THE EFFECT OF TIME AND STRESS MANAGEMENT ON ORGANIZATION COMMITMENT: CASE STUDY AT THE UNIVERSITY OF ALJABAL ALGARBY IN LIBYA

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I certify that in my opinion the thesis submitted by Abdallah Ibrahim O. FNNIR titled "The Effect of Time and Stress Management on Organization Commitment: Case Study at the University of Aljabal Algarby in Libya" is fully adequate in scope and in quality as a thesis for the degree of PhD.

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DECLARATION

I hereby declare that this thesis is the result of my own work and all information included has been obtained and expounded in accordance with the academic rules and ethical policy specified by the institute. Besides, I declare that all the statements, results, materials, not original to this thesis have been cited and referenced literally.

Without being bound by a particular time, I accept all moral and legal consequences of any detection contrary to the aforementioned statement.

Name Surname   : Abdallah Ibrahim O. FNNIR

Signature   :

FOREWORD

My thanks and appreciation to all those who helped me and contributed to the realization and completion of this work, especially mentioning my parents, who were keen to educate and provide all the conditions I ask God Almighty to have mercy on his vast mercy, and I especially thank my wife and children who have endured the hardships of educational conditions.

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Abdallah Ibrahim O. FNNIR

ABSTRACT

The aim of this study is to determine the effect of time management and stress management on organizational commitment. For this purpose, a research was carried out on 247 faculty members working in Aljabal Algarby University in Libya. The questionnaire was delivered face-to-face to the subjects. Regression analysis was used to test the hypotheses. As a result of the research, it has been determined that stress management has an effect on the organizational commitment of employees, but time management has no significant effect.

Keywords: Time Management, Stress Management, Organization Commitment

ÖZ

Bu çalışmanın amacı zaman yönetiminin ve stress yönetiminin örgütsel bağlılık üzerindeki etkisini belirleyebilmektir. Bu amaç kapsamında Libya'daki Aljabal Algarby Üniversitesi'nde görev yapan 247 öğretim üyesi üzerinde bir araştırma gerçekleştirilmiştir. Hazırlanan anket formu yüzyüze olarak deneklere ulaştırılmış ve veriler toplanmıştır. Hipotezleri test etmek için regresyon analizlerinden faydalanılmıştır. Araştırmanın sonucunda stres yönetiminin çalışanların örgütsel bağlılığı üzerinde etkisinin olduğu, fakat zaman yönetminin anlamlı bir etkisinin bulunmadığı belirlenmiştir.

Anahtar Kelimeler: Zaman Yönetimi, Stres Yönetimi, Örgütsel Bağlılık.

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ABBREVIATIONS

AC   **:** Affective Commitment

CC   **:** Continuance Commitment

NC   **:** Normative Commitment

OC   **:** Organization Commitment

SM   **:** Stress Management

TM   **:** Time Management

SUBJECT OF THE RESEARCH

The Effect of Time and Stress Management on Organization Commitment: Case Study at the University of Aljabal Algarby in Libya.

PURPOSE AND THE IMPORTANCE OF THE RESEARCH

The purpose and importance of this research is to study the influence of time and stress management on organizational commitment.

The literature presented that effectient time management strategies including the ability to set desirable targets, set priorities, monitor individuals progress, and stay in an orderly state-time management does not mean doing more tasks in a single day.

In fact, It is a matter of identifying the most important things. Supported tension affects people positively and negatively and their organizations as well. Furthermore, it also affects organizational performance and individuals behavior towards a particular role in adaptive behavior.

Previous studies have presented that stress-related jobs are often associated with undesirable outcomes which may include lack of confidence, low morale, fatigue.

METHOD OF THE RESEARCH

This research is descriptive, as it examines the impact of time management and work pressure on the commitment of university members. This research adopts the questionnaire approach as an assessement tool for the effect of time management and stress management on organizational commitment.

HYPOTHESIS OF THE RESEARCH

First: HYPOTHESIS

H1: There is an impact of time management on organizational commitment.

- There is an impact of time management on affective commitment.
- There is an impact of time management on normative commitment.
- There is an impact of time management on continuance commitment.

H2: There is an impact of stress management on organizational commitment.

- There is an impact of stress management on affective commitment.

- There is an impact of stress management on normative commitment.
- There is an impact of stress management on continuance commitment.

Second: RESEARCH PROBLEM

The effect of using time on performance, increasing the ability to use time, relieving stress, Organizational behavior and literature indicate the importance of achieving better performance through the order of priorities and not to waste time without interest and this helps to alleviate work pressures, which eventually leads to a better commitment and belief in the organization goals. Therefore, the problem of the current research is to investigate the effect of Time and Stress Management on organization commitment. The University of Aljabal Algarby in Libya is adopted as a case study.

POPULATION AND SAMPLE

The area of study in Zintan and Nalut universities in the western mountain region of Libya, these universities consist of about seventeen colleges at a geographical distance of about one hundred and fifty thousand square kilometers.

The population of the study, which are the faculty members in each of the two universities about 459. Both Zintan and Nalut universities of the Aljabal Algarby in Libya suffer from some difficulties in time management because of the large geographical area and distance between colleges in some cities and the shortage of faculty members.

Hamid Tairst method of sampling in the research methodology is presented in appendix 1, which explains how to choose the sampling method to search in terms of the number of samples suitable for each study community.

SCOPE AND LIMITATIONS

This research deals with the faculty members of the Libyan universities in terms of the impact of the management of time and pressure on their organizational commitment and fulfill their duties towards the educational process at the university. The study duration is based on the time period from the date of 01.01.2016 to the date of completion of the research in 30.11.2019. The spatial scope extends from the

population areas in the Zintan and Nalut municipalities, and the colleges affiliated with the university branches in Libya.

The proposed study approach is associated with several limitations. First of all, the selection of participants and the choice of study sample are important constraints. Participants in the study consist of the faculty members of the university and the difficulty lies in reaching all Libyan universities due to the current social considerations, political conditions, and the large geographical area covered by these universities. The questionnaire technique was used by identifying the questions of the study variables in order to assess the effect of time management and work stress on relavent organizational Commitment.

DIFFICULTIES

Difficulties encountered during the distribution of the questionnaire.

Re-submitting the forms more than once to some colleges due to the loss of the questionnaire forms and the distance between the different faculties of the university led to the length of time the respondents took.

Sometimes the interview method was used because some samples of the content of information required to answer the questionnaire were not understood by some respondents, especially those with fewer years of experience. Return of samples from the questionnaire was delayed after filling by the sample members and some of them are not valid for discharge.

1. CHAPTER ONE: INTRODUCTION

This thesis investigates the effect of time and stress management on Organization commitment by identifying good time management components and various techniques and behaviors relevant to effective time management. The pivot of the current research is the University of Al Jabal Al Garby in Libya faculty members. The considered variables in this study are time management and work stress as an independent variables and their influences on the dependent variable of organizational commitment among the faculty members. The organizational commitment comprises three branches which are affective commitment, continuance commitment and normative commitment.

This study is based on the questionnaire approach as a methodology method for investigating and analyzing the impact of the independent variable on the dependent variable with the adoption of independent statistic methods in the SPSS version 23.

The Universities in developing countries, including Libya, suffer from the high burden and poor performance of higher education represented in universities. This is due to the enormous pressures faced by the faculty resulting in a direct link between work stress and time management, which in turn adversely affects the organizational commitment at the university. However, these countries are trying to increase the capacity of higher education by improving the performance of universities and such improvement can be achieved only by building a solid base of studies that can be consulted to clarify how to treat time management issues and relieve pressure on the teaching staff and students within these universities, for instance, researches indicated that an efficient and productive utilization of time can be achieved by identifying long-term and short-term objectives, retaining of time records, prioritization of tasks, preparation of task lists, scheduling and organizing an individual workspace (Claessens, Van Eerde, Rutte, & Roe, 2007). Both strategies and activities in time management tend to share certain basic common characteristics which are divided into multiple classes (Britton & Tesser, 1991). As for the three aspects proposed for time management: short-term planning, long-term planning, and temporal situations. Short-term planning is recognized as the capability of defining and organizing short-term tasks (e.g within a single day or a week). On the other hand, long-term planning is recognized as the ability to organize tasks over a considerably long duration (e.g in one

quarter or a full year) by specifying certain objectives, tracking task dates, and reducing adjournments. Positive time situations illustrate that a person is going to use his time efficiently and plan in advance how to spend his time (Grissom, Loeb, & Mitani, 2015). Historically, there are several possible reasons for receiving commitment. Firstly, according to the employee's affiliation to an organization: it must be fairly strong indicator of certain behaviors. Committed individuals must be more willing to remain within the organization and make every effort towards its goals. Secondly, the concept of commitment is an intuitive attraction for both managers and sociologists to promote employee engagement. The dates of the first studies of employee "loyalty", which he considered loyalty by many socially acceptable behaviors by employees. Finally, deep understanding of commitment to the goals of the organization (Mowday, 1981).

Job satisfaction is the most crucial concern for any organization that affects satisfaction of its employees, as well as the assurance that the organization will develop. It also improves organizational commitment and minimizes staff flow, because it is very vital for the organization to keep its staff and minimize staff turnover. However, a lot of educational organizations don't have adequate understanding of how to achieve an acceptable level of their members satisfaction and how such levels affect their intents to quit. In fact, Due to this lack of understanding, institutional efforts to achieve employee satisfaction may lead to greater disharmony rather than coherence of staff management, resulting in an increased staff turnover. Organizational commitment incorporates two emotional structures and continuity (Ronald, Aisha, & Dennis, 2013). This is consistent with Gillespie studies that have identified sources of tension between academics in public universities in particular in many key factors including: workload, time constraints, less opportunities for promotion, inadequate salary, career change, less role in decision making, lack of resources, government financial support, and student interaction pressure (NA Gillespie 2001).

Lawrence reported that the factors relating to the role of developing organizational commitment, stress levels and the length of experience years are the most significant variables that explain commitment (Alutto, 1972). Time is the most expensive thing. It cannot be saved or restored once it is lost. Moreover, It is necessary to maximize personal health and productivity. One of the key determinants of internal

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security and mental well-being is the level of control over our time and life that can be achieved. The feeling that we are loosing control in our time is found to be the major source of anxiety, stress and also depression.

Colleges in the Al Jabal Al Garby universities suffer from great pressures and some difficulties in time management due to the wide geographical area, the distance between colleges in some cities as well as the shortage of faculty members, which negatively affects the organizational commitment of the university.

This work focuses on studying the impact of time management and stress on the level of staff members adaptation and its effect on their organizational commitment and loyalty to the university in Libya. The obtained results presented that there is a substantial impact from work stress on the organizational commitment of the university's faculty members and it strongly influences even the time management they have. Such results proved that there is a limited effect of time management which only appears in the presence of a work pressure variable. Furthermore, it is noted that there is a great impact of the independent variable, which is the work pressure, on the rest of the other variables. This is mainly due to the strong work pressure within the Libyan universities.

1.1. Background of The Study

The effect of Time management skills and stress management on the organizational commitment was one of the most vital issues in this area and many studies agree that there always exists a firm relation between commitment of the organization and time management and also work pressures which are affected by individuals and organizations alike. From these studies, Hayden, 1987, there are some historical studies that talked about how to study management, time, and benefit in this thesis, which are two general questions about time first, why strategic decisions take so long. Second, why are managers, who seem to be putting pressure on time, investing so much time in these activities.

This thesis focuses on strategy rather than operational decisions because these important decisions make up the organization, the fate of the manager is often a high-risk option (Hayden, 1987). While Grissom et al, confirmed the time requirements faced by principals make it difficult for to work. Research beyond education indicates that strong skills in time management can help school principals meet job

requirements, minimize work stress and enhance performance considered a county Miami-Dade, the fourth bigest school zone in the United States, the researchers managed a time management stock of nearly 300 administrators. The authors analyzed the grades in inventory in a descriptive manner and used them in predicting the time. The data were collected through a survey-based evaluation of work stress, personal observations, and measures for functional effectiveness were acquired from teachers and assistance principals within the school.

Results has shown that school managers charaterized with good time management knowledge allow more time in the education and classroom management while allocating less time building personal relationships. The authors proved that application of time management strategies are often resulted in a decrease in key functional stress. The authors also indicated that capacity building for time management managers is considered as an effective way for reducing stress by increasing the time for high priority tasks (Grissom et al., 2015).

Either Akinfolarin and Akin Wale Victor study confirmed time management strategies for managerial effectiveness for school administrators in Enugu. The tool used to collect data was a well-structured 15-item tool developed by the research entitled: Time Management Strategies to Survey the Management Effectiveness of Directors.

The results of the study showed that in secondary schools, principals organize their time so that administrative effectiveness is achieved in secondary schools by adopting meeting management strategies. Decision making about specific tasks, fully believe in the ability of staff when tasks are deligated staff are deligated depending on their capabilities, and the completion of the deligated task among other things.

The study has proved that the concerned secondary schools principals have not applied time-management strategy to fulfil the requirements of administrative effectiveness in Enugu State. From the results, the author suggested that the Ministry of Education consider capacity building for effective time management by conducting workshops, organizing seminars, and conferences about time management techniques (Victor, 2017).

Elabbar, presented a study for heads of several academic departments in some of the Libyan Universities about time management strategies. The study investigated

the extent to which these heads of departments apply time management skills. the study was achieved taking into consideration four sub-objectives: First, the degree to which time management processes are experienced according to the organization, specific planning and control areas. Second, identify the most common time management principles used by heads of departments. Third, to specify the external and internal factors affecting the implementation of time management. Lastly, to identify any substantial difference that caused by fundamental variables such as qualification of managers, specializations, experience, gender and the number of university presidents. The study sample involved 331 candidate from academic departments heads and the response rate was 309 complete questionnaires of 331 models. and questionnaires were analyzed by applying descriptive statistics using SPSS.

Data analysis proved that time management processes aren't well experienced by the heads of academic departments. However, time control was exercised in a much better way than time management, time planning, and time-out control is the most commonly used principle by academic department heads. With respect to the lack of time, the participants stressed that this can be referred to some external factors such as lack of communication between the staff within the faculty, un desirable delay in decision making, unplanned visits and general unstability of administration. Moreover, it was found that there are no remarkable differences in the implementation of time management strategies in the basis of specialization, administrative years of experience, qualification, gender or the number of relevant universities where individuals work regardless the fact that administrative factors represent the most significant factors that may prevent the application of time management (Elabbar, 2011).

Shapiro has addressed the review of a medical research based on practical data on stress management programs in clinical training which has indicated that medical trainees involved in stress management programs had showed their participation on:(1) enhanced immune performance, (2) a decrease in anxiety and depression (3) improved empathy and Spirituality (4) enhancing knowledge of alternate remedies for easy future referal (5) improving knowledge of impacts of stress, (6) increasing the application of positivly coping skill, and (7) the capability to solve the issue of conflict of roles.

That study has several limitations. In summary, in future research, the following criteria should be included: (1) comprehensive study design involving randomized and control groups (comparison), (2) evaluation of supervisory variables to assess for whom the treatment might work perfectly (3) specifying the outcomes (4) assessment of follow-up process including the efficiency of future patient care (Shapiro, Shapiro, & Schwartz, 2000).

As well, Tela's study, about motivation for work job satisfaction, and organizational, that study about library staff's commitment to academic and research libraries in Oyo state, Nigeria. The study showed: Managing people at work is the most important item in the management process. In addition, for a better understanding for the importance of people within an organization, it must be realized that the human element and institution are synonymous. Neverthless, the outcome of that study can be expressed as follows: There are three main components which are, emotional commitment: psychological attachment to the commitment to the continuity of the organization, costs that associated with quiting the organization. Normative commitment: the perceived commitment to remain in the organization. All three elements with implications for continued individual participation in the organization.

The outcomes of that investigation has illustrated that there is a relatively strong relationship between motivation and job satisfaction also there is no imact of years of experience on organizational commitment of library staff. It is obvious that motivation enhances employees performance and level of satisfaction. Further more, the results prove that some motivating factors towads prediction of job satisfaction. The authors also stated that some motivational factors contribute to the prediction process of job satisfaction. However, organizational commitment and motivation at work are negatively related (A. Tella, Ayeni, & Popoola, 2007).

Another study was conducted in Bahrin, titled "Sources of Stress, Confrontation Strategies and Counseling Needs, among University Students". The study addressed the causes of studnts stress and feasible overcoming techniques. The impact of gender and region on these sources, stress strategies and excessive overcoming. The obtained results revealed different levels of importance for all stress sources and adaptation. The effect of this strategy on students showed that time

management can be considered as the main source of stresses, followed by religion, ethical, and academic domains.

