



A Study On Measuring The Polychronic Timemanagement Practices Adopted At Agro Chemical Manufacturing Company

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ABSTRACT:

This research explores the extent and impact of polychronic time management practices at Agro Chemical Manufacturing company operating in a dynamic agri-based sector. Polychronic time orientation, characterized by the ability to handle multiple tasks Simultaneously and emphasize interpersonal relationships over rigid scheduling, is increasingly Relevant in modern organizational contexts. The study employed a descriptive research design Using a structured questionnaire administered to 120 employees across various departments. Key objectives included assessing awareness and prevalence of polychronic behavior, Understanding its influence on productivity and workplace communication, and identifying Demographic factors that correlate with polychronic tendencies.

1. INTRODUCTION

In today's globalized world, understanding time management styles is vital for effective collaboration. Polychronic time management contrasts with the rigid, task-oriented monochronic system. Monochronic cultures (e.g., u.s., germany) value punctuality, scheduling, and linear task execution. Polychronic cultures (e.g., latin america, middle east) see time as flexible and relationship-driven. Edward t. Hall introduced the concept, emphasizing culturally rooted time perceptions. Polychronic environments favor multitasking, fluid scheduling, and social prioritization. In such cultures, meetings may include interruptions and extended discussions without issue. This approach enhances collaboration and creativity but may clash with monochronic expectations. Hybrid models help balance efficiency with cultural sensitivity in global workplaces. Adapting to polychronic styles improves teamwork, inclusivity, and cross-cultural understanding.

Keywords:

polychronic, monochronic, time management, multitasking, cultural norms, flexibility, relationships, event-based scheduling, cross-cultural communication.

2. OBJECTIVES

- To evaluate how employees prioritize multiple tasks versus sequential task completion in daily operations.
- To evaluate the impact of flexible scheduling on productivity and meeting deadlines.
- To assess the organizational culture's tolerance for flexible scheduling versus strict adherence to timelines.
- To implement the healthier time management practices in the work environment.

3.SCOPE

This study helps the organization evaluate the impact of polychronic time management on employee well-being at **Agro Chemical Manufacturing Company**. It aims to understand whether multitasking enhances productivity or contributes to stress and burnout among employees. By examining the strengths and weaknesses of a polychronic work culture, the research offers valuable insights that can guide management in making informed decisions. The findings can assist leadership in addressing workplace challenges and implementing strategies that promote a healthier, more balanced, and efficient workforce.

4. REVIEW OF LITERATURE

Song, K. Et al. (2024), Baltic Journal of Management. The authors analyzed how Organizational polychronicity affects individual adaptability under time pressure. High levels Of multitasking demands from the organization led to reduced adaptive performance in most Cases. However, individuals with a promotion-focused mindset were better able to cope and Excel. The study suggests aligning job roles with personal time preferences. It also stresses The importance of psychological orientation in managing time efficiently. The findings offer Valuable insights for talent management and workforce planning. It's particularly relevant for Fast-paced, innovation-driven sectors.

Toxtli, Carlos et al. (2024), arxiv Preprint. This research introduced “culturefit,” a tech Tool designed to adapt work environments to cultural and time-based preferences. The study Focused on polychronic cultures and found that customized work interfaces improved productivity. Workers earned more and reported higher satisfaction when time management Preferences were respected. It highlights how technology can be designed for behavioral fit. The findings promote cultural inclusivity in organizational systems. The tool could be Valuable for firms managing cross-cultural teams. It makes a strong case for flexible interface Design in time-sensitive industries.

5. RESEARCH METHODOLOGY:

The sampling method which is used for this study is convenient sampling. number of workers in the company is 250 and the sample size is determined using morgan's table which is 144 and the tools used in this study are mann-whitney u-test, kruskal wallis h-test, spearman rank correlation, chi-square and percentage analysis.

