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Identifying Causes and Remedies of Workplace Procrastination in Pakistan

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Abstract
Background: *The theme of current study is to identify the causes and remedies of workplace procrastination. Therefore, existing study put more efforts to identify the causes and remedies of workplace procrastination in Pakistan. One of the major problems being faced by the firms in Pakistan is workplace procrastination. This research attempts to find out the reasons which cause procrastination at workplace in public and private sector firms.*
Methodology: *The sample size of 446 respondents has been used and among all 396 questionnaires have been filled from the employees of different companies around the Karachi. The 50 samples have been collected with the help of the personal interviews from these employees. Therefore, qualitative and quantitative both approaches are used here. Further, descriptive test, multicollinearity test and Pearson correlation test are employed for analysis purpose.*
Results: *The major findings of this paper includes Lack of motivation, Poor time management, Prioritization of tasks, Inability to make decision quickly, Self-efficacy, Personal issues, Pressure during work. Time shortage, Focus on single work all the day long, Tiredness and Mismanagement. However, a number of remedies also find from the interviews with the top management. The remedies include the scheduling of tasks, arrangement of the tasks, rethinking and trainings.*
Keywords: *Procrastination, Motivation, Self-efficacy, Time management, Workplace*

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I. Introduction

According to the past studies several authors have attempted to identify the causes of procrastination. Procrastination is created a negative impact on performance of employees (Alberto Bisin and Kyle Hyndman,2020). In one of the studies it has been argued that the attention among the employees is the scarcest resources in the modern organizations. Moreover, individuals prioritize their tasks and rationally decide to put back some tasks which seem not that important thus, procrastination is not necessarily a negative phenomenon (Geri, 2010).

Literature has revealed that the procrastination is not only related to the problem of time management instead it is a complex procedure that involves emotional, cognitive and behavioral components. Furthermore, the studies considered that the procrastination is a self-regulated behavior that leads towards the wastage of time, poor performance and increased stress. In an article, an investigator Ferrari depicted procrastination as lazy or self-indulgent individuals who are unable to self-regulate or self-motivated towards their work. The literature revealed that the procrastination has the ability to persuade some short-term benefits (CHU, 2005).

The procrastination holds many negative consequences such as lost time, increase in stress, lower grades, poor health, and decrease self-esteem. The author has identified the most important aspect associated with procrastination. It is considered that, the modern technologies make the procrastination easier for people by creating easiness and facilitating them. Furthermore, the modern such as appreciation, self-actualization has made people easy to procrastinate as such modern values are more focused towards social activities and pleasure (Thakkar, 2010).

Aim of the Study

The aim of this study is to analyze the procrastination faced by the employees of government and private companies of Pakistan. More concisely, the paper will discuss the causes of the Procrastination in the employees and the remedies for the Procrastination which could ensure efficient operations for the survival of the company.

Research Objectives

1. The major objectives of this research are as under:
2. To identify the Causes of Procrastination by employees from literature and from companies of Hyderabad and Karachi.
3. To propose the remedies for overcoming procrastination by employees in workplaces.

Research Questions

1. As per the objectives of this research, the research questions are as below:
2. What are the Causes / Reasons of Procrastination by employees from literature and from companies of Hyderabad and Karachi?
3. What are the remedies for overcoming procrastination by employees in workplaces?

II. Literature Review

Procrastination states the avoidance of work that will create the negative sense in organization (Sun, 2019).According to the past studies several authors have attempted to identify the causes of procrastination. In one of the studies it has been argued that the attention among the employees is the scarce resources in the modern organizations. Moreover, individuals prioritize their tasks and rationally decide to put back some tasks which seem not that important thus, procrastination is not always consider asadverse phenomenon (Geri, 2010).

Furthermore, the author also attempted to create two differences regarding procrastination behaviors such as Passive procrastination and Active procrastination. The passive procrastination is restricted by their hesitancy and incompletion of assignment on time, due to which it is considered that this is unfavorable behavior. On the hand, active procrastinationprefers to work under the pressurize situation and prepare strategic plans for achievement of task on time (Geri, 2010).

