

## Time Management and Productivity: A Focus on Personnel in the Agro-Export Sector in Perú

Chafloque Estrada Yessenia Jackeline<sup>1</sup>, Miguel Alvarez Ana Belen<sup>2</sup> and Miguel Angel Canchari Preciado<sup>3</sup>

### Abstract

*The purpose of this study is to determine the relationship between time management and employee productivity in companies in the agro-export sector, Chao 2024 being the general objective. Using a quantitative approach, applying a non-experimental correlational design that seeks relationships between the variables mentioned above. Additionally, an expert-validated questionnaire instrument was used and a Cronbach's alpha test was performed; having 91 participants as a sample. The final result is a significant correlation of 0.461, therefore, it was concluded that there is a moderate relationship between time management and productivity reflected in employee performance, mentioning that the organizational preference dimension has a greater value in its correlation. of 0.626. Demonstrating that there is a highly significant relationship, which could indicate an impact on employee productivity.*

**Keywords:** Management, Time Management, Productivity, Collaborators, Prioritization, Tasks.

### INTRODUCTION

The resource time is fundamental and important for the life of human beings because it not only intervenes in personal life but also in work. It is a resource that is accessible at the moment and although it cannot be saved or recovered. Many companies Nowadays they are looking to be more productive in the shortest time possible. Its loss is one of the conflicts that current organizations in any sector face since, when carrying out pending activities on the indicated date, they do not do it as they should, which shows that they do not know how to take advantage of and manage this important resource.

More industrialized countries like Europe, including Belgium, Denmark, France, the Netherlands and Germany, have adopted labor laws that require employees to work 34 hours a week, without overtime, showing high productivity and at the same time good quality of work. That is, they are productive people who are capable of properly organizing their activities and do not waste useful time resources in their daily work (Vallejo and Giachi, 2021).

It should be noted that Latin America's productivity has been stagnating for four decades and that it is also the continent with the worst performance (Palma, 2022). If a country is seeking sustainable economic growth, being productive is the essential key to its development in a redistributive manner; For this reason, it is essential to mention that every company must join business groups, which would increase its productivity by 41% (Quija et al., 2021).

Likewise, Ryden and Sawy (2019) mentioned that managers are looking to deliver goods and/or services faster. For companies to achieve this commercial value through time management, particularly the ability to adapt and operate appropriately, it must be integrated into the culture, structure and process of the organization. This time value helps improve the work of collaborators and make them efficient and productive.

In that sense, the Foreign Trade Association of Peru (COMEXPERU, 2018) mentioned that this sector is one that generates the most job opportunities in the country, but it often faces certain challenges and one of which is time management.

---

<sup>1</sup> Universidad Cesar Vallejo, Perú., Orcid number: <https://orcid.org/0000-0002-8866-8018>, Email: [ychafloque@ucvvirtual.edu.pe](mailto:ychafloque@ucvvirtual.edu.pe)

<sup>2</sup> Universidad Cesar Vallejo, Perú, Orcid number: <https://orcid.org/0000-000-34856-8976>, Email: [amiguela@ucvvirtual.edu.pe](mailto:amiguela@ucvvirtual.edu.pe)

<sup>3</sup> Universidad César Vallejo, Perú, Orcid number: <https://orcid.org/0000-0002-8873-8450>, Email: [mcanchari@ucv.edu.pe](mailto:mcanchari@ucv.edu.pe)

It is important to mention that León (2022) indicates productivity as one of the problems that Peruvian companies face, because this affects the ability to compete. They also indicate that knowing how to manage time is one of the various ways of being, and that it can be said that the management of tasks based on a specific time. That is why it is relevant to understand the purpose and what you want to achieve and/or reach in the area.

The fact of not knowing how to manage time by collaborators is caused by the lack of planning correctly, by not prioritizing the tasks entrusted by those in charge, by the incompetence of not giving their activities the necessary added value but above all by distractions. It is one of the possible causes that causes workers to not know how to manage their time.

