

A STUDY ON WORK LIFE BALANCE OF POLICE IN MADURAI DISTRICT

A. NALLI

Research Scholar in Department of Commerce, NMSSVN College, Madurai

N. PREMALATHA

Vice-Principal and Associate Professor in Commerce in Department of Commerce, NMSSVN College, Madurai

ABSTRACT

Work life balance brings, joyful home and a pleasant environment to work with ultimate better performance. In recent years, work life balance becomes the biggest issue. Work life balance is the way in which employees split their time and energy between work and other important aspects of the lives. Work-life balance is about the interaction between paid work and other activities including unpaid work in families, community and for personal development. It helps employees to lead a healthier and more balanced life by allowing them to better concentrate better at work, improving the work environment and performance by better motivation and job satisfaction. The best work life balance is different from one to the other because everyone has different priorities and different life. The present study aims to know the impact of demographic variables age, gender, income and service of the police personnel in relation to the work life balance of police personnel working under law and order in Madurai District. The statistical tools percentage analysis and one-way ANOVA are used for analysis. The study found that there is a significant relationship between age, gender, income and service with work life balance of police personnel in Madurai district.

INTRODUCTION

Today people like to lead a successful and independent life. The work and the life are the two important roles in every person's life and everyone wants to maintain their status in the society. The ability to manage both work and life brings happiness in their life. Most of the people spend a major part of their active life at work. Due to the nature of work they have few hours to spend with their family, friends and relation. Remuneration earned from the work makes the person financially stronger and enable the individual to satisfy the needs of family members.

Work life balance is a changing term and differs from person to person. There is no single model that suits everyone and no single approach is right for anyone throughout the whole life. Work life balance is about the interaction between paid work and other activities including unpaid work in families, community and personal development. Work life balance help employees lead a healthier and more balanced life by allowing them to concentrate better at work, improving the work environment and performance by better motivation and job satisfaction.

Review of literature

Delecta P (2011), in the study on "Work Life Balance" stated that, if one has managed to allocate the required time for every aspect of life duly and not to reflect the problems in one part of life to another it means that he has been able to achieve work-family balance. The determinants of work life balance are individual, family, work and organization and social environment.

Life as a whole is composed of many other aspects along with work. Those who have achieved a balance among these aspects are sure to achieve the life balance, which does away with any imbalance¹.

Dr. P. Srinivas Rao (2013), in his study on "Work Life Balance in Current Scenario" revealed that, the work life balance is about managing our work commitments with career goals, and our responsibilities at home and the wider community. According to the researcher, "Life is like a game and an individual has to play with work, family, health, friends and spirit. Work is like a rubber ball. If dropped, it will bounce back but the other four aspects family, health, friends and spirit are made of glass. Assuming one of these are dropped they will be irrevocably scuffed, marked, nicked, damaged or even halted. They will never be the same. One must understand that and strive for balance in life". He also suggests to the important for employees to maintain a healthy balance between work and their private lives to achieve their personal and professional goals as well the organisation they are working for. Work-Life Balance is not a problem to be solved. It is an ongoing issue to be managed².

S. Subha and k. Devika Rani Dhivya (2014), in their study entitled, "Work Life Balance among Women Police in Coimbatore District – An Empirical Study" stated that, the work life balance has a direct impact on societal issues such as delayed parenting, declining fertility rates, ageing populations and decreasing labor supply. The convenient sampling technique was adopted for data collection and factor analysis was used to identify the factors which cause dissatisfaction among women police personnel. The researcher found that the women police personnel were dissatisfied with the quality of work life and faced family related issues and personal problems³.

J. Sudha (2014), in the study titled, "Work-Life Balance of Women Employee: A Literature review" focused on Work-Life Balance of women employee and it become an important subject since the women are equally sharing the earning responsibility for the betterment of their family. The paper revealed the overview of various challenges and issues faced by women employees to achieve work life balance. The paper concluded with the various aspects such as career advancement, work stress, career aspiration, work family conflict and family work conflict, child care in context with work life balance and its practices⁴.