Literature has revealed that the procrastination is not only related to the issue of time management instead it is a multifaceted procedure that includes emotional, cognitive and behavioral components. Furthermore, the studies considered that the procrastination is a self-regulated behavior that leads towards the wastage of time, poor performance and increased stress. In an article, an investigator Ferrari depicted procrastination as indolent or indulgentregarding self-motivated towards their work. The literature revealed that the procrastination has the ability to persuade some short-term benefits (CHU, 2005).

Chu, Angela Hsin Chun also identifies passive and active procrastination. He determined that the in case of passive procrastination people do not usually intended to procrastinate, however they often end up postponing tasks due to their inability to make decisions quickly thus; act on them instantly. Whereas, active procrastinate in contrast, are able to make quick decisions and thus act on them within the required time frame. However, active procrastination

spend their actions intentionally in order to focus on the more important tasks at hand. Therefore, it is considered that the passive procrastination people are usually different from active procrastination on cognitive, affective and behavioral dimensions (CHU, 2005).

Chu, Angela Hsin Chunargued that the passive procrastinationundervalues the whole time that will create negative impact due to which lack of achievement will be incurred. On the other hand, non-procrastination people tend to have more rational perceptions of time and as they constantly involved in the planning and organizing. He further argued that in case of active procrastination employee is somehow similar to non-procrastination in a way that they will do their work on proper time for increase the efficiency (CHU, 2005).

Research Model Developed

Fig. 1 Research Model

Source: This study

Present model shows the causes of procrastination. Due to procrastination the reputation of organization is decreased and performance of employees are declined day by day that ultimately decrease the economy of organization as well as country. Procrastination can be reduced by proper setting and implementation of standard policies and strategies that will ultimately boost the economy of country.

Development of Hypothesis

Following hypotheses are developed in order to accomplish the aim of the research.
H1: Lack of motivation, causes procrastination among employees.
H2: Poor time management is one of the reason of procrastination by employees.
H3: Inability to prioritize tasks affects organizational heath and causes procrastination by employees at work place.
H4: Inability to make decision quickly, causes employee procrastination at workplace.
H5: Pressure during work, makes employee procrastinate at workplace.
H6: There is Positive significant impact of Self-Efficacy to cause Procrastination among employees.
H7: There is Positive significant impact of Personal Issues to cause Procrastination among employees.
H8: Mismanagement andProcrastination are positively related.
H:9 Tiredness causes Procrastination among employees.

III. Research Methodology

Research Approach

There are basically two types of the research approaches includes Quantitative and Qualitative research methods. The Authors and Researchers have identified a number of procedures for the both approaches. The research will be conducted using both the quantitative and qualitative approaches in order to obtain a better framework.

Research Purpose and Design

The aim of the study is to provide a framework to analyze the causes and remedies of Procrastination at companies in Karachi which is significantly affecting the overall operations of the company. The purpose of the use of a descriptive type of research is to explore the characteristics of the Procrastination.

Instrument and Method of Data Collection and Sampling Technique

The focus of the study is to identify the causes and remedies of procrastination at companies in Karachi. The quantitative and qualitative research approaches have been used in the study to acquire the aim of the study. The data is collected with the help of the questionnaire using the personal contacts and other forms of communication. The questionnaires were distributed among the employees of the government and private companies. Furthermore, the social media like Face Book and LinkedIn was used to fill the data in the questionnaire from the related sample. And the interview questions are also developed for the interview.

The questionnaire has three parts including the demographics part, research part and interview part. The first part includes the gender, age and nature of the company. The second part is the research part that has statements regarding the variables. The responses for the second part are based on the 5 level of Likert scale. The Likert scale includes the five responses that are strongly agree, agree, neutral, disagree and strongly disagree. The responses are valued with a number from 1 to 5. The strong agreement will be enclosed with 5 and strong disagreement will be referred as 1. The non-probability convenience based sampling technique has been used in this regard.

Sampling Size

The sample size of 446 respondents has been used in order to analyze the research objectives. A total of 396 questionnaires have been filled from the employees of different companies around the Karachi. And the remaining 50 sample has been collected for the qualitative research from the top management of the government companies. The 50 samples have been collected with the help of the personal interviews from these employees. There were more than 600 questionnaires were distributed among the employees and only 396 samples were used for the research analysis. Remaining questionnaires were assumed as the irrelevant or have any missing values in order to complete the analysis.