Aeon et al. (2021) in their study point out that time, in order to manage it appropriately, has to be linked to the professional with respect to his performance and his work well-being. Putting this resource to good use is a rational solution to a lifestyle that requires greater coordination and prioritization skills. THE link between productivity and time efficiency is becoming clearer and manufacturers are encouraging employees to use their time more equitably.

In the study by Khiat (2022), it is pointed out that every employee must enhance their effective time management skills and how they are linked to being productive and personal development.

On the other hand, properly managing time goes beyond momentum as a tool to achieve business objectives. Strategic management helps optimize efficiency without reducing it. (Yakubu and Edna, 2021; Oyarzun et al., 2020). Even though the same collaborator plans the entrusted activities either in terms of objectives, levels, time, etc. They need to know how to organize themselves appropriately in all areas because the organization must be efficient and at the same time use resources efficiently. (Celebi & Alkas,2022; Bargmann & Kauffeld,2023).

Knowing how to take advantage of these elements will make the individual more suitable, despite the task being difficult, it will not be perceived as a problem or threat, the staff will perceive the horizon, albeit as a challenge, but they know that can be faced by the tactics that will be used in order to carry out the task in the shortest possible time while being productive for the organization.

#### Time management

Referring to the business field, managing the time resource is a fundamental and indispensable factor for all organizations since it intervenes in the control and organization of the collaborator's goal in order to capture efficiency and productivity in their work area, according to Strzelecka (2022). ) is a management tool that will allow you to fully maneuver the time resource of the tasks, latently avoiding the intermediation of anyone who does not favor the objectives of the corporation. On the other hand, they mention that when collaborators present difficulties over time in their actions, they revolve around the capabilities and behaviors that their person must possess, being essential for day-to-day work in an appropriate and effective manner (Pradhan,2019).

Companies have a great commitment to supporting and providing tactics that help their employees know how to manage time since it is essential for human capital since it serves as an instrument to achieve all business purposes, optimizing efficiency without endangering effectiveness. (Yakubu and Edna, 2021; Oyarzun et al., 2020).

The dimensions that have been used for this time management variable are supported and punctuated by:

Establishing goals and expectations are agents by which business determination is observed through its realization, being a measurable measure, so it must be within a certain time, which is why it must be managed to achieve results effectively. In addition, the tasks and/or activities given by their managers, the worker must look for the simplest way to complete them in the shortest time, such as perhaps dividing that task into small actions to be carried out (Salvador and Sanchez, 2018).

Time management tools are strategies or tactics that the employer uses for their activities, it is a practical method that allows them to have control of their daily actions with respect to the goal, which can be: digital or manual notebooks, software of activity management, adopting some of these means helps the employee to properly manage their time without dedicating much effort and this will be reflected in their productivity, causing the person to create a habit in their work environment, which is desired that they put into practice for the benefit of the company and themselves. (Reyes et al, 2022).

Preferences for organization are the way in which the subject organizes their work environment and functions on a daily basis to increase productivity; Likewise, its magnitude is due to having an area where it has greater channeling and concentration for pending tasks so that they are more focused and manageable to do them with greater quality in less time, which is what is desired. (Malik and Garg,2020).

## **Productivity**

Although productivity in organizations refers to the way in which the individual correctly organizes their resources to achieve that goal effectively, that is, it seeks to optimize individual performance and maximize their results not only at work but also personally.

Effectively applying certain tools, but above all making it a habit to be more effective both at work and in other aspects of your personal life. One of the keys to being productive is managing time appropriately. According to Díaz et al. (2018) defines it as the way in which productive agents deliver goods and/or services to companies. It is necessary to develop human capital, investment and capital in the production process of the product to improve efficiency and effectiveness.

Although productivity is an opportune solution to achieve profits, but above all growth at the business level as well as that of its personnel, in order to maximize production by striving for efficiency and effectiveness in activities, without harming anyone (Isham et al., 2021).