Dr.Niharika Maharshi and Ms.Richa Chaturveli (2015), "A Study of Factors – Affecting Work Life Balance of Women Employees Working in Public and Private Sectors Banks of Rajasthan", stated that the concept of work life seeks more attention since, work force enter more numbers in every sector. Women have accepted the challenges and completely disproved all the myths about their being inferior to men. The logic behind the research paper was to determine the key factors which significantly affect the work life balance of women employees in banking sector. Principle component analysis and linear regression model is

Special Issue:

Heber International Conference on Applications of Actuarial Science,
Mathematics, Management and Computer Science [HICAAMMC-2016]

used to identify the factor significant to the work life balance of women employees⁵.

STATEMENT OF THE PROBLEM

The role of the police is becoming more and more complex in the new social context. They have now to be more than ever conscious of their role in safeguarding and fostering the processes of socio economic growth and development and ensuring social justice.

The police personnel are required to work on different schedule like day and night shifts, even on weekends and holidays, such work schedule left police personnel with reduced time for their family member and to fulfill responsibilities. Responsibilities of police personnel are varied and may differ from one another. Usual duties of police relate to keeping the law enforcement, peace keeping, people protection, protection of properties and finally investigating and interrogating of crimes. They have to respond to unexpected situations that may arise when they are on duty. Even if they are at home, mentally they are still at work in many cases. More over police personnels have to maintain orders and consequent reporting to the higher officials and working hours of police officers are experiencing interpersonal relationship problems.

There were no specific working hours for the police and they suffer from irregular eating and sleeping habits over a period of time. They hardly spend time with family and even on festival occasions, police are away from home on duty. It is also known that inadequate police force makes the police personnel to work more hours and the tremendous pressure make them mentally frustrated and physically weak.

The shortage of manpower and non-availability of leave, work related stress and uncomfortable work environment, very little time for relaxation place of posting being far away from the family-station, prolonged separation from the family, frequent transfers resulting in non-shifting of the family. If a person is separated and kept away from the family, it would definitely cause frustration, makes the person uncomfortable. They are assigned to a particular shift and they must work regardless of holidays or other special occasions. This is especially difficult for the police family, as they often do not understand why their spouse is not at home with the family. Hence, the study has been undertaken to analyze the work life balance of police and the effects of demographic factors of police personnel in Madurai stations on their work life balance.

Objective of the study

- To study the relationship between the personal factors such as age, gender, income and length of service with the work life balance of police personnel working under the law and order in Madurai stations.

Hypotheses of the study

- There is no significant relationship between the gender and work life balance of police.
- There is no significant relationship between the age and work life balance of police.
- There is no significant relationship between the income and work life balance of police.
- There is no significant relationship between the length of service and work life balance of police.

Methodology

The police personnel working under the law and order in Madurai stations are taken for study. Convenient sampling method is used to collect the data from the police personnel. Primary data is collected through the questionnaire directly from 90 respondents and the secondary data is collected from government records, books, journals and the internet. The percentage analysis and one-way ANOVA are used for analyzing the data. Ten statements are analyzed with the help of Likert's five point scaling technique. The score of each statement is fixed by five points to strongly agree, four points to the agree response, three points to neutral response, two points for disagree response and one point for strongly disagree response.

RELATIONSHIP BETWEEN PERSONAL VARIABLES AND WORK LIFE BALANCE

Gender and Work Life Balance of Police Personnel

Gender is one of the universally accepted segmentation variable. The present study indicates that, male police one more in number compared to female police who serve in the department. There are 52 (57.8 per cent) male respondents and 38 (42.2 per cent) female respondents. It is also interesting to note that female also enter in the police sector more in number at par with other profession. One-way ANOVA test is conducted to test the hypothesis that there is no significant relationship between the gender and work life balance of police. Table 1 shows the ANOVA results.

TABLE 1

RELATIONSHIP BETWEEN GENDER AND WORK LIFE BALANCE

SL.NO	Factors	Male (N=52)		Female (N=38)		Total (N=90)		F
		Mean	SD	Mean	SD	Mean	SD	
1.	My family members take care of my children.	4.46	.727	4.32	.904	4.40	.804	.718
2.	Emotional support is given by my relatives and friends.	3.96	.949	4.29	.927	4.10	.949	2.673
3.	Spouse take care of household and childcare activities	4.37	.627	4.45	.724	4.40	.667	.329
4.	Spouse and family member takes all reasonability when I am out of station.	4.60	.721	4.37	.913	4.50	.811	1.747
5.	I have sufficient time to celebrate family function and celebrations	2.00	1.414	2.00	1.273	2.00	1.349	0.000
6.	I have a good team to work.	3.60	1.537	2.66	1.713	3.20	1.671	7.425**
7.	I feel proud of my job.	4.19	1.429	3.74	1.703	4.00	1.558	1.896
8.	Co-workers are supportive and co-operative	4.10	1.636	3.16	1.896	3.70	1.802	6.310*
9.	Co-workers share my responsibilities at emergency period.	4.67	.585	4.03	1.150	4.40	.922	12.169**
10.	I am able to communicate my work needs to superior.	4.00	1.343	3.76	1.441	3.90	1.382	.642
Total		4.021	.287	3.712	.4719	3.89	.404	14.71**