The family group is less stressful for university students. In addition to adaptation strategies, he mentioned that the most commonly used for these students is to accept the usual responsibility to reassess the positive and then solve the problem (A. A. Sheerawi, 2005).

Philip Bowen et al, have conducted a study on stress levels among academics at universities. That study aimed to explore academic stress among full-time or part-time, hourly paid academics from lecturers, teachers, trainers and researchers working at universities in various countries around the world. The results of the studies conducted by the researchers showed that the university staff suffer from a large workload and long working hours. Moreover, there is growing pressure with declining university funding. The greater the workload, the greater the pressure on staff (Bowen, Rose, & Pilkington, 2016).

Also the impacts of stress management training programs on individuals at risk in society as a whole have been investigated by IGH Timmerman, 1998. In that study, the impacts of a stress management training programs on people with serious (mental) health complaints and having an increased chance of developing a program adapted as a result of stress were studied.

Possible random subjects were selected for the community as a whole, then they were screened for the purpose of participation in the designated training program on multiple health risk factors that can be refered to previous neurological events. Two groups (one training and one control group) were selected. The control group which haven't participated in the conducted training program consists of individuals who have the same risks as the training team. The training program consists of several ways to manage stress, such as changing unhealthy lifestyles, training about relaxation methods training towards problem-solving issues and social skills and competences training. The results revealed that the control group compared to the empirical group proved significantly less anxiety as there were no daily problems with further diligence, but there weren't any considerable change in adaptation skills as a group (Irma G.H. Timmermen, 1998).

On the other hand, Brown and others' study showed an answer to a question is: Are children too busy? The results was to get more free hours inorder to have satisfactory time for TV screen, computer and video games.

The results also proved that those children who have the ability to select activities by their own often suffered from higher activity-related stress than others who used to share decisions with their parents (Brown, Nobiling, Teufel, & Birch, 2011).

Another study showed about stress management through the effectiveness of different types of music. The study aimed at listening to classical music and relaxation should lead to a significant reduction in anxiety, anger and increased relaxation. The study sample was about fifty-six university students who were tested, 15 males and 41 females, for a number of different musical genres, compared to others who prefer to sit in silence or listen to the loud music.

The results has suggested that listening to music and relaxation leads the listener to positive emotions and increases excitement in the nervous system. Also note that the music chosen by the person is more comfortable in reducing tension because it allows the person to control certain aspects of his environment by allowing him to choose the music he thinks is comfortable (Labbé, Schmidt, Babin, & Pharr, 2007).

In addition, there is a research by Alimo Hailu, the main goal of that study is to assess the time management skills of summer students in Addis Ababa University Department of English. The study focused on the effectiveness of the time management skills of students with a focus on setting goals, prioritizing, managing turbulence, and overcoming procrastination and programming. The study revealed that a large number of students who didn't set targets for their studies, did not set a timetable for them, did not set their expectations on a daily basis for educational activities and other social activities. These students are often faced unexpected from interruptions and delays (Hailu, 2012).

Selase has confirmed that the proper utilization of time is often postively affects the essential functions and developments of any organization. People usually waste time due to varies reasons. Therefore, It is important to well understand these habits and then replace them with positive ones.

The study found that the effective time management can be considered as a tool for assessing the performance of any organization. Hence, to ensure provision of high quality services to the customers, it is essential for the organization to adopt effective time management practices. Managers have to learn how to assign varies tasks or workloads to the concerned subordinates. This helps low level managers in gaining experience, ensures job satisfaction to employees as a result of their participation in decision making. Also, innovation and discretions arises as a result of proper delegation. This finally speeds up and reduces stress (Selase, 2016).

The impact of Islamic ethics on organizational commitment and job satisfaction is presented in a research of Agriculture minstry of Pakistan. The research dealth with the impact of Islamic business ethics on organizational commitment and the levels of job satisfaction of the agricultural sector in Pakistan. Professional organizations work hard to develop ethical rules to help employees understand and manage their ethical responsibilities. Islam is a fundamental factor because it is comprehensive, stable and just. The conclusion is that Islamic business ethics have a positive impact on career and job commitment.

The results also proved high positive cross correlation is found between organizational commitment and job satisfaction (Marri, Sadozai, Zaman, & Ramay, 2012). Adel Mohammed Ali Sharabaji has studied and analyzed the impact of organizational culture on the relationship between organizational commitment and job satisfaction. A questionnaire approach has been adopted to gather data from a sample of 350 participants who work in various commercial banks in Libya. The data collection process was based on random sampling. SPSS software was utilized to accomplish this study. The aim of the study was to identify the impact of organizational culture on the relationship between organizational commitment and job satisfaction within the Libyan banks.

The outcomes confirmed a positive cross correlation was found between three variables, job satisfaction, organizational commitment and organizational culture while organizational culture affects the relationship between organizational commitment and job satisfaction (Shurbagi, 2015).

Additionally, a study conducted by cyril Where confirmed the time is the most invaluable source, and time passes and never returns back. However, there are a lot of

things that people dream to do and a lot of other things that people need to do. and now due to the competitive situation in business life, people and companies are forced to carry out multiple tasks at once which emphasizes the importance of making the right decision in the right way. The sample of the study incorporated 63 students 35 males and 28 females.

The results revealed that time management is strongly related to academic achievements of students in the upper secondary level. The results also showed that among students, females are relatively better than males in time management aspects. Hence, concerned teachers should arrange proper training courses for male students focusing on effective time management skills. Moreover, it is important to create interest for students by conducting assignments and seminars relevent to time management topics. Students should also be trained on how to prepare a to-do list on a daily basis and practice accomplishment of maximum number of tasks within the minimum time available (Cyril, 2015).

Umit has studied the understanding of time management in physical and sports education and communication skills and their relationship. The study sample incorporated 233 students. The outcomes of the study confirmed that female students have better mental and behavioral communication skills than male students, and the male communication skills are not affected by education department. Also male students have a much better time management understanding than female students in Behavioral skills (Umit Ustun, 2017).

As for wasting time, Ngowo, researched the relationship between time management and academic achievements by analyzing the wasted time, absenteeism and procrastination rate, and understanding its effect on the academic performance of primary schools, the sample area of 70 participants was obtained using matching. The results revealed that in light of the lost time for teachers and students and the late arrival of teachers and students, school activities will be affected. The study recommended that teachers should identify their individual school goals and focus on achieving those goals (Ngowo, 2011).

As well as the study of a global measure of perceived stress (1983). Cohen, et al., in their research provided evidence from three samples, two college students and one of the leverages in the smoking quitting program supervised by the community,

Visualized Stress Scale (PSS). The study sample was 330 (121 males, 209 female) showed adequate reliability where PSS was found to be a relatively better predictor of outcomes than life event scores. In comparison with the depressive symptoms scale, PSS was found to measure different structure and independent predictive. Another data indicate the reliability and validity of issuing four PSS elements for interviews conducted via telephone. PSS is proposed to study the role of non-specific assessed stress in the pathogen of pathological and behavior disorder and also as a measure of outcomes for stress levels (Sheldon Cohen, 1983).

The Otter Spring Study in the State of Palestine (2015) aims to study job related stresses and its consequences on teachers and schools which run the school-based violence reduction program in Tel Karim. The sample included 130 teachers who work in public schools in the length of the vineyard, which represented almost 100% of the study population. It was intended to determine the impact of certain variables on the process of assessing stress at work and its aftermath. These variables include specialization, gender, qualification and years of employment.

The results reported that there were insufficient standards for proper development of teachers, lack of class discipline, poor relationship between faculty and school administration, and common problems among teachers. The results also proved that there is no statistically substantial diversity in terms of sex, specialization, qualifications and work variables. In line with technological developments, the use of self-assessment methods (Oteer, 2015). In addition to the study of John P. Meyer, affective, continuance and normative Commitment to the Organization, the authors analyzed to assess the relationships between Affective and normative continuance, and continuance commitment to any organization and the relationships between the identified three forms of commitment and the relevant variables which were determined as their precedents. It was proved that the three commitment forms are interrelated and recognizable as well as job satisfaction, and professional commitment. Affective commitment and continuance are normally associated with their previous variables for which no unique precedents of normative commitment have been recognized.

Furthermore, as it was expected, the three commitment forms were negatively correlated with the perception and turnover of withdrawal, and affective commitment

had the strongest correlation with the organization (performance, attendance, organizational citizenship behaviors and also it was strogly correlated with employees behavior (conflict between work and family). The normative commitment was also found to be associated to some extent with the desired results. Continued adherence has no relation or negatively related to the results. Comparison studies were carried out inside and outside North America proved significant similarities, but more sophisticated preliminary research is needed in relation to cultural differences (Meyer, Stanley, Herscovitch, & Topolnytsky, 2002).

Therese Mc Cann et al., 1990 had studied time management for college students, time management is one of the potential coping strategies often provided by university's counseling services department. 165 students participated in a questionnaire based study to assess time management behavior and attitud, stress, subjective perceptions of performance, and average grade points. The time management behavior scale comprises of four independent factors; the most predictive was the perception of time control.

Students who managed to control their time presented substantially higher assessments of their performances, less ambiguity in roles, more work and life satisfaction, reduced excessive work load and less physical stress caused by function. The results correspond to theory and advice in time manageme (Macan, Shahani, Dipboye, & Phillips, 1990).

1.2. Case Study

The case study at the University of Al Jabal Al Garby in Libya, which includes faculty members where a community of all faculty members of the universities of Zintan and Nalut This university is one of the largest universities in Libya in terms of geographical area and the proportion of the population living in this region also includes several colleges where there are seventeen faculties spread over the university areas.

1.3. Study Statement

The impact of time usage on performance, increased time use capacity, stress relief, organizational behavior and time management. These literatures suggest that appropriate time management practices often involve the ability to organize the

priorities, identify the objectives, monitoring of individual's progress, and keep well organized (Claessens et al., 2007).

Time management is the appropriate organization of tasks by firstly estimating the length of time required to accomplish a task, when it is accomplished and then arranging the events that would interfere with their completion time. Time management does not mean doing more things in a single day. It's a matter of getting the most important things. Time management is the capability to determine what are the most important things in the life, whether at work, at home or even in your personal life. Time is the quality of nature that prevents many events from occurring at the same time. To manage your time, you need to carry out a personal time survey and estimate how you spend this time. Time management is a number of skills, rules, experience, tools and systems that enable efficient utilization of time (Adeojo, 2012).

Subsidized stress often has positive and negative impacts on people, as well as the organizations in which they work. It affects organizational performance and individual behaviors towards a particular role in adaptive behavior. Studies have found that stress-related jobs are usually associated with negative outcomes including lack of confidence, fatigue, low morale, absence, and job hunting, which are detrimental to the stability of organizations. Many researchers also reported that work stress affects employees' job satisfaction and overall performance in their work. Moreover, it is a well-known fact that most organizations are currently facing more challenges in terms of the positive aspects of work, with reference to current times as an age of anxiety and stress where stress affects stress itself (Hashemi, Jusoh, Kiumarsi, & Mohammadi, 2015).

There is a substantial correlation between potential stress and selfreported stress-related health symptoms like sleep problems, headache, cold and other viral based diseases and infections. In addition, such symptoms are greatly linked with stress based clinical problems, such as migraine, high blood pressure and coronary heart diseases.

Recently, organizational commitment can be realized as a major mediator of stress. Organizational commitment in addition to its relation to the psychological and physical consequences, it is also related to the moderate influences on the relationship between stress and health. Thus, organizational commitment interrelated to sources of

stress at work to identify its results. The author argued that the indirect influence of commitment protects workers from the negative impact of stress, since it facilitate realization of their directions and attach meaning to actions. Organizational commitment can also provide workers with some stability and a sense of belonging to their organizations (Coetzee & Rothmann, 2005). Therefore, the considered problem in the current investigation focuses on the impact of time management and pressure on the organization's commitment. Case study at the University of AL Jabal ALGarby in Libya.

1.4. Purpose of the Study

The current study is focused on identifying the impacts of time and stress management as an independent variable on the organizational commitment as a dependent variable. These dependent variables involve three main parts: continuance commitment, affective commitment, normative commitment and also analyzing their impacts on faculties performance at the University of AL Jabal AL Garby in Libya.

The results are anticipated to provide a better understanding of the problems encountered by faculty members and the work pressures that will affect the psychology of staff and thus their commitment to the organization represented at Libyan universities. To fulfill the core objectives of the current study, the main intention is to investigate the theoretical foundations regarding the importance of faculty members and provide the best ways in the performance of his work away from the confusing work pressures and increase the use of time management which enhances the chances of stronger commitment and faith in the objectives of the university. Finally, research findings and recommendations should be made to relevant departments of the Ministry of Higher Education, university departments and researchers on how to develop the educational process, avoid deficiencies due to work stress, time utilization and reinforce institutional deficiencies in. organization Commetment.

1.5. Significance of the Study

The significance of this study in terms of interest in studying the importance of time factor among faculty in colleges: the relationship between the usage of time and achieved performance. Studies suggest that improved time management skills including the ability to determine clear achievable objectives, prioritize of tasks,

followup individuals progress, and keep well organized can eventually result in more effective and more positive outcomes, including decreased work pressure and ecessive jobs (Grissom et al., 2015).

Some times there are dissatisfaction exists in academic institutions, ultimately leading to lower regulatory compliance. Managers of organizations should produce diverse interventions to manage dissatisfaction among faculty (Zuckerman, 2017). This research is primarily important for deep understsnding of the relation between time management skills and work stresses and their associated impacts on relevant organizational commitment level at the University of Aljabal Algarby. The results of this study will create awareness for all interest groups. The importance of the current research stems from these items:

- The faculty members are a very large intangible wealth of the university and are of some importance compared to the physical assets and that the provision of the right atmosphere to work within the university positively and affects the entire educational process.

- Unlike other studies, the importance of modern studies is highlighted by the impact study but needs further exploration at Libyan universities and colleges, which will shed more light on this topic.

- The concepts of organizational commitment are relatively recent in contemporary managerial thinking, where interest in its development began in the 1990s; however, researchers in this field considered incomplete and amorphous results, but certainly, knowledge of this topic is important in development and human-building processes.

- This research added new insights to the results of previous researches that concerned in investigating the impacts and relationships between time management and work stresses and organizational commitment within Libyan universities through the response of faculty members.

- It is useful for academics and organizational psychologists as well as administrative professionals because many of them are interested in identifying factors affecting the educational process within the university and the difficulties it faces 1.5. Assumptions.

This study began with the idea that there is a noticable impacts of time management and stress strategy on the organizational commitment of faculty members at the University of Al Jabal Al Garby in Libya. This consept is adopted as the first hypothesis of the current study and the second hypothesis confirms that there is a considerable impact of the work pressures on organizational commitment within these institutions, which negatively or positively affect the educational process within the university.

1.6. Assumptions of the Research

This study began with the idea that time and work pressures impact on organizational commitment to members of the university faculty and the idea here primitive in order to raise the commitment of individuals, it should pay attention to a gesture of time to reduce the pressures of work.

1.7. Hypotheses of the Research

This study attempts to analyze in detail the impacts and relationships between time and stress management skills on organization Commitment. Dependent and in dependent variables of this study were accepted by means of these classifications and hypotheses of the study were composed. In this context, there are two main hypotheses and each of them has three sub hypotheses.

The first main hypothesis is:

H1: There is an impact of time management on organizational commitment.

- There is an impact of time management on affective commitment.
- There is an impact of time management on normative commitment.
- There is an impact of time management on continuance commitment.

H2: There is an impact of stress management on organizational commitment.

- There is an impact of stress management on affective commitment.
- There is an impact of stress management on normative commitment.
- There is an impact of stress management on continuance commitment.

1.8. Questions of the Study

Q1: Is there an impact of time management on organizational commitment?

- Is there any impact of time management on affective commitment?
- Is there any impact of time management on normative commitment?
- Is there any impact of time management on continuance commitment?

Q2: Is there any impact of stress management on organizational commitment?

- Is there any impact of stress management on affective commitment?
- Is there any impact of stress management on normative commitment?
- Is there any impact of stress management on continuance commitment?

1.9. Scope and Limitations of the Research

The scope of the study is limited to the Zintan and Nalut municipalities, and the colleges affiliated with the university branches .This research deals with the faculty members of the Libyan universities in terms of the management of time and pressure and impact on their organizational commitment and fulfill their duties towards the educational and process at the university. The nature of the human study requires the collection of reliable and valid data from various sources. One of the common challenges faced by the researcher is how to convince respondents to participate in the questionnaire during the data collection process, as well as the size of the geographical area over which university colleges extend Therefore, the number of participants was limited to relative to what this type of research requires.

2. CHAPTER TWO: THEORETICAL FRAMEWORK

2.1. Organization Commitment

The organizational commitment has a great role in identifying whether an individual intend to remain in his organization and actively pursue organizational objectives.

