

# The Role of Time Management on Behavior and Perception with Qualitative Descriptive

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## ABSTRACT

Problems that occur at Mikroskil University student organizations include obstacles from the administrative side, such as delays in submitting proposals and reporting activities which result in delays/especially delays in the funding process, to issues of morality and management of each student organization as well as time management itself. This research aims to determine and analyze the condition of Mikroskil University student organizations in running student organizations so that student perceptions and behavior can be known, and this is the novelty of this research. This research used a qualitative descriptive survey method with a purposive sampling technique involving core administrators and active members of divisions within Mikroskil University as samples. The results of the partial test (t-test) show that the time management variable has a positive effect on student behavior and perceptions at the Mikroskil University Student Organization. The Adjusted  $R^2$  value of the time management variable on student behavior was obtained at 44.8%, while the time management variable on behavior towards student perceptions was 32.8% and the remaining 55.2% and 67.2% were influenced by other variables not examined in this research. The research results show that time management partially has a positive and significant effect on behavior and perceptions.



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## A. INTRODUCTION

Student organizations (ormawa) are a forum for students to develop their own capacities as students in the form of channeling aspirations, initiations, or positive and creative ideas through participation in various relevant activities (Basri and Dwiningrum, 2020). In an ormawa there are many students or often referred to as student groups. Students are people enrolled in a tertiary institution who come from various cross-fields of knowledge (Murjana and Sinarwati, 2022) and involvement in student organizations is emphasized as a potential context and experience that facilitates sense of belonging and motivation for academic persistence. A notable context that blends both academic and social experiences and environments is student organization involvement (Mata et al., 2022). Organizing activities in groups is also important and relevant to the problem solving process (Mahmudovna and Isaboeva, 2022). Learning at the university level is different from learning at school. At the school level, learning is mostly guided and

supervised by teachers, while at the university level, students are responsible for their own learning and time management (Alias et al., 2019). But on the other hand, the determination of learning achievement in University is based on the form of score of test results and observation conducted by the lecturer itself (Rachmawati and Fibriyani, 2018). Education at the university or student level is carried out in an integrated manner in curricular, co-curricular and extra-curricular learning activities. Both hard skills and soft skills of students can be developed in tertiary institutions through integrated learning activities, and co-curricular and extra-curricular activities can be carried out through student organizations (ormawa) (Darmawan, 2022). And since the last few years, Indonesia and other countries in the world have faced a new, undeniable situation triggered by globalization, the 4.0 industrial revolution, climate change and the Covid-19 pandemic in particular.

This condition creates challenges as well as opportunities to develop creativity and innovation. As a previous study has highlighted the appropriate use of various media in the higher education learning process in order to reach all the needs of related parties (Muthahharah and Fatwa, 2021). And in the midst of this changing situation, the implementation of higher education is required to continue to be able to produce graduates who live and have data literacy, technology literacy, and human literacy as well as readiness to master the competencies needed in the 21st century. These competencies include the ability to think critically, creative, problem solving, skilled at communicating and collaborating based on an understanding of cultural diversity (multicultural understanding), computing, mastering work skills, career development and lifelong learning within the framework of national and state life based on Pancasila, especially for students in Indonesia (Darmawan, 2022). In addition to these things, other skills are also needed, namely time management. Practices such as setting goals and priorities, planning and scheduling, handling distractions and a well-organized work space and having a positive attitude towards time management are believed to be important things for students, especially students who join an organization or community (Khan et al., 2019). But another study states that time management is another important predictor and not the main one when it comes to success in something, for example in career aspirations and students' perceptions of success (Amida et al., 2021). The same case also found that students not only face time management problems in their learning process but must also have the ability to ask for help when they need it and utilize external resources to help them succeed in many things, this is called a self-regulation strategy (Landrum, 2020).