Planning and carrying out work in the agreed time, even if it is done in the shortest possible time, enhances productivity, leading to performance being attributed to the set time and effective time management (Jeptoo and Muthoni, 2023; Chukwuji et al. al., 2018).

The dimensions used for staff productivity are determined and detailed below:

The effectiveness that arises through the execution of the activity or task that has been proposed by the organization, and at the same time achieving them, it is necessary to connect with the organizational vision with the basis of its meanings for its realization and thus draw those perspectives of the beneficiaries with the goods and/or services (Martinez,2020).

Efficiency refers to an evaluation of the person's way of working required to achieve the objectives already set using cost, time, that is, the appropriate and correct use of resources. Complying with the expected quality since this is achieved through the timely use of resources during a specific period of time (Luthra,2020).

Job satisfaction is perceived as a pleasant emotional state, whether related to rewards that are both economic and personal development, work area, control of their work itself and, above all, something important that makes the employee feel part of the work team and of the company the feeling of gratitude (gratitude). Thinking about it as the emotional result, that the individual has a particular perspective on his work (Moreno et al, 2018).

## **METHODS**

In this investigation, a quantitative approach is being used, to have a collection and analysis of the information to answer the question and in the same way to the hypothesis that has been raised revolving around statistics in the context of the study (Hernández et al. ,2018). Framing itself with a type of applied investigation because knowledge was applied in a real scenario with the purpose of generating knowledge to provide a solution to the problem finding harm to both society and the environment (Castro et al.,2023). Non-experimental design because the variables were studied in their natural environment without any manipulation. (Baena, 2017). It is worth mentioning that it is a correlational type of investigation.

## Participants

In this investigation, there were 91 participants of collaborators who are working in functional areas that belong to companies in the agro-export sector, being taken through a non-probabilistic sampling in order to obtain the necessary information that responds to the objectives and the hypothesis and preliminary information of the study.

**Tabla 1. Sociodemographic data of collaborators**

		Frequency	Percentage
Age	18-25 years	2	2.2%
	26-35 years	47	51.6%
	36-45 years	35	38.5%
	26-55 years	7	7.7%
Sex	Male	40	44%
	Female	51	56%

Source: Self-made

The age that most predominates in an agroextractor company is 26-35 years old, with 51.6% being the population and the second group was , 38.5% (35) of 36-45 years old are working in the investigated sector. Likewise, The sex in this sector is female with a value of 56%, which represents the sample of 91 participants who were used for the investigation.

## Instruments

To measure the relationship between time management and productivity, the questionnaire (Hernández & Duana, 2020) was utilized. A separate questionnaire was employed for each variable, which had been validated by three experts and administered to a sample of 91 employees from the studied sector (agro-export). Each variable comprises three dimensions, with one indicator per dimension, totaling 6 items per indicator and 18 items per questionnaire. A Likert scale was used, where responses range from 1 (never) to 5 (always). Cronbach's Alphas were satisfactory for both Time Management ( $\alpha = .899$ ) and Productivity ( $\alpha = .931$ ).

## Procedure

The participants took part in the study through two online questionnaires, one focusing on Time Management and the other on Productivity. Before completing the questionnaire, they were informed about the study's objectives and nature, and asked for their consent to participate by completing the online questionnaire. Subsequently, the participants who agreed to take part in the study completed an online form containing the study's questionnaire. As a result, the final data for the current study were obtained.

## Analytic Plan

Regarding procedures for data collection, the first step involved developing the instrument tailored to the study, which targeted 91 participants, constituting a representative sample of the population. This consisted of two questionnaires, each comprising three dimensions with one indicator per dimension, totaling 18 items. The aim was to explore correlations between variables and dimensions of time management and productivity in agro-exporting companies.

Subsequently, the instrument was validated by three experts to ensure it met all relevant criteria. Any observations were addressed to refine the instrument appropriately. Once validated, the reliability was verified using Cronbach's alpha for both questionnaires, meeting the acceptable range.

