



Journal Homepage: [-www.journalijar.com](http://www.journalijar.com)

INTERNATIONAL JOURNAL OF ADVANCED RESEARCH (IJAR)

Article DOI:10.21474/IJAR01/21072

DOI URL: <http://dx.doi.org/10.21474/IJAR01/21072>



RESEARCH ARTICLE

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

Anjna Kumari¹ and Jyoti Thakur²

1. Research Scholar at Career Point University Hamirpur, (Himachal Pradesh).
2. Associate Professor at Career Point University Hamirpur, (Himachal Pradesh).

Manuscript Info

Manuscript History

Received: 02 April 2025

Final Accepted: 05 May 2025

Published: June 2025

Key words:-

Work Life Balance, Policy Maker,
Professional Life, Personnel Life,
Family Life, Income Level

Abstract

The present study examines demographic work life balance among female police personnel in Himachal Pradesh. 150 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.

"© 2025 by the Author(s). Published by IJAR under CC BY 4.0. Unrestricted use allowed with credit to the author."

Introduction:-

Work life balance is the concept of having balance between professional and personnel life. Now a day's work life balance becomes very important concept which directly leads to objective attainment of any organisation. 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 life partner, as parent, as son or daughter etc. in his personal and many other roles in his social life. Each role has different type of duties and 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 in both manner mentally and physically. Positive family and professional environment directly results 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)ⁱ 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)ⁱⁱ 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 analysed 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 eminent 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 public and to detect crime and prevent it. But the role of police personnel is becoming multidimensional. According to (CHRI, 2014)ⁱⁱⁱ 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. Due to multidimensional functions of police personnel, their working becomes hectic and stressful, which have direct effect on their physical, mental and interpersonal health. According to (Yawalkar and Sonawane, 2016)^{iv}, Police personnel have not enough time to spend time with their family, which have negative impact on their performance.

From the above it is clear that work life balance is very important segment. It has impact of various factors on it, like demographic, sociological, and psychological etc. in policing profession only few factors have been covered in few states of India. In Himachal Pradesh only demographic factors have been covered, but with special reference to women police in Himachal Pradesh hardly factors has been covered yet.

Review of Literture:-

Impact of Age factors on Work life balance

Kaushal and Parmar (2019)^v founded in their study that work life balance is influenced different level 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.

Impact of working hours on work life balance

Yawalkar and Sonawane (2016)^{vi} 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.

Impact of marital status factors on Work life balance

Matschet at., (2009)^{vii} investigated in his study that the extent to which military law enforcement agents and their spouses shared similar perceptions of work-life conflict and organizational support. The study revealed that Agents and spouses shared very similar views regarding the Agents' work-life conflict and organizational support. Agents had slightly more positive views towards supervisory support than their spouses did. Agents perceived somewhat more work-to-family conflict, and considerably more family-to-work conflict than their spouses thought they did. Both Agents and their spouses perceived greater support for work life balance from supervisors than from the organization as a whole. The also study investigated the extent to which military law enforcement agents and their spouses shared similar perceptions of work-life conflict and organizational support. It was again founded that both agents and their spouses held very similar views regarding the agents' experiences of work-life conflict and the level of support provided by their organization. While agents expressed slightly more positive views about supervisory support compared to their spouses, they also perceived a higher degree of work-to-family conflict and notably more family-to-work conflict than their spouses believed. Importantly, both groups agreed that support for work-life balance was more strongly felt from immediate supervisors than from the organization.

Impact of qualification & work experience on Work life balance

Kakar (1998)^{viii} revealed in his study that police personnels' level of education is associated with their perceptions of performance of duties and delivery of services the study indicates that officers with some college education and college degree report themselves performing better on several of the performance categories than personnel with no college education. Even when years of experience with the law enforcement department are controlled for, officers with higher education reported performing significantly better than their counterparts having less education. The study further revealed that police officers' level of education is associated with their perceptions of duty performance and service delivery. It was also found that officers who had attained some college education or a college degree rated themselves as performing better across several performance categories compared to those without any college education. Notably, even after accounting for years of experience within the law enforcement department, officers with higher education levels reported significantly better performance than their less-educated counterparts. This suggests that educational attainment plays a crucial role in enhancing self-perceived job performance in police personnel.

Work Life Balance with special reference to Women Police Personnel

Violanti, (1997)^{ix} 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)^x 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)^{xi} 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

It is revealed from the previous studies, it is founded that police personnel have challenges to perform their job. In this study an effort is made to analyse the impact of demographic factors on work life balance of female police personnel.

The factors which are still not covered yet are:

1. Non-monetary benefits.
2. Support of management.
3. Financial moral and emotional support of spouse.

Previous studies indicate that some studies in few Districts of some states of India have made on quality of work life balance of police personnel. From the literature it is also founded that studies on work life balance of women police personnel in Himachal Pradesh are also very limited. In this study an effort is made to describe demographic work life balance of women personnel in Himachal Pradesh with special reference to District Bilaspur Himachal Pradesh.

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 convenience sampling method with the help of questionnaire 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 working hours.