Related to things above, guidance is also always carried out within Universitas Mikroskil in order to realize the goals of student services at Universitas Mikroskil which have the principles of developing talents, interests, professionalism and community, self-development, entrepreneurship, student psychology and development of student welfare. Various forms of MBKM activities, organizing routine events, participating in competitions/events to humanitarian actions are closely related to orwama activities within the Universitas Mikroskil and these things can become a forum as well as a means of training cooperation, fostering independence, self-confidence, discipline, and responsibility as well as train students to organize, communicate and express opinions in public, develop interests, talents, innovation and add insight and increase a sense of concern and sensitivity to the environment.

Student organizations (ormawa) are never without problems, as well as student organizations within Universitas Mikroskil. Universitas Mikroskil has 19 student organizations. Problems that occur at Universitas Mikroskil ormawa are obstacles from the administrative side such as delays in submitting proposals and reporting activities which result in delays/delays in funding, to issues of morality and management (senior intervention to regeneration) of each ormawa and time management/time management (time management). Implementation of activities, delays by management or members in each ormawa's activities and other matters related to time management) which sometimes cause conflicts within each ormawa. This is what underlies the authors to conduct further research on the condition of ormawa at Universitas Mikroskil with the title the role of time management on student behavior and perceptions in Student Organizations (Case Study at Universitas Mikroskil) in the 2021-2022 management period. Positive and negative behavior shown by individuals as members of the organization will of course have an impact on the work environment in an organization. For example, if individuals have positive behavior in an organization, this can also have a positive impact on individual, group or organizational performance. Vice versa, if individual behavior shows a negative attitude, it will have a negative impact on individuals, groups and organizations so that the organization will experience difficulties in achieving organizational goals (Abi and Saadah, 2018).

The clear differences in this research is this research was conducted to see how ormawa members manage their time in carrying out arranged activities. Their behavior and perceptions are also reviewed to see how much influence these two variables have on time. Time management is considered to have a positive and significant relationship with student learning outcomes, this was found in research that was conducted at UNESA Labschool High School during the implementation of online learning some time ago (Subroto et al., 2022) as well as in other schools it was found that time management in learning is also needed by junior high school students in schools that implement a full day school system (Hasanah and Daharnis, 2019). Another thing was also found that simultaneously the variables of time management, learning motivation, and procrastination behavior have a positive and significant

effect on academic success, where procrastination behavior needs to be eliminated especially for students who still have moderate procrastination behavior to achieve maximum success in the academic field (Putri and Dewi, 2022). This research was carried out by reviewing various literature reviews. Some of the research references in question are highlighting the importance of time management and this is the novelty of this research, we are focusing in this variable.

This research also refers to theories that discuss behavior, including individual behavior which is freedom and not coercion and absolute education is experience. Freedom itself is not static and cannot be defined using a list of discursive arguments. Freedom as much as education is a relational experience (Matusov, 2020). Another thing was also found in similar research that organizational citizenship behavior is very important to make a full contribution to the organization (Ferdiansyah and Suryani, 2022). In addition, it was also found that student perceptions of the role of intra-campus organizations in shaping student leadership character are very important and are components that cannot be ignored (Febrian et al., 2022). Another research also define that time management skills are one of the most needed characteristics of individuals to be successful in education of anything else (Paudel, 2021). The aim of this research is to find out how much influence time management has on student behavior and perceptions in student organizations, but the novelty of this research is the focus on student behavior and time management. This research also wants to ascertain whether it is in line with other research which states that self-management is a strong indicator of academic success, decision-making ability, and competence in behavior modification among students. The things in self-management include time management to behavior changes to improve self-perception. This helps students to change their behavior positively to build academic achievement both in the short and long term, including in the organizations they participate in. Nonetheless, the foundation of self-management plays an important part in achieving student self-efficacy, because of its critical function in managing all types of learning, including academic to non-academic materials and courses (Al-Abyadh and Abdel Azeem, 2022; Aziz and Zaidoune, 2022). And once again this research also refers to some of the things that have been written above that there are still other studies which state that time management is just another important predictor and not the main one in terms of success in something, and people or students not only facing the problem of time management in the organizational process but also must have the ability to utilize external resources or be able to have a self-regulation strategy (Amida et al., 2021; Landrum, 2020). Thus, the results of this research will provide new information for consideration in decision making, support and contribution of thought to readers, especially the management of Universitas Mikroskil or managers of student activities and the students.

