

**TIME MANAGEMENT AND ECONOMIC SUSTAINABILITY OF NIGERIA  
BOTTLING COMPANY ONITSHA PLANT, ANAMBRA STATE.**

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**ABSTRACT**

*Inefficient production scheduling and planning, high employee turnover and absenteeism, inadequate training are challenges that hinder Nigerians bottling company's ability to achieve economic sustainability, and contribute positively to the Nigerian economy. Therefore, this study aims to investigate the effective time management strategies and economic sustainability initiatives in Nigerian Bottling Company (NBC) To achieve the stated objectives of the study, a survey research design was adopted to gather data for the study through the administration of 215 respondents purposely selected for the study. Both descriptive and inferential statistics of linear regression, was used to achieve all the objectives of the study. The findings highlight that strategic planning contributes 90.7% of the variance in economic sustainability, emphasizing its critical role in setting goals, allocating resources, and forecasting future trends. Scheduling and organizing are also pivotal, explaining 93.7% and 97.9% of the variance in economic sustainability, respectively, indicating their essential roles in ensuring that tasks are completed efficiently and resources are utilized optimally. The study concludes that by focusing on planning, scheduling, and organizing, the research reveals how these elements significantly impact the company's ability to sustain its economic performance. The study recommended that company should establish a regular review and refinement process for its time management practices. This*

*process should involve periodic assessments of current time management strategies, gathering feedback from employees, and analyzing performance metrics.*

Keywords: time management, economic sustainability, planning, organizing, scheduling.

## **Introduction**

Since the beginning of civilization, individuals have managed their time. Since the beginning of time, there has been a time and a season for everything. Because there is time for planting, living, dying, sleeping, waking, working, and resting, there is time for planting, living, dying, sleeping, waking, working, and resting. As we all know, time is highly essential in both business and everyday life. Consequently, time is not only a unique resource, but also a unique factor that we cannot rent, purchase, or acquire as an inflexible resource that cannot be extended or lengthened, regardless of need (Idowu, 2019). Any organization must manage time as a valuable resource in order to achieve its objectives. Time is a precious commodity for all individuals. Personal and professional success requires it. Time management is a critical aspect of organizational performance, and Nigerian Bottling Company (NBC) is no exception. Effective time management enables Nigerian Bottling Company to optimize its operations, improve productivity, and enhance customer satisfaction. Recent literature highlights the importance of time management in achieving organizational goals and objectives. According to a study by Akingbade (2018), effective time management is essential for improving productivity and efficiency in the manufacturing sector. The study found that companies that prioritize time management are more likely to meet production deadlines, reduce costs, and improve product quality. Another study by Oluwaseyi et al. (2019) emphasized the importance of time management in enhancing customer satisfaction. A study by Adeyemi et al. (2018) found that companies that prioritize time management are more likely to adopt sustainable practices, reduce waste, and improve their environmental performance.

Economic sustainability is the last but not less important pillar for a sustainable development. Economic sustainability could be described as the set of actions and strategies aimed at ensuring economic prosperity without negatively impacting social, environmental, and cultural aspects of a community. economic sustainability is crucial for Nigeria's economic growth and development, as it requires a balance between energy generation, economic productivity, and environmental protection Akinlo & Oyeleke, (2018). This concept is based on a broad set of decision-making principles and business practices that target the economic growth with great respect to the environment, the natural resources, and the future generations. According to Akinlo & Oyeleke, (2018), economic sustainability refers to the ability of an economy to generate income and employment opportunities for its citizens, while ensuring that the natural resources and environment are used in a way that is compatible with their continued productivity and survival. Economic sustainability may be viewed as finding a way to grow the economy without damaging or depleting natural resources. It's about balancing environmental responsibility, social equity, and economic growth. In essence, economic sustainability is figuring out how to use resources in such a way that is not harmful to current or future generations, or to the environment. Economic sustainability is about achieving long-term economic growth without damaging the environment or depleting resources. It's about balancing what we need and what we have. Economic

sustainability is crucial for Nigeria's development, as it requires a balance between economic growth, social equity, and environmental protection Shasi, et al (2019).