*Significant at 5 per cent level

**Significant at 1 per cent level

Table 1 shows that, the factors 'I have a good team to work' and 'co-workers share my responsibilities at emergency period' are significant at one per cent level of significance. 'Co-workers are supportive and co-operative' are significant at five per cent level of significance. From the overall opinion of work life balance, the null hypothesis is rejected and it is concluded that there is a significant relationship between gender of the respondents and the work life balance of police personnel.

Age and Work Life Balance of Police Personnel

Age is an indication of physical and mental maturity but also depicts his or her life experiences. It determines whether an individual is economically active or dependent on others. It also decides the active participation of the individual in the decision making. The age of the respondents is classified into four groups. Out of 90 respondent, 34 (37.8 per cent) respondents are in the age group of 35 to 45 years, 31 (34.4 per cent) respondents belong to above 45 years of age group, 13 (14.4 per cent) respondents are in the age group of 18 to 25 years, 12(13.3 per cent) respondents are in the age group of 25 to 35 years of age. One-way ANOVA test is conducted to test the hypothesis that there is no significant relationship between the age and work life balance of police. Table 2 shows the ANOVA results.

Table 2
RELATIONSHIP BETWEEN AGE AND WORK LIFE BALANCE

SL. NO	FACTORS	18 to 25 (N=13)		25 to 35 (N=12)		35 to 45 (N=34)		Above 45 (N=31)		Total (N=90)		F
		Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	
1.	My family members take care of my children.	4.23	1.013	5.00	0.000	4.24	.654	4.42	.923	4.40	.804	3.103*
2.	Emotional support is given by my relatives and friends.	4.46	.519	4.33	.492	4.09	1.311	3.87	.670	4.10	.949	1.500
3.	Spouse take care of household and childcare activities	4.15	.987	4.33	.492	4.50	.707	4.42	.502	4.40	.667	.890
4.	Spouse and family member takes all responsibility when I am out of station.	4.15	.987	4.33	.492	4.76	.654	4.42	.923	4.50	.811	2.375
5.	I have sufficient time to celebrate family function and celebrations	1.77	.439	1.00	0.000	2.29	1.697	2.16	1.267	2.00	1.349	3.238*
6.	I have a good team to work.	3.15	1.951	4.00	1.477	2.65	1.905	3.52	1.122	3.20	1.671	2.675*
7.	I feel proud of my job.	4.92	.277	4.33	.492	3.47	1.973	4.06	1.436	4.00	1.558	3.262*
8.	Co-workers are supportive and co-operative	3.38	1.981	4.67	.492	2.88	1.935	4.35	1.496	3.70	1.802	5.788**
9.	Co-workers share my responsibilities at emergency period.	4.54	.519	4.67	.492	4.41	.988	4.23	1.087	4.40	.922	.798
10.	I am able to communicate my work needs to superior.	3.23	2.006	5.00	0.000	4.29	1.382	3.32	.871	3.90	1.382	7.685**
TOTAL		3.797	.5063	4.18	.000	3.81	.4068	3.90	.3951	3.890	.4043	2.874*

*Significant at 5 per cent level

**Significant at 1 per cent level

It is clear from the Table 2 that the factors, 'co-workers are supportive and co-operative' and 'I am able to communicate my work needs to superior' are significant at one per cent level of significance and 'my family members take care of my children', 'I have sufficient time to celebrate family function and celebrations', 'I have a good team to work' and 'I feel proud at my job' are significant at five per cent level of significance. From the overall opinion of work life balance, the null hypothesis is rejected and it is concluded that there is a significant relationship between age groups of the respondents and work life balance of police personnel.

