11 avoiding problematic people help in TM	Pearson Correlation	1	.062
	Sig. (2-tailed)		.525
	N	109	109
Q9 effective TM achievement of your set goals	Pearson Correlation	.062	1
	Sig. (2-tailed)	.525	
	N	109	109

Table 9: Correlation between Organizational Productivity (OP) and Organizational Culture (OC)

Variables	P	r	R	R ²
Organizational productivity (OP) and Organizational culture (OC)	.062	.525	.062	.004

Table 10: The Outcome of the Analysis Carried out between Organizational Productivity (OP) and Organizational Culture

Following the correlation analysis, a linear regression analysis between the dependent variable organizational productivity (OP) and the independent variable organizational culture was conducted, yielding the following results: $R=.062$, $R^2=.004$, $P=.062$. This demonstrates that the independent organizational culture can only explain 0.4 percent of the variation in organizational output (OC). Furthermore, $R^2=.004$ does not substantially predict organizational productivity because the ANOVA result was $>.000$, and the corrected $R^2= -.006$ shows that the true population was 0.6 percent lower than the 92 percent bootstrap confidence interval level. As a result of the bootstrap confidence interval being $P=.062$, $R^2=.004$, the null hypothesis is not rejected, indicating that there is no significant association between organizational productivity (OP) and organizational culture (OC).

5. Conclusion

The goal of this study was to determine whether or not efficient organizational time management has an impact on organizational productivity, and whether or not some of the independent variables chosen in this study had a significant impact on organizational productivity and could be used by company management to achieve their objectives. When the independent variables were compared to the dependent variable organizational productivity, the results revealed that not all of the independent variables had a significant impact (OP).

One research question sought to establish a link between the dependent variable organizational productivity (OP) and the independent variable organizational time management practice marker (TP), with the assumption that highly skilled time management managers within an organization would have a significant impact on organizational productivity. The result of analyzing both the dependent and independent variables showed a positive insignificant correlation association between organizational productivity and organizational time management practice marker (TP). It is possible that the association between the two variables is not strong enough to be useful in organizational productivity and management.

The second research question aimed to find a significant relationship between the dependent variable organizational productivity (OP) and the independent variable time management training (TMT), with the assumption that employees who have received time management training are much more productive than those who have not. The correlation analysis found a negligible positive impact between organizational productivity and time management training. This indicates that the relationship between the two variables may not be significant enough for use in organizational productivity and management.

The third research question aimed to find a positive Pearson's correlation relationship between the dependent variable organizational productivity (OP) and the independent variable organizational performance (OPF), with the assumption that good time management skills are associated with high levels of organizational performance. The correlation study revealed a positively insignificant association between organizational productivity and organizational performance, with $P=.115$. This indicates that the relationship between the two variables may not be significant enough for use in organizational productivity and management.

The fourth research question aimed to find a significant Pearson's correlation relationship between the dependent variable organizational productivity (OP) and the independent variable organizational culture (OC), with the assumption that if an organization's culture toward time management skills is strong, then organizational productivity relative to time will be high. With a $P=.062$ association between organizational productivity and organizational culture, the results were favorably negligible. This indicates that the relationship between the two variables may not be significant enough for use in organizational productivity and management.

The final analysis was to use a Cronbach's test to check for internal consistency between the four independent variables, which yielded a Cronbach's Alpha of .566 (less than .7).

6. Recommendations

It is advised that future researchers, that do correlations analyses between time management variables and organizational production, use bigger sample sizes, as evidenced in the conclusion on the findings of the research reported in the first half of chapter five. Future researchers in this subject might think about utilizing different moderating variables while assessing for covariance between the independent variables and the dependent variable to keep an eye on consistency variations.

Given that the data was collected in Istanbul, Turkey, with participants who had a basic understanding of English, this study is not representative of the entire Turkish population, and future researchers who conduct similar studies in the future with survey questions written in Turkish may obtain more substantiating results. Furthermore, further research should be undertaken as a comparative study in different countries to see how time management varies on a global scale and how the cultural dynamic of time management affects organizational efficiency.

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