## B. RESEARCH METHOD

This research was conducted using a survey method, namely descriptive qualitative which is used to propose solutions to research problems by presenting the condition of the object under study, seen based on data from actual facts at the time the field research took place, analyzing and interpreting, but not testing hypotheses. Qualitative research methods focus more on writing descriptive words than using numbers, so qualitative is the opposite of quantitative. If quantitative research focuses on numbers, then qualitative research focuses more on exploring the perceptions or experiences of the participants themselves, so that it is subjective (Adlini et al., 2022).

In this research, writer tries to understand and interpret the meaning of an event in a situation according to a certain perspective and is done under reasonable conditions or a natural setting. Informants in this study were obtained by determining the number of samples using the Slovin method, which is a popular formula that has been widely used in previous studies (Susanti et al., 2019). Data collection in this study involved all members of Universitas Mikroskil's ormawa (ormawa core committee) with a population of 245 people and a sample of 152 people from 19 active student organizations within Universitas Mikroskil and data processing using SPSS. The data analysis method used is descriptive statistics. To test the quality of the data, validity and reliability tests were carried out. The hypothesis test is a partial test (t test), coefficient of determination test ( $R^2$ ) and simple linear regression analysis. The development of the hypothesis in this study is:

### 1. The Effect of Time Management on Student Behavior

Time management is something that is considered very important for students, especially students who join an organization or community (Khan et al., 2019). Time management certainly affects student behavior in an organization, if a student cannot schedule activities or plan activities to be carried out then of course this will interfere with the student's activities, not only that lack of time management will also shape a student's perception which will form the mindset or point of view of the student about which things must be done first or which must be prioritized (Abi and Saadah, 2018).

### 2. The Effect of Time Management on Student Behavior

Perception is a direct response (acceptance) of something or a person's process of knowing several things through their five senses (Musdhalifa and Syaifudin, 2023). Good time management will create a student's perception and can form good per-

ceptions or points of view and behavior, not only that good time management will really help someone to separate which things should be prioritized and which should take precedence. In addition, good student perceptions will result in the ability to set priorities regarding important and unimportant things (Wahidaty, 2021). Furthermore, the following is the conceptual framework in Figure 1:

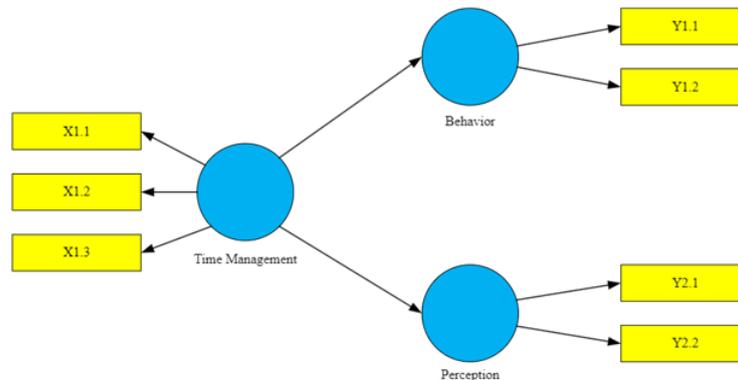


Figure 1. Research Conceptual Framework

This study involved time management variables, student behavior and perceptions as shown in Figure 1. The importance of proper time management for everyday life is helping people to focus on important tasks. With time management a person will not lose their time for useless activities, but the person will carry out the time regularly and productively. Based on Figure 1, time management variable has 3 (three) indicators. They are the ability to set goals (X1.1), the ability to set priorities (X1.2), and the ability to make schedules (X1.3). Behavior has a subjective meaning for each doer, namely how to put oneself in the frame of mind of other people who do actions, and situations and goals seen from that perspective. The Behavior variable has 2 (two) indicators, namely how to behave (Y1.1) and how to act (Y1.2). Perceptions is a process of how the stimulus influences the perception or impression of an object that is received through individual sensing processes which are interpreted to become a meaningful picture. Perception variable has 2 (two) indicators, namely understanding of objects (Y2.1) and assessment of objects (Y2.2). Furthermore, the following is a brief description of the implementation of this research:

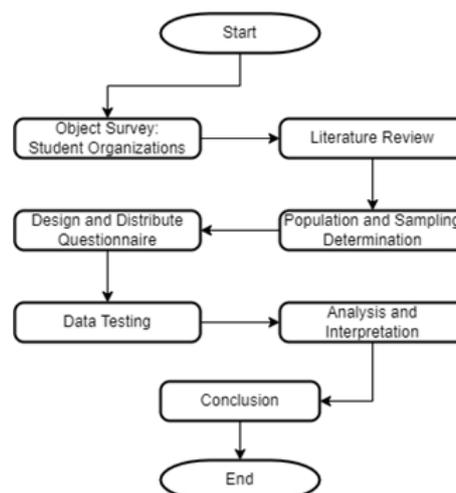


Figure 2. Research Method

The more complete description of research activities is as follows:

#### 1. Ormawa Survey

At this stage, a survey was conducted to see the condition of the ormawa. This activity was carried out in order to get a full picture of the condition of the ormawa residents (administrators and members of the active division) within the Universitas Mikroskil. This activity was carried out by observing the total number of active board members and members of each ormawa in the 2021-2022 period, which will then be seen for its characteristics in terms of gender and the roles held in each ormawa.

## 2. Literature Review

This stage aims to find out more about related research by examining more theories of time management, behavior and student perceptions. The following are some of the literature reviews used in this study:

### (a) Time management

Time management is something that is considered very important for students, especially students who join in an organization or community (Khan et al., 2019). This research confirmatory evidence to the existing research literature that how students perceive their control of time correlates positively with academic performance, and finds that this transcends gender, age, entry qualifications, and even the number of semesters already in the degree program and considered particularly very important for students in supporting their academic success (Adams and Blair, 2019). This is in line with research which states that the lower the time management, the lower the learning achievement of a person (Pasaribu et al., 2020). There is a negative influence between time management and academic procrastination in students. Which means the higher the time management, the lower the academic procrastination, and conversely the lower the time management, the higher the academic procrastination (Pertiwi, 2020). In addition, time planning and effective use of time reduce cyberloafing behavior, practical training in time management and efficient use of technology needs to be carried out in education (Bozbayindir, 2019). Time management certainly affects the perceptions and behavior of students in an organization, if a student cannot arrange a schedule of activities or plan activities to be carried out then of course this will interfere with the student's activities, not only that lack of time management will also shape a student's perception which will form the mindset or point of view of the student about which things must be done first or which must be prioritized (Abi and Saadah, 2018). Simply put, attitude is only part of behavior, so it can be said that behavior has a wider scope than attitude (Abi and Saadah, 2018).

### (b) Behavior

Behavior is an individual's response or reaction to stimuli or the environment (Karolina and Noviari, 2019; Kospa, 2018). Behavior is also considered as a series of actions taken by a person, system to entity that involves the surrounding environment and is carried out consciously, openly or secretly, and voluntarily and involuntarily (Suhayati, 2020). Behavior can be grouped into two types, namely behavior that can be observed directly or indirectly and behavior that can arise from the stimulus or response given (Gani et al., 2020). Often behavior and attitudes are considered to be the same thing when in fact they are different. Attitudes are behaviors or movements that appear and are displayed in their interactions in the social environment and can be in the form of processes of mutual response, mutual influence and mutual adjustment to their social environment (Suhayati, 2020). In simple terms, it can be concluded that attitude is only part of behavior, and behavior has a broader scope than attitude (Gani et al., 2020)