Organizational commitment is associated with the commitment of the employee himself to his organization and his willingness to remain in it, and regulatory commitment should be directed to reduce absenteeism and turnover. Literature has revealed that satisfied employees are found to be more dynamic and greatly committed to their organizations compared to others who haven't faced problems such as turnover and absenteeism (Khan & Jan, 2015). The most well-known and permanent multi-dimensional visualization is the Meyer and Allen framework, which has three components.

This framework presents organizational commitment as a complementary relationship between the behavioral assumptions of the obligation. They suggested that the emotional commitment (the desire to remain in the organization), the commitment to continuity (the need to remain in the organization), and the normative commitment (the mindset of commitment to remain in the organization) are interrelated and could be experienced and demonstrated by individuals simultaneously (Zachary A. Mercurio 2015).

2.1.1. Definition of Organizational Commitment

Organizational commitment can be defined as the relative ability of an employee to identify and participate in a certain organization. In simple terms, it is realized as the individual's robust affiliation to the organization. It is normally determined by the individual's willingness to adopt organizational goals and objectives. It can also be determined by the extent to which the employee fulfils his/her functional duties. It can also be determined by monitored behaviour in the organization done suggested an analytical approach of organizational commitment by classifying it into three specific elements namely, continuance, affective, and normative commitment. It can be described by three factors:

- High degree of faith and understanding of the organization's objectives and aims,
- The desire to make every effort towards the organization goals,
- The willingness to stay in the organization (Steers, 1979).

Organizational commitment can be realized as the essential principles which describes the relationship between an employee and the organization.Moreover, the success of any organization depends on how its workers adhere to it, be aware of the factors that determine the commitment and keep it at an acceptable level.

In addition commitment is a personal satisfaction of an individual which comes from meeting personal needs, meeting expectations, as well as achieving individual goals through organization mediation. This particular experience of satisfaction may also be associated with a sense of support received, a sense of organizational justice as well as with a sense of the meaning of the workplace and its contribution to the performance of the organization. Therefore, a work environment that supports its employees, treat them well and evaluate their results positively, contributes to their strong sense of self-esteem. Continued commitment may evolve as a consequence of an event or action that results in increased cost associated with abandoning the organization provided staff believe that these costs should be incurred by subjects (Wolowska, 2014).

2.1.2. Types of Organizational Commitment

Commitment can be understood as the intense willingness to retain membership within an organization, accept key organizational objectives and goals, constructive evaluation within the organization, the desire to work towards organizational objectives, and the intention to make every effort on their behalf. Commitment include three components: (a) faith in organizational purpose and acceptance of value; (b) desire to pursue organizational benefit; and (c) intense desire to maintain the regulatory center.

Organizational commitment is categorized into these three main elements: desire (affective commitment), (continuance commitment), and (normative commitment) to remain within an organization. These elements are helpful for studying the impacts of individuals retention rate and behaviors during work, job satisfactions, citizenship, and job performances. Therefore, organizational commitment

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can be considered as a positive factor for work outcomes, employee behaviors and reduced turnover of individuals within the organizations (Hong, 2012). It is evident that high levels of jobs control promote the individual's organizational commitment also those individuals feel more free (E Anttila, 2014). Organizational commitment can be classified into three elements: affective, continuance and normative commitment. The model consists of three elements of commitment: Affective commitment, continuance commitment and normative commitment (Meyer et al., 2002).

2.1.2.1. Affective Commitment

Affective commitment is linked to individuals who willing to remain within their organization if the individual is actively committed to his organization and has a positive feeling towards it and satisfied with his job. It is worth high lighting that staff performance is positively affected when affective commitment is adopted and an employee has strong feeling of affiliation towards his organization In addition to the impact of affective commitment on the continuance commitment, it also motivates the employee to persuade others to join to the organization (Frederick J. Slack, 2010).

From the organizational behavior point of view, it is necessary to clearly determine the relationships between individuals and their organizations which might strenthen the intention to remain. Organizational commitment is an important issue in the area of organizational psychology. Thus, It remains an important factor in describing the behavior individuals within an organization including job satisfaction or loyalties to the organization (Emma Juaneda-Ayensa, 2017). On the other hand, an individual characterized with affective commitment coupled with a desire to stay in the organization (which can be referred to lack of other choices), while he has a weak affective commitment may negatively affect the organization by frequently criticizing it in its community.

Affective employee commitment is directly linked to positive work experience, therefore management policy and strategy that makes strengths and weaknesses appropriately assess staff and create attitudes and workflows where the maximum number of workers individually practice positive work experiences and promote building of a successful organization. The great attention placed by hiring managers in the organization is mainly to assure a high level of employee affective commitment.

High affective commitment is achievable if the gap between individual goals and organizational goals is minimal. However, the alignment of individual and organizational goals can also be developed and promoted through strategies and programs that can improve employees realization of organizational goals (Alijanpour, et al. 2013).

Moreover Alijanpour added, an affective commitment is an individual's affective commitment to organizational values which means that to what extent an individual loves his organization. The great attention placed by hiring managers in the organization is mainly to assure a high level of employee affective commitment. High affective commitment is achievable if the gap between individual goals and organizational goals is minimal. However, the alignment of individual and organizational goals can also be developed and promoted through strategies and programs that can improve employees realization of organizational goals (Alijanpour, et al., 2013).

Arthur explained in his study that commitment is a distinctive strategy to manage individuals which inturn implies development of organisational commitment among individuals with the assumption that it would result in good outcomes including absenteeism, low turnover, and better performance and improved motivation (Arthur, J. B. 1994).

2.1.2.2. Continuance Commitment

Continuance commitment is referred to the cost which is usually associated with an individual when he decides to leave his organization (because there is a high cost of leaving). Some factors such as age, intent to leave, career satisfaction and tenure are potential antecedents of continuance commitment. Tenure and age can work as predictors of continuance commitment, mainly due to their functions as alternate investment tools in the organization. It has been reported that employees with high level of continuance commitment often choose to stay in their organization due to the fact that they want to have a job (Meyer and Allen, 2001).

According to Reichers, continuance commitment can be regarded as the employees' willingness to staying in their organizations by the reason of the investment which they have with "nontransferable" investments. Such nontransferable investments encampass some factors such as relationship with others, and retirements.

In addition, it comprises other advantages which the employee receives including working years or any other benefits, which are unique to this organization (Reichers, 1985).

Shrestha reported that leaving the current organization is really hard for employees who used to share continuance commitment with their employers. It seems to be very difficult for employees, who hold continuance commitment, to leave their organization. This is because they feel that their lifes might be affected when they leave their organization. In addition, due to the lack of other chances, it is vital for them to continue in the same organization. A major reason for them to stay in their current organization is that quitting the existing organization may imply a relatively massive sacrifice because other organizations might not reflect the whole advantages that are available in the existing organization. They think they had made so much contribution and effort into their current organization so that considering working some where else may not be the right option. Thus, continuance commitment is the commitment that depends on any costs the employee associate when it comes to leaving the organization (Shrestha, 2016).

According to Baker, working in any organization for many years would assist the employee to attain more privilege and benefits based on seniority. In addition, this will help the employee to develop various social relationships with other memebers of the organization. The social connection function and the benefits "side bets" that commit someone to an action would be at risk if he thinks to quit the organization. The term side-bet mains that the accumulation of privileges valued by individuals will be lost when the employee leaves the organization (Becker, 1960).

In the same manner, Mariam referred to continuance commitment as the willingness to participate in solid lines of activities, particularly, keeping membership within the organization. Such activity lines include remaining with the existing organization, and the possible costs related to quitting the existing organization, such as losing of benefits, the disruption of personal relations caused by locating in another place, and the efforts of looking for another job.

Thus, continuance commitment is identified by individuals' expectation and perception of the possibility to join an alternative work and perform perfectly. If the

odds found to be low, the continuance commitment definitly will be high, and vice versa (Nakate, M, 2012).

2.1.2.3. Normative Commitment

The concept of normative commitment is associated with the employee's feeling of obligations to stay within the existing organization.

According to Allen and Mayer, employees often believe that their current organization is on their side. In addition, they feel that the organization provides a sense of mutual obligation where both the employee and the organization feel there is a clear sense of responsibility among themselves. Such kind of commitment is often seen as normative commitment. Hence, normative commitment is associated with the employee's feeling of obligations to stay in the organization. Normative commitment is also known as moral commitment because it focuses on the moral and right things to do. Furthermore, it focuses on the moral attachment and/or obligation of employees which is created by the employees' socialization to the organization's values and goals (Allen and Meyer, 1990).

Those employees who have strong normative commitment remain in the organization as they feel they should be loyal to the organization, people holding normative commitment attitude feel obligation to stay with their present employer. They feel better not to leave the organization even if it was best for them to leave it. They believe that they are guilty if they would leave their organization. They also believe that the employer organization deserves their loyalty. These employees owe great deal to the organization and do not leave their organization because of the strong sense of obligations to other colleagues (Meyer et al., 1996). Thus, the normative commitment can be regarded as the obligation to be an effective part of the organization. This commitment is related to the individuals' feelings of obligation to stay in their organizations. Such type of commitment originates from the individuals' moral obligations to stay with their organization regardless of the benefit they might attain by leaving it. Therefore, normative commitment is considered to be grounded heavily on individual's values and norms (Weiner, 1982).

Development of normative commitment is associated with personal characteristics, particularly the nature of transactions of the individuals towards their organizations and the sense of morality (Meyer and Allen, 1997). When employees

have a robust sense of moral obligations or valued loyalities, they need to have strong normative commitment to their organization. This sense of moral based obligations is created via the socialization processes, whilst the treatments which individuals obtain from their organizations greatly influences their normative commitment.

Moreover, employees are expected to receive for reasonable treatment from their organization regardless that has been, specified in the written contracts or not. Hence, if employees perceive such kind of treatments from their organizations which are compatible with their psychological aspects, then normative commitment would be produced. Employees characterized with normative commitment, think that there are obligations and responsibilities lies upon them in the organization and consequently they feel they need to stay in their organizations (Shrestha.P, 2016).

Normative commitment is the power which attaches an individual to perform some actions that related to single or many objectives. So employee commitment is a concern for all organizations because it should lead to lower turnover, enhance knowledge sharing, improve organizational citizenship behaviors, and increase the acceptance of change in the organization. The more the feeling of the individuals that they are highly supported by their organizations, the more emotionally they are loyal to their organization (Wanrooy et al, 2013).

2.2. Time Management

The definition of time management can also be "behavior that aims to achieve effective use of time while conducting targeted activities". This definition highlights that time usage is not an end in itself and couldn't be pursued seperately. The focus lies on some goal-oriented duties, such as undertaking an assignment or academic assignment, which are implemented in such a way that involves the effective utilization of time. These kinds of behavior include: Behavior assessment of the time, which aims at awareness now or past (Claessens et al., 2007).

Everyone must master the principles of time management strategies regardless of the nature of his work, age, religion, demographic or any relevant variables. Specifically, it was claimed that "given the right willingness and motivation, anyone can improve the use of time and do it in an unthinkable way". Time, which Taylor considered nearly 100 years ago as the decisive element for effectiveness has became a concept that must be addressed by people to keep up with the development and

improvement of the economic situations. It can be said that if competition intensifies, the strongest source of competitive advantage is time (Çigdem, 2010).

The time management is recognized as addressing the requirements and objectives, planning and prioritizing of tasks that required to achieve these objectives. Despite its importance, this is just one of many other things. There is more than one definition of time management for instance it can be defined as the degree to which employees perceive their usage of time to be orderly and objective and also describes time management concept as group of behaviors that facilitates productivity and stress relief.

A recent definition of time management concept, on basis of some proposals for standardizing the concept of time management. While conducting target-oriented activities, for the purposes of the study, the definition is adopted because it is popular and widely used by authors and also because its elements are closely related to the scheduling process, it is defined as among others: a project plan of action, allocation of work to be completed and time required and create a list of tasks to be implemented, particularly during a specified time interval. To ensure efficient utilization of the available time during execution of academic assignment, there are several time management behaviors which can be considered. Among these behaviors is time assessment, which is aimed at understanding of present, past and also future. Planning behaviors such as tasks scheduling, setting objectives planning of tasks in calendar, setting priorities, or grouping of tasks are aimed at the effective use of time (Robert, 2013).

Previous studies have found that efficient and productive use of time can be achieved by setting long term objectives and short term objectives, maintaining time records, prioritization of tasks, setting task lists and plan an individual workspace (Claessens, Van Eerde, Rutte, & Roe, 2007).

These time management strategies and behaviors normally share some basic common features which can be divided into several groups. There are three aspects proposed for time management which are short term planning, long term planning, and temporal situations. Short-term planning can be realized as the potentials to define and organize short-term tasks that might be within a single day or a single week. Conversely, long-term planning is recognized as the ability for managing the tasks for a

long period of time such as a year or quarter a year (eg in a quarter or a year) by setting objectives, tracking task dates, and reducing procrastination (Tesser, 1991).

2.2.1. The Concepts of Time Management

The concept of effective utilization of time means that time management is applied successfully. Islam has known time with complete interest in various aspects, and the Qur'an shows thanks and gratitude from the great God for the believer. Also, time is the measure of management, money is the scope of services and goods. In this regard, Hassan al-Basri said at the time: O son of Adam, your days when the day goes, some of you go, and if some go, everyone is about to go says companion of Islam take off the rest, narrated by Abdullah bin said Masood that Messenger of Allah (peace be upon him) "The man asks about four things on the Day of Judgment: with regard to his life, how he spent, with regard to his youth, how he grew in his wealth, how he gained it, how he spent it; and what he did knowing it was (Wahra, 2004).

Time is the most useful asset available to human. Unfortunately, there is a widespread lack in understanding the concept of time management in a lot of societies, particularly in developing countries, such as Africa. The concept and application of time management to improve organizational efficiency. As Stephen Covey pointed out in his famous reference the first four generations of time management methods used since the second World War: the first generation use the traditional approach to remind clocks and alerts. Second Generation: used to plan and prepare schedules and tasks events, such as setting of time based objectives. Third Generation: Prioritize several tasks, events and control. The fourth generation: the time management strategy is a modern approach, which has been designed, in giving priority to multiple tasks (Covey, S,1994).

Odumeru believes that prioritization is performed based on waiting and not on urgence. Such approach focuses on the effective utilization of several time management techniques (Odumeru, 2013). Dizik also note that availabe skills techniques and strategies used for time management when implementing particular jobs , projects and goals that include a high range of activities such as organizing distribution, goal setting and time scheduling (Dizik 2013).

2.2.2. The Importance and the Prioritize of Time Management

Kolko set some rules in setting priorities where he said that good time management means identifying what is more important. İmpossible sitiuation shouldn't be created. Deal with time as it is a friend and not an enemy. Time should be used to create the success not the failure. Dtermine the most urgent categories and make the required action for the market that has set by focusing your attention only on tasks that deserve immediate attention. Others may be delayed while others may draw urgent attention (Kolko, 1990).

Louis, sees the term time management is inappropriate. However, time could be managed also events could be managed at that time. Longer periods of time may be required to accomplish some events but each day comprises just 24 hours. The way by which this time is used relies on the experience gained through planning, self-analysis, evaluation and self-control. Time is more important than money, time is limited value that should be always protected, utilized in a wise manner. People who adopt efficient time management strategies are found to be active and energic, reduced stress, able to perform required tasks obtain more things, and communicate with others in a more positive way (Rupured, 2005).

Time management is important to our own life and career success. Time management effectively means getting the most out of it. Time means progress in completing things, as well as how this progress from events is measured using hours, days, years and time is invaluable. In fact, time is more valuable than money (Negashe, 2011). Time is necessary for all communities even if the language of that community has its own specification. Time management is a prerequisite for any ideas about a social organization and its stabilityor changes within it (Subrt & Cassling, 2001).

Carr believes time is a highly significant element in the management process and it is crucial to the success of managers. Carr research, on the other hand, is based on knowledge of a wide range of fields. Work together with motivating employees, and managing change. The team leader also stands out as a critical factor in the literature review (P. Carr, 1995).

Roger also pointed out that channeling the use of diverse resources towards unique and complex accomplishments is a complex issue on costs, time and quality constraint. Each task normally require a certain combination of techniques and

organization of the work conditions and the life cycles from the stsrt till completion of a task (Atkinson, 1999). Good time management skills, faculty should be able to control their time and life, with low stress levels and increased energy. That is, they are making progress. They should be able to maintain a comprimize between work and personal life. They must have sufficient flexibility to respond to new surprises or opportunities (Conrado I. Dotong 2015).

2.2.3. Time Management Skills

Strong competitions in the global market have concerned with the usage of time as a competitive source, equalize strategic weapons between money, quality and productivity, as well as invest as they become more cost-effective and cost-effective. Reims reported that time is unique for all people, what makes difference is the control over its usage.