Upon demonstrating reliability, the data collection phase commenced using Google Forms, recognized for its efficiency in data gathering, creation, and distribution compared to manual methods, as highlighted by Andrade (2020). The collected information was tabulated in Microsoft Excel, serving as the database tool. Additionally, SPSS software was utilized for correlational analyses, enabling the examination of each variable and indicator.

According to Delia (2018), SPSS's capabilities significantly benefit researchers by saving time and effort due to its flexibility in decision-making and rapid analysis of large datasets.

For data analysis, Gomez (2021) notes that software tools are invaluable for their speed and scalability in handling large-scale data analysis tasks, providing researchers with enhanced flexibility. Initially, a database was automatically created in MS Excel as part of the data processing process, consolidating responses derived from Google Forms. Subsequently, IBM SPSS software was employed to conduct inferential correlation analysis, aligning with Mias (2018), which aimed to test hypotheses and ascertain relationships using Pearson's correlation test to determine the associations between variables or criteria. All these steps were undertaken to address the study's objectives, presenting findings in tables based on the relevance of the correlation inquiry.

**RESULTS**

**Inferential Analyse**

**Tabla 2. Relationship between time management and productivity**

		Time management	Productivity
Time management	Pearson coefficient	1	,655**
	Sig.(bilateral)		,000
	N	91	91

Source: Self-made

There is a high positive correlation between time management and productivity of co-workers in the environment of an agro-export company ( $R = 0.655$ ), indicating a high agreement between the two variables that have been investigated,  $P < 0.01$ , rejecting the null hypothesis and accepting the proposed hypothesis.

**Tabla 3. Relationship between establishing goals and priorities and productivity**

		Establishing goals and priorities	Productivity
Establishing goals and priorities	Pearson coefficient	1	,486**
	Sig.(bilateral)		,000
	N	91	91

Source: Self-made

0.486 represents a moderately positive relationship, indicating that the company has a clear vision of its objectives and priorities to achieve its intention, and therefore employees show greater productivity.

**Tabla 4. Relationship between management tools and productivity**

		Management tools	Productivity
Management tools	Pearson coefficient	1	,461**
	Sig.(bilateral)		,000
	N	91	91

Source: Self-made

In relation to the time management tools, according to the results, they have had a value of  $p(\text{sig})0.01$ , stating that there is a positive positive relationship between the dimension mentioned above with productivity ( $r=0.461$ ), that is, that using them He collaborates in a timely manner for the company, demonstrating a higher degree of productivity in his work area.

**Tabla 5. Relationship between organization preferences and productivity**

		Organization preferences	Productivity
Organization preferences	Pearson coefficient	1	,626**

	Sig.(bilateral)		,000
	N	91	91

Source: Self-made

There is a positively high relationship ( $p < 0.01$ ) ( $r = 0.626$ ) as a coefficient; The more employees know about the organization's efforts, the more productive the organization appears at work overall.

## Descriptive Analyse

**Table 6. Productivity level**

	Frequency	Percentage
Low	1	1%
Regular	16	17.6%
High	74	81.3%
TOTAL	91	100%

Source: self-made

81.30% of those who work in the agro-export sector present a high level of productivity, which is reflected in the fulfillment of tasks, while 17.60% presented a regular level on the part of the collaborators who are working in the investigated field (n =91 participants).

**Table 7. Time management level**

	Frequency	Percentage
Regular	66	72.5%
High	25	27.5%
TOTAL	91	100%

Source: self made

72.50% showed a regular level, but there was also a group of employees, represented by 27.5%, who reached a high level, indicating that they know how to properly manage time resources.

## DISCUSSION

Focusing on the first general objective of the study, which is to determine if there is a correlation between time management and productivity. Villamares et al. (2020) found in their study that there is a strong correlation; knowing how to carefully organize and manage time resources similarly affects a person's productivity.