Monthly Income and Work Life Balance of Police Personnel

The monthly income plays a vital role in the families to meet their most basic needs and it is the important measure of economic stability and well-being. The incomes of the respondents are classified into four groups. Of the 90 respondents, 32 (35.6 per cent) respondents earn an income of Rs.15000 to Rs.20000, 22 (24.4 per cent) respondents earn Rs.31000 to Rs.40000, 18 (20 per cent) respondents earn Rs.21000 to Rs.30000 and 18 (20 per cent) respondent earn above Rs.40000. One-way ANOVA is conducted to test the hypothesis that there is no significant relationship between the income and work life balance of police. Table 3 shows the ANOVA results.

Special Issue:

Heber International Conference on Applications of Actuarial Science, Mathematics, Management and Computer Science [HICAAMMC-2016]

TABLE 3
RELATIONSHIP BETWEEN INCOME AND WORK LIFE BALANCE

SL.NO		15000 to 20000 (N=32)		21000 to 30000 (N=18)		30000 to 40000 (N=22)		Above 40000 (N=18)		Total (N=90)		F
		Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	
1.	My family members take care of my children.	4.84	.369	4.50	.514	3.18	.395	5.00	0.000	4.40	.804	109.031**
2.	Emotional support is given by my relatives and friends.	3.97	.967	4.50	.514	3.64	1.217	4.50	.514	4.10	.949	4.583**
3.	Spouse take care of household and childcare activities	4.28	.457	5.00	0.000	3.59	.503	5.00	0.000	4.40	.667	67.643**
4.	Spouse and family member takes all responsibility when I am out of station.	4.72	.457	5.00	0.000	3.36	.790	5.00	0.000	4.50	.811	57.071**
5.	I have sufficient time to celebrate family function and celebrations	1.91	1.422	1.50	.514	3.36	1.217	1.00	0.000	2.00	1.349	18.572**
6.	I have a good team to work.	3.59	1.701	1.00	0.000	4.59	.503	3.00	1.029	3.20	1.671	34.329**
7.	I feel proud of my job.	2.97	1.805	5.00	0.000	3.86	1.457	5.00	0.000	4.00	1.558	13.873**
8.	Co-workers are supportive and co-operative	3.88	1.827	1.00	0.000	5.00	0.000	4.50	.514	3.70	1.802	48.017**
9.	Co-workers share my responsibilities at emergency period.	3.88	1.264	4.50	.514	5.00	0.000	4.50	.514	4.40	.922	8.379**
10.	I am able to communicate my work needs to superior.	4.16	.847	3.00	2.058	4.59	.503	3.50	1.543	3.90	1.382	6.154**
TOTAL		3.860	.490	3.500	.327	4.0165	.172	4.181	.000	3.890	.404	13.46**

*Significant at 5 per cent level

**Significant at 1 per cent level

It is evident from the Table 3 that, 'the factors 'my family members take care of my children', 'emotional support is given by my relatives and friends', 'spouse take care of household and childcare activities', 'spouse and family member takes all responsibility when I am out of station', 'I have sufficient time to celebrate family function and celebrations', 'I have a good team to work', 'I feel proud at my job', 'co-workers are supportive and co-operative', 'co-workers share my responsibilities at emergency period' and 'I am able to communicate my work needs to superior' are significant at one per cent level of significance. From the analysis over all opinion of work life balance, the null hypothesis is rejected and it is concluded that there is a significant relationship between income groups of the respondents and work life balance of police personnel.

Length of Service and Work Life Balance of Police Personnel

The service of the respondents is classified into four groups. Out of 90 respondent, 38 (42.2 per cent) respondents are have completed 10 years to 15 years of service, 37 (41.1 per cent) respondents are in the service of above 15 years, eight (8.9 per

cent) respondents in the service of five years to ten years of service and seven (7.8 per cent) respondents belong to less than five years of service. One-way ANOVA is conducted to test the hypothesis that there is no significant relationship between the length of service and work life balance of police. Table 4 shows the ANOVA results.