Effective utilization of time can be ensured by adopting time management strategies. In a study by William on how to calculate the time confirmed by the researchers, researchers realized that there are many factors affect studying of time causing the researchers to build other models for acounting of time in education, describing a consistent model of a calendar-based accounts. This allocate specific time to different areas of students lifes for which the total time during that period is equal to the total time spent by each student. By using a zero-sum calculations, the available time for study is calculated by subtracting the time allocated to other activities, such as work and sleep, from total time. The available time is normally greater than the needed study period, if this is not the case then the student should decrease the study time, minimize other areas time, or reduce academic expectation (Mc Neill, 2010).

The importance of time management Most of the time within the time limit of about eight working hours per employee must be able to achieve the set goals. According to the time is a very important thing for people all over the world. We meditate ourselves closely and then realize that the time has come for us and not for us who control time". This is especially true for professionals, including, who usually have limited time during which specific tasks must be performed. One of the key features of time is that it is a non-renewable resource; once you spend time, it cannot be restored, summarize the following as reasons why time management is so important:

- Time is one of the rare valuable resource for future use that impossible to save or preserve It is not possible to restore wasted time,
- Time management helps finding sufficient time needed to complete a task (Ifijeh, 2012). The goal of proper time management is to balance the desired lifestyle Emma Donaldson-Wilder, stated "you need to know what you wish to be, set the priorities in your life, what are the goals in your career or personal life".

Once big goals are dtermined first, then short term and medium term goals can be dtermined, identifying the goals will facilitate better planning and focus on things that will help in achieving those goals, for example, Emma stated "Lunch, many people work during the lunch break but Emma stated that it can be the other way around". As a rule, getting a break for about 30 minutes will result in an improved efficiency in the afternoon. (Donaldson-Wilder, 2016).

2.2.3.1. Time Management Recording

It is possible to compare what has already been done with the work objectives. Describes both time management steps step by step, and explains how to use time schedules and time management records to record time spent (Macan et al., 1990). The individuals become better organized as a result of proper time management. Maintening things in place reduces the time it takes for unnecessary searches for important documents, folders, files, stationery items, etc.

In order to achieve better time management, employees should keep workstation, study area, cabins and meeting places tidy and well organized. By applying time management techniques, people learn how to manage their tasks (Odumeru, 2013). Sue, stated that the term time management is inappropriate. However, time cauld be managed and also events could be managed at that time. Longer periods of time may be required to accomplish some events but each day comprises just 24 hours. The way by which this time is used relies on the experience gained through planning, self-analysis, evaluation and self-control. Time is the as money, time is a limited valuable resourse and has to be protected, used in a wise way.

The people who apply proper time management strategies are to be active and more energic and reduced stress. The amount of time to be spent at work should be known and also should know how to correctly use it, then low value activities can be

can be reduced. In other words, more valuable work can be done and some time is kept. Keeping an activity log is one of the best ways to track wether the most important tasks have been done at the right time. For example, if someone is more active and more creative at morning, it's possible during this period to do the most important work. Then in the afternoon you could concentrate on less energy activities, such as answering to emails or calling back. Also, Activity logs are very useful in identifying nonessential activities which may affect achieving the main goals. For example, you may spend more time than you think when you browse the Internet or have coffee every evening. When you see the amount of time you spend on such activities (Rupured, 2005).

2.2.3.2. Time Management Planning

The area of education planning has continuously developed in response to changable society requirements over the time. Working without effective planning is the main reason of every failure. The most important process is the development of time management through the effective use of available time. Andrea Frank stated that planning is the most important administrative measure (Frank, 2007).

Arora emphasizes the POSEC method of dividing goals into smaller tasks that work well for many, but not all, people. The POSEC method tells you to prioritize these smaller tasks so that reaching your final goals is a simple one-step achievement for these simple tasks at once. The POSEC method or time school also provides rules to help people organize their goals by level of importance and priority. Implementing this method correctly leads to an upward movement around the "hierarchical needs" developed by Maslow. Emphasizes the POSEC method of dividing goals into smaller tasks that work well for many, but not all, people. The POSEC method tells you to prioritize these smaller tasks so that reaching your final goals is a simple one-step achievement for these simple tasks at once. The POSEC method also provides rules to help people organize their goals by level of importance and priority. Implementing this method correctly leads to an upward movement around the "hierarchical needs" developed by Maslow (Arora, 2013).

People who focus on professional self-management gather information, plan to solve professional problems, and make a decision in their careers, says Mohamed Sharif and others, who are self-directed or self-managed and actively involved in

lifelong self-learning. Self-directed or self-managed job position is important for their career success. Professional management strategies are essential to manage successful careers for individuals First, professional self-management training programs should be designed to help employees play a more active role in their careers. Become leaders of individual professional management (Majid., 2014).

Planning is one of the best ways to use time effectively. Planning does not mean a strict schedule. Instead, it means making smart decisions about when to accomplish your task easier and more effectively. Time management means that work is smarter and not necessarily more difficult. Good planning can help reducing confusions, frustrations and competitions among schools where agents design the programs, policies and implementation plans that are appropriate for entire students and whole schools, as well as building-level plans when introducing new concepts for teachers and school administrators. These strategies are supposed to be applied promptly when intense interest and motivation are high. The most effective way for using time and to control procrastination is to identify the time when you plan to perform particular study activities. If it is required to decrease the pressure, procrastination and guilt, it worth considering a flexible time plan. Such plan enables accomplishment of activities in the easiest and more effective manner. Time management does not mean selecting the most difficult way of doing a task but it has to be done in a smart way and the key to achieve this is the proper time plan (Chris S Walther-Thomas 1996).

Mary Evans Schmid also emphasizes clear goals to limit television viewing, the use of screen media, electronic surveillance devices, emergency feedback systems or clinic-based counseling, and has high levels of involvement of overweight parents or / or co-workers; Obese (Marie Evans Schmidt1, 2012). On the other hand, as Goethe said, "the most important things should not be at the mercy of the least important." Revise the plans on regular basis, especially when faced with disappointment or any other defeats. Be always ready to revise the plan in the case of new information is received. Keep in mind all plans have large and small errors. Constantly seeking out. Reviewing of the plans on daily basis will bring to mind new clues and views which may lead to faster completion of tasks than the initial idea (Tracy, 2014).

2.2.3.3. Training on The Time Management

Buck also believes that he may get in ten minutes of reading what he needs for one hour (Buck, 2015). Walker also believes that one minute in planning can save 20 minutes of work, start each day by providing a list of the most important things to do and most importantly, then do one thing at a time and not work several times at a time, this will help Prevent escape and will help you stick to your priorities (Walker, 2008).

Tracy point out that almost all human activities, private and professional, go hand in hand with continuous planning, organization, control and implementation, in cntrast to popular thought, management can be realized as a skill which gained naturally. Effective management implies big efforts and practices and understand Brian Tracy's basic management concepts as he refers to the so-called "control law." The psychology of time management relies on a basic rule called control law. The law stated that self satisfaction depends on the level of feeling of control over your own life. It also states that you will feel negatively about yourself when you feel unable to control your personal life or job. Psychologists point out the differences between internal control and external control situation, Internal control is the feeling of having complete cotrol over your life whereas external control occurs when you loose control due to external circumstances (Tracy, 2014).

2.2.4. Theory of Goal Setting

Edwin Locke and Gary Latham (1990) are both considered in the theory of goal setting and research. According to this theory, there appear to be two cognitive behavioral determinants which are values of intention and intentions. A goal can simply be defined as what an individual attempts to achieve. That is, individual values create an intention to carry out things that is compatible with him. For Locke and Latham, difficult goals make use of energy, results in more efforts, and motivates develepement of strategies which enable them to meet their desired targets.

Achieving the goal can result in satisfaction, greater motivation, frustration and reduced motivation if the goal is not achieved. Brainstorming, has been introduced by Alex Osborn (1957) since more than fifty years, is a technique for finding creative and alternative solution to the problem. Brainstorming's unique feature is the isolation of concepts from analysis. RAND researchers also developed Delphi technology in the 1960s. Unlike brainstorming and nominal group technology, the Delphi approach

relies entirely on the nominal group; that is, participants are not engaged in face-to-face discussions. Instead, their contributions are requested by mail in their various home bases, allowing large numbers of experts, clients, executives or constituencies to be explored (Lunenburg, 2011). Jerry L. Next he does not stop any sharp differences in power. Group dynamics become an important factor in decision quality. Provides greater opportunities for innovation. Employees give their best ideas, the president takes decisions, the staff suggests choices, and the majority chooses the best option. Smart discussions about decision-making can only be achieved in a specific forum. The issues are the same to the forum. Techniques that help in taking better decision in a prticular place can be inappropriate if it is applied elsewhere (Talley, 2011).

2.2.4.1. What is Goal-Setting Theory

The goal is to reduce distractions so that more tasks and demands are completed. Goal-setting theories refer to the impacts of goal-setting on relevant performance. Edwin Locke reported that people who set clear and difficult goals often performe much better than others who set simple goals. Locke suggested five fundamental principles for setting goals: challenges, clarity, commitments, reflexes and tasks complexity:

Clarity: Clear goals are achievable more than badly defined goals. This neans that the goals and their completion schedule have to be clearly specified.

Challenge: The goals should have a reasonable level of complexity to stimulate the tracking of the goal.

Commitment: Deliberate efforts to achieve this goal. Share the goal with somebody else to improve motivation to achieve that goal.

Feedback: Determine a method for redeiving informations about progression towards the goals.

There are deadlines for achieving and improving the efficiency of goals, deadlines for completion must be set so in order to achieve effective goals. Timelines act as a mechanism to monitor time and improve the catalytic effect of targets. In case of complicated tasks, Awareness of the short peroid left to the deadline will make the employees applying more efforts to meet the desired deadline. If the goals are greatly

complex, then make sure that sufficient time is available to overcome the learning curves and get contributed in getting the job done (Lunenburg, 2011).

2.2.5. Wasted Time Management

Hudson define a waste of time as follows: all things that prevents effective achievement of goals. The concept of wasting time is a variable expression that varies with time, place, position and person (Hudson, 2016). Time management for a process has formed a series of steps that involve analyzing our time habits, clarifying goals, prioritizing, planning the appropriate results, keeping records properly, taking positive action and working against time wasters and avoiding procrastination.

Time management is an essential issue for job performance. So, time management focuses on problem solving. Time management is associated with some problems such as: inability to cope with distractions, deadline constraint, procrastination time, reduced self-discipline, inclarity of personal goals, inability to say "no", large social relationships, messy office. Effective time management requires several elements as follows: listing and prioritizing of goals. In our lives, if we are not aware of what we intend to achieve then in a later time we may get disappointment. So, preperation of a list, detrmining the committments, and proper involvement of these elements in the time management system. It is always desirable to complete the top priority tasks within the day for which they have planned for. Therefore, it is important to make the top priority tasks first, by first. Time management doesn't mean identifying of goals only, It is very important to have proper planning to achieve these goals. "If you don't know where to go, no road can take you there"(Ngowo, 2011). According to the Oxford Dictionaries, procrastination is defined as the action of delaying or postponing something. Some people have the tendency to postpone their work. They have the required skills and talent to carry out the task, but they are either too lazy to do it or due to multi-tasking, some activities are held to be done 'tomorrow'. This eventually piles up pending he/she has to start off immediately. Managing procrastination is among the most important keys to time management and career success (Larbi, 2015p17).

2.2.6. Methods of Measuring Time Management

We need time management training, and sometimes they just need to raise awareness and understand the relationship over time. " One of the most important tools for measuring time is clocks, but clocks are just one of many possible tools for measuring time. Time provides a measure of change by placing dates in moments, determining the duration of events, and identifying events that occur before other events. To do this, some methods are needed to measure time (Eyiuche Ifeoma Olibie1 & Uzoechina, 2015).

McNeill stated that time should be assigned to physical needs like sleeping, eating, and personal care. The time required to satisfy financial needs must match with household needs including cleaning, cooking, and children There are two main ways to use the daily time measurement, depending on the desired accuracy or the covered interval. A clock is a physical mechanism that calculates the passage of fixed time and is mainly used to adjust the time more accurately and less than one day. Calendar is a mathematical abstraction used to calculate longer time periods (longer than one day). Both methods are typically used together to determine when a particular event occurred (McNeill, 2010).

2.2.7. The Effect of Time Management on Organization Commitment

Organizational commitment is refered to the intensity of an employee's involvement and contribution which is featured by a faith of accepting the organization's values and goals, a desire to keep membership in the organization and readiness to do every effort on behalf of it. Thus, the focus is needed to be on the entire organization (not on particular jobs). In addition, there should be an emphasis on congruence between organizational goals and the employees in connection with the attitude of loyalty and attachment to the organization represented by organizational commitment is distinct conceptually in its time frame and focus from the job specific attitudes of both job involvement and satisfaction (Mowday, 1981). In later career stages, their employees are oriented more than their new employees to get used to the organization and are less willing to leave or relocate to receive a promotion. For them, the levels of organizational commitment are more stable due to the behavioral and structural bonds with the organization. Thus, a stronger need for stability is needed to avoid any decrease in commitment to organizational departure. Considering leaving

the organization is encountered with many factors such as the difficulties in finding other opportunities somewhere else and the time cosumption of looking for a new job (Aaron,1993).

According to John Meyer continuance commitment is negatively associated with perceived transferability of education and skills. This means that the employees who think that their education and skills may not easily transfer to another organization have higher continuance commitment. The energy and time assigned into acquiring organization-specific skills and knowledge could ba a form of investment which is widespread fairly. Providing the difficulties that are connected with direct investment measures, it has been presumed that tenure and age could be good proxy measures to accumulate investments (Meyer, J, 2002). Concering the effect of time management on organizational commitment, Katz maintained that high turnover needs organizations to spend a lot of time on induction so that the employees will be more familiar with the social, culture and performance norms of their new organization. This needs a huge degree of control in order to assure that the organization's services and products are delivered to the clients (Katz and Kahn, 1978).

In connection with the education variable, Allen and Mayer have indicated that highly educated have higher expectations which the organization may not be capable to meet, thus their affective commitment will be reduced. Moreover, when such individual are highly qualified, it could be quite hard for the organization to provide adequate rewards (as the individual might think of). It has been indicated that education has connection with continuance commitment (Cohen, A.1993).

However, Zimbardo and Boyd provided a multi-study program on time perspectives. The authors described the way where people conceptualize and perceive time as a cognitive aspect with detailed characterstics of present, past, and future time perspectives. Such work has suggested that people with a past time perspective have warm, strong, and sentimental feelings about the past. On the contrary, individuals with a present time perspective hold risk-taking, impulsive and hedonistic attitudes toward life and time. Individuals who hold a future time perspective focus on striving and achievement for future rewards and goals (Zimbardo & Boyd, 1999). According to Chang et al. organizational commitment is a structural feature of a transaction between the organization and the individual and its non-transferable investment results will

improve over time. increase as time goes on. In this case, individuals are hesitating to quit the organization due to the position, status, salary and the relationship with other colleagues (Ho, Chang,2009).

Through the foregoing, the researcher believes that time has a positive effect on the organizational commitment of individuals who have a strong commitment to their organization by adopting its goals and working for the progress of the organization and preserving their seniority and advantages that they obtain, unlike workers who complain of their work with an organization they see that they do not provide them with the required level With regard to their services, these will increase their idea of abandoning this organization and joining another organization that they think will provide them with more good incentives. According to studies, the survival of workers over time is linked to the older workers in the organization, while a lack of commitment to Organization over time for new employees.

2.3. Stres Management

2.3.1. Stress Management Definition

Experts define the term "stress" as a strong situation in which an individual is treated with specific opportunities, demands, or resources associated with an individual's desires for which the outcome is both unclear and necessary (Farhan, 2015). It is recognized that stress is an inavoidable factor in our lives and that the stress is common practice to every person (A. A. Sheerawi, 2005). Stress can generate enthusiasm and energy but prolonged stress can create nervous tension. If stress and nervousness persist, "fatigue" can occur as shown in the balance to be achieved between hard and not overloaded employees.

Stress is realized as the feeling of an individuals when working under unusual pressures. It is already part of the contemporary and is usually associated with a negative effect. Thus, prolonged stress affects the mental and physical health of individuals, reducing productivity. Stress in some situations can also be positive when a moderate level of it leads to better performance. Many articles in literature presented the negative effects of stress (Ruegg, 2017). Tension is understood to be: complaints, physical, psychological or social disorders arising from employees' feeling that they are unable to overcome the obstractions associated with their requirement or expectation. Stress is never a disease, however, but if stress lasts over long periods of

time may affect the quality of the work and cause health problems. The Euro Journal Report on Work-Related Stress examines the details of stress issue. It is worth highlighting that stress may occure in varies circumstances but it become much stronger if proper control on work demands is lost. Poor performance leads to undesirable consequences and can cause negative feelings of anger, anxiety and irrition.