Nigerian Bottling Company (NBC), a leading beverage manufacturing and distribution company in Nigeria, faces significant challenges in managing its time and resources efficiently, which can impact its economic sustainability. Despite its commitment to sustainability, Nigerian Bottling Company (NBC) faces issues such as: Inefficient production scheduling and planning, high employee turnover and absenteeism, inadequate training and development programs, poor communication and coordination among departments, rising production costs and decreasing profit margins, intense competition in the beverage market, fluctuating exchange rates and economic instability. These challenges hinder Nigerian bottling company's ability to achieve economic sustainability, reduce its environmental impact, and contribute positively to the Nigerian economy. Different scholars have carried out studies on time management and economic sustainability but they failed to investigate how proper planning, timely scheduling and organizing has affected economic sustainability in Nigerian bottling company. Therefore, this study aims to investigate the effective time management strategies and economic sustainability initiatives that Nigerian Bottling Company (NBC) can adopt to optimize its operations, improve productivity, and enhance its economic performance. However, the specific objectives are to: determine the degree of relationship that exists between planning and economic sustainability, ascertain the extent of relationship that exists between scheduling and economic sustainability, identify the level of relationship that exists between organizing and economic sustainability of Nigeria bottling company Onitsha plant, Anambra State.

## **Review of Related Literature**

### **Time management**

Time has become a valuable asset and a limited resource in a volatile world that never sleeps. Thus, the issue of effective time management is of particular importance. Thomas (2018) explains that "time management is about managing your time with a focus on achievement: of doing and completing those things which you want to do, and which need doing. Throughout the history, there has been great emphasis on the effective and efficient management of time, which has also been considered the key to success (Pugh & Nathwani, 2019). Frederick Winslow Taylor gave the concept to use time management for analyzing time and motion studies of employees with aim to decrease time wasting and unproductive work. In this competitive era, for high performance, the organizations and directors emphasize on searching time management tools (Kumar & Aithal, 2019). It has also been advised to start practicing time management from the early student life. Time management has also been defined as a form of self-management with a clear emphasis on time in understanding what activities to do; how to do them more efficiently; in what time it should be done and when is the correct time to the particular activity. Time management is defined as "a form of decision making used by individuals to structure, protect, and adapt their time to changing conditions". This means time management, as it is generally portrayed in the literature, comprises three components: structuring, protecting, and adapting time. Well-established time management measures reflect these concepts. Structuring time, for instance, is captured in such items as "Do you have a daily routine which you follow?" and "Do your main activities during the day fit

together in a structured way? Protecting time is reflected in items such as “Do you often find yourself doing things which interfere with your schoolwork simply because you hate to say ‘No’ to people? And adapting time to changing conditions is seen in such items as “Uses waiting time” and “Evaluates daily schedule”.

### **Economic Sustainability**

Economic sustainability is the practice of conserving natural and financial resources to create long-term financial stability. Shasi, et al (2018) defines economic sustainability as the ability of an economy to support itself without depleting its natural resources or causing harm to the environment, while also promoting social equity and human well-being. It involves achieving economic growth and development while ensuring that the natural resources and environment are preserved for future generations. A system that's sustainable can last far into the future with minimal negative impacts. Economic sustainability is crucial for Nigeria's development, as it requires a balance between economic growth, environmental protection, and social equity Onakoya, Owolabi & Oyebade, (2019). In finance, this can mean reducing the worldwide consumption of valuable resources to ensure they're available to future generations to create financial stability and wealth. For example, by reducing the usage of fossil fuels and focusing on alternative fuel sources, companies, governments and consumers can help reduce the global impact of emissions and pollution from fossil fuels. According to Akinlo & Oyeleke, (2018), economic sustainability refers to the ability of an economy to generate income and employment opportunities for its citizens, while ensuring that the natural resources and environment are used in a way that is compatible with their continued productivity and survival. Economic sustainability may be viewed as finding a way to grow the economy without damaging or depleting natural resources. It's about balancing environmental responsibility, social equity, and economic growth. In essence, economic sustainability is figuring out how to use resources in such a way that is not harmful to current or future generations, or to the environment. Economic sustainability is about achieving long-term economic growth without damaging the environment or depleting resources. It's about balancing what we need and what we have. Economic sustainability is crucial for Nigeria's development, as it requires a balance between economic growth, social equity, and environmental protection Shasi, et al (2018).

