

TIME USAGE PROCEDURES AND EFFICIENCY OF INNOSON NIGERIA LTD

Agu Chukwudi Solomon

Department of Business Administration and Management Science, Enugu State Univeristy of science and Technology (ESUT) Enugu

Nweke Benedict Okafor

Department of Purchasing and supply, school of business studies, institute of management and technology (IMT), Enugu

Omeje Johnson Ifeanyichukwu

Department of Business Administration and management sciences, Enugu State University of Science and Technology, ESUT, Enugu

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Abstract: This study asses time usage procedures and efficiency of Innoson Nigeria Ltd. The specific objectives of the study includes to determine the level of relationship of time Scheduling with units created in Innoson Nigeria Ltd and to ascertain the degree of relationship between time Tracking and Production cost in Innoson Nigeria Ltd. The review utilized the distinct study approach. two fundamental wellsprings of information were utilized, they were; essential resources and auxiliary Resources. The study was conducted among 380 workers of Innoson, Nigeria. Bowley's proportional allocation formula was used to allocate the sample proportionally among the selected sample. The result of the study shows that likelihood esteem i.e ($t\text{-cal} = 30.798$, $p\text{-esteem} = 0.000$ 0.05%). Along these lines we acknowledge elective speculation which expresses that Time Scheduling has critical relationship with units created in Innoson Nigeria Ltd. The syudy also shows that likelihood esteem i.e ($t\text{-cal} = 3.834$, $p\text{-esteem} = 0.000$ 0.05%). Along these lines we acknowledge elective theory which expresses that Time Tracking has huge relationship with Production cost in Innoson Nigeria Ltd. It was concluded that every one of the markers utilized, for example, "Time Scheduling" and "Time Tracking" had critical relationship with Private Sector Performance. We see from the review that Time Scheduling had huge relationship with units created in Innoson Nigeria Ltd. Time Tracking had huge relationship with Production cost in Innoson Nigeria Ltd

Agu, C. S., Nweke, B. O., & Omeje, J. I.

INTRODUCTION

1.1 Background to the Study

Residing in a consistently changing business climate where individuals are burdened with more than one obligation, particularly in an association with enormous business exercises in a serious industry makes it basic to oversee time to accomplish a reasonable step. Philpot (2018) characterizes using time effectively as about arranging the day to utilize time. Using time effectively began with the modern transformation. Linda (2016) illuminates that the idea has developed gradually however consistently to the advanced thought of using time effectively, for example, doing things actually to oversee one's life. Individuals regularly battle with overseeing time since they neglect to deal with it like a business. Business supervisors and hence people should try to understand that time is a legend; one can't make, store or save time to utilize one more day (Adebisi, 2017).

Kusashi (2018) thinks that a postpone in pursuing a choice or responding to an issue can be an expensive business botch. Being arranged will guarantee you burn through no significant time. Great time usage will help in being more useful, more imaginative, set aside cash and try not to work crazy hours and to expand the odds of coming out on top in business enormously. The use areas of strength for of time control is principal for the achievement of our association objectives since it has a reverse relationship with self administration, efficiency and climate. It is one of the key abilities should have been fruitful throughout everyday life except individuals including business association

neglected to regard it as serious element to their endurance (Wright, 2017).

Oddey, (2015) posites that splendid pioneers with vision, assurance and center form such high performing associations that convey successful administrations and items to its clients consistently. Such associations are great time chiefs and instrument of progress through productive and compelling administration of time and assets. In such association, there is reestablished meticulousness and a longing for constant learning, utilization of new techniques through innovative work and development thinking about the worth and embodiment of time (Zucas and David, 2018). Time is attached to each movement of the association. It puts forth savvy objectives and measures its victories and disappointment requiring into thought investment. This truly shows the significance of time and its positive or adverse consequence on hierarchical execution. For powerful using time productively for hierarchical execution, chiefs too as representatives can conclude which errands fall into the classes of fundamental undertakings, significant undertaking and low worth undertakings by asking which assignments are generally significant to the association, which errand does my supervisor consider generally significant, in the event that I can't finish every one of the responsibilities which would it be advisable for me I complete. These will keep the speed of progress and development of the association going.

Kusashi (2018) sees efficiency as how well individuals join assets, for example, unrefined components, work, abilities, capital, hardware, land, licensed innovation, administrative

capacity and monetary money to create labor and products. Efficiency is a proportion of how much work is finished in a given measure of time. The more work an individual finishes during this time, the more useful that individual is. To accomplish more and be more useful, great time usage abilities are fundamental. We as a whole have days that are less useful, however our general efficiency ought to be high over time. To concoct a system for using time productively, you really want to know yourself. You want to comprehend your character, how well you focus on and arrange, and how self-restrained you are. You likewise need to have a decent handle on which techniques for association turn out best for you concerning booking your time. It is in this way became basic to evaluate the connection between time usage systems and efficiency in Innoson Nigeria Ltd, Enugu.

1.2 Statement of the Problem

With regards to the corporate world, time is viewed as cash, and in this way, we see that the associations which teach the propensity for time usage in their workers are high in efficiency. Time approaches efficiency, and efficiency rises to cash. This makes time usage one of the main parts of a fruitful business. The way that the idea of using time productively is noticeable in all circles of life is notable. Anyway in the new past, workers of numerous confidential areas have been blamed for bungle of time. Associations have encountered enormous interferences because of impromptu visits by people who look for the consideration of the administrator or different workers. This has prompted interruptions and a decrease of efficiency. The organization has likewise

encountered a ton of inactive talk. Assuming the above is permitted to proceed, associations could perform ineffectively. There may be expanded liquidation of private associations in Nigeria. The concentrate thusly assessed the connection between time usage systems and efficiency in Innoson Nigeria Ltd.