Stress may become more intensive in case of lack of support from supervisors. Therefore, social isolation and shortage of support at work can result in an increased risk of prolonged stresses. In contrast, work duties with proper personal control, diversity of skills, and supportive work environment contribute to worker welfare and general health (Living & Conditions, 2010). Stress depends on how the individual considers a particular threat. There are suggesting that stress was part of a complex interaction between man and his environment, and the three main characteristics of stress are:

- It is negative in quality, at least in the organizational sense. In time, it can undoubtedly positive,
- It is personal to the individual. What a person sees as the pressure in a career can be seen by someone else as positive,
- It's the result of insufficient adjustment (Grainger, 1997). The work pressures and other psychosocial factors worldwide are realized as the main challenge to employees health. It has been proven that work stresses negatively affect employees mental and general health and the effectiveness of the whole organization(Karanja). A stress reactions occur only when an individual realizes the circumstances or event as stress,
- Many events can be considered as stress where it can be physiological or psychological in its nature. The perceived stress can be realized as the level of consideration of the situation in an individual's stress life. Individuals are aware of events in different ways. leading to diversity in stress responses for specific event from different persons. Studies indicate that environmental conditions, reaction to an event, the emotional response to demands are the main elements of stress (Cohen, Kamarck, & Mermelstein, 1983).

2.3.2. Types of Work Pressure Management

Work pressures consist of positive pressures that push the workers to seriousness and perseverance, and negative pressures that lead to health and psychological problems among workers, which are the subject of many studies. The pressures can be classified into the following.

2.3.2.1. Positive Work Pressures

The workplace can be classified as positive when employees are characterized with full committment and work closely with their colleagues with strong belief that good work relationships plays a positive role, and when the contribution of each individual towards the work environment is well recognized. In addition, this positive feature of a workplace implies that the employees enjoy their job and feel pride in their contributions, nd the individuals who like their job and cooperates in a good manner with their colleagues will greatly help creating a positive workplace. The enthusiasm of employees can be largely improved when they have a strong belief that good working relationships results in a positive impact on their workplace (Mannion, 2015). Lomas asserts that stress can be positive, and stress can help you perform better or faster - at least for a while. Few people reached the peak of their career or ambition. They claim they were on a stress-free journey. But those who are not aiming too high, stress (if it is relatively short) can help them perform better or faster - at least for a while. However, stress is not good for an individual (Lomas, 2000).

Positive stresses have an employee's capability to cope and help complete a quick action, have a positive psychological effect and do not harm an individual's health. It is necessary to distinguish between work stress and "stress" or "challenge" concepts that are necessary or inevitable components of a modern work environment. A certain amount of stress can challenge, motivate, and enhance learning, productivity, and performance improvement. If work pressure is high without suitable recovery means, it will propably results in stress and its associated reaction. Such stress reactions can be psychological or physical and its level depends on the individual's interpersonality (Connolly, 2013).

The things that surround us have a huge impact on what we do and in what way. Such as setting up the right office for work, maintaining a comfortable

atmosphere with everything necessary to get the job done. It is also recommended to change furniture and decor at least once in 5 years or more (Rowe, 1995).

2.3.2.2. Negative Work Pressures

Dynamic equilibrium theory of tension recognizes as a case of imbalance in the system of factors that binds employees to their environments leading to a variation in natural levels and also such stress isn't presented as a single variable and the components including personality and coping process must also consider both negative and positive work practices (Williams, S. 1998). All employers, including higher education institutions, face increasing levels of tension, such as absenteeism. Depression and anxiety. Studies indicate that one million of days had been lost due to work-related illnesses in 2006-2007, where stress, depression or anxiety represented 46 attendees of all reported diseases. The annual cost of mental health bosses during this period was about 8.8 billion pounds.

Evangelia, adds conflict or interference between work duties and family roles. Hence conflict between family members is a kind of inter-role discrepancy where role pressures caused by work and family fields are found to be mutually opposed in several respects. In other words, participation in the role of the working family has become rother complicated issue (Evangelia Demerouti & Bulters, 2004). Stress is a natural part of life and can be acceptable when it's within a reasonable level. It can be a source of motivation and improves productivity. Neverthless, excessive stresses or strong reactions can be harmful. Rabie Uteir, adds that the negative effects of functional pressures are divided into many types:

- The effects of stress in work-related stress in the workplace have many effects, such as low quality and productivity levels, accident-prone focus, uncomfortable work atmosphere, low morale, job dissatisfaction, poor employee relations and unacceptable Behavior, high turnover, lag And long-term diseases.
- Psychological influences, functional stress affects the mental state of the employee, often leading to depression, anxiety and occupational accidents.

Behavioral effects; Increased work pressure often leads to bad habits such as smoking, weight loss, sleep disturbance, hostility and a clear lack of respect for institutional guidelines and regulations. The researcher concludes that the positive

effects of stress at work are rare compared to the negative effects, which cause low productivity, poor relations between employees, as well as poor social communication with family and friends and unhealthy relationships in social contexts (Oteer, 2015a). Increased workload and feelings of time pressure affect emotional well-being. In a previous comparative investigation of university academics in the United States, Australia and Canada, four demographic variables were associated with academic stress (gender, age, academic level, and employment status). Tessa et al, from the climate of psychosocial safety was confirmed because the PSC theory is a prominent risk factor and an indicator of varies psychosocial risks, which is referred to as the "cause of causes" of stresses due to work, but while many theories proved design as the initial source for work stresses, PSC is suggested as a precedent for designing psychosocial functions, such as how difficult and fast an individual works and the control level over decision-making (Bailey, Dollard, & Richards, 2015).

Stress can also arise due to changes in personal life. There are some domestic problems affects stress such as financial problems, loss of loved persons and divorce. Such causes are recognized as private causes of stresses. Moreover, there are also pressures arising from regulatory factors representing factors facing employees in the workplace. The uncertainty in the role; it is not clear what is supposed to be done and what is the expectation from others about that role when there is a plenty of work to be completed in a little time. There are some other working conditions can affect the organizational stress such as noise, inconvenient room temperature and conjusted workplace. While the matters affects the level of control over pressure such as gaps and amiguity are the main causes of tension in the work (Tekeste, 2013).

2.3.3. Symptoms of Stress in the Management

Some symptoms of stress indicate that people tend to increase alcohol consumption and smoking. It can also be noted that people can hardly sleep at night. Increasingly, stress issues have changed into major phenomena for both employers and employees (Tekeste, 2013). In addition, larger muscle effects and smaller involuntary effects of temperature biofeedback result in greater effects on specific muscle groups of progressive relaxation, and biofeedback biofeedback has greater temperature disturbances with a predominantly processed muscle component. More effective in muscle-oriented ways, while disorders lead to spontaneous imbalance (Carr, 1994).

Over the years, stress has been realized in many manners. Initially, it has been designed as a compression of the environment but today it is realized as the interactions between the situations and the person. The physical and psychological condition is produced whenever the individual's resources needed are unadequate to meet the requirements and imposed pressures of that situations. Therefore, some times stress can affect some individuals more than the others. Stress can undermine the achievement of goals. Indications of stress can be clearly noticed in individual's behavior, particularly in variations in behavior. For example, difficulty concentrating and problem-solving or symptoms of physical palpitations, nausea and headaches (Michie, 2002). McGregor et al. Published a model of the four common types of stress:

- Excessive work or time constraints which leads to improper physical working condition,
- The major role of the organization, which includes the role of ambiguities and conflicts,
- Career developments, including work insecurity.

Poor relationships or bullying among colleagues or their boss within the workplace are not desirable practice (Tekeste, 2013). Continuous exposure to interpersonal violence and bullying by colleagues' leaders or subordinates is a common issue in contemporary working life, with devastating effects on goals and organizations (Zapf & Gross, 2001). Najmuddin identified accidental stress as a pattern of extreme stress followed by breaks of psychological comfort. Chronic stress is defined as stress resulting from constant stress resistance without relief. The results of sufferance from persisten stress can be classified into three main categories which are physiological effects, psychological effects and behavioral effects.

Common signs of physiological stresses may include headaches, unstable blood pressure, high heart beating while neuropsychiatric symptoms, sadness and poor calm, these feelings often lead to absence, loss of concentration and lack of solutions. If employees become unable to find out proper solutions for work pressure, then they may be eventually become unhappy and crazy, some times refusing to believe they are trapped in a fantasy life. The main behavioral effects of people suffered from chronic stress may include increased alcohol consumptions, unrespectable behaviors and discomfort (Tekeste, 2013). As well as symptoms of stress in management:

Frustration: It is recognized as the negative reaction to the obstruction of the planned goal and leads to a defensive sort of Behavior. Frustration is characterized with several reactions which are classified under four categories: fixation, aggression, ebb and withdrawal. These kinds of reactions don't have any mutual exclusive relationships because the behaviors caused by frustration during work can be a combination of regression, aggressions, and fixation.

Aggression: It is recognized as a physical or verbal attack on somebody else. It often targets the individual or the object which is considered as the main source of frustrations and the actual obstructer. Common examples of such aggression include hitting the supervisor and destroying materials or documents.

Regression: Is a return to a childlike or extreme primitive model of Behaviors. Realistic examples of such regression include tantrums, bleaching, crying, or kicking in a piece of material or broken equipment.

Installation: It is a constant model of worthless adaptive behavior; therefore, actions are frequently followed up to any positive outcome. Inability to cope with new ideas and changes.

Withdrawal: is apathy, surrender or resignation. Access to late work and early departure, illness and absence, refusal to accept responsibility, avoid making decisions, transferring work to colleagues or leaving the job without retreat (Osabiya, 2015).

2.3.4. Sources Pressures in Management

Stress is necessary and inevitable in everyday life, it is necessary to be aimless, indifferent and inevitable because it is related to varies external events, whether they are fun or bad, and an individual's responses to stress depends on the nature of the event whether it is a challenge or a threat. The main sources of tension are:

2.3.4.1. Work-Family Conflict

Literature reported that there are three main kinds of conflicts between work obligation and family duties: (a) coflicts based on time (b) coflicts based on tension and (c) coflicts based on behavior. Jeffrey stated that the level of conflicts between work obligation and family duties was directly affected by the number of hours a husband worked in a week. Family roles that affect women who work a number of hours may be strained outside the home. Married women who worked part-time were

found to experience domestic conflicts more than full-time women (Greenhaus & Beutell, 1985). There is an increased likelihood of someone suffering from family conflict at work.

The conflict may gets higher as an employee contribution increased and advanced in the job ladder. Job participation can be increased as the involvement of an employee increased and advances in the career ladder. High participation in the job often results in an increased at all stages of parenting, and it is at peak in early parenting.

Domestic conflict is also related to the level of tension. The typical work-life comprimizes between the special requirements within the family, such as hobbies, and profession interests including training and additional education or other beneficial community activities which may include volantary or paid work at particular interval of an employee's life or throughout his or her life (Colette Darcy, 2007).

2.3.4.2. Academic Stress

Stress is what accompanies everyday life, which is necessary and inevitable, because without some pressure, we will be careless creatures, and cannot be avoided because they relate to any external event, whether it is fun or a concern. The response of a person to stress will depend on his assessment to the event which can be assessed as a sort of challenge or threat. Difficult incentives may result in positive outputs such as motivations and developed performances whereas their threat can lead to anxiety, depression, social disorder and possibly suicidal intent (Nandamuri & Gowthami, 2011). Stress is defined as the negative reaction of a person when facing extreme pressures or other kinds of requirements imposed on him. Stress normally takes place when an employee faces situations which he considers major and hard to be dealth with. Researchers have long been looking for academic pressure among students, and researchers identified stressors as a lot of tasks, competitions among students, failure, shortage in living costs, poor relationship with colleagues and staff, domestic problems. There are some pressures related to the educational institute such as conjusted lecutures halls, system of study, and insufficient facilities for academic study. When these events occur, the person will be less organized and unable to cope with such situation leading to stress-related health problems. Stress caused by tough exam with short allocated time can make the whole academic environment extremely

stressfull. This situation probably affects the social relations within and outside the university due to conflict with the social aspect. This is not the only influence on social relations within or outside the university, but this affects the committment of an individual to achieve his goals (Ongori, 2009).

2.3.5. The Role of Stress

The role of stress is the effort a person experiences because of his (job) role in a social system (Karve & Nair, 2010). Also, the role is a set of tasks assigned to the individual through work, and the burden of the role has two forms: the first is the quantitative momentum and reflects the increasing tasks assigned to each person or insufficient time available to perform tasks. The second specific overload occurs when an individual feel that he/she is unable to perform assigned duties or when performance requirements are quite high or difficult to achieve (Qureshi, 2015). Stress is referred to as an individual's response to stress caused by a particular work conditions. Psychologists, sociologists and scientific experts looked at stress from different perspectives. Stress has also been identified as conditions in response to adiverse effects, which are developed as a result of long and growing pressures that are difficult to control by an individual's coping approaches. Stress is defined as something in an environment that acts as a promoter that can be physical, psychological, or behavioral in nature. Stress occurs when there is a marked increase in environmental requirements, over the individual's perceived ability to meet them (Jepson & Forrest, 2006).

Through diverse designs of varying expectations, resources, values and values related to roles. Especially for healthcare professionals, it has three dimensions: conflict of roles, ambiguity of roles and increased workload. The results justify morale, a sense of well-being, social performance and physical health. The role of stress is a state of emotional excitement when an individual matches stress events associated with the role caused by social requirements. Thus, combined social demands may be crucial in shaping human thoughts, feelings, actions, and adapting to larger work demands. Employees sometimes have to move work home and use their time to deal with the workload (Hashemi et al., 2015). Hashemi and others added, role pressures, job stress is referred to as the reaction of the individual to stress resulting from a specific work environment has been psychologists, sociologists and scientific experts organize the

role pressures from different perspectives, and role pressures may occur through a variety of designs in contrast Expectations, resources, capacity and values related to the role.

Classified role stress, especially for healthcare professionals Three dimensions have been classified including role conflict, ambiguity of roles and overload. The results that justify morale, a sense of wellness, social performance and physical health are the effects of role stress. The role of stress is a state of emotional excitement when an individual experiences stressful events associated with the role stemming from social requirements. Combined, social demands may be crucial in structuring human thoughts, emotions, and actions such as job satisfaction, frustration or the intention to surrender. Demonstrating Overload Role In order to manage and adapt to work requirements, employees sometimes have to move work home and use their own time to overcome the workload as theoretically overloaded by role pressures, role conflicts and role ambiguity.

Prabu added, appreciate regular short breaks while one's working aid relaxes and converges longer. One must always (Prabu, 2015).). Hashemi added that many studies consider that overload over roles is a form of conflict between individuals. Like extended roles, which are often presented in a form of conflict between senders, in which an individual is expected to meet the demands of different role-senders, she revealed that the overload of the role is the level of pressure that the employee herself/herself finds due to numerous duties and responsibilities. Institutions are subject to continuous negative effects of overload of roles such as low performance, absenteeism, low enthusiasm, job satisfaction, low organizational loyalty, high intention to resign and ultimately lower overall profitability of the organization (Hashemi et al., 2015).

2.3.6. Ways to Manage Stress

Stress management sections of setting priorities, goals and problems. Then learn how to deal with problems and conditions. Stress management mechanisms and informal support networks operate such as family and friends, and counseling services (Grainger, 1997). Work pressures tend to minimize one's ability to control the work environment. Examples of stress relief are helping colleagues with difficulties or disappointments with colleagues (Bakker, Demerouti, & Verbeke, 2004). Research

suggests that adaptation has a moderate effect on stress and a person, and asserts himself to participate in transformative activities, including relaxations technique usage of tobacco watching of television, or music and sport (Sheerawi, A. A., 2005). Rachel added must be agree the things you can't change It's not easy, but accessible that there are some things happening to you that you probably can't do anything about will help you focus your time and life more profitably (Boyd, 2018). How to overcome the action paths, control the human body. The gradual impact of chronic stress on the physical and mental well-being of the Canadian Occupational Health and Safety Center is developing a gradual measure of physical and mental effects of high levels of constant stress.

Stage 1: Signs of early alert such as feelings of anxiety, boredoms, depression, carelessness and emotional fatigues.

Stage 2: Stress lasts for 6-18 months and symptoms include headache cold disturbed sleep muscle pains, increased emotional and physical fatigues social withdrawals, irritability and raised depression.

