



Making decisions: an analysis of styles and time pressure among selected graduate students in the Philippines

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ABSTRACT

The feeling of time pressure is remarkable and significant phenomenon that people deal with throughout their lives. Empirical research indicates that people who believe there aren't enough hours in the day and believe they have to work harder and longer than ever before feel under time pressure. This has resulted in poor performance, absences, and job dissatisfaction in work environments because people's ability to make decisions is impacted by time constraints. This study aim to investigate the impact of time pressure on decision-making of graduate students. This component has been recognized as a crucial factor in decision-making. Using a descriptive-correlational design, it identifies the impact of time pressure on the performance and decision-making styles among selected graduate students enrolled from different Universities in the Philippines. The study's findings determined respondents frequently feel pressured by the work deadline and Unstable Workload has the lowest pressure points factor. Moreover, the results determined time pressure as a significant contributor to the decision- making of graduate students and indicates a favorable and significant relationship between time pressure and graduate students' decision-making styles. Furthermore, the study's findings provide useful insights into the difficulties that Graduate students experienced in managing their time in decision-making as professionals and students at the same time, and factors influencing student achievement and decision-making have been identified and analyzed.

RESUMO

A sensação de pressão do tempo é um fenômeno notável e significativo com o qual as pessoas lidam ao longo da vida. Pesquisas empíricas indicam que as pessoas que acreditam que não há horas suficientes no dia e que precisam trabalhar mais e por mais tempo do que nunca se sentem sob pressão de tempo. Isto resultou em mau desempenho, ausências e insatisfação profissional nos ambientes de trabalho, porque a capacidade das pessoas de tomar decisões é afetada por restrições de tempo. Este estudo objetivou investigar o impacto da pressão do tempo na tomada de decisões de estudantes de pós-graduação. Este componente tem sido reconhecido como um fator crucial na tomada de decisões. Utilizando um desenho descritivo-correlacional, identifica o impacto da pressão do tempo no desempenho e nos estilos de tomada de decisão entre estudantes de pós-graduação selecionados matriculados em diferentes universidades nas Filipinas. As descobertas do estudo determinaram que os entrevistados frequentemente se sentem pressionados pelo prazo de trabalho e a Carga de Trabalho Instável tem o fator de pontos de pressão mais baixo. Além disso, os resultados determinaram a pressão do tempo como um contribuinte significativo para a tomada de decisão dos estudantes de pós-graduação e indicam uma relação favorável e significativa entre a pressão do tempo e os estilos de tomada de decisão dos estudantes de pós-graduação. Além disso, as conclusões do estudo fornecem informações úteis sobre as dificuldades que os estudantes de pós-graduação experimentaram na gestão do seu tempo na tomada de decisões como profissionais e estudantes ao mesmo tempo, e os fatores que influenciam o desempenho dos alunos e a tomada de decisões foram identificados e analisados.

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Introduction

Completing work tasks in white-collar professions sometimes requires carrying out complex decision-making processes that depend on the input of clients and other employees. Decision-making procedures that are not driven effectively restrict other employees' capacity to plan and finish their work, make it harder for employees to accomplish their jobs, and may even lead to stress at work. According to Wu, Schulz, Pleskac, et al. (2022), we have all felt the strain of making decisions in a short amount of time. For example, deciding what to order at a dining establishment while the waiter stands expectantly behind your back. Time pressure's negative and positive effects have been observed and studied over the years, and this research intends to add to a better understanding of time pressure as an effective element in decision-making and aspects influenced by decision-making. One of the most crucial issues we face in our lives is time constraints.

Time pressure, as defined by Wu&Xie (2018), can be characterized as the subjective experience of a lack of time. that's fascinating to observe what people can do when they're pressed for time, and how big of an impact that has on their chosen behavior or decision-making. This causes feelings of time pressure, which have been linked to employee discontent, alienation, low productivity, and absenteeism in the workplace (Dodanwala et al., 2021).

Empirical research has related decision-making to time constraints and investigated them as individual variables. Current local studies in the Philippines are limited, and it is difficult to find such research relating to time pressure and decision-making. Furthermore, international studies on student time pressure, stress, and procrastination can be linked to decision-making styles or tactics. According to Skinner and Parrey (2019), time pressure and stress have been extensively researched in decision-making literature because time constraints have been identified as a significant stressor, with a substantial negative link between staff anxiety and well-being.