### **Theoretical review**

#### **Resource Based View Theory**

This study will be anchored on Resource-Based View (RBV) Theory: Suggests that organizations with superior time management capabilities possess a valuable resource that enables them to achieve economic sustainability (Wernerfelt, 1984). The supporters of this view argue that organizations should look inside the company to find the sources of competitive advantage instead of looking at the competitive environment for it. According to RBV proponents, it is much more feasible to exploit external opportunities using existing resources in a new way rather than trying to acquire new skills for each different opportunity. In the RBV model, resources are given the major role in helping companies to achieve higher organizational performance. The following are assumptions of this theory.

**Heterogeneous.** The first assumption is that skills, capabilities and other resources that organizations possess differ from one company to another. If organizations had the same amount and mix of resources, they could not employ different strategies to outcompete each other.

**Immobilizable.** The second assumption of RBV is that resources are not mobile and do not move from company to company, at least in the short-run. Due to this immobility, companies cannot replicate rivals' resources and implement the same strategies. Intangible resources, such as brand equity, processes, knowledge or intellectual property, are usually immobilizable.

### **Empirical reviews**

Ivwurie, Igwe & Akpan, (2019). Investigated the relationship between strategic issues management (SIM) and economic sustainability of multinational corporations (mncs) operating in southwest Nigeria. Using a cross sectional survey approach, the study collected data from 220 employees of mncs. The study hypotheses were tested using partial least squares-structural equation modelling (PLS-SEM) with the aid of smartpls 3.2.9. The result showed that strategic issues management (capability development and strategic thinking) had a positive and significant effect on economic sustainability. Thus, indicating that strategic issues management is a pivotal factor that contributes to the overall sustainability and success of multinational corporations. Based on the findings, it was recommended that the multinational corporations should harness capability development as a tool to drive economic sustainability, by positioning themselves for long-term growth, profitability, and success. This can be achieved by designing training programmes that focus on building skills and competencies that align with strategic goals and economic sustainability. The study contributes to the literature on SIM and sustainability in the context of emerging economies such as Nigeria.

Chiekezie, Nwankwo & Elomba, (2018). Focused on Business Process Reengineering and Economic Sustainability of Brewing Firms in South-East Nigeria. Specifically, the study sought to ascertain the relationship between employee training and the work efficiency of brewing firms in South-East Nigeria. The study was anchored on Kurt Lewin's Change Management Theory (1947). A descriptive survey design was adopted for the study. The study population was 1222, with a sample size of 301 using the Taro Yamane formula, while the questionnaire was used as an instrument for data collection. Data were analyzed using descriptive statistics, and Person's Product Moment Correlation Coefficient was employed in testing the hypothesis at 0.05 level of significance. Findings revealed a significant positive relationship between employee training and work efficiency of brewing firms in South-East, Nigeria with a p-value of 0.009 and a correlation value of 0.963. The study concluded that improving employees' training practices will enhance work efficiency and boost the economic sustainability of brewing firms in South-East, Nigeria. Based on this conclusion, therefore, it is recommended that the management of brewing firms must teach, stimulate and uphold the training of employees to enhance work efficiency and effectiveness for improved economic sustainability.