Stage 3: This stage is referred to as established accummulative stress. When tension lasts for long period in absence of proper treatment for the symptoms mentioned in stage 1 and 2, then the pressure will greatly affect the work performance, family life and personal well-being. Consumption of symptoms, smoking, and the use of non-emotional support. Effective support systems will help individuals to be a ware of the means that can minimize the negative impacts of work-related stress.

The gradual effect of stress on individuals mental health. The Canadian Center for Occupational Health and Safety has introduced a gradual measure of physical and mental effects of significant levels of constant stress. Prescribed medications, depressions, ulcer, lack of sex drive, domestic repulsion, crying attacks, panic disorders, raised social withdrawals and insomnia.

Stage 4: This stage is referred to as an acute/debilitated accummulative stress reaction.

This kind of symptoms are due to 5 to 10 years of sever heart disease, strong depression, uncontrolled angers, sadness, anger, thinking of self-murder, persistent fatigues, paranoia. Exposure to stres over long period can also lead to heart attacks,

high blood pressure, cancer, depression, stroke, irritated bowwel, angina, inflammations and ulcers (Levy, 2012).

Stress is flexible in the short term where one can save himself from the threat and avoid danger but in the current age of modernism; the growing demand causes constant Stress in people leading to negative health outcomes. Sealy, code-named "Adaptation Disease" (Mariam Sohail, 2015).

Karen Mendonca and MP Daniele Levy added ways to deal with the tension.

Step 1: The initial step to deal with stress is to recognize its source and to learn how to identify these source and the consequences of stress.

Step 2: Positive actions must be taken by an individual if any of the early signs has been recognized. These actions may include expressing the feeling to friends, family members, co-workers or mental health specialist.

Changing your normal routines. Over a long period of time in many cases doesn't help addressing the negative physical and emotional impacts of constant stress. If the pressure is constant and the symptoms sustain and deteriorate to the case of stage 4, then support from medical and psychological specialists is strongly advisable The causes of work-related stress cann't be overcomed immediately. Knowing individual ways to keep well mental health is crucial.

Proactive approach of the Canadian Association of Mental Health:

- Laughs,
- Take advantage of relaxation techniques,
- Be organized and control your workload,
- Prepare effective plan for the business day,
- Eat properly and get sufficient rest,
- Playing sports.

It seems to be trivial. However, in early stages of symptoms these points can play an important role in minimizing the negative effects of work-related stress. But during the early stages of work-related stress, these tips may go a long way in mitigating negative effects (Levy, 2012). Stress can also be reduced by some staff biases;

- Change your perception and beliefs about your profession and stress area,
- It is also good to always learn to control the emotional response to a stress zone and this can be easily seen through interactions with them.

It is also important to provide resources that can be minimized or completely removed stress factors in the workplace (Ajala, 2011). Stress can be a variety of reasons such as family problems, work problems, financial difficulties, poor health, it is important to identify the causes (some natural pressure), take steps to deal with the root of the problem.

The initial step to controlling stress is to be familiar with the issues that cause you feel stressed and how you feel when you are under sever stress. If you ignor this step, then you will have difficulty overcoming stress after that stress level scale from one to ten must be prepared. This can help you find out what is causing you stress and can help you deal with it.

2.3.7. The Effect of Stress on an Organization Commitment

The phenomenon of stress is widely spreaded in organizations and causes long term economical and practical consequences. In its simplest form; stress in any organization has a huge impact on both the organization and the individuals which might increase turnover rates. Organizations and individuals are affected by stressors at different time periods where immediate stress reaction can take place. Individuals are often affected at the behavior levels, affective levels, and physiological levels, and in their spare time and when they are with their families (Levi, L. 2016).

According to Martocchio, organizational stress is associated with high turnover rates, low organizational commitment, and increased absenteeism. Organizational commitment is connected to an individual's link or bond to the organization. It includes normative, attitudinal, and continuance aspects. It has been found that individuals who perceive stressful work situations would lower the organizational commitment. It is clear that work-related strains such as impaired health are related positively to the absence behavior (Martocchio, 2000).

Work stress has a vital role within the organization since it has a direct effect on the health of the employees and eventually influences work performance. In addition, work stress is seen as a massive concern for several organizations because it

affects the individuals and organizations per se. Regarding the former stress can be perceived negatively or positively and its impact could lead to illness. In terms of the later (the organization) work stress could lead to turnover and absenteeism.

According to some authors such as Bennet, work stress can impact organizational commitment (Bennett, P, 2001). In addition, Elangovan reported that individuals appear to be less satisfied with their jobs when they are under work stress (Elangovan, 2001). Akintayo suggested in study carried out on Work-Family Conflict (WFC) achieving accurate measurement of WFC, requires three forms: strain-based conflict, time-based conflict, and behavior-based conflict. Strain-based conflict suggests that strain experienced in an increase in the workload that can lead individuals to get less time for their families and vice versa.Time-based conflict can take place when the time is devoted to performing one role makes it hard to contribute to another one (Akintayo, 2010).

In contrast, Ho, Chang noticed that when role ambiguity in role stress is reduced then it is the best effect on enhancing staff' organizational commitment because the ultimate aim is to promote job satisfaction and discourge them from leaving their jobs. This is seen as a way to avoid any high turnover, which is regarded to be a huge waste of the organization's time and human resources (Ho, Chang, 2009).

Velnampy carried out a research to measure the effect of work stress and its relation with organizational commitment. The study showed that organizational commitment is correlated positively with the elements of occupational stress including career developments, jobs design, social stressors except physical environments, management practices, and organizational factors. Thus, it could be said, occupational stress is clearly associated with continuance commitment (Velnampy, T. & Aravinthan, 2013).

Through the foregoing, the researcher notes that the effect of work stress on organizational commitment is a mutual effect so that pressure affects commitment in terms of the strength of individuals'commitment to the goals of the organization and the continuation of their work and maintain the material and moral gains provided by organizations while it can affect commitment in the intensity and strength of pressure in the work, the stronger the commitment of individuals, the less the impact of pressure

on the personal level of individuals and less threatening to the entity and cohesion of organizations.

3. CHAPTER THREE: METHODOLOGY

Methodology is the roadmap for gathering necessary data and determining analyses for achieving the research objectives. The current section chapter discusses the background and the rationale of this research, outlines the research objectives and briefly presents the methodology deployed to accomplish this study. This chapter also includes the design and proposed approach for addressing the research problem, which is mentioned in the first chapter. In this context, research model, sample, data gathering process, measures with their validity and reliability and finally analyses utilized in the research are explained in this section.

3.1. Research Model

The main focus of the current study is to investigate how time management and work stresses affect organizational compliance in terms of its Affective Commetment, Continuance Commitment, Normative Commetment, To understand this relationship, a case study was conducted. Moreover, this investigation is based on the assumptions that the target value of a segment of the study community in the universities of the western mountain in Libya. A research model determines the structure of research, with the aim to find the evident answer of the research question. Researchers typically use three main research approachs, namely, the quantitative approachs, the qualitative approachs, and the mixed approachs. Quantitative approachs involves some statistical components designed for quantifying the limit to which the target group is familiar of, thinks and believes, or inclined towards a specific answer. The quantitative approach uses quantitative measurement and utilizes various statistical analyses. Quantitative study provides stronger forms of measurement, and it establishes better reliability, objectivity, and generalization capabilitis of the findings. Quantitative analysis of the correlatio between variables provides a static view of the social life or social processes (Cicourel,1982).

This research is descriptive, which examines the impact of time management and work pressure on the commitment level of faculty members of the university, and this research uses the questionnaire to assess the impact of time management and pressures on organizational commitment. As mentioned in the first section. Many different opportunities are available to collect the qualitative data including observations, interviews, personal experience, case studies, and visual texts. In other

words, qualitative research means research that has findings but those findings are not meant for any statistical procedures or other methods of quantification. In some researches such as social science researches, mixed approach is a combination of both qualitative and quantitative approachs. This The combination imroves the strengths of both the approaches and dispels the drawbacks of a single approach. Cnsequently, the mixed approach combines both qualitative and quantitative techniques of data collection process and analyses, concurrently, in order to enable better understanding of the research issues.

No absolute method for data collection is available, which can be always appropriate for similar researches. Selecting the appropriate methods for any study largely depends on research type, type of the needed data, and purposes of the study. Considering this study, quantitative method is expected to be very useful. Therefore, a questionnaire is prepared and questionnaire technique used for collecting the data of the research.

Then, statistical analyses were performed on the collected data from respondents for testing the hypotheses which were composed according to the main purpose and model of the research.
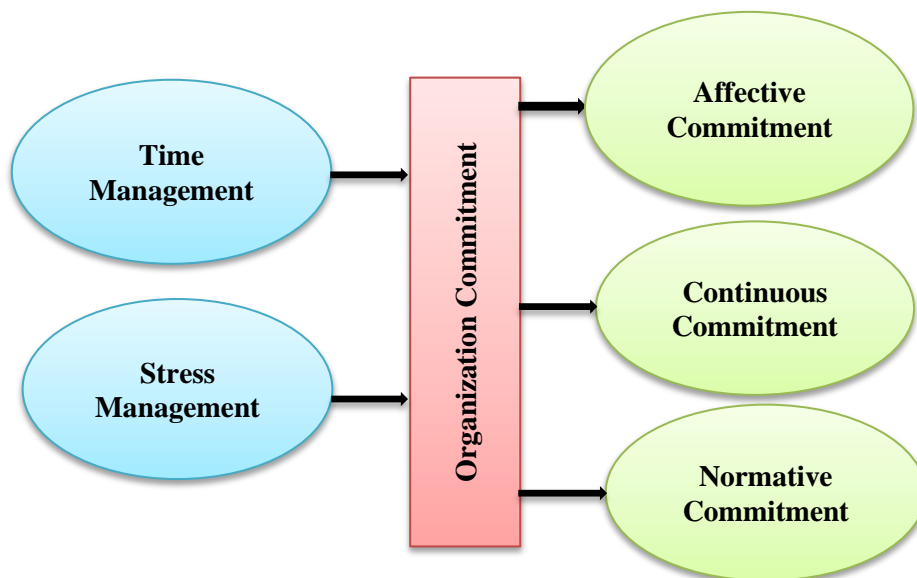

Figure 3.1. Research Model

Figure 3.1 presents the research omdel of this study which is established depending on the main objective of the study. Which emphasizes the impact of time management and stress management on the organization's commitment, sub-variables

under which emotional commitment, conteneuece commitment and normative commitment.

3.2. Population and Sample

In sample-based studies, it is a requirement that the sample depicts an accurate representations of the population. In this study, the population represents faculty members. The area of study in Zintan and Nalut universities in the Aljabal Algarby region of Libya, these universities consist of about seventeen colleges at a geographical distance of about one hundred and fifty thousand square kilometre, sample size is selected based on desired accuracy source: (gill et al., 2010), (Taherdoost, 2016). (Appendix 1), and (Morjan, 1970). (Appendix 2).

The population of the study, which are members of the faculty in each of the two universities about 459 distributed as follows suffer Zintan and Nalut universities of the western mountain in Libya of some difficulties in time management because of the large geographical area and distance between colleges in some cities and the shortage of faculty members, For faculty members and university staff.

A table showing Hamid Tairst method of sampling in the research methodology. How to choose the sampling method to search in terms of the number of samples suitable for each study community

Table 3.1. Study Area

N.	The Name	The Number	Percentage
1-	Faculty Members	459	100%

3.3. Data Collection Method

A simple random sample was used and the results were as follows: The study population was about 459 faculty members, and the study sample was 275, which is estimated at 59.91%.

The forms were distributed to 275 questioners. The returned questioners reached 247 questioners and are available for download in SPSS. There are 3 incomplete questioners, which are 1%, and there are 9% questioners missing (not returned) which are 25 models.

Table 3. 2. A Sample Showing the Number of the Study Population, the Sample of the Study and the Retrieved Questioners

N.	The Name	The number	Percentage
1	Study Society	459	100%
2	Study of Sample	275	59,91%
3	Recovered Models	247	53.8%

There are two independent variables: time management and work pressure, and its impact on the dependent variable. Organizational commitment, which in turn contains three axes: continuous commitment, affective commitment, and normative commitment.

This study deploys the questionnaire Technique (Appendix 2) to collect the required data because it is one of the most appropriate data collection tools in descriptive studies. The questionnaire contains 34 questions, divided into five axes.

The first part of the questionnaire aims to understand the demographic characteristics of the respondent. Information on gender, marital status, age and scientific specialization was requested in this part of the respondents. Thus, this section consists of four questions about demographic characteristics. The second part of the designed questionnaire aims to measure the time management function through the participants' opinions with five Liker data. (Never, Rarely, Occasionally, Frequently, Always) as well as in the second part of the questionnaire, stress management was measured from the responses of the respondents opinions with four Liker data (Strongly, Agree, Uncertain, Disagree ,Strongly Disagree).

In the third part of the questionnaire it is aimed to measure kinds of Organizational Commitment (Affective Commitment, Continuance Commitment, Normative Commitment) through the participants' opinions with five Liker scale (Strongly ,Agree, Agree, Uncertain, Disagree, Strongly Disagree).

The questionnaire distributed with English language (Appendix 3). The questionnaire was modified in some similar questions.

The University administration was notified of a letter issued by the Libyan Cultural Attaché in Ankara (Appendix 4). After that, we traveled to Libya and began distributing forms to various faculties of the university. The university administration dealt with its departments and faculties by allowing us to distribute the questionnaire to faculty members (Appendix 5).

3.4. Measures

Measures with Validity and Reliability of the data which represents as statistical measures were used. Also, questionnaire was utilized to investigate the aims of this study. The questionnaire consisted of three axes: Time Management and Work Stress and its impact on Organizational Commitment.

Time Management Scale consists of 6 items, the work pressure gauge consists of 7 items, and Organizational Commitment Scale of 13 items. The level of the SPSS scale was used to measure the validity scale and reliability. Pearson Correlation is used to test the relationships between Time Management, Stress Management, Affective Commitment and Continuance Commitment.

3.4.1. Time Management Scale

Table 3.3. Factor Analysis for Time Management Scale

Component Matrix (one component extracted)	
	Component 1
Do you prioritize and maintain priorities?	.773
Do you plan your day before you start it?	.726
Do you have a schedule of activities that you have to do in the working days?	.678
Do you regularly review your lectures?	.604
Do you make a list of the things you have to do each day?	.554
Are you doing useless things?	.411
Total Explained Variance (%)	40.434
Kaiser-Meyer-Olkin Measure of Sampling Adequacy	.725
Cronbach's Alpha	.689
Bartlett's Test of Sphericity: X^2 (15) =252.151, p <.001	
Extraction Method: Principal Component Analysis. Rotation Method: Oblimin with Kaiser Normalization.[a]	

A principal components factor analysis was implemented on the 6 items. The Kaiser-Meyer-Olkin measure verified the sampling adequacy for the analysis، KMO = .725. The Bartlett test of Sphericity verified the presence of correlations among the variables, It was significant: $\mathbf{X^2}$ (15) = 252.151, p<.001. The one factor Time Management scale explained 40.434% of the variance. Table 3.3. presents the factor loadings after rotation.

Reliability Analysis for Time Management showed that scale reliability, Cronbach's α = .689. Results indicate that the scale can be used in measurement of the indicated variable.

3.4.2. Stress Management Scale

Table 3.4. Factor Analysis for Stress Management Scale

Component Matrix for Stress Management Scale (one component extracted)	Component 1
Work causes me anxiety	.805
I have a lot of work and a little time to do this work	.674
Often my job makes me angry or frustrated	.645
Working here leaves little time for other activities	.619
There are many aspects of the work that bother me	.572
I am usually under a lot of pressure when I am at work	.558
Working here makes it hard to spend enough time with my family	.521
Total Explained Variance (%)	40.171
Kaiser-Meyer-Olkin Measure of Sampling Adequacy	.729
Cronbach's Alpha	.747
Bartlett's Test of Sphericity: X^2 (21) = 411.091, p <.001	
Extraction Method: Principal Component Analysis. Rotation Method: Oblimin with Kaiser Normalization[a].	

A principal components factor analysis was implemented on the 7 items. The Kaiser-Meyer-Olkin measure proved the sampling adequacy for the analysis، KMO = .729. The Bartlett test of Sphericity verified the presence of correlations among the variables, It was significant: X^2 (21) = 411.091, p < .001. The one factor Stress Management scale explained 40.171% of the variance. The factor loadings after rotation are presented in Table 3.4.

Reliability Analysis for Stress Management showed that scale reliability, Cronbach's α = .747. Results indicate that the scale can be used in measurement of the indicated variable.