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

Finding and Discussion:-**Table 1**

Reliability Statistics			
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	No. of Items	
.798	.805	6	

From the above table it revealed that cronbach's Alfa value is more than 0.70, which indicates the reliability of the questionnaire .cronbach's AlfaStandardized value is .805 which is again good.

Table 2:- 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
	Total	150	100

It is revealed from the table 4.1 that maximum(42.2 %) respondents belongs to 42.2% 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.

Table 3:- 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
	Total	150	100

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 4:- 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
	Total	150	100

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 5:- 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
	Total	150	100

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. As we all know that married personnel have more responsibilities in comparison to single or unmarried person, so to have balance at job and at home is more difficult for married personnel.

Table 6:- 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
	Total	150	100

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 7:- Classification of data on the basis of Experience of Stress.

S.No.	Experience Stress	No. of Respondents	Percentage
1.	Yes	128	85.5
2.	No	22	14.5
	Total	150	100

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.

Hypothesis

S. No.	Hypothesis	Result	Accepted/Rejected
H1	There is significant difference in work life balance of female police personnel at various level of age.	Maximum respondents belong to mid age group and at this stage of age personnel have more responsibilities in comparison to other age groups.	Rejected
H2	There is significant difference in work life balance of female police personnel on the bases of marital status.	Maximum respondents are married, and it is more difficult to have balance at job and at home for married in comparison to single personnel.	Rejected
H3	There is significant difference in work life balance of female police personnel on the bases of working hours.	Maximum number of female police personnel works for 12 hours or more than 12 hours in some cases, which affects work life balance directly.	Rejected
H4	There is significant difference in work life	It is examined that the majority of the female police personnel opined that they	Rejected

	balance of female police personnel on the bases of experience of stress at job.	experience stress in their working	
--	---	------------------------------------	--

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. From 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. Policies like more recruitment, decision about fix shift of women personnel, reduction in working hours etc. should be made by the government 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. From above findings it is suggested that more emphasis should be made for participated work, work experience.

References:-

1. Thriveni, K. K., & Rama, D. V. (2012). Impact of demographic variables on work-life balance of women employees (with special reference to Bangalore City). *International Journal of Advances in Management and Economics*, 1(6), 226-229.
2. Eikhof, D. R., Warhurst, C. & Haunschild, A. (2007). Introduction: what work? what life? what balance critical reflections on the work life balance debate? *Employee Relations*, 29 (4), 325 -333.
3. Commonwealth Human Right Initiative Report (20014). *Police Organizations in India*. New Delhi: CHRI
4. Yawalkar, V. V., & Sonawane, M. A. (2016) A study of work-life balance; challenges before Jalgaon Police Department. *International Journal of Engineering and Management Research (IJEMR)*, 6 (1), 82-84. Available from: https://www.researchgate.net/publication/318562805_A_Study_of_WorkLife_Balance_Challenges_before_Jalgaon_Police_Department
5. Kaushal, P., & Parmar, J. S. (2019) Work-Life Balance and Its Relation to Demographic Factors: A Study of Police Personnel of Himachal Pradesh. *Journal of Strategic Human Resource Management*, 8 (1). Available from

-
- https://scholar.google.com/scholar?hl=en&as_sdt=0%2C5&q=work+life+balance+in+police+personnel+in+hp+2019&btnG=#d=gs_qabs&t=1712492515538&u=%23p%3Dk5v-vmvCqVkJ
6. Yawalkar, V. V., & Sonawane, M. A. (2016) A study of work-life balance; challenges before Jalgaon Police Department. *International Journal of Engineering and Management Research (IJEMR)*, 6 (1), 82-84. Available from: https://www.researchgate.net/publication/318562805_A_Study_of_WorkLife_Balance_Challenges_before_Jalgaon_Police_Department
7. Matsch, M. A., Sachau, D. A., Gertz, J., & Englert, D. R. (2009). Perceptions of work-life balance among military law enforcement personnel and their spouses. *Journal of Police and Criminal Psychology*, 24, 113-119. <https://doi.org/10.1007/s11896-009-9046>.
8. Kakar, S. (1998). Self-evaluations of police performance: An analysis of the relationship between police officers' education level and job performance. *Policing: An International Journal of Police Strategies & Management*, 21(4), 632-647. <https://doi.org/10.1108/13639519810241665>
9. Violanti, J. M. (1997). Suicide and the police role: A psychosocial model. *Policing: An International Journal of Police Strategies & Management*, 20(4), 698-715. Available from: <https://www.ojp.gov/ncjrs/virtual-library/abstracts/suicide-and-police-role-psychosocial-model> [Accessed 14th April, 2023]
10. Baker Jr, J. S. (1999). State police powers and the federalization of local crime. *Temp. L. Rev.*, 72, 673. Available from: https://papers.ssrn.com/sol3/Delivery.cfm/SSRN_ID4769425_code1562897.pdf?abstractid=4769425&mirid=1 [Accessed 24th May, 2023]
11. Commonwealth Human Right Initiative Report (20014). Police Organizations in India. New Delhi: CHRI.