There is consensus that time has a direct impact on workers' productivity, as poor time management is one of the causes of low productivity in companies (Castro, 2018; Dzidefo et al., 2018). Abugre et al. (2023) provide significant support for this link, as differences in labor effort in any organization are significant in the short term. Therefore, employees consider time as an essential resource for the activities delegated by managers, as it allows them to achieve their goals in the shortest possible time without excessive effort, optimizing, prioritizing, and making the most of their time.

Similarly, León (2022) states that productivity affects your ability to compete and that insufficient time management is one of the reasons why it is necessary to understand where you are going and what you want to achieve. Álvarez and Lobo (2020) argued that time management is a concern due to business conflicts, and in relation to goal setting and expectations and productivity, a moderate positive correlation ( $r = 0.486$ ) was observed. When discovering how well employees are achieving their goals and/or aspirations, productivity in their work environment increases dramatically.

Using time management and productivity tools revealed a moderate positive correlation ( $r = 0.461$ ); working faster can optimize time, but the true purpose of using tools is to collaborate more intelligently, be more efficient, and reduce the stress of pending tasks (Yakubu and Edna, 2021; Oyarzun et al., 2020).

Regarding productivity and organizational preferences, there is a high positive relationship ( $r=0.626$ ). Time blocks should be planned and accounted for; Gunnel et al. (2018) and Yener et al. (2021) adhere to organization, planning, and allow individuals to perceive and understand clearly, and above all, to do their work well, avoid possible distractions, and better appreciate the organization's ambitions. Andersson et al. (2018) efficient collection of resources helps complete tasks on time. Mentioning that knowing how to face events, activities, organizations, or unexpected circumstances, although this skill can be learned with a more productivity-oriented goal.

In terms of productivity levels, 81.30% of collaborators have a high level and 17.60% a medium level; the company's productivity horizon can be understood as long-term development, also needing to develop goals and methods for industries and sectors, that is, using resources in the production process to their maximum potential. Merceline et al. (2023) confirm that productivity and its orientation are the result of employees' cultural behavior in quality work and that their corporate culture is effectively related to organizational performance and, therefore, to achieving productivity.

Even implementing interest goals and deadlines significantly affects employee performance; because planning and meeting the deadline on time, productivity can be intensified by making performance an attribute of being punctual and effectively managing time (Jeptoo and Muthoni, 2023; Chukwuji et al., 2018).

Regarding the level of time management, where the highest percentage was at the regular level with 72.50%, it is very important for both companies and employees, but poor management can be counterproductive and not only marks a huge increase in productivity but also provides flexibility and agility in developing self-management skills; on the other hand, there is a record of participants who had a high level with 27.5%. It should be noted that managing time resources can affect employee engagement and how they intend to perceive themselves in the planning process. It affects both the workplace and daily life. They need to know how to organize themselves in all areas because training must be efficient and synchronized, and resources must be managed reliably (Celebi & Alkas, 2022; Bargmann & Kauffeld, 2023). An important point to mention is that it also helps employees emotionally as it reduces anxiety, which is a great benefit for the collaborator since all of this greatly benefits productivity, which is what organizations require.

### **Limitation And Future Research Directions**

Although the findings of the current study are based on large-scale data, the study still has some limitations. Firstly, it relied on a cross-sectional design, which may hinder differentiation of cause and effect between time management and productivity among employees. While the cross-sectional finding was supported by previous longitudinal research, future longitudinal studies examining this link in similar populations (employees in the agro-export sector) could yield greater insights into causal relationships. Secondly, the lack of prior research on our topic within the studied sector (agro-export) has motivated us, as it positions us among the pioneers in exploring these variables in this sector, potentially aiding future researchers interested in studying these variables in this sector.

### **CONCLUSION**

Time management positively influences the productivity of the staff of a company that belongs to the agro-export sector, where they obtained a degree of correlation of  $r=0.655$ , sig.  $<0.01$ ; Through the Pearson test, the existence of a relationship with the investigated variables was proven; Therefore, the alternative hypothesis is accepted, based on the fact that correctly managing the time resource impacts and/or affects the success of being productive for the organization.

