

## WORK LIFE BALANCE OF POLICE IN INDIA

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### ABSTRACT

*Police work and how it affects the family is an extremely complex subject. The role of police women is ambiguous and requires one to use discretion to perform their duties. Occupational stress among police women is often viewed as an unlucky, but expected part of police work. A variety of workplace problems, such as racial and gender bias and lack of influence over work activities, as influences on police stress. One of the most basic results of stress, which a police women incurs from the job, is being Overprotective of their family, is a behaviour that is sometimes hard for the police women to detect. Stress can be thought of as a state of extreme difficulty, pressure or strain. To be more precise, stress can be a mentally or emotionally disruptive or upsetting condition occurring in response to adverse external influences and can be capable of affecting physical health. This paper analyses the conditions that can lead to and cause stress to police women and their families both directly and indirectly. In this paper, both primary and secondary data were collected. Structured questionnaires were used to collect primary data from the Policewomen through questionnaires. The secondary data was collected from website and reports*

**KEYWORDS:** Work Life Poise, Time Administration, Parenthood Reconsidered, Stress, Technology etc.

### INTRODUCTION

The role of the police women, in itself, is one of the most basic sources of stress for police women. There is no clear-cut definition of exactly what their functions are. The police women's role ranges from protection of life and property, prevention of crime and enforcement of laws and ordinances to safeguarding the rights of individuals. The way in which police women approach and handle these tasks, is where discretion comes into play. Another source of strain placed on the family of police women and probably one of the most significant is that of shift work. Shift work disrupts family life and interferes with holidays and special family events. Singly parents are particularly affected by the struggle to provide adequate child-care and family life while working rotating shifts. Shift work can exact a physical toll on the Police women that is manifested in emotional changes such as irritability and increased tension at home.

Undercover duty is another area of law enforcement that causes stress for the police women's family. There are long, uncertain hours and concern for the police women spouse due to the secrecy of the assignment. In addition, undercover duty is hard on the spouse, who is left at home with children, when the assignment keeps the police women away from home for an extended period. Disaster work for police women is another area of her job that may cause Post-Traumatic Stress Disorder (PTSD) are overwhelming events, which effects

both the Police women and their family. When disaster strikes the area in which the police woman lives, whether it may be tornadoes, uncontrollable fires or mudslides, there is concern for the safety of the police women's family. The purpose of the study is the conditions that can lead to and cause stress to police women and their families both directly and indirectly. One of the most basic results of stress, which a police woman incurs from the job, is being overprotective of their family. The Police women's will to protect her family, is a behaviour that is sometimes hard for the police women to detect.

### **Work–Life Balance – (WLB)**

Work life balance is a term used for the idea that you need time for both work and other aspects of life, whether those are family-related or personal interests. Work–life balance is about people having a measure of control over when, where and how they work. It is achieved when an individual's right to a fulfilled life inside and outside paid work is accepted and respected as the norm, to the mutual benefit of the individual, business and society.

### **Need for WLB**

Women report that their lives are a juggling act that includes multiple responsibilities at work, heavy meeting schedules, business trips, on top of managing the daily routine responsibilities of life and home. "Successfully achieving work/life balance will ultimately create a more satisfied workforce that contributes to productivity and success in the workplace". Today's career women are continually challenged by the demands of full-time work and when the day is done at the office, they carry more of the responsibilities and commitments at home. When survey is conducted (Osmania University, Hyderabad), discovered that the majority of women are working 40- 45 hours per week and 53% of the respondents report that they are struggling to achieve work life balance.

### **REVIEW OF LITERATURE**

Policing can offer secure and stimulating work for women, with diverse career opportunities and with increasing opportunities for flexible employment. The presence of women police also provides an alternative contact point for victims of crime confronted by the well-documented insensitivity of many male police (National Centre for Women and Policing, 2002).

The employment of women police involves a variety of benefits, which have frequently been denied or underestimated. Equity in policing supports the global mission to create genuine equality and independence for women, including through employment and better delivery of social services (United Nations, 2009).

Police Women stress concerns the availability and choice of coping mechanisms adopted by female police in order to reduce their stress. Although coping literature is replete with varied definitions of the concept of coping, most researchers agree that only the conscious use of a cognitive or behavioural strategy that is intended to reduce perceived stress or improve a person's resources to deal with stress reflects the coping process (Allen TD, 2010).