### **Methodology**

Survey research design was adopted for this study. The research aims to collect data directly from respondents, based on the fact that survey research design supports the collection of data primarily through the use of questionnaire. The population of this study consist of 215 employees in Nigerian

bottling company Onitsha plant Anambra state. Taro Yamane (1964) sampling technique was used to determine the sample size from the total population of the study which gave the sample size of 140. Convenience sampling was used to select respondents for the research questionnaire, source of data for this research is the primary source of data. Data are collected directly from respondents with the use of questionnaires. Content validity was selected to examine the correctness of the wording of the instrument and the objectives of the study, face Validity was adopted to ensure that research instruments measured what it was supposed to measure. Cronbach Alpha analysis was administered to obtain the reliability of instrument and a figure of 0.967 was obtained which shows that the instrument is very reliable. To analyze the relationship between time management and economic sustainability, this study used both the descriptive and inferential statistics to analyze the data generated. The data was coded and analyzed using SPSS for windows version 20.

**Data Analysis**

**Regression 1**

**Objective 1: To determine the degree of relationship that exists between planning and economic sustainability of Nigeria bottling company Onitsha plant, Anambra State.**

**Correlations**

		Economic sustainability	Planning
Pearson Correlation	Economic sustainability	1.000	.952
	Planning	.952	1.000
Sig. (1-tailed)	Economic sustainability	.	.000
	Planning	.000	.
N	Economic sustainability	133	133
	Planning	133	133

The correlation table shows the Pearson correlation coefficient between the dependent variable Economic sustainability and the independent variable Planning, based on 133 observations. The Pearson correlation coefficient between Economic sustainability and Planning is 0.952, indicating a very strong positive linear relationship between the two variables.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				Durbin-Watson	
					R Square Change	F Change	df1	df2		Sig. F Change
1	.952 <sup>a</sup>	.907	.906	1.10790	.907	1273.084	1	131	.000	.161

a. Predictors: (Constant), Planning

b. Dependent Variable: Economic sustainability

The model summary table presents the results of a regression analysis examining the relationship between the dependent variable Economic sustainability and the independent variable Planning. The correlation coefficient (R) between Economic sustainability and Planning is 0.952, indicating a very strong positive relationship. The R-squared value is 0.907, meaning that approximately 90.7% of the variance in Economic sustainability can be explained by Planning. The adjusted R-squared value, which adjusts for the number of predictors in the model, is slightly lower at 0.906, still indicating a high level of explanatory power. The standard error of the estimate, which measures the average distance that the observed values fall from the regression line, is 1.10790.

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1562.648	1	1562.648	1273.084	.000 <sup>b</sup>
	Residual	160.796	131	1.227		
	Total	1723.444	132			

a. Dependent Variable: Economic sustainability

b. Predictors: (Constant), Planning

The ANOVA table assesses the overall significance of the regression model that examines the relationship between the dependent variable Economic sustainability and the predictor Planning. The regression sum of squares (1562.648) and the residual sum of squares (160.796) add up to the total sum of squares (1723.444), which represents the total variability in Economic sustainability. The degrees of freedom (df) for the regression is 1, and for the residuals is 131, totaling 132. The mean square for the regression is 1562.648, while the mean square for the residuals is 1.227.

**Test of Hypothesis 1**

**Decision Rule:**

Reject null hypothesis if  $f\text{-cal} > f\text{-tab}$  otherwise reject

The F change value is 1273.084 with 1 and 131 degrees of freedom, and the significance of the F change (Sig. F Change) is 0.000,

Therefore,  $F\text{-cal} = 1273.084$  and  $f\text{-tab} = 0.000$

By implication  $f\text{-cal}$  of 1273.084 >  $f\text{-tab}$  of 0.000

Null hypothesis is hereby rejected that says planning has no significant effect on economic sustainability of Nigerian Bottling Company Onitsha Plant, Anambra State and accept alternative hypothesis. To this point, planning has significant effect on economic sustainability of Nigerian Bottling Company Onitsha Plant, Anambra State.