### (c) Perception

Perception is a direct response (acceptance) of something or a person's process of knowing several things through his senses (Kospa, 2018). Good time management will create a student's perception and influence how a student behaves in an organization. Good time management will certainly have a good impact on ourselves. Good time management forms a perception or point of view and good behavior, not only that, good time management will really help someone to separate which things should be prioritized and which should take precedence. So that one activity and other activities do not collide. A student must be able to place himself well, in organizational activities as well as during the teaching and learning process or lecture activities (Abi and Saadah, 2018). In addition, good student perceptions will result in the ability to prioritize important and unimportant things (Wahidaty, 2021). And for things that are much more detailed, time management skills are also a core self-regulation process that contributes to students' independent learning abilities in various ways (Wolters and Brady, 2020). Based on the description of the literature review above, then the questions or indicators used in this study were arranged (Abi and Saadah, 2018):

Table 1. Research Indicators

No	Questions
1	I applied time management in student organization
2	Time management is useful for me
3	Time management influences my perceptions
4	Time management affects my activeness in organizations, especially students organizations
5	Time management influences my behavior in student organization
6	Time management is important in my opinion
7	Implementation of inefficient time management can have a negative impact on me

### 3. Determination of Population and Sample

The size of the population and the target sample of users who are respondents to this study are determined based on the number of active students who join the Universitas Mikroskil ormawa, in this case the administrators and division members of each ormawa. Following are the detailed data of ormawa in the Universitas Mikroskil environment:

Table 2. Population

No	Organization Name	Number of Managers and Division Members	
1	BITSMIKRO	60	people
2	IMSI	40	people
3	IMM	28	people
4	IMA	31	people
5	ONE MITS	3	people
6	MPC	4	people
7	MEC	4	people
8	MCC	2	people
9	MBC	3	people
10	MTC	4	people
11	MWC	1	people
12	ME	12	people
13	MPSC	3	people
14	KMK	5	people
15	KMI	10	people
16	KMB	16	people
17	MDT	3	people
18	MSC	8	people
19	MYCARE	8	people
Number of Population (Core Committee and Active Members of the Ormawa Division)		245	people

Based on Table 2, the number of samples can be calculated as equation number 1:

$$n = \frac{N}{1 + N(e)^2} \quad (1)$$

where:

$n$  = Number of Samples

$N$  = Total Population

$e$  = Fault Tolerance ( $e = 5\%$  or  $0.05$ )

so the number of samples is:

$$n = \frac{N}{1 + 245(0.05)^2}$$

$$n = \frac{245}{1 + 245(0.0025)}$$

$$n = \frac{245}{1.6125}$$

$$n = 151,9 \text{ or rounded up to } 152 \text{ respondents}$$

### 4. Designing and Distributing Questionnaires

The questionnaire was designed and distributed using Microsoft Forms to all core committee and active division members (both male and female) in student organization of Universitas Mikroskil. All student organizations in Universitas Mikroskil are the targets of this research and their full participation is the key to implementing this research. Distribution of questionnaires was carried out within 1 (one) month to obtain all the required data from all relevant student organizations.

### 5. Data Testing

Testing the data in this study used a quantitative research method with a descriptive approach in order to describe the current situation. Descriptive research includes surveys and fact-finding questions of various types. These two things are an important part of carrying out this research in order to be able to clearly describe the situation of the student organization in Universitas Mikroskil.