3.4.3. Organizational Commitment Scale

Table 3.5. Factor Analysis for Organizational Commitment Scale

Pattern Matrix for Organizational Commitment Scale (3 components extracted)			
	Component		
	1	2	3
This organization has a great deal of personal meaning for me	.676		.123
I have no sense of belonging to this university.	.635	.149	-.151
Enjoy the discussion about my university with people outside.	.616	.109	.259
I do not think a person should always be loyal to his university.	.586		
I would be happy to spend the rest of my career at this university.	.541		.346
I really feel as if the problems of this university are my problems.	.540	-.235	
I do not feel that I am part of the family at my university.	.408	.125	
I work at this university, because I think loyalty is important, and therefore I feel a moral obligation to stay.	.388	.377	.310
I think that people these days move from university to university too often.	.308		.280
It wouldn't be too costly for me to leave my university now	.267	.176	-.241
I do not think there is a difference in that the Rector was a man or women	-.189	.119	
I feel that I have few options to consider leaving this university.	-.170	.728	
Too much in my life would be disrupted if I decided to leave my organization now		.698	-.129
Leaving this university needs a big sacrifice and what I get from my university may not be available to me from others.		.684	.149
It would be very difficult to leave my university now, even if I wanted to.		.621	.144
If I get an offer for a better job elsewhere, then I feel it is right to leave my university.	.123		.650
I have learned that the value of sincerity is for one university only.	-.139		.617
I am not afraid of what might happen if I quit my job without having another one lined up	.281	.490	-.504
Moving from university to university does not seem at all unethical to me.		.148	.453
I think that I could easily become as attached to another organization as I am to this one		.261	.272
Things were better when people were spending their careers in one business.			.108
Explained Variance (%)	17.814	9.600	7.816
Total Explained Variance (%)	35.231		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy	.654		
Cronbach's Alpha for Organizational Commitment	.726		
Affective Commitment			.653
Continuous Commitment			.648
Normative Commitment			.483
Bartlett's Test of Sphericity: X^2 (210) = 1079.565, p <.001			
Extraction Method: Principal Component Analysis. Rotation Method: Oblimin with Kaiser Normalization.[a]			

A principal components factor analysis was implemented on the 21 items. The Kaiser-Meyer-Olkin measure proved the sampling adequacy for the analysis، KMO = .654. The Bartlett test of Sphericity verified the presence of correlations among the variables, it was significant: X^2 (210) = 1079.565, p < .001. The three factor Organizational Commitment scale explained 35.231% of the variance. Table 3.5. presents the factor loadings after rotation. Due to low subscale reliability of Normative Commitment and their loading to more than one factor, scale items were deleted and factor analysis was run a second time. Results are shown below.

Table 3.6. Factor Analysis for Organizational Commitment Scale (Continue)

Pattern Matrix for Organizational Commitment Scale (2 components extracted)	Component	
	1	2
AC6 This organization has a great deal of personal meaning for me	.738	
AC2 Enjoy the discussion about my university with people outside	.707	
AC1 I would be happy to spend the rest of my career at this university	.697	
AC3 I really feel as if the problems of this university are my problems	.618	
AC7I have no sense of belonging to this university	.586	
AC5 I do not feel that I am part of the family at my university		
CC4 It wouldn't be too costly for me to leave my university now		
CC5 I feel that I have few options to consider leaving this university		.733
CC6 Leaving this university needs a big sacrifice and what I get from my university may not be available to me from others		.716
CC3 Too much in my life would be disrupted if I decided to leave my organization now		.671
CC2 It would be very difficult to leave my university now, even if I wanted to.		.608
CC1 I am not afraid of what might happen if I quit my job without having another one lined up		.464
AC4 I think that I could easily become as attached to another organization as I am to this one		
Explained Variance (%)	22.771	14.508
Total Explained Variance (%)		37.279
Kaiser-Meyer-Olkin Measure of Sampling Adequacy		.630
Bartlett's Test of Sphericity: X^2 (78) = 645.393, p <.001		
Cronbach's Alpha for Organizational Commitment (.703)	.692	.677
Extraction Method: Principal Component Analysis. Rotation Method: Oblimin with Kaiser Normalization.		

A principal components factor analysis was implemented on 13 items. The Kaiser–Meyer–Olkin measure proved the sampling adequacy for the analysis، KMO = .630. The Bartlett test of Sphericity verified the presence of correlations among the variables, It was significant: X^2 (78) = 645.393, p < .001. The two factor Organizational Commitment scale explained 37.279% of the variance. Table 3.6.

presents the factor loadings after rotation. Due to low factor loading items; AC5, CC4 and AC4 were execluded from further analysis.

Reliability Analysis for Organizational Commitment Scale showed that scale reliability, Cronbach's α = .703. Reliability Analysis for scale sub-dimensions Affective Commitment and Continuous Commitment showed sub-scale reliability, Cronbach's α = .692 and .677 respectively.

3.5. Analysis Method

In the study, first, it aims to measure the validity and reliability levels of the measurement tools used to understand the impact of time management and stress on organization commetment. Structural validity of the scales used in this study was examined by assertion factor analysis and appropriateness values were assessed.

Besides, reliability assessment is also important before any statistical analysis is performed. The reliability of the metrics used in this study was examined by an internal consistency analysis and the value of the Cronbach's alpha coefficient for each variable in the research model was evaluated. As mentioned previously with regard to the measures, the results of the validity and reliability analysis illustrate that the obtained data from the questionnaire are correct, reliable and appropriate for further investigation. Thereafter, some statistical analyzes were conducted to understand the general characteristics of the data and investigate the relationship and impact between time management and the pressures on organization commitment.

Statistical analysis should include descriptive or deductive types of statistical analyzes. Both types are associated with this research. Descriptive statistical method refers to the conversion of raw data into a structured and easily interpreted model to provide descriptive type of information. Such technique usually includes calculating the mean, median, frequency distribution, distribution ratios, order, deviation, ulceration and standard deviation to help describe the characteristics of variables in the research model. In this study, the frequency, mean and standard deviation values were calculated and evaluated as descriptive statistics for each item in the questionnaire to indicate the general characteristics of the data.

Inferential statistical technique derives conclusions and generalizations from raw information collection. Therefore, this study employs inferential statistics for

examining the responses, finding the correlations between variables and assessing the hypotheses. For investigating the relationship between variables in the research model, (Effect of Time and Stress Management on Organization Commitment), a principal components factor analysis was carriedout on the 21 items. The Kaiser-Meyer-Olkin measure verified the sampling adequacy for the analysis, KMO. The Bartlett test of Sphericity verified the presence of significant correlations among the variables, it was significant: The three factor organizational commitment scale explained of the variance shows the factor loadings after rotation.

Due to low subscale reliability of normative commitment and their loading to more than one factor, scale items were deleted and factor analysis was run a second time. Results are shown below.

A principal components factor analysis was implemented on 13 items. The Kaiser-Meyer-Olkin measure verified the sampling adequacy for the analysis, KMO. The Bartlett test of Sphericity verified the presence of strong correlations among the variables, It was significant The two factor organizational commitment scale explained of the variance. shows the factor loadings after rotation. Due to low factor loading items; AC5, CC4 and AC4 were execluded from further analysis.

Reliability Analysis for Organizational Commitment Scale showed that scale reliability, Cronbach's Reliability Analysis for scale sub-dimensions Affective Commitment and Continuous Commitment showed sub-scale reliability, Cronbach's respectively.

Commitment correlation analysis was performed. In order to test the hypotheses of this study regression analysis was utilized.

Discovering the findings by the help of statistical analysis would indicate whether a strong or weak, positive or negative correlation exists between variables and whether different.

4. CHAPTER FOUR: RESULTS

This chapter deals with testing of research hypotheses using the results which have been acquired from the statistical analysis of the collected data. In the results section, first, the demographic characteristics of the sample group and participants' perceptions of different aspects and percentage distributions are presented as descriptive statistics. Data description is usually a type of initiative to analyze any set of information. In addition, descriptive statistics help describtion and summarize data features, it mainly includes frequency table, mean, median, position, arrangement, deviation, standard deviation, keratinization and others. Based on the metrics and data in this study, some descriptive statistical results were presented including frequency, arithmetic mean and standard deviation. Thus, descriptive statistical results are analyzed primarily for research.

The results obtained from correlation and regression analysis were then discussed in order to detect acceptance or rejection of the study hypotheses. These analyzes are also useful for understanding the search model. In this context, the present section presents descriptive statistics about the sample, which include the demographic characteristics of respondents, highlights descriptive statistics and presents the results of the analysis of the correlation between research variables, and the results of the regression analysis of the effect between time management and pressures and organization commitment.

The study population was composed of the teaching staff members at the university, the sample demographics of the study was chosen in a simple random way.

4.1. Sample Demographics

The study population reached 459 faculty members and uncles who are actually teaching at the Universities of Zintan and Nalut, the number of faculty members sent for the purpose of completing their studies reached 25 as well as the number of those who obtained a scientific license A as well as the number of 2 and seconded to work in other bodies This information was taken from the university faculty database. Appendices (5).

Table 4.1. Sample Demographics

S.N	Category	Number
1	Full-time faculty members	459
2	Faculty members are sent to study	25
3	Faculty members have a scientific leave	2
4	Faculty members are seconded to work in other bodies	2
5	Total	488

4.2. Descriptive Statistics

4.2.1. Descriptive Statistics of Demographic Variables

Introducing the background of respondents is very important to make the readers think about respondents' characteristics. Findings related to demographic characteristics of respondents has been preseted in the following table to create better knowledge for their background. Table 4.2. summarizes these characteristics.

Table 4.2. Descriptive Statistics of Demographic Variables

Category	Frequency	Percent
Gender		
Males	195	78.9
Females	52	21.1
Total	247	100
Age		
20-30	18	7.3
31-40	58	23.5
41-49	101	40.9
50 and above	70	28.3
Total	247	100
Job Level		
Teaching Assistant	16	6.5
Assistant Lecturer	124	50.2
Lecture	88	35.6
Assistant Professor	19	7.7
Total	247	100

Descriptive statistics on the demographic characteristics of respondents in Table 4.2. shows descriptive statistics of demographic variables for the chosen sample. Males' number exceeds females' (Males; 78.9%, Females; 21.1%). 71.7% of sample members are below the age of 50 years old. 56.7% of sample members (Teaching assistants and Assistant Lecturers) are still at their early carrier in teaching.

4.2.2. Descriptive Statistics of Variables and Their Sub-Variables

4.2.2.1. Descriptive Statistics of Time Management

Table 4.3. Descriptive Statistics of Time Management Scale

	N	Mean	SD
Time Management	247	3.65	.615
Do you make a list of the things you have to do each day?	247	3.04	1.190
Do you plan your day before you start it?	247	3.71	.964
Do you have a schedule of activities that you have to do in the working days?	247	3.57	.960
Do you prioritize and maintain priorities?	247	3.95	.925
Do you regularly review your lectures?	247	3.89	.939
Are you doing useless things?	247	3.72	.897
Valid N (list wise)	247		

Table 4.3. shows descriptive statistics for Time Management (TM) Scale and scale items. The overall descriptive statistics for MT is (M= 3.65, SD=.615) on a scale out of 5 points. The highest TM item is; "Do you prioritize and maintain priorities?" (M =3.95, SD= .925). The lowest TM item is; "Do you make a list of the things you have to do each day?" (M =3.04, SD= 1.190).

4.2.2.2. Descriptive Statistics of Stress Management

Table 4.4. Descriptive Statistics of Stress Management Scale

	N	Mean	SD
Stress Management	247	2.93	.694
Often my job makes me angry or frustrated	247	2.89	1.128
I am usually under a lot of pressure when I am at work	247	2.83	1.077
There are many aspects of the work that bother me	247	2.38	1.037
Working here makes it hard to spend enough time with my family	247	3.06	1.130
Working here leaves little time for other activities	247	2.87	1.115
I have a lot of work and a little time to do this work	247	3.16	1.074
Work causes me anxiety	247	3.29	1.146
Valid N (list wise)	247		

Table 4.4. demonstrates descriptive statistics for Stress Management (SM) Scale and scale items. The overall descriptive statistics for ST is (M= 2.93, SD=.694) on a scale out of 5 points. The highest SM item is; "Work causes me anxiety" (M =3.29, SD= 1.146). The lowest SM item is; "There are many aspects of the work that bother me" (M =2.38, SD= 1.037).

4.2.2.3. Descriptive Statistics of Organization Commetment

Organizational Commitment: Represents the intangible wealth owned by the organization which is important to know the value of the dependent variable in this study.

Table 4.5. Descriptive Statistics Affective Commitment

	N	Mean	SD
Affective Commitment	247	3.57	.697
AC1 I would be happy to spend the rest of my career at this university.	247	3.31	1.046
AC2 Enjoy the discussion about my university with people outside.	247	3.54	.965
AC3 I really feel as if the problems of this university are my problems.	247	3.68	.906
AC6 This organization has a great deal of personal meaning for me	247	3.74	1.063
AC7I have no sense of belonging to this university.	247	3.57	1.177
Valid N (list wise)	247		

Table 4.5. presents the descriptive statistics for Affective Commitment (AC) Scale and scale items. The overall descriptive statistics for AC is (M= 3.57, SD=.697) on a scale out of 5 points. The highest AC item is; "This organization has a great deal of personal meaning for me" (M =3.74, SD= 1.063). The lowest AC item is; "I would be happy to spend the rest of my career at this university" (M =3.31, SD= 1.046).

Table 4.6. Descriptive Statistics of Continuous Commitment

	N	Mean	SD
Continuous Commitment	247	3.19	.776
CC1 I am not afraid of what might happen if I quit my job without having another one lined up	247	3.09	1.176
CC2 It would be very difficult to leave my university now, even if I wanted to.	247	3.37	1.154
CC3 Too much in my life would be disrupted if I decided to leave my organization now	247	3.26	1.212
CC5 I feel that I have few options to consider leaving this university.	247	3.15	1.107
CC6 Leaving this university needs a big sacrifice and what I get from my university may not be available to me from others.	247	3.06	1.220
Valid N (listwise)	247		

Table 4.6. shows descriptive statistics for Continuance Commitment (CC) Scale and scale items. The overall descriptive statistics for CC is (M= 3.19, SD=.776) on a scale out of 5 points. The highest CC item is; "It would be very difficult to leave my university now, even if I wanted to" (M =3.37, SD= 1.154). The lowest CC item is;

"Leaving this university needs a big sacrifice and what I get from my university may not be available to me from others" (M =3.06, SD= 1.220).

4.3. Findings of Correlation Analysis Between Variables.

Table 4.7. Correlations

Correlations		Time Management	Stress Management	Affective Commitment
Time Management	Pearson Correlation	1		
	Sig. (2-tailed)			
	N	247		
Stress Management	Pearson Correlation	.134*	1	
	Sig. (2-tailed)	.036		
	N	247	247	
Affective Commitment	Pearson Correlation	.223**	.433**	1
	Sig. (2-tailed)	.000	.000	
	N	247	247	247
Continuous Commitment	Pearson Correlation	.010	.208**	.213**
	Sig. (2-tailed)	.870	.001	.001
	N	247	247	247
*Correlation is significant at the 0.05 level (2-tailed).				
**Correlation is significant at the 0.01 level (2-tailed).				

Table 4.7. Pearson Correlation is deployed to test the relationships between Time Management, Stress Management, Affective Commitment and Continuance Commitment, the Time Management and Stress Management had significant weak positive relationship, .134, $p < .05$. Both variables have proved a significant positive relationships with Affective Commitment, .223 and .433 respectively, $p < .001$. Out of these two variables Only Stress Management had significant positive relationship with Continuance Commitment, .208, $p = .001$. A positive weak relationship is found between Affective Commitment and Continuance Commitment, .213, $p = .001$.

4.4. Findings of Regression Analysis for the Relationship Between TM and SM of AC.

To clarify the Effect between variables more precisely, it was necessary to conduct another test to determine and demonstrate the relationship of the more precise statistical conditions.

4.4.1. First: TM and SM as predictors of AC.

Table 4.8. Effect of TM and SM on AC

Dependent Variable: Affective Commitment						
Model No.	**Independent Variables**	**R^2**	**F**	**β**	**t**	**P**
Model one	*Time Management*	.050	12.857*	.223	3.586	.000
Model Two	*Time Management*	.215	33.489***	.168	2.944	.004
	Stress Management			.411	7.174	.000
*Model / Coefficients are significant at the 0.05 level						
***Model / Coefficients are significant at the 0.001 level						

Hierarchical multiple regression was deployed to assess the ability of a control measure (Stress Management SM) to predict levels of Affective Commitment (AC), after controlling for the impact of Time Management (TM), Table 4.8. Preliminary analyses were implemented to ensure no violation of the assumptions of linearity, multi-Collinearity and homoscedasticity. TM was introduced at Step 1, explaining 5% of the variance in AC, F (1, 244) = 12.857, p < .05. Stress Management was introduced in the second step. The control measure explained an additional 16.5% of the variance in AC, after controlling for TM, R^2 change = .166, F (2, 244) = 33.489, p < .001. In the second model TM was statistically significant too (beta = .168, p < .01). Results lead to testing for mediation.