Multicollinearity Analysis

The Multicollinearity analysis is one of the analyses that should be done before the proper analysis of the data. The Multicollinearity reflects that whether data is highly correlated with each other. The multicollinearity factors restrict the role of other variables. The variance occurred by the predictors or other variables can be predicted by the interrelated variable. Moreover, the linear impact of the variable is also restricted and the interrelated variables having the same impact.

The Variance Inflation rate (VIF) and the Tolerance are used as the indicators for the multicollinearitythis test points out existence of correlation among independent variables. The tolerance is the first indicator used in the analysis for the identification of multicollinearity. The tolerance would be said as the opposite of the coefficient of determination. The minimum acceptable tolerance is 0.2 and is recommended for the data to be continued.

Most of the authors recommended the higher level of tolerance as the low level of tolerance reflects adverse effect on the regression analysis. The Table 1 below reflects the tolerance for all the variables are greater than 0.2 that shows the acceptable level of tolerance. The tolerance level greater than 0.5 shows the data is good as per the tolerance range. And the tolerance level of greater than 0.7 reflects the excellent tolerance level for the data to be continued.

Another factor used for the analysis of the multicollinearity is the Variance Inflation factor (VIF). The VIF is the reciprocal of the tolerance in the data. The VIF greater than 1 are acceptable multicollinearity. However, the lesser the VIF will increase the chances of the multicollinearity and affects the results. All the variables have VIF greater than 1 that demonstrate the variables have passed the test for further analysis.

Table 1: Multicollinearity Table

MODEL		TOLERANCE	VIF
1	(Constant)		
	Lack of motivation	.538	1.859
	Poor time management	.767	1.304
	Prioritization of tasks	.739	1.353
	Inability to make decision quickly	.736	1.358
	Pressure during work	.756	1.322
	Self-Efficacy	.701	1.427
	Personal Issues	.642	1.559
	Tiredness	.488	2.048
	Mismanagement	.593	1.688

Validity Analysis

The validity analysis has been done in order to validate the instrument used in the research. The validity analysis in IBM SPSS has been done in SPSS with the help of the correlations. The Correlation is done by comparing each of the variable items with the total. The Pearson correlation is the method used to measure

the correlation in the variables. The table 4.5 below shows the Pearson correlation matrix.

Table 2. Pearson Correlation Matrix

	Lack of motivation	Poor time management	Prioritization of tasks	Inability to make decision quickly	Pressure during work	Self Efficacy	Personal Issues	Tiredness	Mismanagement	Procrastination
Lack of motivation	Pearson Correlation	1	.380**	.064	.063	.151**	.423**	.476**	.597**	.490**	.314**
	Sig. (2tailed)		.000	.202	.209	.003	.000	.000	.000	.000	.000
	N	396	396	396	396	396	396	396	396	396	396
Poor time management	Pearson Correlation	.380**	1	.189**	.161**	.234**	.193**	.212**	.268**	.367**	.434**
	Sig. (2tailed)	.000		.000	.001	.000	.000	.000	.000	.000	.000
	N	396	396	396	396	396	396	396	396	396	396
Prioritization of tasks	Pearson Correlation	.064	.189**	1	.442**	.370**	-.014	.001	.047	.069	.040
	Sig. (2tailed)	.202	.000		.000	.000	.775	.984	.351	.170	.429
	N	396	396	396	396	396	396	396	396	396	396
Inability to make decision quickly	Pearson Correlation	.063	.161**	.442**	1	.381**	.038	.018	.071	-.017	.135**
	Sig. (2tailed)	.209	.001	.000		.000	.453	.716	.158	.742	.007
	N	396	396	396	396	396	396	396	396	396	396
Pressure during work	Pearson Correlation	.151**	.234**	.370**	.381**	1	.183**	.063	.098	.082	.083
	Sig. (2tailed)	.003	.000	.000	.000		.000	.212	.051	.102	.098
	N	396	396	396	396	396	396	396	396	396	396
Self-Efficacy	Pearson Correlation	.423**	.193**	-.014	.038	.183**	1	.431**	.447**	.352**	.250**
	Sig. (2tailed)	.000	.000	.775	.453	.000		.000	.000	.000	.000
	N	396	396	396	396	396	396	396	396	396	396
Personal Issues	Pearson Correlation	.476**	.212**	.001	.018	.063	.431**	1	.525**	.418**	.361**
	Sig. (2tailed)	.000	.000	.984	.716	.212	.000		.000	.000	.000
	N	396	396	396	396	396	396	396	396	396	396
Tiredness	Pearson Correlation	.597**	.268**	.047	.071	.098	.447**	.525**	1	.564**	.477**
	Sig. (2tailed)	.000	.000	.351	.158	.051	.000	.000		.000	.000
	N	396	396	396	396	396	396	396	396	396	396
Mismanagement	Pearson Correlation Sig. (2tailed)	.490**	.367**	.069	-.017	.082	.352**	.418**	.564**	1	.554**
		.000	.000	.170	.742	.102	.000	.000	.000		.000
	N	396	396	396	396	396	396	396	396	396	396
Procrastination	Pearson Correlation	.314**	.434**	.040	.135**	.083	.250**	.361**	.477**	.554**	1
	Sig. (2tailed)	.000	.000	.429	.007	.098	.000	.000	.000	.000	
	N	396	396	396	396	396	396	396	396	396	396