Time restrictions, as noted by O'Keefe (2016), can affect how successfully judgments are made because they encourage decision-makers to analyze information more rapidly, less carefully, and with less information. Kocher, Schindler, Trautmann, et al. (2019) study revealed that diverse decision-making styles have a considerable impact on risky decision-making. People who can and cannot manage the time constraint in harmful decisions differ in a variety of ways. He also claimed that time constraints increase risk aversion for losses while having little influence on risk attitudes for earnings.

The study also discovered that people's personal decisions were shaped by time restrictions, with those who were under time pressure disclosing their intentions to partake

in riskier activities. When there is time pressure, individuals tend to transition from intention to action, but when there isn't, they postpone (Kuhnel, Bledow, & Kuonath, 2022).

According to Chai and Rutte (2011), time constraints encourage teams to concentrate on key cues and procedures that are typically linked to successful outcomes. Making wise choices in one circumstance does not always translate to making wise choices in another.

Chandler and Pronin (2016) discovered that when participants were pressed for time, they made riskier financial judgments. Current research is inconclusive, so a stronger theoretical framework is required to explain how time pressure affects risky decision-making. Furthermore, in the technological environment, decision-making is often described as a mental process that entails evaluating a variety of options or alternatives (Bohanec, 2009).

The literature mentions several more decision-making processes, but just two—rational decision-making and cognitive decision-making—are widely accepted. The literature usually does not address the idea of time pressure. Instead, temporal constraints are examined in literature along with their influence and existence in real-world scenarios.

Consequently, the rest of this section delves deeper into the ways that time pressure affects individuals and how it's rising in high-tech settings. To function well under time constraints, it's critical to understand the various types of people and how they respond to pressure.

Furthermore, According to El Othman et al. (2020), understanding how moral judgments are made by individuals is crucial from a theoretical and practical standpoint. Its theoretical significance stems from the necessity of comprehending the moral mind to improve our knowledge of mental processes and, consequently, our comprehension of the function of moral concerns in human cognitive processes.

Ordonez (2015) asserts that the great majority of studies on decision-making under time pressure have concentrated on discrete tasks completed quickly. They recommended that future studies look at how people manage various projects and jobs including decision-making under various time constraints. Additionally, studies might examine the long-term effects of making decisions under pressure. Examining human answers in more realistic scenarios would allow researchers to fully grasp how time restrictions influence decision-making from numerous early research that was merged into a metanalysis of the impact of time constraints on various areas of negotiation.

The study conducted by Wu and Xie (2018) found that university students perform better on an online search assignment when they have a better knowledge of time and how to employ note-taking and time constraint. Furthermore, Hu and Yang (2011) contend that because it sheds light on how decision-makers manage information when faced with time

restrictions, the impact of time constraints on judgment is especially relevant to the circumstances surrounding decision making today. In today's fast-paced world, professionals in a variety of industries frequently confront circumstances in which they must make quick judgments, sometimes with minimal information. It implies that when people are given a large quantity of information to comprehend in a short period, they make more mistakes in their decision-making. This study aimed to determine whether time pressure is a significant contributor to the decision-making of graduate students and a possible correlation between time pressure and graduate students' decision-making styles.

Methodology

This study employed descriptive correlation and survey research design in collecting data on graduate students' perceptions of how time pressure affects decision-making style and to determine the correlation between time pressure and decision-making. A correlational method is a form of research strategy in which the relationship between two or more variables is investigated. An online survey is a popular method of collecting data due to its accessibility, versatility, and ability to be customized to answer certain research questions and cover a range of questions kinds (Couper et al., 2017). They have the benefit of allowing for real-time data collection from a sizable and varied participant sample. 88 graduate students enrolled in Master of Arts in Education from different Universities in the Philippines are conveniently selected as respondents of the study.

The graduate students are selected regardless of the major and the status of their employment whether probationary, contractual, or regular employee. The researchers used their network and contacts to help and facilitate giving questionnaires through online/google forms to the respondents. The profile of the respondents was categorized as to age sex civil status, no. of years of service in the educational institution.

