

# DEMOGRAPHIC WORK LIFE BALANCE AMONG FEMALE POLICE PERSONNEL IN HIMACHAL

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## 11 DEMOGRAPHIC WORK LIFE BALANCE AMONG FEMALE POLICE PERSONNEL IN HIMACHAL

### Abstract

The present study examines demographic work life balance among female police personnel in Himachal Pradesh. 200 police personnel from Bilaspur District of Himachal Pradesh was surveyed through questionnaire method. Percentage method is used to analyse the collected data. The study revealed that maximum female police personnel belong to middle age group. The study also reveals that maximum respondents belongs to rural areas, maximum respondents are graduates, maximum police personnel's spouse are working in private sector, all are working in both shifts, maximum are working as non –gazetted officer and maximum respondents are living in joint family. From the study we find that respondents have no chance for promotion, they are working for more than 12 hours, they all works in both shifts, maximum are from middle age group which means maximum are taking responsibilities of family and profession at same time. This makes their working life hectic. The study gives valuable insights to policy makers' government and law enforcement agencies to improve and make better policies for police personnel.

**Keyword:** work life balance, policy maker, professional life, personnel life, family life, income level.

### INTRODUCTION

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Work life balance is very important concept which leads to the development of economy. Work life balance is a very important factor for every employee \. To have work life balance in employee's life it becomes necessary to ensure optimum utilisation of resources. It also becomes necessary to have balance among working and personal life. A person plays different role as an individual in his whole life, as employee in his job and as brother or sister, as spouse, as parent, as son or daughter etc. in his personal and many other roles in his social life. Each role has different type of responsibilities in the individual. So we can find the over burden of responsibilities of individual. If employees have positive working environment and family environment, they perform their job with positivity and have less stress and feel satisfied at their job. Work life balance affects the working and output of the employees. If employee's get positive environment working environment, they feels well mentally and physically. Positive family and professional environment directly leads to good performance

in job which helps to achieve organisational objectives. That's why most of the organisation provide friendly and positive environment to their employees, so they feel good at work and help to achieve organisational objective. Many researchers have explained the impact of demographic factor's impact on working life. According to Thriveni and Rama, (2012) female police personnel face more difficulties in their working life in comparison to men because women have to take more responsibilities of family work in comparison to men. Which means demographic factors specially gender affects work life balance of females. According to Eikhof, Warhurst and Haunschild (2007) marital status is another factors which affects work life balance of female personnel. Working hours have greatest impact on working life of women. Long working hours and caring responsibilities have more impact on married women in comparison to single women. It is concluded that marital status is another factor which have impact on work life balance of women police personnel. Age factor have also impact on working life of women, as personnel get older their behaviour, phenomena and attitude towards the job and work life balance changes. Therefore it is concluded that age factor have impact on work life balance. As a result work life balance has impact of demographic factors such as age, gender and marital status.

The police department is one of the most prominent professions. With the passage of time police department has several changes in polices and framework. Policing is designed to maintain decorum in the society, ensuring security of individuals in the society and to detect crime and prevent it. But the role of police personnel is becoming multidimensional. Now a days policing is not only a profession to control and detect the crime but also to contact with social front people to have reforms (CHRI, 2014). Due to multidimensional functions of police personnel, their working becomes hectic and stressful, which have direct effect on their physical, mental and interpersonal health. Police personnel have not enough time to spend time with their family which have negative impact on their performance (Yawalkar and Sonawane, 2016).

## REVIEW OF LITERTURE

### Work Life Balance among Police Personnel

Kumarasamy, Pangil and Mohd Isa (2016) they examined in the study that the relationship between emotional intelligence and work-life balance among police officers, and also the

impact of organizational support as a moderator in this relationship. The study revealed a significant and positive relationship between emotional intelligence and work-life balance.

Organizational supports also have a relationship with work life balance. The study suggested that to achieve a work-life balance, police officers must have emotional intelligence, and the presence of organizational support would strengthen this relationship. Therefore, to manage police officers' work-life balance, it is important to enhance their emotional intelligence and implement organizational support policies.

**Yawalkar and Sonawane (2016)** investigated in their study that police personnel have flexible working hours. Majority of the police personnel are working for more than ten hours. Further it is investigated that majority of the personnel are engaged in crime detecting activities, documentation duties in election, strike handling duties etc. It is also revealed that maximum personnel are facing problems of facing problem of undefined roles, excess work load, no-fix working place etc. It is suggested to make work life balance policies.