The coefficients table presents the results of the regression analysis, showing the relationship between the dependent variable Economic sustainability and the predictor Planning. The unstandardized coefficient (B) for the constant is 7.302, indicating that when Planning is zero, the expected value of Economic sustainability is 7.302. The unstandardized coefficient for planning is 0.719, meaning that for each one-unit increase in Planning, Economic sustainability is expected

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	7.302	.406		17.977	.000			
	PLA	.719	.020	.952	35.680	.000	.952	.952	.952

a. Dependent Variable: Economic sustainability

to increase by 0.719 units. This coefficient is highly significant, with a t-value of 35.680 and a p-value of 0.000, indicating a strong statistical relationship.

**Regression 2**

**Objective 2: To ascertain the extent of relationship that exists between scheduling and economic sustainability of Nigeria bottling company Onitsha plant, Anambra State.**

**Correlations**

		Economic sustainability	Scheduling
Pearson Correlation	Economic sustainability	1.000	.968
	Scheduling	.968	1.000
Sig. (1-tailed)	Economic sustainability	.	.000
	Scheduling	.000	.
N	Economic sustainability	133	133
	Scheduling	133	133

The correlation table illustrates the Pearson correlation coefficients between the dependent variable Economic sustainability and the independent variable scheduling, based on 133 observations. The correlation coefficient between Economic sustainability and scheduling is exceptionally high at 0.968, indicating a very strong positive linear relationship between the two variables.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				Sig. F Change	Durbin-Watson
					R Square Change	F Change	df1	df2		
1	.968 <sup>a</sup>	.937	.937	.91001	.937	1950.159	1	131	.000	.126

a. Predictors: (Constant), scheduling

b. Dependent Variable: Economic sustainability

The model summary table provides the results of a regression analysis examining the relationship between the dependent variable Economic sustainability and the predictor scheduling. The correlation coefficient (R) between Economic sustainability and scheduling is 0.968, indicating a very strong positive relationship. The R-squared value is 0.937, meaning that approximately 93.7% of the variance in Economic sustainability can be explained by scheduling. The adjusted R-squared value, which accounts for the number of predictors in the model, is also 0.937, reflecting the model's high explanatory power. The standard error of the estimate is 0.91001, indicating the average distance that the observed values fall from the regression line.

**ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1614.960	1	1614.960	1950.159	.000 <sup>b</sup>
	Residual	108.483	131	.828		
	Total	1723.444	132			

a. Dependent Variable: Economic sustainability

b. Predictors: (Constant), scheduling

The ANOVA table evaluates the overall significance of the regression model that explores the relationship between the dependent variable Economic sustainability and the predictor scheduling. The regression sum of squares (1614.960) represents the variation in Economic sustainability explained by scheduling, while the residual sum of squares (108.483) represents the unexplained variation. The total sum of squares (1723.444) is the combined variation in Economic sustainability. With 1 degree of freedom (df) for the regression and 131 for the residuals, the mean square for the regression is 1614.960, and the mean square for the residuals is 0.828.

**Test of Hypothesis 2**

**Decision Rule:**

Reject null hypothesis if  $f_{cal} > f_{tab}$  otherwise reject

The F change value is 1273.084 with 1 and 131 degrees of freedom, and the significance of the F change (Sig. F Change) is 0.000,

Therefore,  $F_{cal} = 1950.159$  and  $f_{tab} = 0.000$

By implication  $f_{cal}$  of 1950.159 >  $f_{tab}$  of 0.000

Null hypothesis is hereby rejected that says scheduling has no significant effect on economic sustainability of Nigerian Bottling Company Onitsha Plant, Anambra State and accept alternative hypothesis. By implication scheduling has significant effect on economic sustainability of Nigerian Bottling Company.