Respondents of the study are strictly graduate students enrolled in higher education institutions within the Philippines only. Since the number of respondents is limited in numbers, all the responses of the graduate students who voluntarily answer the questionnaire are greatly appreciated. The data from the online survey was retrieved, coded, and processed using statistical software. The mean score of time pressure and decision-making style was obtained. Frequency Percentage and Mean were used to summarize the data collected from the study. Spearman Rank-Order Correlation, a cross-correlational analysis was used to determine the relationship existing within the reported decision-making styles (rational, intuitive, dependent, avoidant, and spontaneous) and the time pressure of the graduate students. In ethical considerations, the researchers follow the Republic Act 10173 – Data Privacy Act of 2012 in storing the data in the study.

The researchers anonymize the data they gathered through the removal of the direct identifiers; such as the removal of the respondent 's name, address, postcode information, telephone/cellphone number, and identity that is not part of the demographic profile. In presenting the data, only the numerical data will suffice. Lastly, the paper records were disposed of or eliminated the data upon completion of the research while the digital data were deleted.

The researchers adopted a survey instrument that includes questions related to the factors of time pressure and decision-making styles. The first part of the instrument was

consisted of demographic profiles such as age, sex, civil status, and program enrolled and no. of years of service in the educational institution by the respondents.

The second part of the questionnaire was utilized to measure the time pressure that students face, it is adopted from the Time Stress Questionnaire proposed by Rothblum, Solomon, and Murakam (1986). The time pressure scale is composed of a total of 32 questions, measured using a 5-point Likert scale, where 1 point indicates “not bothering,” and the 5 points indicate “always bothering.”

The General Decision-Making Style Questionnaire (GDMS) was authored by Scott and Bruce (1995). It is a 25-item scale that captures five underlying decision-making styles: rational, intuitive, dependent, avoidant, and spontaneous. According to Scott and Bruce (1995), people have varying levels of all five styles, but one style is usually dominant. The researchers cited and email the notable authors for permission to use the said questionnaires.

Results and Discussion

The Time Pressure Questionnaire's item analysis which consists of 32 items, is displayed in the table. The mean score, standard deviation (SD), and Rank are also provided for each item. It has a total mean score is 3.182 with a standard deviation of 0.960. The items with the highest mean scores—TP32 and TP25—have means of 4.114 and 3.909 respectively, indicating that participants find them to be often bothering by the difficulty living with the unfinished task and the pressure related to deadlines.

Table 1.
Descriptive statistics result of the time pressure questionnaire

TP	MEAN	SD	RANK
1	3.466	0.546	8
2	3.398	0.941	10
3	3.523	0.857	7
4	3.557	1.049	5
5	2.432	1.294	28
6	2.136	1.085	28
7	3.193	1.221	11
8	2.898	1.115	23
9	3.114	0.999	16
10	2.852	0.865	22
11	2.614	0.928	22
12	3.182	0.989	11
13	2.909	1.345	20
14	2.932	0.932	19
15	3.011	0.837	17
16	3.136	0.377	12
17	2.557	1.276	17
18	3.023	1.124	14
19	3.409	0.967	7
20	3.023	0.994	13

21	3.216	0.976	7
22	3.125	1.211	11
23	3.545	0.815	5
24	3.205	1.063	6
25	4.114	0.685	1
26	3.875	1.173	2
27	2.955	1.295	7
28	3.205	0.571	4
29	3.443	0.604	3
30	3.136	0.459	4
31	3.727	0.956	2
32	3.909	1.181	1
TOTAL	3.182	0.96025	

These suggest that majority of participants often find these aspects challenging that significantly contribute to the feeling of time pressure. On the Other hand, the items with the lowest mean scores—TP5 and TP6—had means of 2.432 and 2.136, respectively, indicating that individual’s chronic underload or too little to do in time available and occasional underload did not find them bothering or doing so.

Table 2.
Time Pressure Factors

	MEAN	SD
P1 LEASURE TME	3.034	0.9503
P2 WORK DEADLINE	3.746	0.9818
P3 DISORDER STATUS	3.052	1.0606
P4 OVERWORK	3.486	0.8671
P5 UNSTABLE WORK	2.580	1.2763
P6 JOB RESPONSIBILITY	3.295	1.0262
P7 SITUATION CHANGE	2.733	0.9022
P8 INSUFFICIENT	3.098	0.8620
TOTAL	3.128	0.9908

As shown in the table, the overall descriptive statistics results for each factor shows that the total average time pressure for the graduate students is 3.128 and SD of 0.9908. Respondents are frequently feel pressured with the work deadline as indicated in the above table with the highest mean of 3.746. The Unstable Workload exerts the least pressure points with a mean of 2.580 and SD of 1.2763. This implies that graduate students experience stress caused by work deadlines. This provides support for the research conducted by Moore and Tenney (2012), which examines deadlines from the trade-off between productivity and

performance. In other words, they contend that allocating additional time to a task diminishes marginal returns to performance, whereas time constraints may hinder output. Consequently, they propose that setting suitable deadlines can optimize productivity. In conclusion, time constraints will almost certainly have an effect on decision-making, although that effect may not always be negative.