1.3 Objectives of the study

The expansive goal of the review was to assess time usage procedures and efficiency of Innoson Nigeria Ltd. The particular goals were to;

- i. Determine the level of relationship of time Scheduling with units created in Innoson Nigeria Ltd.
- ii. Ascertain the degree of relationship between time Tracking and Production cost in Innoson Nigeria Ltd.

1.4 Research Questions

- i. To what degree truly does time planning partner with unit created in Innoson Nigeria Ltd?
- ii. To what degree really does time Tracking partner with creation cost in Innoson Nigeria Ltd?

1.5 Research Hypotheses

The accompanying substitute speculations will direct the review

H1. Time Scheduling generally has relationship with unit created in Innoson Nigeria Ltd.

H2. Time Tracking generally has relationship with Production cost in Innoson Nigeria Ltd.

REVIEW OF RELATED LITERATURE

2.1 Conceptual Review

Time Management Strategies

Time usage alludes to various methods and abilities that can assist an individual with

utilizing the accessible time in the most productive manner and to achieve objectives, undertakings and ventures inside the foreordained timeframe. Time usage abilities shift from, yet are not restricted to, focusing on assignments, arranging, booking, sorting out and the appointment of capabilities. Notwithstanding, it likewise incorporates an investigation of the time spend for various exercises as well as close observing that permits one to further develop his time usage abilities.

Hisrich and Peters (2017) guarantees that time is a novel amount, a business person (chief) can't store it, lease it, and get it. Everything requires it and it passes at a similar rate for everybody. Using time productively Involves money management time to figure out what one asks for from his exercises. Successful using time effectively is the speculation of time so that ideal outcome is gotten from exercises consuming a particular time amount. Time usage depends on the rule that it is more critical to do the right things than to do things right. The capacity to pick between the significant and the immaterial and be tenacious on the accurately picked grouping is the vital determinant of viability in using time productively.

Using time productively is the demonstration or interaction of arranging and practicing cognizant command throughout how much time spent on unambiguous exercises, particularly to build adequacy, effectiveness or efficiency. For occasion industry players, this specific thing is equivalent to the outcome of coordinating any occasion. Altaf and Atif Awan (2015) were among ongoing sociologists that have shown that the manner in which laborers

view time is associated with social issues like the establishment of family, orientation jobs, and how much work by the person. In the mean time, Mitchell and Samms (2010) attests that depiction of using time effectively, people initially decide their necessities and needs and afterward rank them regarding significance.

Using time effectively is the most common way of impacting a singular's vital conduct aspects to finish however many responsibilities as could reasonably be expected inside a given time span. Such conduct aspects incorporate time cognizance, association of work, severe discipline and consistent use of time usage strategies as a propensity. As per Benjamin Franklin, time is cash. In this manner proficient and compelling utilization of time is a condition for individual viability and individual efficiency. What frequently separate high from low entertainers is using time effectively. In this manner using time effectively is an unquestionable requirement for everyone looking for greatness and achievement.

Claessens (2014) characterizes using time effectively as ways of behaving that target accomplishing a savvy and powerful utilization of time, and he added that these ways of behaving have three significant parts. First part is consciousness of past, present and future as per Kaufman, Lane, and Lindquist (2016), and the acknowledgment of one's time use (mentalities, insights of time), that assist with finishing jobs and obligations that match the constraint of one's capacities. Claessens (2014) assigns this part as time evaluation ways of behaving. Second part is headings or devices

that push toward planning to utilize time quickly (putting forth objectives, concocting errands, focusing on, making interruption records, gathering undertakings) as indicated by Britton and Tesser (2011) and Macan (201). Claessens (2014) names this part as thinking of ways of behaving. Third part is giving a construction to overseeing time and self-observing, that considers a productive performing of errands and restricting the interferences by others like Fox and Dwyer (2015). Claessens (2014) named this part as perception of ways of behaving.

Time Management Strategies

I. Establishing an Effectiveness Supporting Environment

The most vital move towards creating and executing a powerful time usage procedure is to establish a climate that will uphold individual adequacy (Kohn, 2015). This is finished by Getting coordinated. The individual ought to keep a clean and efficient workplace. A viable filling framework should be set up for simple recovery of records.

a. Successful appointment. Where assignment is unimaginable, focus on arranged by significance

b. Safeguard your time through protection and detachment. Keep away from time killers Key time killers include: taking care of irrelevant issues, mingling, unfortunate correspondence, inadequate data, living errands incomplete, superfluously lengthy gatherings and so forth. Viable using time effectively requires the capacity to concentrate on just significant issues. Recuperation from unfortunate behavior patterns like delaying

i. Goal Setting

Objective setting is urgent in using time effectively. At the point when an individual is objective situated, he/she will probably deal with his/her time all the more successfully. Objective setting gives concentration to where a singular will channel his/her time, energy and assets. To actually deal with your time, set long reach and short reach objectives with key stage to be taken to guarantee their acknowledgment. As a PA to an individual from the House of Assembly, put forth objectives of what you expect to accomplish during your term in office. Break these objectives into medium and short reach targets. Then, at that point, drill down key errands that will prompt the accomplishment of these targets. Allow your objectives to be SMART: Specific, Measurable, Achievable, Realistic and Time bound. Recall the expression, 'on the off chance that you don't have the foggiest idea where you are going, anyplace will take you there'.