According to the Rincy V. Mathew and N. Panchanatham (2011) have studied in South India. This study shows that role overload, dependent care issues, quality of health, problems in time management and lack of proper social support are the major factors influencing the Work life balance of police women in India.

According to the Banu N., Uma S. (2012) have studied that the improvements in police women management practices, especially work time and work location flexibility and contribute to increased work-life balance . Work-life balance programs have been demonstrated to have an impact on employees in terms recruitment, retention/turnover, commitment and satisfaction, absenteeism and accident rates. In the light of the literature survey, it is notices that quite a lot of research has been conducted on job satisfaction in India and Western context.

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Recent research indicates that in most developed democracies the percentage of sworn women police remains at or below one quarter, with much lower number in management ranks and with women from racial or ethnic minorities suffering greater marginalisation (Crdner and Cordner, 2011; Moses, 2010; Stronshind and Brandl, 2011).

Women also remain grossly under-represented in most non-democratic nations or emerging democracies; (Gulteking et al., 2010; Natarajan, 2008).

Kamatchi P, Usha Devi. N, Bhargavi V. R. (2013) has studied about work life balance of women police of Bangalore and they found that maximum women is ready to accept the challenging jobs but their work affects their family. They have lack of information on right time so that they can perform their responsibilities in a balanced way.

## **NEED OF STUDY**

Women are facing conflicting situation due to (i) inner conflict of dual commitment and (ii) the practical difficulty of combining work with their household activities. The conflicting situation of Police women could be solved only if the traditional notion of society towards women changes. The status of women in the society has an important bearing on their participation in economic activity, which is common in developed and developing countries. In developing countries the family income are largely low and that can best be supplemented by women's work. While simultaneously recognizing the contribution of women to economic development, it is essential to examine the environment where women work and the conditions under which they become significant member contributing to economic growth. Hence, there is a need to monitor the issues and challenges the women face at work.

In this context, this study attempted to examine the work-family challenges faced by women police. Women police personnel should be ready for work at any time of the day. The irregular hours of work performed by them cause additional strain and work-family imbalance, which in turn affects their career. This paper attempts to study the different type of challenges faced by women police personnel.

## OBJECTIVES OF STUDY

The research has been undertaken with the following objectives:

- To study on the level of women police service and its effects on the family.
- To find out socio demographic characteristics of the Police women.
- To know the level of family management and job stress of the Police women.
- To analyze various factors of women police service and its effects on the family
- To provide suitable suggestions to reduce Police women stress and increase their happy family life along with their work.

## METHODOLOGY

Research design proposed for the study is ‘Descriptive’ type of research design. This type of research deals with quality of responses from the respondents, attitudes, interests, experience, behavioural, beliefs and values, emotions, personality, self- concept etc., In this paper the researcher attempts to analyze the various dimensions of women police service and its effects on the family such as Organizational aspects, working time, working environment, economic status, family management and job stress. Hence, descriptive design was adopted.

## TOOLS USED

Newspaper, websites, journals, Books and research articles

## Data Collection

**Secondary Data:** Secondary data was collected from websites, journals and research articles to support the research.

**Table-1:**

S. No.	Service and its Effects on the Family	Correlation	Interface	
1	Organizational aspects	(-)0.204*	P < 0.05	Significant
2	Working time	(-)0.141	P > 0.05	Not Significant
3	Working environment	(-)0.152	P > 0.05	Not Significant

4	Economic status	(-)0.155	P > 0.05	Not Significant
5	Family management	(-)0.220*	P < 0.05	Significant
6	Job stress	(-)0.230*	P < 0.05	Significant
7	Overall	(-)0.218*	P < 0.05	Significant

There is a significant correlation between the age of the respondents and various dimensions of women police service and its effects on the family such as Organizational aspects, family management, and Job stress and overall. It is explicitly revealed in the table 1. There are about four identified factors like Organisational aspects, family management, job stress and overall results have impacts. However, three factors like working time, working environment and economic status have no impact over other factor.