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.	Correlations
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		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	5.536	.367		15.066	.000			
	SCH	.791	.018	.968	44.161	.000	.968	.968	.968

a. Dependent Variable: Economic sustainability

The coefficients table presents the results of the regression analysis examining the relationship between the dependent variable Economic sustainability and the predictor scheduling. The unstandardized coefficient (B) for the constant is 5.536, indicating that when scheduling is zero, the estimated value of Economic sustainability is 5.536. The unstandardized coefficient for scheduling is 0.791, meaning that for each one-unit increase in scheduling, Economic sustainability is expected to increase by 0.791 units. This coefficient is highly significant, with a t-value of 44.161 and a p-value of 0.000, indicating a strong statistical relationship.

### Regression 3

**Objective 3: To identify the level of relationship that exists between organizing and economic sustainability of Nigeria bottling company Onitsha plant, Anambra State.**

#### Correlations

		Economic sustainability	Organizing
Pearson Correlation	Economic sustainability	1.000	.989
	Organizing	.989	1.000
Sig. (1-tailed)	Economic sustainability	.	.000
	Organizing	.000	.
N	Economic sustainability	133	133
	Organizing	133	133

The correlation table presents the Pearson correlation coefficients between the dependent variable Economic sustainability (estimated scores) and the independent variable Organizing. The correlation coefficient between Economic sustainability and Organizing is exceptionally high at 0.989, indicating an extremely strong positive linear relationship between the two variables. The significance level (Sig. 1-tailed) for both correlations is 0.000, suggesting that these correlations are statistically significant at any conventional level, indicating that the likelihood of these correlations occurring by chance is extremely low.

#### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.989 <sub>a</sub>	.979	.979	.52619	.979	6093.613	1	131	.000	.411

- a. Predictors: (Constant), Organizing
- b. Dependent Variable: Economic sustainability

The model summary table provides an overview of the regression analysis examining the relationship between the dependent variable Economic sustainability (estimated scores) and the predictor Organizing (organizational factors). The correlation coefficient (R) between Economic sustainability and Organizing is exceptionally high at 0.989, indicating an extremely strong positive relationship. The R-squared value is 0.979, suggesting that approximately 97.9% of the variance in Economic sustainability can be explained by Organizing. The adjusted R-squared value, which adjusts for the number of predictors in the model, remains high at 0.979. The standard error of the estimate is 0.52619, indicating the average distance that the observed values fall from the regression line.

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1687.173	1	1687.173	6093.613	.000 <sup>b</sup>
	Residual	36.271	131	.277		
	Total	1723.444	132			

- a. Dependent Variable: Economic sustainability
- b. Predictors: (Constant), Organizing

The ANOVA table assesses the overall significance of the regression model that examines the relationship between the dependent variable Economic sustainability (estimated scores) and the predictor Organizing (organizational factors). The regression sum of squares (1687.173) represents the variation in Economic sustainability explained by Organizing while the residual sum of squares (36.271) represents the unexplained variation. The total sum of squares (1723.444) is the combined variation in Economic sustainability. With 1 degree of freedom (df) for the regression and 131 for the residuals, the mean square for the regression is 1687.173, and the mean square for the residuals is 0.277.

### **Test of Hypothesis 3**

#### **Decision Rule:**

Reject null hypothesis if  $f\text{-cal} > f\text{-tab}$  otherwise reject

The F change value is 6093.613 with 1 and 131 degrees of freedom, and the significance of the F change (Sig. F Change) is 0.000,

Therefore,  $F\text{-cal} = 6093.613$  and  $f\text{-tab} = 0.000$

By implication  $f\text{-cal}$  of 6093.613 >  $f\text{-tab}$  of 0.000

Null hypothesis is hereby rejected that says organizing has no significant effect on economic sustainability of Nigerian Bottling Company Onitsha Plant, Anambra State and accept alternative hypothesis. By implication organizing have significant effect on economic sustainability of Nigerian Bottling Company Onitsha Plant, Anambra State.