## C. RESULTS AND DISCUSSION

Data collection was carried out by distributing questionnaires to respondents. Then the data would be converted into quantitative data to facilitate data processing using the SPSS application. The following are the results of testing and data processing in this study:

## 1. Overview of Respondents

The results of the questionnaire distribution have been obtained by the author. The author grouped the characteristics of respondents based on gender into 152 respondents, core committee administrators and members of active divisions of student organizations in Universitas Mikroskil. Through distributing questionnaires, the following data was obtained:

Table 3. Characteristics of Respondents Based on Gender

Information	Sum	Percentage (%)
Male	74	48,7
Female	78	51,3
Total	152	100

Based on the data in Table 2 above, information was obtained that the number of male respondents was 74 people or 48.7%, while there were 78 female or 51.3%. Although the difference in numbers is not too much, it can be concluded that more respondents are female. This shows that the majority of members of the Universitas Mikroskil student organizations are women. Furthermore, based on the results of research conducted on 152 respondents, namely students who are members of the Universitas Mikroskil student organization through questionnaires distributed, the following data is obtained which highlights the role of each student in student organizations, namely as follows:

Table 4. Characteristics of Respondents Based on Role in the Organization

Information	Sum	Percentage (%)
Core Committee (Chairman, Deputy Chairperson, Secretary, Treasurer)	39	25,7
Division Member	113	74,3
Total	152	100

Based on the data in Table 4, information was obtained that the number of respondents who served as core committee (chairman, deputy chairman, secretary and treasurer) was 39 people or 25.7%, while those who served as members were 113 people or 74.3%. The large difference in the number of respondents reflects that the number of division members in this study is greater than the number of core committee.

## 2. Data Quality Test Results

The quality of the data generated from the distributed questionnaires can be tested through validity and reliability tests, as follows:

### (a) Validity test

The validity test was carried out to measure the validity of a questionnaire used as an instrument in a study. The criteria for a list of statements can be said to be valid if the value of  $r_{hitung} > r_{table}$  or with a significant level of 0.05. The degrees of freedom in this study are  $df = n - 2$ . With the condition that  $n$  (number of respondents) is 152 respondents, then the magnitude of  $df = 152 - 2 = 150$  with a significance of 0.05 or 5%. The following is a table of the results of the validity test of the time management variable in this study:

Table 5. Time Management Variable Validity Test Results ( $X_1$ )

Variable	Statement	$r_{hitung}$	$r_{table}$
Time Management ( $X_1$ )	X1.1	0,840	0,159
	X1.2	0,882	0,159
	X1.3	0,815	0,159
Behavior ( $Y_1$ )	Y1.1	0,924	0,159
	Y1.2	0,912	0,159
Perception ( $Y_2$ )	Y2.1	0,844	0,159
	Y2.2	0,859	0,159

Based on the data validity test attached to table 5, information was obtained that all statement items contained in the variables Time Management ( $X_1$ ), Behavior ( $Y_1$ ), and Perception ( $Y_2$ ) had a value of  $r_{hitung} > r_{table}$ .  $r_{hitung}$  of time management is 0.840, 0.882, 0.815. Then the  $r_{hitung}$  of Behavior is 0.924, 0.912. Then the  $r_{hitung}$  of Perception is 0.844, 0.859. So it can be concluded that all statement items from all variables are valid.

### (b) Reliability Test

Reliability is a tool for measuring a set of lists of statements (questionnaires) which are indicators of the variables studied. A questionnaire is said to be reliable or reliable if a person's answers to statements are consistent or stable over time (Betwan, 2019). In this study, an instrument is said to be reliable if it has a Cronbach's Alpha value  $> 0.70$ .

Table 6. Reliability Test Results

Variabel	Cronbachs Alpha	N of Item
Time Management (X1)	0.842	4
Behavior (Y1)	0.902	3
Perception (Y2)	0.866	3

Based on the results of the reliability test attached in table 6, information can be obtained that the value of Cronbach's Alpha for the variables Time Management, Behavior, and Perception is  $> 0.70$ . The values of each variable are 0.842, 0.902, and 0.866. So it can be concluded that the results of the reliability test on all variables are reliable.