Table 3:
Correlation Matrix of Time Pressure and Decision-Making Styles

Variables		Rational	Intuitive	Dependent	Avoidant	Spontaneous	Time Pressure
<i>Rational</i>	<i>r value</i>	—					
	<i>p-value</i>	—					
<i>Intuitive</i>	<i>r value</i>	0.42	—				
	<i>p-value</i>	< .001***	—				
<i>Dependent</i>	<i>r value</i>	0.36	0.54	—			
	<i>p-value</i>	< .001***	< .001***	—			
<i>Avoidant</i>	<i>r value</i>	0.03	0.52	0.49	—		
	<i>p-value</i>	0.68	< .001***	< .001***	—		
<i>Spontaneous</i>	<i>r value</i>	0.09	0.56	0.46	0.72	—	
	<i>p-value</i>	0.19	< .001***	< .001***	< .001***	—	
<i>Time Pressure</i>	<i>r value</i>	0.22	0.21	0.29	0.25	0.32	—
	<i>p-value</i>	0.001**	0.002**	< .001***	< .001***	< .001***	—

Note: * indicates $p \leq 0.05$; ** indicates $p \leq 0.01$; *** indicates $p < 0.001$

Utilizing Spearman Rank-Order Correlation, a cross-correlational analysis was conducted to determine the relationship existing within the reported decision-making styles and time pressure of the graduate students. The analysis indicates that the rational decision-making style was positively and significantly correlated with intuitive ($r = 0.42$, $p < 0.001$) and dependent ($r = 0.36$, $p < 0.001$) decision-making styles. On the other hand, intuitive decision-making style was also found to be significantly and positively correlated with dependent ($r = 0.54$, $p < 0.001$), avoidant ($r = 0.52$, $p < 0.001$), and spontaneous ($r = 0.21$, $p = 0.002$) decision-making styles. Moreover, dependent decision-making style was found to be significantly and positively correlated with avoidant ($r = 0.49$, $p < 0.001$) and spontaneous ($r = 0.29$, $p < 0.001$) decision-making styles. Lastly, a significant and positive interdependence was found between avoidant and spontaneous decision-making styles ($r = 0.72$, $p < 0.001$).

Above all the intercorrelation between all decision-making styles, only the correlation of rational decision-making style towards avoidant ($r = 0.03, p = 0.68$) and spontaneous ($r = 0.09, p = 0.22$) decision-making was not found to be significant.

Moreover, time pressure was found to be significantly and positively correlated with rational ($r = 0.22, p = 0.001$), intuitive ($r = 0.21, p = 0.002$), dependent ($r = 0.29, p < 0.001$), avoidant ($r = 0.25, p < 0.001$), and spontaneous ($r = 0.32, p < 0.001$) decision-making styles. This indicates that as time pressure is experienced by the respondents, the likelihood of projecting decision-making styles are the basis of their decision-making. Furthermore, it highlights that graduate students' decision-making styles are positively related to the time pressure they experience. It is important to highlight the understanding of the impact of time pressure on decision-making and provide insights into the interaction between various decision-making styles.

Conclusions

The decision-making processes are found to be highly and positively connected with time pressure. These indicate that the respondents' susceptibility to placing different and important decision-making approaches increases as they experience more time pressure. It is crucial to emphasize knowledge of how time constraints affect decision-making and offer insights into how different decision-making styles interact.

This study suggests to the graduate school department that a mentorship program must be initiated. This program can provide guidance and support to graduate students in navigating stressful academic and professional situations. Moreover, policymakers can consider the development of academic policies that allow for more flexibility in deadlines and project timelines, recognizing that excessive time pressure can negatively impact decision-making. Furthermore, well-being initiatives for graduate students must also be considered.

This study also shows how important it is to recognize the various ways that people see their perceptions. It's crucial to be conscious of the factors that influence your decision-making behaviors. The results of this study imply that individual differences reflect how people make decisions under a limited amount of time, at least in terms of their risk management and reasons.

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