iii. Establishing Priorities

You really should define boundaries among these undertakings. Individuals frequently put forth boundaries based on easiest course of action, default and motivation. These techniques improve the probability of accomplishing less significant objectives to the detriment of significant ones. Notwithstanding, there are a few need determination strategies that can be taken on.

iv. ABC Analysis

This includes classifying needs in the accompanying request:

i. A - Tasks that are seen as being dire and significant.

ii. B - Tasks that are significant yet not dire.

iii. C - Tasks that are neither earnest nor significant.

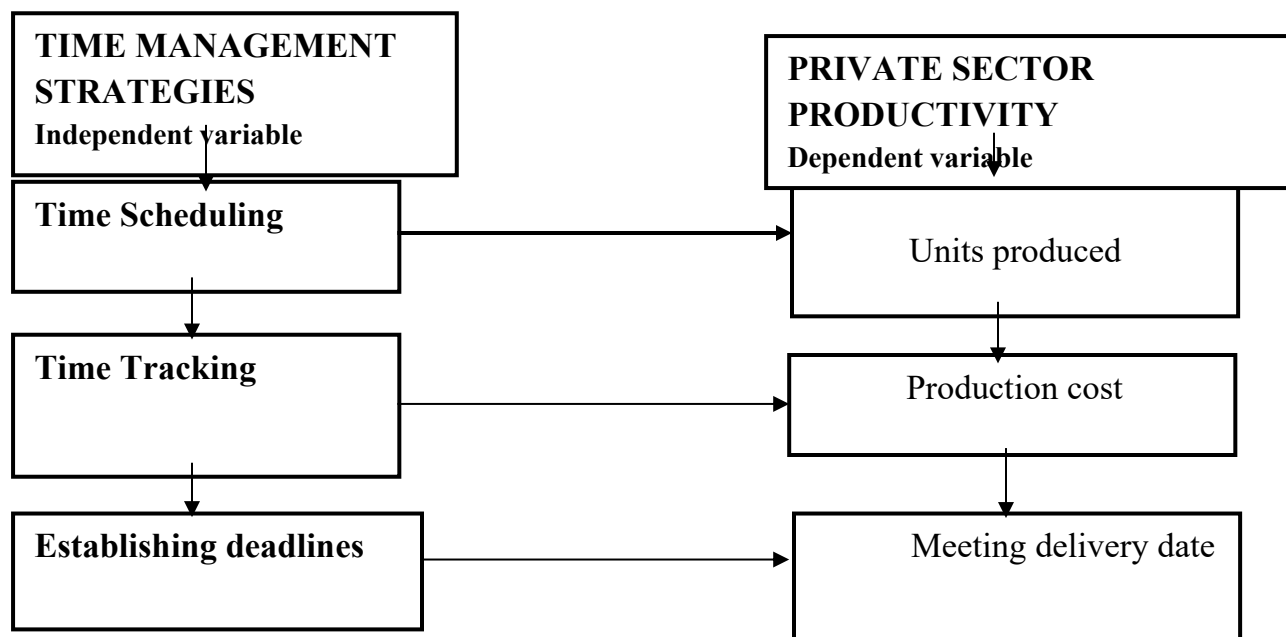
Need consideration is given to objectives recorded as An and B. Exploration of high-performing associations recommends that the best individuals burn through 65 to 80 percent of their experience on exercises that are "significant, however not critical." The normal individual spends around 15% of their experience on those exercises and substantially more (50-60 percent) on extinguishing fires for "earnest, yet not significant" exercises like interferences and taking care of others' needs.

Organizational Productivity

Efficiency is named as a proportion of the capacity or execution of an individual, machine, association and so forth, in changing over inputs into significant results. Authoritative efficiency is tied in with surveying and working on the productivity and adequacy of public and confidential area associations. Efficiency is a proportion to quantify how well an association changes over input assets (work, materials, machines, cash) into labor and products (Tokarčíková, 2013). Dorgan (2014) characterizes efficiency as "the expanded

practical and authoritative exhibition, including quality", and Rolloos (2017) claims that "efficiency is what individuals can deliver with the least exertion". Nda and Fard (2013) depict worker efficiency as the proportion of result per unit of info monetarily. Rohan and Madhumita (2012) take on an alternate view and consider worker efficiency to be the log of net deals over all out representatives.

Hierarchical Productivity is the limit of an association, foundation, or business to create wanted results with a base use of energy, time, cash, faculty, material (Vora, 2012). Association not entirely settled by a wide scope of elements, some can be assessed quantitatively, while others require a subjective, insightful methodology. While surveying efficiency, it is critical to see every one of the key drivers that influence efficiency completely. As well as assessing every driver exclusively, it is important to decide how well these drivers cooperate and work overall. Changes to one driver may (and presumably will) affect others. Successful Assessment includes understanding how every driver adds to in general efficiency (Ali and Zia, 2010).



