

REVIEWER'S REPORT

Manuscript No.: IJAR-52156

Date: 12-06-2025

Title: DEMOGRAPHIC WORK LIFE BALANCE AMONG FEMALE POLICE PERSONNEL IN DISTRICT BILASPUR, HIMACHAL PRADESH

Recommendation:

Accept as it is.....**YES**.....
 Accept after minor revision.....
 Accept after major revision
 Do not accept (*Reasons below*)

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

Reviewer's Name: Shafiya Akhter

Reviewer's Decision about Paper: **Recommended for Publication.**

Comments (*Use additional pages, if required*)
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Reviewer's Comment / Report

Abstract Review:

The abstract provides a comprehensive overview of the study's scope and findings. It clearly identifies the focus group—female police personnel in Bilaspur District, Himachal Pradesh—and outlines the methodology involving a questionnaire survey with 200 participants. The use of percentage analysis is noted, and the key demographic findings are systematically presented. The abstract highlights several significant patterns, such as long working hours, dual-shift duties, and the burden of familial and professional responsibilities among middle-aged respondents. The concluding remark underscores the policy relevance of the findings and their potential utility for governmental and institutional reforms, thereby demonstrating the study's practical implications.

Introduction Review:

The introduction successfully contextualizes the concept of work-life balance within the broader framework of economic and organizational development. It articulates the multi-faceted roles individuals play in personal and professional domains and the resulting strain from conflicting responsibilities. The narrative establishes a strong theoretical grounding for the study, emphasizing how a supportive environment—both at work and at home—can significantly enhance job performance and personal well-being. The importance of mental and physical health, along with stress management, is appropriately

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linked to the theme of work-life balance. The flow of ideas is coherent and logically leads into the research problem being addressed.

Overall Assessment:

The abstract and introduction collectively convey a well-defined research focus and a socially relevant issue. The study explores a demographic and occupational niche with clarity and intention. It successfully integrates theoretical context with field-based findings and offers insights that could inform future human resource policies within law enforcement. The writing reflects a thoughtful and grounded approach to understanding the intersection of gender, profession, and work-life equilibrium.