Special Issue:

Heber International Conference on Applications of Actuarial Science, Mathematics, Management and Computer Science [HICAAMMC-2016]

TABLE 4
RELATIONSHIP BETWEEN LENGTH OF SERVICE AND WORK LIFE BALANCE

SL.NO	FACTORS	less than 5 yrs (N=7)		5 to 10 yrs (N=8)		10 to 15 yrs (N=38)		Above 15 yrs (N=37)		Total (N=90)		F
		Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	
1.	My family members take care of my children.	4.43	.787	4.25	.886	4.79	.413	4.03	.928	4.40	.804	6.841**
2.	Emotional support is given by my relatives and friends.	4.14	1.069	4.00	1.069	4.32	.933	3.89	.906	4.10	.949	1.296
3.	Spouse take care of household and childcare activities	4.43	.787	4.25	.707	4.71	.460	4.11	.699	4.40	.667	6.158**
4.	Spouse and family member takes all responsibility when I am out of station.	4.57	.787	4.38	.916	4.82	.393	4.19	.995	4.50	.811	4.231**
5.	I have sufficient time to celebrate family function and celebrations	1.86	1.464	2.25	1.488	1.61	1.242	2.38	1.341	2.00	1.349	2.265
6.	I have a good team to work.	3.29	1.890	3.38	1.768	2.34	1.760	4.03	1.013	3.20	1.671	7.882**
7.	I feel proud of my job.	4.29	1.496	4.25	1.389	3.45	1.826	4.46	1.120	4.00	1.558	3.004*
8.	Co-workers are supportive and co-operative	3.71	1.890	3.88	1.808	2.71	1.859	4.68	1.107	3.70	1.802	9.635**
9.	Co-workers share my responsibilities at emergency period.	4.71	.488	4.63	.518	3.92	1.171	4.78	.417	4.40	.922	7.252**
10.	I am able to communicate my work needs to superior.	4.00	1.732	4.25	1.389	3.79	1.580	3.92	1.115	3.90	1.382	.260
TOTAL		3.97	.373	3.954	.3504	3.691	.496	4.06	.1654	3.89	.4043	6.628**

*Significant at 5 per cent level

**Significant at 1 per cent level

It is clear from the table 4 that, the factors 'my family members take care of my children', 'spouse take care of household and childcare activities', 'spouse and family member takes all responsibility when I am out of station', 'I have a good team to work', 'co-workers are supportive' and 'co-operative and co-workers share my responsibilities at emergency period' are significant at one per cent level of significant and 'I feel proud at my job' are significant at five per cent level of significance. From the analysis over all opinion of work life balance, the null hypothesis is rejected and it is concluded that there is a significant relationship between length of service of the respondents and work life balance of police personnel.

Conclusion

Work life balance is a dynamic phenomenon. The life component of work life balance includes family, friends and themselves. The demographic variables age, gender, income and length of service are related with work life balance. One-way ANOVA result revealed that there is a significant relationship between age, gender, income and length of service and work life balance. The government should take care of the police personnel's personal

and professional needs simultaneously to maintain greater work performance and to have work life balance.

Foot note:

1. Delectate p (2011), "Work Life Balance", International Journal of Current Research, Vol. 33, iss. 4 (April), pp.186-189.
2. Srinivas Rao, P. (2013), "Work Life Balance in Current Scenario", Indian Journal of Applied Research of Management, vol.3 (2), pp 239-240.
3. S.Subha and k. Devika rani dhivya (2014), "Work Life Balance Among Women Police in Coimbatore District – An Empirical Study", International Journal of Advance Research in Computer Science and Management Studies Volume 2, issue 11, November 2014.
4. J. Sudha, & Dr. P. Karthikeyan, (2014), "Work-Life Balance of women employee: A Literature review", International Journal of Management Research and Review, Vol 4 Aug.
5. Dr.Niharika Maharshi and Ms.Richa chaturveli (2015), "A Study of Factors – Affecting Work Life Balance of Women Employees Working in Public and Private Sectors Banks of Rajasthan", Asia Pacific Journal of Management & Entrepreneurship Research, Volume 4, Issue 1, January 2015.

Special Issue:

Heber International Conference on Applications of Actuarial Science, Mathematics, Management and Computer Science [HICAAMMC-2016]

References:

1. Rajesh K. Yadav “Work life balance amongst the working women in public sector banks – a case study of State Bank of India” International Letters of Social and Humanistic Sciences 7 (2013) 1-22.

2. M.Shunmuga Sundaram and M. Jeya Kumaran “A study on Frequency of Stress among Female Police Constables Reference to Tamilnadu Police Department, India”, International Research Journal of Social Sciences ISSN 2319-3565 Vol. 1(3), 15-20, November (2012).