

SATISFACTION WITH WORK – LIFE BALANCE: A STUDY OF WOMEN POLICE PERSONAL

Dr. M. N. Periyasamy*

K.Tamilsevi**

ABSTRACT

The Economy and Financial needs of the Family made the women to come out the home and work for livelihood. They try to perform various jobs and sometimes may opt for the difficult jobs in order to satisfy the above need . This study has aimed to find the impact of family Support on Work life Balance, Reasons for work–life imbalance in the police department and results and discussion and also women need to prepare themselves to cope with these challenges and also, the police department can implement family – friendly approaches to encourage women employees to balance their work – family challenges.

* Head of Department of Commerce, Muthayammal College of Arts and Science, Rasipuram(Tk), Namakkal(Dt)

** M. Phil Scholar, Department of Commerce, Muthayammal College of Arts and Science, Rasipuram(Tk), Namakkal(Dt)

INTRODUCTION

This article is a research study concerning female police personnel, ascertaining whether their gender affects them in their work and their dealings with the public, and also investigates their work-life balance satisfaction. Specific emphasis was placed on the challenges and difficulties they experienced when combining work with their domestic responsibilities. The fundamental purpose of the research was to give female. Police personnel a voice by expressing their views regarding their work – life balance and how they combined it with their caring roles and their study also ascertained if this impacted their work – life balance satisfaction.

WHAT IS WORK – LIFE BALANCE?

Work – life balance is the proper prioritizing between “work” (career and ambition) on the one hand and “life” (pleasure, leisure, family and spiritual development) on other related. Though broader terms include:” lifestyle balance” and “life balance”. There is large individual component in that meaning that includes each individual’s needs, experiences. And goals, which define the balance and there is not a one first all a solution. Furthermore, what work – life balance does not mean is an equal balance in units of time between work and life. Work - life balance has important consequences for employee attitudes towards their organizations, as well as for the lives of employee. A balance between work and life is supposed to exist when there is proper functioning at work and also at home.

REVIEW OF LITERATURE:

Prabandhan (2012) This paper examines the WLB satisfaction of female police personnel, who work at irregular hours in the midst of their domestic caring responsibilities by focusing on their perception of work responsibilities, their domestic caring responsibilities and their perception of work life balance satisfaction.

M.Shunmuga Sundaram and M. Jeya Kumaran (2012) This study discussed about highlighted problems in workplace, such as racial and gender bias and lack of influence over work activities, as influences on police stress. It also determined whether community conditions and lack of social support explained additional variance in police constables ’stress levels. Lack of influence over work activities and bias against one’s racial, gender. Interventions to redesign

jobs to afford greater influence and to reduce within department bias are approaches that could reduce police officers' stress.

S. Padma1, M. Sudhir Reddy (2013) The present study was on Female Police Personnel which was conducted in Andhra Pradesh State Police Department, AP, India particularly on Women Police Constables and Head Constables. The study has aimed to find the impact of family Support on Work life Balance. Children age category, Elder parents"/in-laws health care on Work Life Balance of Women Employees is also included in the study.

Dr.Monica Sainy(2014) The purpose of the present paper is to explore the factors affecting the work life balance of woman police in Indore city. The present study attempts to assess the impact of police profession on the personal life women in Indore city. Keeping the Same objective in mind a scale was developed by the author. It is expected that the findings will provide vital inputs to police headquarters to identify the various factors affecting while selecting police profession foe women in Indore.

RISE OF WOMEN IN THE POLICE DEPARTMENT

Before the 1970's nearly all a police officers were men ; women comprised of less then 2 percent of the sworn personnel, and "police women" served in specialized positions. In the past 30 years, the entry of women into the police work force has increased considerably. In 2005, women comprised of 11.3 percent of the sworn personal and could be found in all specialized assignments and ranks. None the less, women police in India still are underrepresented, regarded with suspicion by many men officers, and face discriminatory practices within the informal police culture and the format organization. A lot work – life imbalance exists in such a bureaucratic hierarchical culture.

REASONS FOR WORK–LIFE IMBALANCE IN THE POLICE DEPARTMENT

Policing work is generally recognized as being one of the most stressful and exceedingly difficult careers. It can be argued that certain types of work place are male defined and are inhospitable to women, and the police force is credited as being one, which is a 24×7 service. Maintaining a healthy balance between career and personal life is important not only for people with caring responsibilities, but also for the police personnel generally. Women who work in this department have to give up many family responsibilities due to their heavy work compared to

other department. the salary of the department are also not high as compared to other department. It increase the stress, anxiety increases, it also affects the behavior pattern of the women police personal.

The police and procedures of the police organization and autocratic management with rigid hierarchy have been known to cause discontent dissatisfaction among police personal along with frequent transfer, suspension.

OBJECTIVES OF THE STUDY

1. To measure the level of satisfaction as perceived by the women police respondents on the varied determinants of work – life balance.
2. To identify the major that influence the work – life balance among various of women police personnel.
3. To measure the overall work – life balance of women police personnel, irrespective of cadres.

METHODOLOGY

Multi – stage random sampling was adopted for the present study. In the first phase, 20 police stations were identified. In the second stage 10 police station were chosen from each police station. The sample size of the present study was fixed at 350 women police personnel from each of the following lower ranks (e.g home guards, constables, head constables).