Based on the dimensions of time management, from the workers' approach, focused on establishing expectations and goals, it is moderately related to productivity ( $p<0.01$ ;  $r=0.486$ ), indicating that prioritization and organization, of certain Tasks interfere with work, affecting productivity. So, regarding the dimension, they make it easier to measure your progress and work more efficiently.

Regarding the time management tool, it is substantial to the workday because it helps in the performance of tasks, which is reflected in the productivity of employees, although it managed to achieve a moderately positive

relationship ( $p < 0.01$ ;  $r = 0.461$ ). Being able to view operations and plans in a more timely and organized manner, so it can also empower employees to create scope for improvement and opportunities to increase productivity.

Regarding organizational preferences, it is related to employee productivity when intervening in the workplace ( $p < 0.001$ ,  $r = 0.626$ ); and it is one of the factors that has the greatest impact on productivity, with a highly positive correlation; exposing those elections and appointments, and although they share many similarities, are also fundamentally different. For prevention specialists, basic knowledge (almost by definition) is mandatory.

In this study, it was found that the level of productivity of employees, mainly stating that it maintains a high category, represented by 81.30%, but there are also a number of people who work and have regular their level with a value of 17.60%. It's not just about producing more products; This marks efficiency, innovation, sustainability and adaptability. Companies that quickly adapt their tactics and processes in order to appropriate change so that they seek to develop greater competitive improvement in work areas because they emphasize intelligence, agility and efficient productivity.

Finally, companies that belong to the agro-export sector have the ability to manage time resources; Although most of these workers are at a regular level (72.50%) and there is a group of workers who are at a high level (27.5%). Realize how much time is spent each day on avoidable activities leading to specific acts as part of a process of continued business progress. For this reason, achieving the results satisfactorily within the given period, which they state is a way to increase productivity by improving the working day. Furthermore, it is about the way we organize and plan the time we dedicate to a particular activity, which will give benefits to enjoying the conditions. When we do not manage time properly, we face negative consequences such as missed deadlines, inefficiency, poor results and professional reputations, and increased stress, leading to a decrease in quality of life. Therefore, spending time employing time management skills and methods is an essential work skill, which provides significant advantages throughout the employee's professional and personal progress.