### (c) Simple Regression Results

Regression analysis is a statistical calculation to test how closely each variable is related (Sarbaini et al., 2022). Simple regression analysis is used to test the influence or linear relationship between 1 independent variable ( $X$ ) and the dependent variable ( $Y$ ). There are 2 types of variables, namely independent variables and dependent variables.

Table 7. Results of Simple Linear Regression Analysis of Time Management ( $X_1$ ) on Behavior ( $Y_1$ )

Model	Coefficients <sup>a</sup>					
	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1 (Constant)	1.877	0.579			3.243	0.001
1 Time management	0.494	0.044	0.672		11.107	0
a	Dependent Variable: Behavior (Y1)					

From the results obtained in Table 7, the regression equation is obtained which is shown in formula number 2:

$$Y_1 = 1,877 + 0,494X_1 \quad (2)$$

The process of equation number 2 is as follows:

- i. The constant value shows a positive sign. This means that if the Time Management variable ( $X_1$ ) is considered 0, then the behavior of student members of the Universitas Mikroskil Medan student organization is 1.877.
- ii. The regression coefficient value for the time management variable shows a positive value of 0.494. That is, if time management increases by one unit, then the behavior of student members of the Universitas Mikroskil Medan student organization will increase by 0.494 assuming the other variables are constant.

Table 8. Results of Simple Linear Regression Analysis of Time Management ( $X_1$ ) on Perception ( $Y_2$ )

Model	Coefficients <sup>a</sup>					
	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1 (Constant)	3.124	0.624			5.003	.000
1 Time management	.414	.048	.577		8.644	.000
a	Dependent Variable: Behavior (Y2)					

From the results obtained in Table 8, the regression equation is obtained which is shown in formula number 3:

$$Y_2 = 3,124 + 0,414X_1 \quad (3)$$

The process of equation number 3 is as follows:

- i. The constant value shows a positive sign. This means that if the Time Management variable ( $X_1$ ) is considered 0, then the perception of student members of the Universitas Mikroskil Medan student organization is 3.124.
- ii. The regression coefficient value for the time management variable shows a positive value of 0.414. That is, if time management increases by one unit, then the perception of student members of the Universitas Mikroskil Medan student organization will increase by 0.414 assuming the other variables are constant.

### (d) Partial Test Results (Test t)

The t (partial) statistical test in this study can be seen in the Table 9.

Table 9. Partial Test Results on Behavioral Variables ( $Y_1$ )

Model		Coefficients <sup>a</sup>			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	1.877	.579		3.243	.001
	Time management	.494	.048	.672	11.107	.000
a	Dependent Variable: Behavior (Y1)					

Based on table 9, the results obtained are greater than  $t_{table}$  and the significance is smaller than 0.05. The test results for the independent variable (free), namely the Time Management variable, show a thitung of  $11.107 > t_{table}$  of 1.655 with a significance of  $0.000 < 0.05$ . These results explain that time management has a positive and significant effect on the behavior of student members of the Universitas Mikroskils student organizations.

Table 10. Partial Test Results on Perception Variables ( $Y_2$ )

Model		Coefficients <sup>a</sup>			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	3.124	.624		5.003	.000
	Time management	.414	.048	.577	8.644	.000
a	Dependent Variable: Behavior (Y2)					

In Table 10, the results of testing the independent variable, namely the Time Management variable, show that the  $t_{count}$  value is greater than  $t_{table}$ . The value of the Time Management variable is  $8.644 > t_{table}$  of 1.655 with a significance of  $0.000 < 0.05$ . These results explain that time management has a positive and significant effect on the perceptions of students who are members of the Mikroskil University student organization.