- ❖ **Period of the study:** the period of study, I.e. the period of data collections was December 2012 Feb 2013 this study being based on survey method, primary data on the varied dimensions of work – life balance were collected through a suitably framed questionnaire.
- ❖ **Framework of the analysis:** data collected have been presented in tabular from the analysis was made using simple percentage and man source. likert's five point scale was used to measure the attitude and opinions of respondents to ascertain the level of work – life balance satisfaction.
- ❖ **Limitations of study:**

1. The study examines the level work – life balance on the basics of opinions collected from 3 ranks of women police personnel.
2. The findings may not be the same all over India.

RESULTS AND DISCUSSION

❖ Satisfaction with the working conditions :

The police department is known for its irregular working hours. This result in health hazards. Stress which has a negative impact of family life. To overcome this, police personnel are given off days to put them ease. Thus, the availability of the various options frees the women police personnel from the grind of the daily work and enables them to spend quality time with family members. It is one of the vital factors rooting out absenteeism, disloyalty, physical and stress, etc.

Table 1 : satisfaction with working condition

satisfaction with working condition						
Designation	Most satisfied	satisfied	undecided	Moderately satisfied	dissatisfied	mean
Home guards(195)	87(45)	38(19)	30(15)	25(13)	5(18)	3.81
Constables(110)	43(39)	27(24)	22(20)	14(13)	4(4)	3.83
Head constables(45)	10(22)	13(29)	10(22)	5(11)	4(8)	3.24
Total(350)	140(40)	78(22)	62(18)	44(13)	23(7)	3.74

Source : primary data, figures brackets indicates percentages

The table 1 highlights the facts that the female respondents at the home guards level were highly satisfied with respect to the working conditions, as the mean score of 3.81 reflects high satisfaction, while the dissatisfaction is manifested with the mean score of 3.24 among the head constable level. A discussion with this category of employees revealed the fact that they cannot avail themselves of the various forms of work options as their physical presence in the police station is warranted to supervise the work of other police personnel and they are under constant pressure to report to their higher ups on the day to day happenings and any sudden urgency of the situations on a continuous basis. Therefore, their working conditions depressed their level of satisfaction on this dimension. Hence the mean score is at 3.24.

❖ **Satisfaction with the facilities available at the police stations:**

Represent nearly 10% of the police force. Because of the lack of proper facilities at the police stations, women police personnel experience insecurity to work at night, faces increased harassment at the workplace, and found it difficult to report and go out during the night,

Table 2 : satisfaction with the facilities available at the police station

Satisfaction with facilities at police station						
Designation	Most satisfied	satisfied	undecided	Moderately Satisfied	dissatisfied	mean
Home guards(195)	69(35)	51(26)	29(15)	26(13)	20(10)	3.53
Constables(110)	13(12)	24(22)	19(17)	37(33)	17(15)	3.81
Head constables(45)	8(18)	14(31)	16(36)	6(13)	1(2)	3.39
Total(350)	90(29)	89(25)	64(18)	69(20)	38(11)	3.24

Source : primary data, figures brackets indicates percentages

All of which affect the work – life balance satisfaction. Unless the privacy issues of women police are given due attention, the work environment would not be suitable for the women police personnel. It is evident from the table 2 that the women police personnel at the middle – level i.e. the constable were highly dissatisfied which respect to the facilities at the police stations as the mean scores is 2.81, as compared to the home guards and head constables. A casual discussion with this respondent revealed the fact that they were under constant pressure to report to their higher ups on a minute to minute basis, and the lack of proper resting facilities at the police stations led to loss of privacy and hence, they were not satisfied with the facilities available at the police stations.

❖ **OVERALL SATISFACTION WITH WORK – LIFE BALANCE**

It is clear from the table 2 that 51 percent of the surveyed home guards were satisfied with their WLB. As for the women constables, 40 percent of the respondents were satisfied with the various work life harmony measure, 35 percent of them were dissatisfied with the various parameters that aimed at work life harmony. As for head constables, 46 percent were satisfied

with the implementation of work life harmony strategies. 31 percent of the head constables were not satisfied with the work life balance mechanism, with a mean score of 2.05, indicating on the whole, less satisfaction with work life balance.

Table 3 : women police personnel's overall satisfaction with work – life balance

Overall WLB satisfaction						
Designation	Most satisfied	satisfied	undecided	Moderately satisfied	dissatisfied	mean
Home guards(195)	23(12)	76(39)	41(21)	37(19)	19(9)	3.25
Constables(110)	12(11)	32(29)	27(25)	16(14)	23(21)	2.95
Head constables(45)	6(13)	12(27)	12(27)	8(17)	7(16)	2.05
Total(350)	41(12)	120(34)	80(23)	61(17)	48(14)	3.10

Source : primary data, figures brackets indicates percentages

CONCLUSION

Though women have made their way in the police department, they still face some obstacles at their workplace and at home. The findings of the study reveal that most of the women police personnel were dissatisfied with WLB. Suspicion by society, family- related issues and personal problems caused problems for women police personnel. Challenges persist at work place, and it is how employees take up these problems that are likely to vary. Few issues are unique to women. And women need to prepare themselves to cope with these challenges and also, the police department can implement family – friendly approaches to encourage women employees 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 recognition of good work and improving the work environment.

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