Source: Desk Research, 2021

Fig 2. Contextual Model

2.2 Theoretical Review

The Bucket of Rocks Theory

To appropriately oversee time, one has to know the degree of significance that every action holds. The Bucket of Rocks hypothesis (likewise alluded to as the Pickle Jar Theory) offers understanding into the request in which an individual ought to deal with his exercises (Mancini 2013). The hypothesis suggests that you put enormous rocks in a can (this will address the significant thing) and afterward you top it off with stones followed by sand and afterward water. The more modest substances address progressively immaterial errands (Forsyth 2010). As per this hypothesis, we should do the significant things (enormous stones) first and afterward continue on toward the less significant things (rocks and sand)

lastly on the off chance that we have the tie, we can do the immaterial things (water). In the event that we start dealing with the immaterial things or the less significant things first, we won't have the space to do the significant things in our lives.

All that in the Pickle Jar Theory has a reason. The pickle container itself addresses our day to day existence, what keeps us occupied and how we partition our time and assignments during the day. The sand addresses all the calls, messages, online entertainment notices and other upsetting components. The stones figuratively represent the positions we're defied with each day and that fill our journals. The stones address the significant assignments in our regular routines. There'll be serious results in the event that we neglect to do the last option undertakings (Farmer, and Seers, 2014).

Time is restricted notwithstanding; all things considered, there are just 24 hours in a day. That is the reason we need to simply decide. Yet, individuals will generally answer promptly to driving forces that contact them rapidly. You need to peruse that email immediately, you can't leave your telephone ringing and a pleasant visit with your partner has a capability (Green and Skinner, 2015). The Pickle Jar Theory shows us in a basic manner that it's hasty to change our everyday exercises to these little things and to arrange for any remaining undertakings around them. To find out about how we for the most part total our assignments, the pickle container is first loaded up with sand. These are the (occasionally) inane errands that we let occupy us consistently. Then, the rocks are placed on top of the sand; assignments that should be finished, however should likewise be possible on one more day or at some other point or by another person. At last, it's the stones' move; fundamentally the main undertakings we need to do on a specific day. These are the assignments for which somebody has been recruited and that fall under their obligation. Undertakings that can't be overlooked or done by another person. In any case, it would appear in the event that the sand, stones and shakes are placed in the container in a specific order, there's scarcely any space for the stones. Exactly the same thing occurs in our regular routines; we stuff it brimming with immaterial errands, yet when it truly matters, we have no time left for the significant stuff (Ghosh, Lafontaine and Lo, 2012).

Goal Setting Theory

Objective setting includes the improvement of an activity plan intended to propel and direct an individual or gathering toward an objective (Ancona, Goodman, Lawrence and Tushman, 2011). Objective laying out can be directed by objective setting measures (or rules) like SMART standards. Objective setting is a significant part of self-improvement and the executives writing. Concentrates by Edwin A. Locke and his associates have shown that more unambiguous and aggressive objectives lead to more execution improvement than simple or general objectives. The objectives ought to be explicit, time obliged and troublesome. Troublesome objectives ought to be set in a perfect world at the 90th percentile of execution expecting that inspiration and not capacity is restricting fulfillment of that degree of execution. However long the individual acknowledges the objective, can accomplish it, and doesn't have clashing objectives, there is a positive direct connection between objective trouble and undertaking execution.

The hypothesis expresses that the least difficult most direct inspirational clarification of why certain individuals perform better compared to others is on the grounds that they have different execution objectives (Besanko, David and Mark, 2010). The embodiment of the hypothesis is fourfold. In the first place, troublesome explicit objectives lead to fundamentally better execution than simple objectives, no objectives, or even the laying out of a theoretical objective like asking individuals to put forth a valiant effort. Second, holding skill steady, as this is a hypothesis of inspiration, and considering that there is

objective responsibility, the higher the objective the higher the exhibition. Third, factors like commendation, criticism, or the contribution of individuals in dynamic just impacts conduct to the degree that it prompts the setting of and obligation to a particular troublesome objective. Fourth, objective setting, as well as influencing the three systems of inspiration, to be specific, decision, exertion, and diligence, can likewise have a mental advantage. It can impact decision, exertion, and tirelessness to find ways of accomplishing the objective (Colombo and Delmastro, 2014).

2.3 Empirical Review

Prior studies were reviewed on time management and organizational productivity

2.3.1 The level of relationship of time Scheduling with units delivered in Innoson Nigeria Ltd.

Francis and Olori (2017) explored the connection between Time Management and Organizational adequacy in assembling firms in Port Harcourt. The review took on semi exploratory examination plan since it is a cross sectional study. The number of inhabitants in the review is 192, and the review zeroed in on the populace since the populace size is little. The information were dissected utilizing Spearman's Rank Order Correlation Coefficient Statistic using Statistical Package for Social Sciences (SPSS). The discoveries uncovered a positive and huge connection between Time Management and Organizational viability.

Khaled and Almaz (2016) analyzed Time Management's Effect on Efficiency of Employees Performance. A Case of National Oil Corporation. The examination was led on National Oil Corporation (NOC) of Libya; it was

finished through passing out the polls to center and line supervisors of the organization. The polls were given to 120 chiefs of NOC out which 100 settled on chipping in. The polls depended on four autonomous factors (worker discernment, hierarchical culture, time usage preparing and arranging) and two ward factors (efficiency and accomplishment of objectives). Both depended and free factors were tried against one another to track down the connection between them. The outcomes have shown that there is positive association between the using time effectively and execution of the representative.