(e) Determination Coefficient Test ( $R^2$ )

The coefficient of determination ( $R^2$ ) is used to measure how capable the independent variable is in influencing the variation of the dependent variable. The value of  $R^2$  is between zero and one. If the value of  $R^2$  is small, the ability of the independent variable to explain the variation in the dependent variable is limited. The results of the coefficient of determination are shown in Table 11:

Table 11. Partial Test Results on Perception Variables ( $Y_2$ )

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.672 <sup>a</sup>	0.451	0.448	0.94573

In the test results of the coefficient of determination ( $R^2$ ) it can be seen that the value of the coefficient of determination (Adjusted R Square) obtained is 0.448. This shows that the percentage of the influence of the independent variable, namely time management, on the behavior of student members of the Universitas Mikroskil Medan student organization is 44.8%. This means that the variation in the data resulting from the independent variable on the dependent variable is 44.8%, while the remaining 55.2% is influenced by other variables, such as self-control, perfectionism, self-efficacy and other variables not examined in this study.

Table 12. Test Results for the Coefficient of Determination ( $R^2$ ) on Perceived Variables ( $Y_2$ )

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.577 <sup>a</sup>	.332	.328	1.02022

In Table 12, the test results of the coefficient of determination ( $R^2$ ) it can be seen that the value of the coefficient of determination (Adjusted R Square) obtained is 0.328. This shows that the percentage of the influence of the independent variable, namely time management, on the perceptions of student members of the Universitas Mikroskil Medan student organization is 32.8%. This means that the variation in the data resulting from the independent variable on the dependent variable is 32.8%, while the remaining 67.2% is influenced by other variables, such as self-control, perfectionism, self-efficacy and other variables not examined in this study.

In the Test Results Analysis and Interpretation stage, the results of data processing with SPSS are studied and interpreted to obtain research results. Here is the description:

#### 1. The Effect of Time Management on the Behavior of Student Members of Universitas Mikroskil Student Organizations

The partial test results for the time management variable on behavior show a coefficient value with a positive direction. Where the  $t_{hitung}$  value is 11,107 >  $t_{table}$  is 1,655 with a significance of 0,000 < 0.05. So it can be concluded that time management has a positive and significant effect on the behavior of student members of the Universitas Mikroskil student organization

#### 2. The Effect of Time Management on Students' Perceptions of Universitas Mikroskil Organization Members

The partial test results for the time management variable on perception show a coefficient value in a positive direction. Where the  $t_{hitung}$  value is 8,644 >  $t_{table}$  is 1,655 with a significance of 0,000 < 0.05. So it can be concluded that time management has a positive and significant effect on the perceptions of student members of the Universitas Mikroskil student organization

This finding is also relevant to several similar studies which emphasize the importance of time and this part is the novelty of this research, like one finding have shown that the incorporation of a time management enabling assist students in practising time management (Khia, 2022). And the other finding that state students should continue to maintain in managing the balance between work and lectures so that they are able to carry out these two activities simultaneously by preparing activity plans and re-examining these plans (Sulistia and Widigdo, 2023) and by all these reasons we clarify that time management on behavior and perception in organizational skills as important soft skills for students specially for students organizations.

### D. CONCLUSION AND SUGGESTION

The conclusion in this study is that time management partially has a positive and significant effect on the behavior and perceptions of students at the Universitas Mikroskil Student Organization. The calculated value for each variable shows the results passing the  $t_{table}$  and Cronbach Alpha values. The result of the calculation of the Coefficient of Determination with an Adjusted  $R^2$  value is 32.8%

The suggestion is based on the results of descriptive statistical research which shows that time management has a positive influence on the behavior and perceptions of student members of the organization in Universitas Mikroskil. So the researchers suggest that the management of the Universitas Mikroskil Medan Student Organization pay more attention to factors that can affect student achievement apart from time management. Such as external factors, namely the condition of the lecture environment which can be the cause of increased student behavior. As well as increasing counseling guidance to organizational students which can be used as an effort to foster organizational enthusiasm among students.

### DECLARATIONS

#### AUTHOR CONTRIBUTION

All authors contributed to the writing of this article.

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#### COMPETING INTEREST

The authors declare no conflict of interest in this article.

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