**Table 2: Association between the Monthly Income of the Respondents and various Dimensions of Women Police Service and its effects on the Family**

S. No.	Service and its Effects on the Family	Monthly Income			Statistical Inference
		Rs. 10000 to Rs. 20000 (n:41)	Rs. 20001 to Rs. 30000 (n:24)	Above Rs. 30000 (n:30)	
1.	Organizational Aspects				
					$\chi^2=27.652$
	Low level	31	7	5	df =2
	High level	10	17	25	p < 0.001
					Significant
2.	Working Time				
					$\chi^2=12.166$
	Low level	24	4	17	df =2
	High level	17	20	13	p < 0.05
					Significant

3.	Working Environment				
					$\chi^2=0.563$
	Low level	21	10	14	df =2
	High level	20	14	16	p > 0.05
					Not Significant
4.	Economic Status				
					$\chi^2=5.273$
	Low level	17	4	7	df =2
	High level	24	20	23	p > 0.05
					Not Significant
5.	Family Management				
					$\chi^2=5.295$
	Low level	13	5	15	df =2
	High level	28	19	15	p > 0.05
					Not Significant

**Sources:** Authors Compilation

The analysis is to estimate the associations among various dimensions or factors. There is a significant association between the monthly income of the respondents and various dimensions of women police service and its effects on the family such as Organizational aspects and working time. The association is explicitly found in table 2. The income level is classified into three categories and associated with two levels high or low. The dimensions are understood with the help of these associations.

## FINDINGS AND SUGGESTIONS

### Findings based on Research Hypothesis

- There is a significant correlation between the age of the respondents and various dimensions of women police service and its effects on the family.
- There is a significant variance among the educational qualification of the respondents with regard to various dimensions of women police service and its effects on the family.
- There is a significant variance among the designation of the respondents with regard to various dimensions of women police service and its effects on the family.

- There is a significant difference between the shift work of the respondents and various dimensions of women police service and its effects on the family.
- There is a significant association between monthly income of the respondents and various dimensions of women police service and its effects on the family.
- There is a significant association between experience of the respondents and various dimensions of women police service and its effects on the family.
- There is a significant variance among the religion of the respondents with regard to various dimensions of women police service and its effects on the family.
- There is a significant difference between the type of family of the respondents and various dimensions of women police service and its effects on the family.
- There is a significant association between the number of dependents and various dimensions of women police service and its effects on the family.

## SUGGESTIONS

From the present study on “women police service and its effects on the family” the following suggestions are given:

- The Organisation needs to examine strategies and initiatives to reduce police women burnout. At present, it is likely that police women are under-performing and possibly suffering adverse behavioural or health affects due to the extreme levels of burnout. Known antecedents of burnout include working hours, Subjective workload.
- Strategies to improve police women sense of control over their workplace arrangements (variable had a main effect on work-to-family conflict).
- Make it easier for police women to balance work and family and reduce total role overload need to: (i) Determine how best to increase perceived flexibility and control over working hours within their workplace, (ii) Determine how they can enhance police women control over their work situation and focus on changing the culture from one where work is expected to be given priority over family to one that recognizes that sometimes family must come first.
- Help police women manage demands at home need to focus their efforts on increasing amount of control a police women has over their work hours.
- By providing counselling on work related and personal problems and extending support from a team of welfare health and counselling staff, the stress experienced by the women police could be reduced.
- Counselling practices can be extended at family level including dependents and relatives for better results.
- In spite of the facilities offered to the women police personnel for balancing their work and family life, they find it difficult to manage their work life balance. Hence the Government should take steps to set coping methodology for work life balance among women police personnel.

## CONCLUSION

The paper aims to understand the women police service and its effects on the family. The researcher collected sample size of 95 and adopted descriptive design as a research design. This paper covered various dimensions of women police service and its effects on the family such as organizational aspects, work time, working environment, Economic status, family management and job stress.

Police women got the way in the police department; they still face obstacles at their workplace and at home. They have support from the family but still there is lack of time. They are lacking in time management. Sometimes it is also felt that they are not even provided sufficient and required leaves. The police department can implement friendly approaches to encourage police women to balance their work-family challenges. Dissatisfaction among the women police personnel can be reduced by improving the quality of work life by providing an attractive system of rewards and recognition of good work and by improving the working environment. The superiors should imbibe the required amount of professionalism for dealing with work life issues more effectively.

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