6.DATA ANALYSIS AND INTERPRETATION:

6.1 Demographic profile of employees

Categories	Sub categories	No. of respondents	Percentage (%)
Age	Below 25	37	25.69
	25-30	35	24.31
	31-35	48	33.33
	36-40	13	9.03
	Above 40	11	7.64
Gender	Female	74	51.39
	Male	70	48.61
Educational Level	High school	1	0.69
	Bachelor's degree	77	53.47
	Master's degree	58	40.28
	ph.d or higher	8	5.56
Total	All categories	144	100

Findings:

From the above table it is found that 33.33% of respondents are between 31–35 years of age, 25.69% of respondents are below 25 years of age, 24.31% of respondents are between 25–30 years of age, 9.03% of respondents are between 36–40 years of age, and 7.64% of respondents are above 40 years of age.

From the above table it is found that 51.39% of respondents are female and 48.61% of respondents are male.

From the above table it is found that 53.47% of respondents have a Bachelor's degree, 40.28% of respondents have a Master's degree, 5.56% of respondents have a Ph.D. or higher, and 0.69% of respondents have completed only high school.

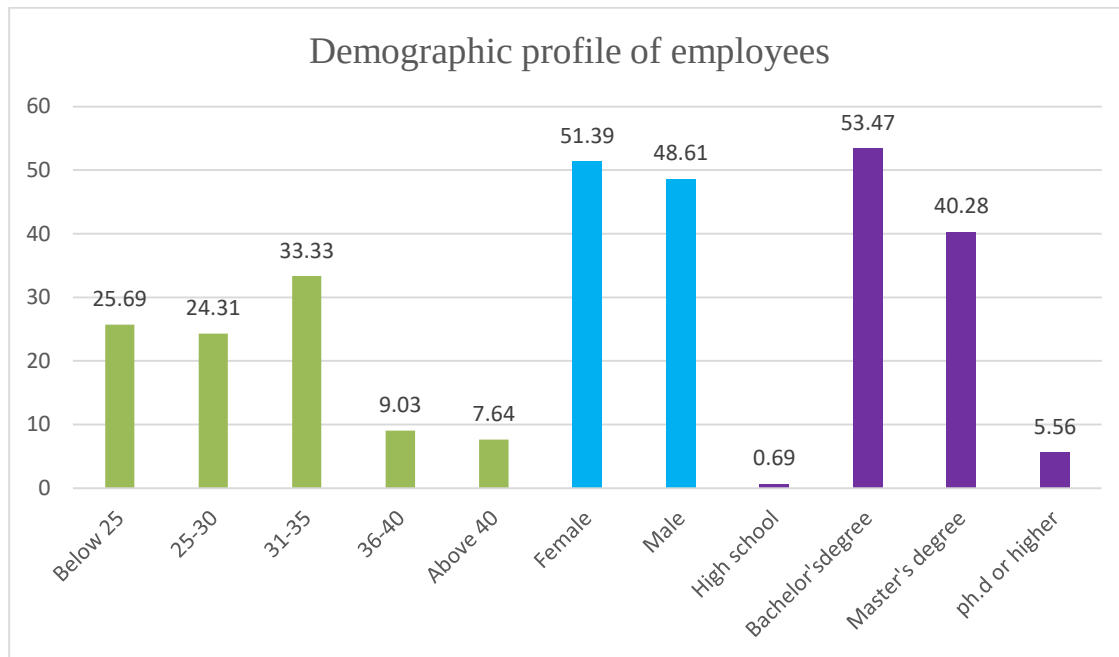
Inference:

It is inferred that the majority of respondents are between 31–35 years of age.

It is inferred that the majority of respondents are female

It is inferred that the majority of respondents hold a Bachelor's degree

6.1 Demographic profile of employees



Age=green, gender=blue, education qualification=purple

6.2 KRUSKAL-WALLIS H-TEST

H₀: There is no significant difference between the mean ranks of Age with respect to Manager Support in Managing Workload Effectively, Satisfaction with Flexibility in Work Schedules and Work-Life Balance Effectiveness

H₁: There is a significant difference between the mean ranks of Age with respect to the above variables.

Test variable

Variable	Manager Support	Flexibility Satisfaction	Work-Life Balance
Chi-Square	4.732	3.209	2.771
df	4	4	4
Asymp. Sig. (pvalue)	0.316	0.523	0.598

Inference:

It is inferred that there is no significant difference in perceptions across different age groups regarding Support received from managers, Satisfaction with flexibility in schedules, Effectiveness of work-life balance. This suggests that organizational policies and practices in these areas are perceived equitably across age groups, reflecting inclusive and agebalanced workplace practices.

