

WORK LIFE BALANCE AMONG WOMEN POLICE IN PUDUCHERRY UT

***V. SENBAGAM, **Dr.K. VIJAYARANI**

***Ph.D. – Full-Time Research Scholar, Department of Commerce, Annamalai University.**

****Research Supervisor, Professor & Dean ,Department of Commerce, Annamalai University.**

Abstract

The concept of women working in Indian heritage environment has always been challenging and much more of those women working in police force. A study of this research covered the work life balance being faced by women police in Puducherry UT. This research addressed the work life balanced on Emotional intelligence, Organizational commitment, Work family conflict, Work family support, Work family balance, Role overload, Role ambiguity and Satisfaction. A survey is conducted with 290 police personnel to perform quantitative analysis.

Keywords: Work life Balance (WLB), Factors of WLB

Introduction

“In India, it is taken for granted that economic activities are exclusively the prerogative of males while domestic work, child bearing and child rearing are the sole occupations of women”. Women have not enjoyed a good status in workplace settings whether in managerial or operative roles” Family work balance is a complex issue that involves financial values, gender roles, career path, Time management and many other factors. Every person and couple will have their own preferences and needs. The problem of maintaining a balance between work life and family life is not a new one. Work-life balance is defined here as an individual’s ability to meet their work and family commitments, as well as other non-work responsibilities and activities. This paper is an initial attempt to explore the tough challenges faced by working women in maintaining a balance between their personal and professional life. Factors such as Emotional intelligence, Organizational commitment, Work family conflict, Work family support, Work family balance, Role overload, Role ambiguity and Satisfaction.

Concept of Work-Life Balance

Quality of work-life balance is the term used to describe the balance that an individual needs between times allocated for work and other aspects of life. Areas of life other than work-life can be but are not limited to personal interests, family, and social or leisure activities. Work-life balance does not mean an equal balance. It means the capacity to

schedule the hours of professional and personal life to lead a healthy and peaceful life. It emphasizes the values, attitudes, and beliefs regarding their age to work in organizing and balancing their work and personal life. A healthy work-life balance assumes great significance for police personnel; the family and the workplace have posed several challenges, and problems for police.

Evolution of the Women Police

In the olden days there were only five kinds of workers, but today various specialized services are launched to assist humanity; one among these services is the evolution of the women police. It is not only evolution but a revolution that happened in the middle decades of the 20th century. Women who were maintaining their homes were allowed to equal the man and excel the man. Equality among gender had led the evolution and the revolution. With the proven records of the services the women police had served the nation, they have proved that they are not of weak gender. Women who were house cats were engaged in the lesser stressful home environment in the olden days. Till the 19th century, the women were the elements of a secured small social group namely the family; but now they were exposed to the whole society in which they live and beyond that society in the name of Government service. Timespan had also proved the efficiency of the women police in their field despite several challenges. The department of police has its systematic means and methods of administration; despite all the efforts, all the efforts go beyond yielding the maximum benefits for the welfare of the women police, which is mainly due to the lesser enrolment of the person in the Department of Police. With very limited women police, the police department suffers; this is the main reason that the women police were deprived of satisfying their family roles. The majority of the time is sucked out by the department-related duties; that is why a majority of the women police feel guilty for not doing justice to their dependents. The situation still gets worse if both wife , and husband are working in the same department.

Reviews Literature

Ashtankar (2016) this study focused on assessing the impact of work-life balance determined by work-family conflict and family-work conflict on the wellbeing of Police department employees of Nagpur district. Well-being was measured by levels of family satisfaction, work satisfaction, and psychological distress. This research paper is an attempt to identify the impact of work-life balance on employee's wellbeing.

Usha Devi , Preema , , and Swathi (2018) they are said to this paper has taken an honest , and holistic attempt to analyze the present scenario in concern with the quality service among Women Police , and its expected progress in the light of work-life balance with thorough discussions of challenges. The objective is to study the Association between Personal life , and Quality service, to study the Association between Professional life , and Quality service , and to suggest suitable measures , and recommend appropriate steps for implementation based on the findings of the study.