Michael (2016) analyzed adequacy of time usage comparable to self administration, climate and efficiency in a beginning. This work applied a few instruments for information assortment, for example, surveys and perceptions on 75 scholarly staff and non scholastic staff chosen haphazardly in the University of Juba and Statistical Package for Social Sciences (SPSS) was applied to examine the information accumulated. The discoveries propose that using time productively has an opposite relationship with self administration, climate and efficiency in an association. It is suggested here that essential time usage devices and good work space ought to be applied and given stringently to staff current administration ways to deal with support self obligation to using time productively and further develop efficiency in an association (University of Juba).

2.3.2 The degree of relationship between time Tracking and Production cost in Innoson Nigeria Ltd.

Ahlam (2015) investigated the effect of time usage program on time killers of head attendants and their discernment toward compelling hierarchical execution. Semi exploratory plan was utilized in this review. All head medical caretakers (n= 40) working in short term of health care coverage at Dakahlia were remembered for the review. Three instruments were utilized for information assortment, specifically time usage poll, using time productively for successful authoritative execution survey, and knowledge Test. A significant finding of the review were profoundly measurable huge improvement of information level of head medical caretakers', current utilization of using time effectively, time killers and discernment toward successful hierarchical execution post program. Factual huge positive connection were found post program at $P < 0.05$ between head medical caretakers level of information, current utilization of using time effectively and their impression of viable authoritative execution.

Adebisi (2013) analyzed the impact on the exhibition of business and 43 little and medium scale undertaking were chosen for the review. Information were gathered with the guide of survey directed to 120 faculty of the associations. The information was additionally dissected in table and tried research speculation with Analysis of difference. Discoveries uncovered that using time productively empower a large portion of the associations contemplated to endure rivalry and get more business. We in this way presume

that there is huge and positive connection between time usage rehearses and the presentation of business. We likewise hence suggest that business and including people ought to develop the propensity for using time effectively so they become fruitful in what they do.

Nor, Ahmad, Nor and Samsudin (2012) decided the relationship of time usage hands on execution among Malaysian occasion the board group. The scientists trust that for a coordinator to find lasting success in the occasion business, they need to try to stick to the time period in getting done with jobs all through the occasion from the outset till the end. Out of 100 polls appropriated just 65 returned. The exploration discoveries show, that the workers work execution in the association were impacted by their time usage in finishing the responsibilities during an occasion. Moreover, the outcome shows that there was a huge connection between using time effectively and work execution.

Abdullah, Omar and Mahmoud (2012) analyzed the Relationship between Time Management and Job Performance Empirical Study in Malaysia Privet University. This study was led on the bramble area which is a piece of UNITEN University Tenaga National in Malaysia. Utilizing information from a review survey of 220 members, results show that there is a positive connection between every one of the time arranging and time demeanor with the gig execution, and reverse connection between time killers and occupation execution. These outcomes have hypothetical ramifications for understanding how work execution connects with using time productively. Ramifications of

the outcomes are considered future examination headings are recognized.

SECTION III: METHODOLOGY

3.0 Introduction

This part depicts the pre-owned approach in the exploration. It depicts the methodology to dissect time usage techniques and hierarchical efficiency. It likewise incorporate information assortment assets, research populace, pilot review, content legitimacy, poll unwavering quality and the utilized measurable tests.

3.1 Research Design

The review utilized the distinct study approach which attempts to depict and explore the connection between time usage methodologies and efficiency in Innoson Nigeria. Reviews are valuable in depicting the qualities of an enormous populace. No other exploration technique can give this expansive capacity, which guarantees a more exact example to accumulate designated brings about which to reach inferences and settle on significant choices.

3.2 Sources of Data

To accomplish the examination targets, two fundamental wellsprings of information were utilized, they were:

Essential Resources: In request to address the logical parts of the examination subject, the review gathered the essential information through making and disseminating a poll as a primary device, which is planned particularly to meet the exploration goals.

Auxiliary Resources: to address the hypothetical foundation of the review, optional information was gathered from a few assets, for example, references, books, articles, periodicals

and a few past examinations connected with the review.

3.3 Population of the review

The number of inhabitants in the review was comprised of 380 workers of Innoson, Nigeria.

The populace is disseminated as follows:

| S/N | Departments | Population |
|-------|-----------------|------------|
| 1 | Production | 118 |
| 2 | Human Resources | 67 |
| 3 | Finance | 44 |
| 4 | Sales | 151 |
| Total | | 380 |

Source: *Field Study, 2020*

3.4 Sample Size Determination

The sample was viewed as founded on the strength of laborers. In deciding the example size, the specialist utilized Taro Yamene's Statistical Tool for getting the example size from a given populace. It is subsequently introduced as:

$$n = \frac{N}{1 + N(e)^2}$$

Where

n = Sample size

N = Population

e = Error of Margin (5% i.e 0.05)

Therefore, the sample size

$$n = \frac{380}{1 + 380(0.05)^2}$$

$$n = \frac{380}{1 + 380(0.0025)}$$

$$n = \frac{380}{1 + 0.95}$$

$$n = \frac{380}{1.95}$$

$$n = 195$$

Therefore the sample size for the study is 195.

3.4.1 Allocation of Sample Size

Bowley's proportional allocation formula was used to allocate the sample proportionally among the selected sample firms.