6.3 MANN-WHITNEY U-TEST

H₀: There is no significant difference between the mean ranks of Men and Women with respect to Manager support in managing workload effectively, Satisfaction with flexibility in work schedules, Work-life balance effectiveness.

H₁: There is a significant difference between the mean ranks of Men and Women with respect to the above variables.

Variable	Mann-Whitney U	Wilcoxon W	Z	Asymp. Sig. (2tailed)
Manager Support	2167.5	4982.5	-1.469	0.142
Satisfaction with Flexibility	2309	5118.5	-1.04	0.298
Work-Life Balance Effectiveness	2497	5093	-0.172	0.863

Inference:

It is inferred that the perceptions of Manager Support, Flexibility Satisfaction, and WorkLife Balance Effectiveness are similar between men and women, indicating a uniform experience of organizational support.

6.4 CHI-SQUARE TEST

H₀: There is no association between Gender and Frequency of Handling Multiple Tasks Simultaneously

H₁: There is an association between Gender and Frequency of Handling Multiple Tasks Simultaneously

Test	Value	df	Asymp. Sig. (2sided)
Pearson Chi-Square	2.655	4	0.617
Likelihood Ratio	2.658	4	0.616
Linear-by-Linear Association	0.016	1	0.899
N of Valid Cases			144

Inference:

Since the p-value ($0.617 > 0.05$), the null hypothesis (H_0) is accepted. That there is no significant association between Gender and Frequency of Handling Multiple Tasks simultaneously among employees at Tropical Agrosystem Pvt Ltd.

- There is no significant difference between the Men and Women with respect to Manager support in managing workload effectively, Satisfaction with flexibility in work schedules, Work-life balance effectiveness.

6.5 SPEARMAN'S RANK CORRELATION

Spearman 's rho			MULTITASKING PREFERENCE	EFFECTIVENESS OF MULTITASKING
	MULTITASKING	correlation coefficient	1	0.264**
	PREFERENCE	Sig. (2-tailed)	—	0.001
		N	144	144
	EFFECTIVENESS OF MULTITASKING IN PRODUCTIVITY	correlation coefficient	0.264**	1
		Sig. (2-tailed)	0.001	—
		N	144	144

Inference

Spearman's rho value of **0.264** and a p-value of **0.001** (< 0.05). It indicates that employees who prefer multitasking tend to perceive multitasking as more effective for boosting their productivity.

7. SUMMARY OF FINDINGS

- 33.33% of the respondents are between the age group of 31-35 years
- The majority of the respondents are female at 51.39%
- The most common educational qualification among respondents is a Bachelor's degree, with 53.47% reporting this level of education.
- There is no significant difference between the Men and Women with respect to Manager support in managing workload effectively, Satisfaction with flexibility in work schedules, Work-life balance effectiveness.
- P-values for all three variables are greater than 0.05. it infers that There is no significant difference between the mean ranks of Age with respect to Manager Support in Managing Workload Effectively, Satisfaction with Flexibility in Work Schedules and Work-Life Balance Effectiveness

8. SUGGESTION

Based on the findings, organizations should enhance support from managers, especially in workload management, to reduce stress and improve productivity. They should offer more structured yet flexible scheduling options to accommodate diverse employee preferences. Providing regular training on time management and stress reduction can further improve work-life balance. Encouraging task prioritization techniques can enhance productivity. As multitasking preference is linked to perceived effectiveness, employees should be guided to understand when multitasking is truly beneficial. Lastly, promoting break-taking culture and extending deadlines when needed can support employee well-being and performance.

9. CONCLUSION

The study on polychronic time management practices at Tropical Agrosystem Pvt. Ltd. found that employees are highly capable of handling multiple tasks simultaneously, favoring multitasking over sequential task execution. This style of time management has been linked to increased productivity, adaptability, and team coordination. The results suggest that polychronic behavior positively influences job performance, especially in dynamic work settings. At the same time, the study emphasizes the importance of structured planning to prevent task overload. Embracing polychronic time management enhances workflow efficiency and collaboration. To further strengthen these outcomes, the company may consider training initiatives that promote effective multitasking with time prioritization.

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