Thasneem , and Sangeeta (2019) a study constant struggle , and a good amount of effort for maintaining a balance between work, personal life, , and family life could have serious implications on the life of an individual. Women police personnel are not an exception in this. Most of them express that they have felt stress in their life arising mainly from the workplace. As Women are sensitive and delicate, they face various difficulties in balancing their personal life and work. This study documents the issues of work-life balance that the women police personnel encountered both in their work - life and family life.

Bhuvanewari and Thirumoorthi (2019) this research study is an attempt to spot out the effects of work-life balance, and to explore the main factors which cause work-family challenges among different categories of women personnel in the police department.

Shobana and Kanchana (2019) leads to studies on challenges being faced by women police in Tiruchirappalli, South India, specifically addresses the impact of recruitment, training, and welfare programs towards work-life balance. This paper also addresses how discipline and performance expectancy is vital towards a successful WLB.

Shobana and Kanchana (2019) studied the concept of women working in Indian heritage environment has always been challenging and much more of those women working in the police force. A study of this research covered the challenges being faced by women police in Tiruchirappalli, South India. This research addressed the challenges on women police family bonding, women police stress, and health.

Objectives of the Study

- To identify the factors responsible for work - life balance among women police in Puducherry UT.

Hypothesis

- There is no significant difference between work life balance and its factors.

Research Methodology

The study is a collection of both primary and secondary data. A structured questionnaire is designed to measure their work–life balance. This questionnaire was distributed to 290 women police in Puducherry police stations UT.

Table 1 Distribution sample Test

S.No	Police Station	Total of Women Police
1.	Puducherry	203
2.	Karaikal	45
3.	Yanam	23
4.	Mahe	19
	Total	290

Data Analysis and Interpretations

A. Table 2 Demographic Variables wise Distribution of the samples

Variable	Groups	Number of Frequency	Percentage
Age	Less than 25	9	3.10
	26 to 35	224	77.24
	36 to 45	44	15.17
	Above 46	13	4.48
Educational Qualification	SSLC	19	6.55
	HSC	93	32.07
	UG	145	50.00
	Others	33	11.38
Designation	Constable	148	51.03
	Head Constable	49	16.90
	Sub-Inspector	12	4.14
	Inspectors	6	2.07
	Others	75	25.86
Monthly Income	Less than Rs.20000	21	7.24
	Rs.20001toRs. 30000	53	18.28
	Rs.30001toRs.40000	148	51.03
	Rs.40001 and above	68	23.45
Years of Experience	Less than 5 years	44	15.17
	6 to 10 years	157	54.14
	11 to 15 years	32	11.03
	More than 15 years	57	19.66
Marital status	Married	182	62.76
	Unmarried	108	37.24
Types of Family	Joint family	115	39.66
	Nuclear family	175	60.34
Educational status of Hubby	SSLC	47	16.21
	HSC	50	17.24
	UG	59	20.34

	Others	26	8.97
	Nil (not married)	108	37.24
Whether Hubby is employed	Yes	167	57.59
	No	15	5.2
	Nil (not married)	108	37.2
Number of the family members	Up to 3 members	173	59.66
	4 to 5 members	60	20.69
	Above 5 members	57	19.66
Residential place	Home	261	90.00
	Hostel	4	1.38
	Government Quarters	5	1.72
	Others (Rent House)	20	6.90
Place of work	City	176	60.69
	Sub urban	102	35.17
	Rural	12	4.14
Salary satisfaction	Satisfied	73	25.17
	Dissatisfied	217	74.83
	Total	290	100%

From the Table 2, it is inferred that majority (77.24%) of respondents belongs to the age group of 26 – 35.50% of respondents are graduated, and majority (62.76%) of respondents were married. Most (60.34%) of the respondents live in Nuclear Family, Majority (51.03%) of respondents are earning an income ranges from 30,001 – 40,000 and most of the respondents have an experience of more than 6 years .