## REFERENCES

- Abugre, J., Minlah, B. & Nasere, D. (2023). The Impact of Time Management Behaviors on Employee Performance in Humanitarian Service Organization: A Study of Selected NPOs in Ghana. *Journal of African Business*, 24(1), 129–146. <https://doi.org/10.1080/15228916.2022.2031828>
- Aeon, B., Faber, A. & Panaccio, A. (2021). Does time management work? A meta-analysis. *PloS One*, 16(1), e0245066–e0245066. <https://doi.org/10.1371/journal.pone.0245066>
- Alvarez, R. & Lobo, G. (2020). Time, use and abuse. *Información tecnológica*, 31(2), 73-80. <https://dx.doi.org/10.4067/S0718-07642020000200073>
- Andersson, G., Carmen, R., Labra, I. & Richards, H. (2018). Organization Workshop. Beyond the Workplace: Large Groups, Activity and the Shared Object. *Mind, Culture and Activity*, 25(1), 86–99. <https://doi.org/10.1080/10749039.2017.1386218>
- Baena, G. (2017). Metodología de la investigación. (3era ed.). Grupo Editorial Patria. [http://www.biblioteca.cij.gob.mx/Archivos/Materiales\\_de\\_consulta/Drogas\\_de\\_Abso/Articulos/metodologia%20de%20la%20investigacion.pdf](http://www.biblioteca.cij.gob.mx/Archivos/Materiales_de_consulta/Drogas_de_Abso/Articulos/metodologia%20de%20la%20investigacion.pdf)
- Bargmann, C. & Kauffeld, S. (2023). The interplay of time management and academic self-efficacy and their influence on pre-service teachers' commitment in the first year in higher education. *High Educ.* <https://doi.org/10.1007/s10734-022-00983-w>
- Castro, R. (2018). El tiempo como recurso para el incremento de la productividad laboral. *Teckne*, 15(2):35-40
- Celebi, I. & Alkaş, G. (2022). Time Management Attitudes of Health Care Workers Employed in the Ambulance Service in Turkey. *Australasian Journal of Paramedicine*, 19:1 <https://doi.org/10.33151/ajp.19.965>
- Chukwuji, C., Oshun, G., Chukwuemeka, I., Okeke, C. & Agu, P. (2018). Impact of Time Management on Productivity of Private Secondary Schools in Education District V, Lagos State. *International Journal of Applied Engineering Research*, 13. [http://www.ripublication.com/ijaer18/ijaerv13n21\\_83.pdf](http://www.ripublication.com/ijaer18/ijaerv13n21_83.pdf)
- Diaz, N., Leal, M. & Urdaneta, A. (2018). ADN organizacional y productividad en las empresas familiares. *Desarrollo Gerencial*, 10(1). <https://doi.org/10.17081/dege.10.1.2987>
- Dzidefo, E., Kong, Y., Kwame, F. & Jacques, D. (2018). The Effect of Time Management on Productivity in Financial Institutions: A Case Study of Ghana Commercial Bank, Hohoe. *Internacional Journal of Management Sciences and Business Research*, 7(2)83-109. <https://doi.org/10.5281/zenodo.3483349>
- Gunnel, K., Kajsa, L., White, S. & Holmefur, M. (2018). Assessment of time management skills: psychometric properties of the Swedish version. *Scandinavian Journal of Occupational Therapy*, 25:3, 153-161. <https://doi.org/10.1080/11038128.2017.1375009>