4.4.2. Testing for Mediation

For Stress Management to have a mediation effect on the relationship between Time management and Affective Commitment, Time Management must be a valid predictor of Stress Management.

Table 4.9. Effect of TM on SM

Dependent Variable: Stress Management						
Model No.	**Independent Variables**	**R^2**	**F**	**β**	**t**	**P**
Model one	*Time Management*	.018	4.452*	.134	2.110	.036
*Model / Coefficients are significant at the 0.05 level						

Simple regression was used for assessing the ability of Time Management (TM) to predict levels of Stress Management (SM), Table 4.9. TM was a significant predictor of SM, explaining 1.8% of the variance in SM, F (1, 245) = 4.452, p < .05. Based on the results of this simple regression and on the result of the previous hierarchical multiple regression I conclude that Stress Management has partial mediation effect of the relationship between Time management and Affective Commitment.

4.4.3. Second: TM and SM as predictors of CC

Table 4.10. Effect of TM and SM on CC

Model No.	Independent Variables	R^2	F	β	t	P
Dependent Variable: Continuance Commitment
Model one	*Time Management*	.0001	.027	.010	.164	.870
Model Two	*Time Management*	.043	5.541 **	-.018	-.278	.781
	Stress Management			.210	3.325	.001
**Model / Coefficients are significant at the 0.01 level

Hierarchical multiple regression was deployed for assessing the ability of a control measure (Stress Management SM) to predict levels of Continuance Commitment (CC), after controlling for the impact of Time Management (TM), Table 4.10. Preliminary analyses were implemented to ensure no violation of the assumptions of linearity, multi-Collinearity and homoscedasticity. TM was entered at Step 1 and was not a significant predictor of CC, F (1, 244) = .0001, p =.870. Stress Management was entered in the second step. The control measure explained 4.3% of the variance in CC, after controlling for TM, R^2 change = .043, F (2, 244) = 5.541, p < .01. In the second model only SM was statistically significant (beta = .210, p = .001). Commitment but Stress Management is a predictor of Continuance Commitment (Pallant, 2013)

DISCUSSION

The main focus of the current research is to study the influence of time management and stress management on the organizational commitment within the universities of the Aljabal ALgarby (Zintan University and Nalut in Libya).

This thesis has the fundamental function that there is no previous studies in the Libyan context based on the knowledge of the researcher.

The discussion of this thesis revolves around the impact of time management and pressures as independent variables and their impact on the relevant dependent changer, for which the organizational commitment represents the dependent variable and the dependent variable consists of three parts namely affective commitment and continuance commitment and normative commitment but due to low subscale reliability of normative commitment and their loading to more than one factor, scale items were deleted and factor analysis.

According to the above findings, the researcher believes that the reason for this is the nature of work practices within the Libyan universities and the difference in the concept of commitment from one person to another and the lack of focus of faculty members of the university on the normative commitment and that the degree of strength of work pressures negatively affect the concept of normative commitment among employees.

First, Pearson Correlation was implemented to assess the relationship between time management, stress management, affective commitment, continuance commitment, It was found that there is a weak positive relationship between time management and stress management. and each variable had significant positive relationships with affective commitment.

Out of these two variables only stress management had a positive correlation with continuance commitment. Also, it was found that there is a weak positive correlation between affective commitment and commitment to continuance. Through previous results we see that they differ with the Grissom study (2015) which indicated that effective time management skills can satisfy job requirements, minimize work stress and improve performance, as well as the study of Victor (2017), who stressed the importance of time in some matters.

After that was used findings of regression analysis for the Relationship between TM and SM on AC findings of regression analysis for the to clarify the effect between variables more precisely, it was necessary to conduct another test to determine and demonstrate the relationship of the more precise statistical conditions TM and SM as predictors of the effect of TM and SM on AC. The Results lead to testing for mediation, simple regression was used to assess Time Management's (TM) ability to predict Stress Management. Based on the results of this simple regression and on the result of the previous hierarchical multiple regression I conclude that Stress Management has partial mediation effect of the relationship between Time management and Affective Commitment.

TM levels was an important indicator of SM, explaining the variation in SM, F based on the results of this simple regression and on the result of the previous multiple hierarchical regression concluded that stress management has a partial mediation effect on the relationship between time management and affective commitment. Through this test, the effect of significant coefficients is found at the significance level of 0.05 This result acknowledges findings of most of the previous studies that have claimed positive relationship between variables of the researchs (Shapiro et al., 2000), Tella (A. A. Tella, CO Popoola, SO, 2007), Sheerawi (A. A. A. Sheerawi, 2005), Bowen (Bowen, Rose, & Pilkington, 2016; Elabbar, 2011) and (Selase, 2016) he see that postponement may result in stress. In addition to the studies of (Cyril, 2015), (Umit, 2017), and (Ngowo, 2011) who stressed that wasting time and not adhering to effective time skills leads to supporter of pressure and not to benefit from it.

In the second stage of the analysis process, to show the effect of TM and SM as CC. predictions, to determine the relationships more precisely, degrees of freedom were used at 0.01. Hierarchical multiple regression was deployed for assessing the ability of a control measure (Stress Management ST) to predict levels of Continuance Commitment (CC), after controlling for the influence of Time Management (TM). Preliminary analyses were carriedout to ensure no violations of the assumptions of linearity, multi-Collinearity and homoscedasticity. TM was entered at Step 1 and was not a significant predictor of CC, F test Stress Management was entered in the second step. The control measure explained of the variance in CC, after controlling for TM, R2 change F test are significant at the 0.01 level. In the second model only SM was

statistically significant (beta) Commitment but Stress Management is a predictor of Continuance Commitment.

As for regression analysis for testing the hypotheses of the study, the findings proved that the time management can not be considered as a predictor of Continuance Commitment, The results of the study to test the first hypothesis reveal that the impact of time management on the components of organizational commitment affective commitment and continuance commitment where the obtained results showed a limited impact and is not often present and therefore we reject the hypothesis that there is a time management effect on the components of organizational commitment.

This study recognizes the outcomes of (Shurbagi 2015), and study (John P. Meyer Meyer's et al., study, 2001), which was a comparison between the components of organizational commitment, which emphasized its importance in the organization, as well as study (Elina 2014), Compliance topics which are combined into three main groups - personal importance, organization functions and managers.

He also stressed that staff development is an important factor in case of any organization has the ability to present opportunities and challenges to its individuals, it enhances the likelihood that they will stay in that institution, but if you fail to do so, the employee starts looking for other workplaces, in this sense, employees can be thought to be more committed to their own development than the organization itself.

But Stress Management is a predictor of continuance commitment, this is consistent with the previous study of Shapiro, Sheerawi (Shapiro et al., 2000; A. A. A. Sheerawi, 2005). (Bowen 2016) comment that Stress remainder a grave concern in higher education.

According to the researcher, this is thus we accept the second hypothesis that stress management has an impact on both effective and on-going commitment. This is due to the factors of the natural and social environment in Libya, where work pressures and social and even political factors sometimes affect organizational commitment within institutions and universities.

CONCLUSION AND RECOMMENDATIONS

Conclusions

The current research aims to present a comprehensive view for the implementation of both time and pressure management and its impact on the organizational commitment of faculty members in Libyan universities, which in turn has reflected in the planning, organization and also control of the work. Such adminstration procedures are the fundamentals for the successful management of relevant resources; in particular the resources of time, the characteristic and nature of the rationale and motivation for choosing the subject to be discussed, lies in the strategies and nature of conditions in Libyan universities (Zintan University and Nalut). This chapter, Chapter IV, consists of conclusions and recommendations, concerned with the results of the study are as follows:

First, Pearson Correlation is implemented to assess the relationship between time management, stress management, on affective commitment, continuance commitment, time management and stress management. It was found that there is a weak positive relationship, and each variable had significant positive relationships with affective commitment.

Out of these two variables only stress management had a positive correlation with continuance commitment. Also, it was found that there is a weak positive correlation was found between affective commitment and continuance commitment.

The findings of regression analysis for the relationship between TM and ST after used results lead to testing for mediation. The results for stress management found to have a mediation effect on the relationship between time management and affective commitment, time management must be a valid predictor of stress management simple regression was deployed for assessing to assess the ability of time management to predict levels of stress management TM was a significant predictor of ST, explaining of the variance in ST based on the results of this simple regression and on the result of the previous hierarchical multiple regression I conclude that stress management has partial mediation effect of the relationship between time management and affective commitment. Effect of TM and SM on CC.

Hierarchical multiple regression was deployed for assessing the ability of a control measure stress management to predict levels of continuance commitment after controlling for the influence of time management, preliminary analyses were carriedout to ensure no violations of the assumptions of linearity, multi-Collinearity and homoscedasticity.

Time management TM was entered at step and was not a significant predictor of CC, stress management SM was entered in the second step. The control measure explained the variance in CC, after controlling for Time management TM, change In the second model only stress management SM was statistically significant commitment but stress management is a predictor of continuance commitment.

From what has been presented, conclusions can be summarized in these points:

- This study has confirmed of relationships between time management, stress management, affective commitment, continuance commitment, and relationship between time management and stress management.

- There was a weak positive relationship, and each of the variables had significant positive relationships with affective commitment, only stress management had a positive correlation with continuance commitment, a weak positive correlation was found between affective commitment and commitment to continuance.

- Showed findings of regression analysis for the relationship between TM and ST after used results lead to testing for mediation.

- The result for stress management to have a mediation effect on the relationship between time management and affective commitment, to predict levels of stress management TM was a significant predictor of SM, explaining of the variance in SM Based on the results of this simple regression and on the result of the previous hierarchical multiple regression the result stress management has partial mediation effect of the relationship between time management and affective commitment. Effect of TM and SM on AC.

- Hierarchical multiple regression was deployed for assessing the ability of a control measure Stress Management to predict levels of continuance commitment after controlling for the influence of time management,

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preliminary analyses were carriedout to ensure no violation of the assumptions of linearity, TM was entered at step and was not a significant predictor of CC.

- Stress management was entered in the second step. The control measure explained the variance in CC, after controlling for TM, change In the second model only SM was statistically significant commitment but stress management is a predictor of continuance commitment

Recommendations

Through the results of the study and its analysis , the recommendations are as follows:

Recommendations for Higher Education

The study showed that the biggest challenge facing faculty members is the pressure of work and this also overwhelms time management and also affects the commitment within the work.

- The essence of this study is time management and work stress and its impact on organizational commitment. Therefore, faculty and heads of different departments should be encouraged to focus on time management because it is the core of the educational process through time control, work stresses such as overlapping tasks and poor organization belonging can be mitigated.

- I recommend that officials in higher education in Libya pay attention to higher education by supporting universities in the country through the issuance of legislation and regulations that support the faculty member to alleviate the pressures faced by social and administrative pressures such as family relationship to work as well as reduce the conflict of roles between academic and administrative departments within universities.

- Ensure effective communication between faculty and senior management to assess pressure on staff.

- Issuing legislation that protects the faculty member and preserving his financial and administrative rights.

- Issuing legislation and laws necessary to ensure a decent life for faculty members of universities and put a reasonable end to protect staff from administrative bullying and violation of the rights from students and administrative staff at the university.

Recommendations for Universitises

- I recommend the departments of universities to take the results of the study and attention to the conditions facing the faculty member and reduce the pressure by providing the requirements of good teaching and prevent conflicts of roles between the administrative and academic departments of the university, as well as the difference of tasks between the heads of departments and faculty members through the provision of some kind of decision-making and possible mechanism therefore, such include provide a reasonable degree of freedom of decision-making and participation in determining the tasks of both the head of the academic department and faculty member.

- Re-fresh in the distribution of schedules and quorum for each faculty member and in proportion to the financial return given to the teaching staff.

- Create opportunities for staff to reactivate their learning skills, empower them with time management skills and alleviate stresses resulting from time misuse and waste it.

- Check the role of technology in the teaching process so that the use is appropriate and enhances the experience rather than creating more challenges and pressures working with lecturers to develop more important and easier to use systems as well as invest in technology to prepare lectures and provide appropriate rooms are ideal. With the development of academics to save time and reduce it waste.

- Focus must be on the organizational commitment, especially the normative commitment and how to improve faculty understanding of this variable.

Recommendations for Researchers

- In order to obtain better results related to the field of organizational commitment, I recommend the researchers, who intend to study the subject of this research, to increase the number of the sample by considering larger universities such as the universities of Tripoli or Benghazi or one of the universities that have a large number of faculty members.

- Researchers are recommended to study the time management separately as an independent variable and its impacts on the achievement of the objectives.

- As for the variable work pressures,it is recommended to have great attention to the types of pressures experienced by the faculty member from academic, social and political pressures.

- Regarding the organizational commitment variable, the study noted the impact of work stress on the commitment of faculty members is greatly affected by these pressures. Therefore, it is recommended to study the variable of organizational commitment and its relation to job sense and national affiliation of workers in the education sector in Libya and study the possible solutions to raise the morale of workers and provide a decent life that increases the love of belonging to the homeland and maintain.

- Prepare a study aiming to study the impact of environmental factors, whether political or social, on the effectiveness of time management for faculty members at the university.

- Conduct a research aiming to study the impact of pressure on faculty members in Libyan universities such as organizational structure, administrative instability and central management on the effectiveness of time management and organizational commitment.

- Presenting a similar study to study the impact of development programs and training courses on the practice of time management processes and their relation to the work pressures on faculty members at the university.

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LIST OF FIGURES

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APPENDICES

APPENDICES (1): The Questionairre

The Questioner for the Case Study at the universities of Zintan and Nalut of Aljabal Algarby in Libya. (For university faculty members) Title of the Topic:

(The Effect of time and stress Management on Organization Commitment).

Section One: General Information.

What is your gender?

1. Male []

2. Female []

What is your marital status?

1.Single []
2.Married []

What is your age?

1. 20 - 30 years []

2. 31 - 40 years []

3. 41- 49 years []

4. 50 years and above []

What is your job level?

1. Assistant lecturer []

2. lecturer []

3. Assistant Professor []

4. Co-professor []

5. professor []

Section Two: Please read the following questions and indicate to what extent the statement is representative of you:

N	Time Management	Never	Rarely	Occasionally	Frequently	Always
1	Do you make a list of the things you have to do each day?					
2	Do you plan your day before you start?					
3	Do you have a schedule of activities that you have to do in the working days?					
4	Do you prioritize and maintain priorities?					
5	Do you regularly review your lectures?					
6	Are you doing useless things?					
References	Trueman, M. and Hartley, J. (1995) Measuring Time-Management Skills: Cross-Cultural Observations on Britton and Tesser's Time Management Scale. (ERIC Document Reproduction Service No. 417 667).					

N	Work Stress	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
1	Often my job makes me angry or frustrated					
2	I am usually under a lot of pressure when I am at work					
3	There are many aspects of the work that bother me					
4	Working here makes it hard to spend enough time with my family					
5	Working here leaves little time for other activities					
6	I have a lot of work and a little time to do this work					
7	work causes me anxiety					
References	Shea, T., & De Cieri, H. (2011). Workplace stress evaluation tools: A Snapshot Review. ISCRR & Monash University.					

N	Commitment Organizational					
A	Affective Commitment	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
1	I would be happy to spend the rest of my career at this university.					
2	Enjoy the discussion about my university with people outside.					
3	I really feel as if the problems of this university are my problems.					
4	I think that I could easily become as attached to another organization as I am to this one					
5	I do not feel that I am part of the family at my university.					
6	This organization has a great deal of personal					

		Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
	meaning for me					
7	I have no sense of belonging to this university.					
B	**Continuance Commitment**	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
1	I am not afraid of what might happen if I quit my job without having another one lined up					
2	It would be very difficult to leave my university now, even if I wanted to.					
3	Too much in my life would be disrupted if I decided to leave my organization now					
4	It wouldn't be too costly for me to leave my university now					
5	I feel that I have few options to consider leaving this university.					
6	Leaving this university needs a big sacrifice and what I get from my university may not be available to me from others.					
C	**Normative Commitment**	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
1	I think that people these days move from university to university too often.					
2	I do not think a person should always be loyal to his university.					
3	Moving from university to university does not seem at all unethical to me.					
4	I work at this university, because I think loyalty is important, and therefore I feel a moral obligation to stay.					
5	If I get an offer for a better job elsewhere, then I feel it is right to leave my university.					
6	I have learned that the value of sincerity is for one university only.					
7	Things were better when people were spending their careers in one business.					
8	I do not think there is a difference in that the Rector was a man or women					

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CURRICULUM VITAE

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