B. ANOVA Test to Examine the Differences in Work Life Balance by Age

Table 3

Analysis of Variance table for Work Life Balance by Age

Sources of Variation	Sum of Squares	df	F	Significance at 0.05 level	η_p^2
Age	317.42	3	5.68	< .001	0.06
Residuals	5327.00	286			

Source: Primary Data

An analysis of variance (ANOVA) was conducted to determine whether there were significant differences in work life balance by Age. The ANOVA was examined based on an alpha value of 0.05. The results of the ANOVA were significant, $F(3, 286) = 5.68, p < .001$, indicating there were significant differences in work life balance among the levels of Age (Table 3). The eta squared was 0.06 indicating Age explains approximately 6% of the variance in work life balance. The means and standard deviations are presented in Table 4.

Table 4
Mean, Standard Deviation, and Sample Size for Work Life Balance by Age

Age	No. of Respondents	M	SD
less than 25	9	27.67	3.57
26 to 35	224	33.04	4.48
36 to 45	44	33.98	3.85
Above 46	13	31.77	3.11

Source: Primary Data

Post-hoc

Paired *t*-tests were calculated between each pair of measurements to further examine the differences among the variables based on an alpha of 0.05. The Tukey HSD *p*-value adjustment was used to correct for the effect of multiple comparisons on the family-wise error rate. For the main effect of Age, the mean of work life balance for less than 25 ($M = 27.67$, $SD = 3.57$) was significantly smaller than for 26 to 35 ($M = 33.04$, $SD = 4.48$), $p = .002$. For the main effect of Age, the mean of work life balance for less than 25 ($M = 27.67$, $SD = 3.57$) was significantly smaller than for 36 to 45 ($M = 33.98$, $SD = 3.85$), $p < .001$. No other significant effects were found.

C. Two-Tailed Independent Samples *t*-Test for work life balance by marital status

Variable	Married		Unmarried		<i>T</i>	<i>p</i>	<i>D</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			
work life balance	32.24	4.12	34.16	4.66	-3.64	< .001	0.44

Note. N = 290. Degrees of Freedom for the *t*-statistic = 288. *d* represents Cohen's *d*.

A two-tailed independent samples *t*-test was conducted to examine whether the mean of work life balance was significantly different between the Married and Unmarried categories of marital status. Assumptions of normality and homogeneity of variance were examined prior to the test.

Normality. Shapiro-Wilk tests were conducted to determine whether work life balance could have been produced by a normal distribution for each category of marital status (Razali & Wah, 2011). The result of the Shapiro-Wilk test for work life balance in the Married category was significant based on an alpha value of 0.05, $W = 0.98$, $p = .008$. This result suggests that work life balance in the Married category is unlikely to have been produced by a normal distribution. The result of the Shapiro-Wilk test for work life balance in the Unmarried category was significant based on an alpha value of 0.05, $W = 0.95$, $p <$

.001. This result suggests that work life balance in the Unmarried category is unlikely to have been produced by a normal distribution. The Shapiro-Wilk test was significant for both the Married and Unmarried categories of marital status, indicating the normality assumption is violated.

Homogeneity of Variance. Levene's test was conducted to assess whether the variance of work life balance was equal between the categories of marital status. The result of Levene's test for work life balance was not significant based on an alpha value of 0.05, $F(1, 288) = 1.65, p = .200$. This result suggests it is possible that the variance of work life balance is equal for each category of marital status, indicating the assumption of homogeneity of variance was met.

Results

The result of the two-tailed independent samples *t*-test was significant based on an alpha value of 0.05, $t(288) = -3.64, p < .001$, indicating the null hypothesis can be rejected. This finding suggests the mean of work life balance was significantly different between the Married and Unmarried categories of marital status.

Conclusion

Women constitute an vital role in the workforce. Achieving a good work life balance between personal life and work life commitment is growing concern for every organization. Better work life balance leads to reduction of stress, thereby maintaining healthy environment that leads to and lead to increase work efficiency. This paper experienced an attempt to explore the tough challenges faced by working women police in maintaining and balancing between their personal and professional.

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