**Shanmughavadivu and Sethuramasubbiah (2018)** concluded in the study that majority of the staff feels excess work load. Majority of the women feels that there is ambiguity about work role. Half of the employees feel low level of conflict. Moderate level of work stress is founded among women police employees.

**Kaushal and Parmar (2019)** founded in their study that work life balance is influenced at different levels of age. Police personnel of less age faces more difficulties. Further it is founded that female personnel faces more conflicts at their work place in comparison to men police personnel. It is also revealed that for married police personnel the job becomes more challenging. It is suggested in the study that flexible and open minded opportunities should be implemented to bring balance in the job of police personnel.

**Rajinikanth (2021)** investigated in the study that Work Life Balance has significant impact on employees' performance and also have strategic importance to any types of organization nowadays. In the current scenario of business, the accomplishment of the goals of the organization is determined only by the effective job performance of the employees. For each type of organization, the main and central part of its functioning is the performance of their employees. All the management policies of the organization should have to focus towards the enhancement of the performance of the employees. The success of the job performance of employees completely depends on how well they could balance their responsibilities of two domains that are Work and Family.

**Viegas and Henriques (2021)** examined the link between job satisfaction, work-family conflict, and job stress among 100 police officers in Goa. It finds strong positive correlations between job stress and work-family conflict, and strong negative correlations between job stress and job satisfaction. However, job satisfaction's correlation with work-family conflict is statistically insignificant. The findings support the job strain model and suggest interventions to reduce stress and conflict, promoting a healthier work-life balance among officers and potentially improving public safety outcomes.

**Li et al., (2022)** investigated the effects of the COVID-19 pandemic on police officers' work stress and turnover intention in Hong Kong. It examines how conflicts between work and family domains impact occupational stress and turnover intention. Findings reveal that both family-to-work and work-to-family conflicts contribute to stress and turnover intention among officers. Moreover, supervisory support is linked to lower turnover intention and moderates the impact of work-to-family conflicts. The study suggests measures to alleviate work stress during public health crises.

### **Work Life Balance with special reference to Women Police Personnel**

**Violanti, (1997)** stated in the study that in police job, personnel have to face lots of stressful situations and these situations causes a lots of stress in their minds, which affects their personal as well as professional life. The study revealed that the working situations have impact on the mental and physical health of police personnel.

**Baker, (1999)** explained in the study that to stop crime and to found criminal there should be peaceful and stress free policies to the police personnel so they can work with a smooth way to handle the difficult and stressful situations of their working.

**Chri, (2014)** stated in his study that in today's time the changes in the job become difficult to adopt, though, this job is changing into something with more than one function and dimension. In present, people think that the police not only as a negative law agency that checks all kinds of crimes, but also as an advantageous agency that does community policing and talks to people on the social front to make changes.

### **RESEARCH GAP**

From the above studies it is cleared that workload of police personnel is increased due to multidimensional type of job. They have to deal with people, criminals and judiciary, also

with their family members. It is cleared that they have to perform many roles at a time which leads to stress to their professional as well as to their personal life. Although enough studies are not conducted in police personnel in Himachal Pradesh, but from the previous studies, it is founded that police personnel have challenges to perform their job. In this study an effort is made to find impact of demographic factors on work life balance of female police personnel.

## METHODOLOGY

The present study is predominantly based on primary data which is collected from 150 non gazetted police personnel of District Bilaspur of Himachal Pradesh of Grade II (female only) engaged in various battalions and Thana in Himachal Pradesh. Data is collected through questionnaire method from the respondents and analysis of data is done with percentage method.

## OBJECTIVES OF THE STUDY

Present study is conducted to find out the difference in work life balance of police personnel at various levels of demographic factors.

## HYPOTHESIS

H1: There is significant difference in work life balance of female police personnel at various level of age.

H2: There is significant difference in work life balance of female police personnel on the bases of marital status.

H3: There is significant difference in work life balance of female police personnel on the bases of education.

H4: There is significant difference in work life balance of female police personnel on the bases of working hours.

## FINDING AND DISCUSSION

Table 1

Classification of data on the basis of Age

S. No.	Age	No. of Respondents	Percentage
1.	18-25	41	27.3
2.	26-33	29	19.1
3.	34-41	63	42.2
4.	Above 41	17	11.4
	<b>Total</b>	<b>150</b>	<b>100</b>

It is revealed from the table 4.1 that maximum(42.2 %) respondents belongs to 42.2%<sup>15</sup> the age group of 34 - 41 years, 11.4% of the respondents belongs to above 41 years age group. This shows that the maximum number of female police personnel are from the category of mid-age in policing profession in Himachal Pradesh.