N	396		396	396	396	396	396	396	396	396

	Lack of motivation	Poor time management	Prioritization of tasks	Inability to make decision quickly	Pressure during work	Self-Efficacy	PersonalIssues	Tiredness	Mismanagement	Procrastination
Lack of motivation Pearson Correlation	1	.380**	.064	.063	.151**	.423**	.476**	.597**	.490**	.314**
Sig. (2tailed)		.000	.202	.209	.003	.000	.000	.000	.000	.000
N	396	396	396	396	396	396	396	396	396	396
Poor time management Pearson Correlation	.380**	1	.189**	.161**	.234**	.193**	.212**	.268**	.367**	.434**
Sig. (2tailed)	.000		.000	.001	.000	.000	.000	.000	.000	.000
N	396	396	396	396	396	396	396	396	396	396

The linear relationships between two variables that are continuous in nature are identified by the Pearson correlation. The linear relationship reflects the change in one variable will vary the other variable. The first row and column has all the variables processed for the validity analysis. The Pearson Correlation in the matrix shows the degree of the relationship. It ranges from minus one to plus one.

The negative sign reflects the negative relationship with the other variable. The greater value of Pearson correlation reflects high tendency of linear relationship between variables. The N is the total number of cases to be processed for the Pearson correlation. The sig value in the table shows the significance of the relationship. The sig value of less than 0.05 reflects the relationship between the two variables is significant. However, each of the variables has observed to have significant relationship with the other variable. Thus, it is said the data is validated for the future research.

Table 3: Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	Std. Deviation	Variance
Lack of motivation	396	3.12	1.38	4.50	1409.73	3.5599	.62618	.392
Poor time management	396	3.40	1.40	4.80	1412.60	3.5672	.65606	.430
Prioritization of tasks	396	3.40	1.40	4.80	1408.40	3.5566	.68483	.469
Inability to make decision quickly	396	4.00	1.00	5.00	1410.50	3.5619	.88337	.780
Pressure during work	396	3.50	1.50	5.00	1443.50	3.6452	.62115	.386
Self-Efficacy	396	3.67	1.33	5.00	1424.71	3.5978	.65778	.433
Personal Issues	396	4.00	1.00	5.00	1430.00	3.6111	.78533	.617
Tiredness	396	3.50	1.25	4.75	1404.75	3.5473	.72487	.525
Mismanagement	396	3.33	1.50	4.83	1406.90	3.5528	.66946	.448
Procrastination	396	3.67	1.33	5.00	1435.01	3.6238	.72132	.520
Valid N (list wise)								

IV. Conclusion

The Procrastination becomes a general issue of every small organization in Karachi as there are number of employees in these companies who are not selected on the merit. The employees lack a number of skills that are required to fulfill the job. There are a number of causes identified from the study. And the remedies for the Procrastination are also identified with the help of the interviews from the top management of the government companies. The study has been concluded in a way that the Procrastination has a great impact on the performance of the company as it directly belongs to lack in the performance of the employees.

The causes identified from the literature includes Lack of motivation, Poor time management,

Prioritization of tasks, Inability to make decision quickly, Self-efficacy, Personal issues, Pressure during work. Time shortage, Focus on single work all the day long, Tiredness and Mismanagement. However, a number of remedies also find from the interviews with the top management. The remedies include the scheduling of tasks, arrangement of the tasks, rethinking and trainings.

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