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
	B	Std. Error	Beta			Zero-order	Partial	Part
1 (Constant)	2.874	.241		11.903	.000			
ORG	.892	.011	.989	78.062	.000	.989	.989	.989

a. Dependent Variable: Economic sustainability

The coefficients table presents the results of the regression analysis examining the relationship between the dependent variable Economic sustainability (estimated scores) and the predictor Organizing (organizational factors). The unstandardized coefficient (B) for the constant is 2.874, indicating that when the organizational factors (Organizing) are zero, the estimated value of Economic sustainability is 2.874. The unstandardized coefficient for Organizing is 0.892, suggesting that for each one-unit increase in organizational factors, Economic sustainability is expected to increase by 0.892 units. This coefficient is highly significant, with a t-value of 78.062 and a p-value of 0.000, indicating a strong statistical relationship.

### **Discussion of Findings**

The study's findings reveal significant positive correlations between the dependent variable (Economic sustainability) and three independent variables: Planning, Scheduling, and Organizing. For Planning, the Pearson correlation coefficient is 0.952, indicating a very strong linear relationship, which is statistically significant with a p-value of 0.000. This implies that higher Planning values are associated with higher Economic sustainability values. The regression analysis shows an R-squared value of 0.907, meaning 90.7% of the variance in Economic sustainability is explained by Planning, with a highly significant F change value of 1273.084. Similarly, the correlation between Economic sustainability and Scheduling, is exceptionally strong, with a Pearson correlation coefficient of 0.968 and a p-value of 0.000. The regression analysis further supports this strong relationship, with an R-squared value of 0.937, indicating that Scheduling, explains 93.7% of the variance in Economic sustainability. The F change value is 1950.159, again highly significant. Lastly, the correlation between Economic sustainability and Organizing is extremely strong, with a Pearson correlation coefficient of 0.989 and a p-value of 0.000, indicating a highly significant linear relationship. The regression analysis shows an R-squared value of 0.979, meaning that Organizing explains 97.9% of the variance in Economic sustainability. The F change value of 6093.613 is also highly significant. However, the Durbin-Watson statistic of 0.411 indicates potential positive autocorrelation, suggesting that the residuals may not be independent. Across all three models, the significant positive relationships between the predictors (Planning, Scheduling, Organizing) and Economic sustainability suggest their substantial impact on economic sustainability, though the positive autocorrelation in residuals indicates that further refinement of the models may be necessary.

## **Summary of Findings**

Planning have significant effect on economic sustainability of Nigerian Bottling Company Onitsha Plant, Anambra State.

Scheduling have significant effect on economic sustainability of Nigerian Bottling Company Onitsha Plant, Anambra State and

Organizing have significant effect on economic sustainability of Nigerian Bottling Company Onitsha Plant, Anambra State.

## **Conclusion**

The study on time management and economic sustainability at Nigeria Bottling Company, Onitsha Plant, Anambra State, demonstrates a robust link between effective time management practices and the economic sustainability of the company. By focusing on planning, scheduling, and organizing, the research reveals how these elements significantly impact the company's ability to sustain its economic performance. The findings highlight that strategic planning contributes to 90.7% of the variance in economic sustainability, emphasizing its critical role in setting goals, allocating resources, and forecasting future trends. Scheduling and organizing are also pivotal, explaining 93.7% and 97.9% of the variance in economic sustainability, respectively, indicating their essential roles in ensuring that tasks are completed efficiently and resources are utilized optimally.

## **Recommendations**

1. To maximize the benefits of effective time management, it is crucial to implement comprehensive training programs for employees focusing on planning, scheduling, and organizing. These programs should be designed to equip employees with practical skills and techniques for better time management.
2. The company should invest in advanced time management tools and technologies to facilitate better planning, scheduling, and organizing. These tools can include project management software, time tracking systems, and digital calendars that help employees streamline their tasks and monitor their progress. By leveraging technology, the company can improve coordination among teams, ensure timely completion of projects, and optimize resource allocation.
3. The company should establish a regular review and refinement process for its time management practices. This process should involve periodic assessments of current time management strategies, gathering feedback from employees, and analyzing performance metrics.

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