<sup>6</sup>  
**Table 2**

**Classification of data on the basis of Residential Area**

S.No.	Residential Area	No. of Respondents	Percentage
1	Rural	84	56
2	Urban	29	19.4
3	Semi-Urban	37	24.6
	<b>Total</b>	<b>150</b>	<b>100</b>

It is observed from the 4.2 table that 19.4% of female police personnel come from urban areas, on the other hand maximum respondents (56%) belongs from rural areas. It is observed that most of the female police personnel have been scattered in rural areas.

**Table 3**

**Classification of data on the basis of Educational Qualification**

S.No.	Educational Qualification	No. of Respondents	Percentage
1.	Graduate	101	67.7
2.	Higher Secondary	38	25
3.	Post Graduate & Above	11	7.5
	<b>Total</b>	<b>150</b>	<b>100</b>

The 4.3 table reveals that a maximum number of (67.5%) of respondents are graduated and only 7.5% of respondents have completed their post-graduation. This implies that most of the female police personnel are graduated.

**Table 4**

**Classification of data on the basis of Marital Status**

S.No.	Marital Status	No. of Respondents	Percentage
1.	Married	101	67.5
2.	Single	45	30
3.	Divorced	4	2.5
	<b>Total</b>	<b>150</b>	<b>100</b>

The table 4.4 reveals that 67.5% of the respondents are married while 2.5 % of the respondents are divorced and 30% of the respondents are unmarried. It is concluded that maximum respondents are married.

**Table 5**

**Classification of data on the basis of Number of Hours**



S.No.	No. of hours	No. of Respondents	Percentage
1.	8 hrs	17	11.1
2.	12 hrs	71	47.4
3.	16 hrs	62	41.5
	<b>Total</b>	<b>150</b>	<b>100</b>

It is apparent from the above table that maximum respondents ( 47.4%) work for 12 hours and only 11.1% of the respondents works for 8 hours Hence, it is founded that maximum number (47.4%) of female police personnel works for 12 hours or more than 12 hours in some cases. It is also concluded that there is no time bound for police personnel, they contribute around 12 hours in a day.

**Table 6**

**4**  
**Classification of data on the basis of Experience of Stress**

S.No.	Experience Stress	10 No. of Respondents	Percentage
1.	Yes	128	85.5
2.	No	22	14.5
	<b>Total</b>	<b>150</b>	<b>100</b>

From the above table, it is examined that the majority of the female police personnel (85.5%) opined that they experience stress in their working, only 14.5% of the respondents opined that they do not experience stress while performing their duty. From the above, it is clear that majority of the female police personnel are facing stress in job.

## CONCLUSION AND IMPLICATION

Work life balance plays very important role in police department. As we know that police department plays very important role to maintain decorum in society. It is founded in the study that female police personnel have to work for more than 12 hours in a day and also they have multidimensional job in this duration. So it becomes important to have balance in

professional and personnel life of female police personnel. The main objective of the study is to find out the impact of demographic factors on the work life balance of female police personnel in Himachal Pradesh. In demographic factors mainly factors like age, marital status, education and residential areas are covered. Form the above results it is founded that

Most of the respondents are from mid age group and we know that in mid age group is females have more personnel responsibilities in comparison to other age groups. When we see the marital status of female police personnel in Himachal Pradesh we find that maximum respondent are married and again we all know that married female have more responsibilities in comparison to unmarried candidates. Again in this study it is examined that maximum female police personnel are from rural areas, in rural areas survival is more difficult in comparison to urban area, like transportation facilities, daily needs shops are far away in some areas etc. About education it is founded that maximum respondents are graduate. But while we analysed the result about working hour it is concluded that most of the female respondents are working of 12 hours and we all know in these hours they have to multidimensional functions. In experience of stress it is analysed that maximum respondents are facing stress. The factors of their stress in job may be many more, but here we see only demographic factors and in demographic factors we analysed that belonging to mid age groups, rural areas, married groups also the reason to create more burden in the job because people of these age groups have more responsibilities. On the other hand working hours are more with multidimensional functions, which lead to over burden and may be a reason of stress in job. Organisation should have to be more flexible to provide good working environment and make prompt policies so that female police personnel can work freely and become able to have balance in their personnel and professional life.

## LIMITATIONS

The limitation of the study is limited area and short period of time

## SCOPE OF THE STUDY

Further research can be conducted on other factors and also in other areas so that we can help policy makers enough information to make appropriate policies to maintain work life balance in the personnel and professional life of police personnel.

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