

REVIEWER'S REPORT

Manuscript No.: IJAR-52156

Date: 11/06/2025

Title: Demographic Work Life Balance Among Female Police Personnel in Himachal.

Recommendation:

Accept after minor revision.

Rating	Excel.	Good	Fair	Poor
Originality		✓		
Techn. Quality		✓		
Clarity		✓		
Significance	✓			

Reviewer Name: Dr. Bishwajit Rout

Date: 11/06/2025

Reviewer's Comment for Publication.

(To be published with the manuscript in the journal)

The reviewer is requested to provide a brief comment (3-4 lines) highlighting the significance, strengths, or key insights of the manuscript. This comment will be Displayed in the journal publication alongside with the reviewers name.

- Significance:** This study is significant because it highlights how demographic factors like age, marital status, education, and residence affect work-life balance among female police personnel in Himachal Pradesh. It offers valuable insights for policymakers to improve working conditions, reduce stress, and ensure better professional-personal life equilibrium for women serving in one of the most demanding public professions.
- Strength:** The study's strength lies in its focused demographic analysis of a traditionally under-researched population female police officers in India. It uses primary data from 150 respondents across various districts and presents clear statistical distributions on variables like working hours, stress levels, and family structure. The findings directly inform HR and policy improvements in law enforcement agencies.
- Key Insight:** A key insight from this research is that most female police personnel experience significant stress due to extended working hours, dual-shift duties, and joint family responsibilities, particularly among married and middle-aged officers. This demographic burden underscores the need for flexible working arrangements, better promotional opportunities, and targeted welfare policies to enhance work-life balance in policing.

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Reviewer's Comment / Report

The paper titled “*Demographic Work Life Balance Among Female Police Personnel in Himachal.*” paper investigates the impact of demographic factors on the work-life balance of female police personnel in Himachal Pradesh, specifically focusing on 150 non-gazetted female officers in Bilaspur District. The study employs a questionnaire-based survey and percentage analysis to explore variables such as age, marital status, education, residential area, working hours, and stress levels. The findings provide valuable insights into the challenges faced by female police personnel and offer implications for policymakers to improve work-life balance in this demanding profession.

Suggestions for Improvement:

1. In introduction, avoid excessive generalization, refine the link to the present study.
2. In introduction section, state clear research gaps and how this study specifically addresses them.
3. In Literature Review, Arrange reviewed studies thematically for better clarity (e.g., "Impact of Age", "Impact of Marital Status").
4. Provide justification (from literature) for each hypothesis, especially for working hours and education.
5. Discuss the sampling method (random, convenience?) and any limitations.
6. Mention reliability and validity of the questionnaire.
7. Explain possible reasons for key results, supported by previous studies.
8. Discuss implications of these findings on policy or practice more deeply.
9. Add a reflection on how these findings fit into wider WLB theories.

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This study provides important insights into work-life balance challenges among female police personnel in Himachal Pradesh. It identifies workload, long hours, and demographic pressures as key stressors. While methodologically sound and practically useful, minor revisions in language, statistical analysis clarity, and presentation are recommended to enhance academic rigor and reader comprehension. Addressing the identified weaknesses will make it suitable for publication in IJAR.

I recommend this paper for publication after minor revision.