The formula is this:

$$n_h = \frac{nN_h}{N}$$

Where n_h = sample allocation to homogenous group or level

n = overall sample size

N_h = The stratum population of each homogenous group.

N = The population of the study

Therefore, the sample for each user group becomes

$$\text{Production} = \frac{118 \times 195}{380}$$

$$= 61$$

$$\text{Human Resources} = \frac{67 \times 195}{380}$$

$$= 34$$

$$\text{Finance} = \frac{44 \times 195}{380}$$

$$= 23$$

$$\text{Sales} = \frac{151 \times 195}{380}$$

$$= 77$$

$$\text{Therefore } 61 + 34 + 23 + 77 = 195$$

3.5. Instrument for Data Collection

The review involved a survey as a primary exploration instrument. The survey comprises of three sections as followed:

The initial segment comprised of the socio-segment and association data, for example, sex, age, conjugal status, scholarly capabilities, work title, long periods of involvement, and instructional classes in using time productively.

The subsequent part is connected with the other three free factors of using time productively as followed:

Time Scheduling: This field contains (5) things.

Time Tracking: This field contains (5) things.

Keeping cutoff times: This field contains (5) things.

The third part is connected with the reliant variable which is on pace of hierarchical efficiency. It contains (3) things.

In this manner, the complete number of the inquiries was (15). The respondent can answer the survey thing by choosing from one to ten which demonstrates the level of his/her understanding of this thing.

3.6 Validity of the examination Instrument

A specialist in the field of time usage assessed the poll which had been reexamined as their suggestions.

3.7 Reliability of the instrument

Dependability of a survey is the level of consistency wherein it estimates the degree of consistency of the poll results in the event that it will be disseminated a few times under similar circumstances. As such, poll unwavering quality implies that the survey will give similar outcomes on the off chance that it will be circulated a few times to the review test in unambiguous time spans. For the most purposes dependability coefficient above 0.7 is thought of as acceptable.

The Cronbach's Alpha factual test was utilized to gauge the survey unwavering quality.

The Alpha upsides of each field and for all poll things were determined utilizing

Cronbach's Alpha test and the outcome is displayed underneath;

Table 3.1 Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .984 | .985 | 15 |
| | | |

Source: SPSS output 2020

From table 3.1 Cronbach alpha was utilized, the examination offers the benefit for Cronbach alpha which for the situation was .985 and reflected high dependability of the estimating

instrument. Moreover, it demonstrates elevated degree of interior consistency concerning the particular sample.

3.8 Data Analysis/Measurement

To have the option to choose the suitable technique for examination, the degree of estimation should be perceived. For each kind of estimation, there is/are a fitting technique/s that can be applied and not others. In this examination, scale 1-5 is utilized.

| Item | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|-------|-------------------|----------|---------|-------|----------------|
| Scale | 1 | 2 | 3 | 5 | 5 |

Statistical analysis Tools

The review utilized information examination both subjective and quantitative information investigation strategies.

The Data investigation was made using (SPSS 22). The review involved tables and straightforward rates as well as relapse Analysis for speculations testing.

SECTION IV: DATA PRESENTATION, ANALYSIS AND INTERPRETATION

This part endeavors to introduce the essential information accumulated to this concentrate through poll directed to representatives of workers of Innoson Nigeria. Likewise remembered for this part are the calculation, examination and translation of information and the testing of speculation with the utilization of relapse investigation.

4.1 DATA PRESENTATION

Table 4.1 Questionnaire Distribution and Responses according to the Organization

| Department | No. of Questionnaire Distributed | No. of Questionnaire Returned | Percentage of Ques. Returned (%) | Questionnaire not Returned | % not returned |
|-----------------|----------------------------------|-------------------------------|----------------------------------|----------------------------|----------------|
| Production | 61 | 58 | 29.7 | 3 | 1.5 |
| Human Resources | 34 | 32 | 16.4 | 2 | 1.0 |
| Finance | 23 | 20 | 10.3 | 3 | 1.5 |
| Sales | 77 | 75 | 38.4 | 2 | 1.0 |
| Total | 195 | 185 | 94.8 | 10 | 5.0 |

Source: Field survey, 2020

Table 4.1 addresses the survey dispersed and reaction rate. 195 surveys were dispersed to four offices in Innoson Nigeria in particular; Production, Human Resources, Finance and Sales division separately. An all out number of 61 survey were managed to Production division after which 58(29.7%) were returned and 3(1.5%) of the poll were not returned; A complete number of 34 poll were directed to Human Resources division after which 32(16.4%) were returned and 2(1.0%) of the poll were not returned.

A complete number of 23 poll were directed to Finance division after which 20(10.3%) were returned and 3(1.5%) of the survey were not returned; An all out number of 77 survey were controlled to Human Resources division after which 75(38.4%) were returned and 2(1.0%) of the poll were not returned.

ANALYSIS ON TIME MANAGEMENT AND PRIVATE SECTOR PRODUCTIVITY.

Research Question One: To what extent does Time Scheduling associate with units produced in Innoson Nigeria Ltd?.

Table 4.2: Response on scheduling tasks allows my organization understands when a task needs to be completed and the amount of time it should take to finish the job.