- Hernández, A., Ramos, M., Plasencia, B., Indacochea, & Moreno, L. (2018). Metodología de la investigación científica. Editorial Area de innovación y Desarrollo. <https://doi.org/10.17993/ccyll.2018.15>
- Isham, A., Mair, S. & Jackson, T. (2021). Worker wellbeing and productivity in advanced economies: Re-examining the link. *Ecological Economics*, 184. <https://doi.org/10.1016/j.ecolecon.2021.106989>
- Jeptoo, L. & Muthoni, C. (2023). The Relationship between Time Management Tendencies and Employee Productivity in the Insurance Business. *International Journal of innovative research & development* 12(6). <https://doi.org/10.24940/ijird/2023/v12/i6/JUN23006>
- Khiat, H. (2022). Using automated time management enablers to improve self-regulated learning. *Active Learning in Higher Education*, 23(1), 3–15. <https://doi.org/10.1177/1469787419866304>
- León, C. (2022, mayo 5). La Administración del Tiempo como Herramienta de Gestión en el Ejecutivo. *Alerta Económica*. <https://alertaeconomica.com/la-administracion-del-tiempo-como-herramienta-de-gestion-en-el-ejecutivo/>
- Luthra, A. (2020). Efficiency in waste collection markets: Changing relationships between firms, informal workers, and the state in urban India. *Environment and Planning A: Economy and Space*, 52(7), 1375-1394. <https://doi.org/10.1177/0308518X20913011>
- Malik, P. & Garg, P. (2020). Learning organization and work engagement: the mediating role of employee resilience. *International Journal of Human Resource Management*, 31(8), 1071–1094. <https://doi.org/10.1080/09585192.2017.1396549>
- Martínez, J. (2020). Impacto de factores del desarrollo cultural organizacional, en la rentabilidad empresarial. *Revista científica Orbis Cognita*, 4 (2). <https://doi.org/10.48204/j.orbis.v4n2a8>
- Moreno, A., Chang, E. & Romero, J. (2018). Satisfacción Laboral en las Pyme colombianas del sector Textil-Confección. *Revista de Gerencia*, 23(82) <https://www.redalyc.org/articulo.oa?id=29056115009>
- Merceline, A., Niveda, G. G. & Mohammend R. (2023). A study on effectiveness of time management at clastek engineering private limited, Sriperumbudur. *Social Work*, 52(2), 8. [https://www.researchgate.net/publication/372952121\\_a\\_study\\_on\\_effectiveness\\_of\\_time\\_management\\_at\\_clastek\\_engineering\\_private\\_limited\\_sriperumbudur](https://www.researchgate.net/publication/372952121_a_study_on_effectiveness_of_time_management_at_clastek_engineering_private_limited_sriperumbudur)
- Oyarzun, B., Martín, F. & Moore, R. L. (2020). Time management matters: online faculty perceptions of helpfulness of time management strategies. *Distance Education*, 41(1), 106–127. <https://doi.org/10.1080/01587919.2020.1724773>
- Palma, J. G. (2022). Latinoamérica es la región con el menor crecimiento de la productividad en el mundo desde las reformas neoliberales. La nueva trampa del ingreso medio: rentas fáciles no generan precisamente élites schumpeterianas. *El trimestre económico*, 89(355), 943–977. <https://doi.org/10.20430/ete.v89i355.1595>
- Pradhan, B. (2019). Importance of time management. *International Journal of Psychosocial Rehabilitation*, 23(6), 345–350. <https://www.mendeley.com/catalogue/69e1c7be-58c0-311c-9c85-ae9dccc8c91/>
- Quijia, J., Guevara, C. & Ramírez, J. (2021). Determinantes de la Productividad Laboral para las Empresas Ecuatorianas en el Periodo 2009-2014. *Revista Politécnica* ;47(1):17-26. <https://doi.org/10.33333/rp.vol47n1.02>
- Reyes, N., Díaz, A. & Meneses, A. (2022). Planificación y gestión del tiempo académico de estudiantes universitarios. *Formación Universitaria*, 15 (1). <http://dx.doi.org/10.4067/S0718-50062022000100057>
- Rydén, P. & El Sawy, O. (2019). How Managers Perceive Real-Time Management: Thinking Fast & Flow. *California Management Review*, 61(2), 155–177. <https://doi.org/10.1177/0008125618818840>
- Salvador, E. & Sanchez, J. (2018). Liderazgo de los directivos y compromiso organizacional Docente. *Revista de investigaciones altoandinas*, 20 (1). <https://doi.org/10.18271/ria.2018.335>
- Sociedad de Comercio Exterior del Perú. (2018). Agroexportación. <https://www.comexperu.org.pe/articulo/agroexportacion>
- Strzelecka, C. (2022). Time paradoxes of neoliberalism: How time management applications change the way we live. *Time & Society*, 31(2), 270-290. <https://doi.org/10.1177/0961463X211059727>
- Vallejo, F. & Giachi, S. (2021). Flexibilidad horaria, horas reales trabajadas y productividad laboral en el sur de Europa. *Revista Internacional De Organizaciones*, (25-26), 151–177. <https://doi.org/10.17345/rio25-26.151-177>
- Villamares, E., De la Cruz, J. & De la Cruz, J. (2021). La administración del tiempo y la satisfacción laboral de los servidores administrativos de la Universidad Nacional San Luis Gonzaga de Ica, año 2020. *Dominio De Las Ciencias*, 7(3), 803–821. <https://dominiodelasciencias.com/ojs/index.php/es/article/view/1967>
- Yakubu, A. & Edna, B. (2021). Impact of Self Organisation and Time Management on Staff Performance and Service Delivery. *International Journal of Public Administration and Management Research*, 3(2), 52-61. <https://journals.rcmss.com/index.php/ijpamr/article/view/442>
- Yener, S., Arslan, A. & Kiliç, S. (2021). The moderating roles of technological self-efficacy and time management in the technostress and employee performance relationship through burnout. *Information Technology and People*, 34(7), 1890-1919. <https://doi.org/10.1108/ITP-09-2019-0462>