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------------|------------|--------------|---------------|--------------------|
| Strongly Agree | 97 | 52.4 | 52.4 | 52.4 |
| Valid Agree | 65 | 35.1 | 35.1 | 87.6 |
| Neutral | 6 | 3.2 | 3.2 | 90.8 |
| Disagree | 7 | 3.8 | 3.8 | 94.6 |
| Strongly Disagree | 10 | 5.4 | 5.4 | 100.0 |
| Total | 185 | 100.0 | 100.0 | |

Source: Field survey, 2020

From table 4.2; 97(52%) of the respondents emphatically concurred that stock following screens where an organization's stock lives in the store network; 65(35%) of the respondents Agreed; 6(3%) of the respondents were nonpartisan; 7(4%) of the respondents Disagreed while 10(5%) of the respondents

Strongly Disagreed. From the investigation, it plainly uncovered that planning errands permits my association comprehends when an undertaking should be finished and how much time it ought to take to follow through with the task.

Table 4.3: Response on making and sticking to a task schedule helps employees in my organization feel less stressed about what needs to be completed.

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------|-------------------|------------|--------------|---------------|--------------------|
| Valid | Strongly Agree | 98 | 53.0 | 53.0 | 53.0 |
| | Agree | 67 | 36.2 | 36.2 | 89.2 |
| | Neutral | 6 | 3.2 | 3.2 | 92.4 |
| | Disagree | 7 | 3.8 | 3.8 | 96.2 |
| | Strongly Disagree | 7 | 3.8 | 3.8 | 100.0 |
| Total | | 185 | 100.0 | 100.0 | |

Source: *Field survey, 2020*

From table 4.3; 98(53%) of the respondents unequivocally concurred that making and adhering to an errand plan assists representatives in my association with having a less pushed outlook on what should be finished; 67(36%) of the respondents Agreed; 6(3%) of the respondents were nonpartisan; 7(4%) of the

respondents Disagreed while 7(4%) of the respondents Strongly Disagreed. From the examination, it plainly uncovered that making and adhering to an undertaking plan assists representatives in my association with having a less focused outlook on what should be finished.

Table 4.4: Response on scheduling helps my organization get clear on their purpose.

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------|-------------------|------------|--------------|---------------|--------------------|
| Valid | Strongly Agree | 101 | 54.6 | 54.6 | 54.6 |
| | Agree | 67 | 36.2 | 36.2 | 90.8 |
| | Neutral | 5 | 2.7 | 2.7 | 93.5 |
| | Disagree | 9 | 4.9 | 4.9 | 98.4 |
| | Strongly Disagree | 3 | 1.6 | 1.6 | 100.0 |
| Total | | 185 | 100.0 | 100.0 | |

Source: *Field survey, 2020*

From table 4.4; 97(52%) of the respondents firmly concurred that booking assists my association with getting clear on their motivation; 65(35%) of the respondents Agreed; 6(3%) of the respondents were impartial; 7(4%)

of the respondents Disagreed while 10(5%) of the respondents Strongly Disagreed. From the investigation, it obviously uncovered that planning assists my association with getting clear on their motivation.

Research Question Two: To what degree does Time Tracking associate with Production cost in Innoson Nigeria Ltd?

Table 4.5: Response on Time tracking helps my organization digest all project information to improve estimations and manage costs in real-time.

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|------------|--------------|---------------|--------------------|
| Valid Strongly Agree | 30 | 16.2 | 16.2 | 16.2 |
| Agree | 131 | 70.8 | 70.8 | 87.0 |
| Neutral | 6 | 3.2 | 3.2 | 90.3 |
| Disagree | 10 | 5.4 | 5.4 | 95.7 |
| Strongly Disagree | 8 | 4.3 | 4.3 | 100.0 |
| Total | 185 | 100.0 | 100.0 | |

Source: *Field survey, 2020*

From table 4.5; 30(16%) of the respondents emphatically concurred that Time following assists my association with processing all undertaking data to further develop assessments and oversee costs continuously; 131(72%) of the respondents Agreed; 6(3%) of the respondents were unbiased; 10(5%) of the

respondents Disagreed while 8(4%) of the respondents Strongly Disagreed. From the examination, it plainly uncovered that Time following assists my association with processing all undertaking data to further develop assessments and oversee costs continuously.

Table 4.6: Response on Time tracking helps my organization track trends, target weaknesses, and increase efficiency.

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|------------|--------------|---------------|--------------------|
| Valid Strongly Agree | 115 | 62.2 | 62.2 | 62.2 |
| Agree | 46 | 24.9 | 24.9 | 87.0 |
| Neutral | 8 | 4.3 | 4.3 | 91.4 |
| Disagree | 10 | 5.4 | 5.4 | 96.8 |
| Strongly Disagree | 6 | 3.2 | 3.2 | 100.0 |
| Total | 185 | 100.0 | 100.0 | |

Source: *Field survey, 2020*

From table 4.6; 115(62%) of the respondents firmly concurred that Time following assists my association with following patterns, target shortcomings, and increment effectiveness; 46(25%) of the respondents Agreed; 8(4%) of the respondents were impartial; 10(5%) of the

respondents Disagreed while 6(3%) of the respondents Strongly Disagreed. From the investigation, it obviously uncovered that Time following assists my association with following patterns, target shortcomings, and increment effectiveness.

4.2 Testing of Research Hypotheses

Hypothesis One

H₁. Time Scheduling has significant association with units produced in Innoson Nigeria Ltd.

Table 4.11: Regression analysis on the relationship between Time Scheduling and units produced.

| Coefficients ^a | | | | | |
|---------------------------|-----------------------------|------------|---------------------------|--------|------|
| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | B | Std. Error | Beta | | |
| 1 (Constant) | .560 | .122 | | 4.578 | .000 |
| TSCHEDULING | .854 | .028 | .885 | 30.798 | .000 |

a. Dependent Variable: UNITPRODUCED

Source: SPSS output 2020

Student's t-test:

This test was directed to determine the critical status of every one of the boundaries or factors. In doing this, we utilized the two-tail tests which analyzed the t-determined for the logical factors with the t-classified.

Decision Rule: It states that assuming the likelihood worth of t-test measurements is more prominent than 5% edge which is the basic worth, the elective speculations will be dismissed and the invalid acknowledged, yet assuming that likelihood worth of t-test insights is under 5% edge, the elective theory

will be acknowledged and the invalid speculation dismissed.

Decision:

From the investigation; likelihood esteem i.e (t-cal = 30.798, p-esteem = 0.000 0.05%). Along these lines we acknowledge elective speculation which expresses that Time Scheduling has critical relationship with units created in Innoson Nigeria Ltd.

Hypothesis Two

H₂. Time Tracking has significant association with Production cost in Innoson Nigeria Ltd.

Table 4.12: Regression analysis of on the relationship between Time Tracking and Production Cost.

| Coefficients ^a | | | | | |
|---------------------------|-----------------------------|------------|---------------------------|-------|------|
| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | B | Std. Error | Beta | | |
| 1 (Constant) | .055 | .097 | | .562 | .575 |
| TTRACKI NG | .339 | .088 | .318 | 3.834 | .000 |

a. Dependent Variable: PCOST

Source: SPSS output 2020

Student's t-test:

This test was directed to discover the huge status of every one of the boundaries or factors. In doing this, we utilized the two-tail tests which looked at the t-determined for the logical factors with the t-classified.

Decision Rule: It states that assuming the likelihood worth of t-test insights is more noteworthy than 5% edge which is the basic worth, the elective speculations will be dismissed and the invalid acknowledged, however assuming likelihood worth of t-test measurements is under 5% edge, the elective theory will be acknowledged and the invalid speculation dismissed.

Decision:

From the investigation; likelihood esteem i.e ($t\text{-cal} = 3.834$, $p\text{-esteem} = 0.000$ 0.05%). Along these lines we acknowledge elective theory which expresses that Time Tracking has huge relationship with Production cost in Innoson Nigeria Ltd.

4.4 Discussion of Result

Hypothesis One

Regression analysis of on the relationship between Time Scheduling and unit produced.

The outcomes in Table 4.11 a likelihood worth of ($t\text{-cal} = 30.798$, $p\text{-esteem} = 0.000$ 0.05%). Hence tolerating elective speculation which expresses that Time Scheduling has huge relationship with units created in Innoson Nigeria Ltd. The finding is at a pair with that of Francis and Olori (2017) examined the connection between Time Management and Organizational viability in assembling firms in Port Harcourt. The discoveries uncovered a

positive and huge connection between Time Management and Organizational viability.

Hypothesis Two

Regression analysis of on the relationship between Time Tracking and Production Cost.

The outcomes in Table 4.12 showed a likelihood worth of ($t\text{-cal} = 3.834$, $p\text{-esteem} = 0.000$ 0.05%). Accordingly tolerating elective theory which expresses that Time Tracking has huge relationship with Production cost in Innoson Nigeria Ltd. The outcome is in accordance with that of Khaled and Almaz (2016) analyzed Time Management's Effect on Efficiency of Employees Performance. A Case of National Oil Corporation. The exploration was led on National Oil Corporation (NOC) of Libya; it was finished through giving out the polls to center and line directors of the organization. The outcomes have shown that there is positive association between the using time productively and execution of the worker.

SECTION IV: SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS

Summary of Findings

This study was set to analyze Time Management Strategies and Private Sector Productivity in Innoson Nigeria Ltd. From the above investigation, that's what the discoveries show:

i. Time Scheduling had critical relationship with units created in Innoson Nigeria Ltd. This is insisted with t-test; ($t\text{-cal} = 3.834$, $p\text{-esteem} = 0.000$ 0.05%).



ii. Time Tracking had huge relationship with Production cost in Innoson Nigeria Ltd. This is insisted with t-test; ($t\text{-cal} = 3.834$, $p\text{-esteem} = 0.000$ 0.05%)

5.2 Conclusion

This study intends to give a comprehension of the connection between Time Management Strategies and Private Sector Performance. This review from the above discoveries demonstrates that every one of the markers utilized, for example, "Time Scheduling" and "Time Tracking" had critical relationship with Private Sector Performance. We see from the review that Time Scheduling had huge relationship with units created in Innoson Nigeria Ltd. Time Tracking had huge relationship with Production cost in Innoson Nigeria Ltd.

5.3 Recommendations

Considering the discoveries and finish of the review, the accompanying suggestions are made:

1. Managers ought to make an obvious Time Schedule, Tracking programming, arrangement of rules, standard working systems, and standards so they can successfully control conduct inside an association opposite overseeing time in a work place.

2. The discoveries showed that using time effectively has a reverse relationship with authoritative execution. It is suggested that important time usage apparatuses ought to be applied rigorously to set up with current administration ways to deal with support self obligation to using time productively and further develop execution in an association.

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