

Data On Work Life Balance Experienced By Women Police Officials Of Tirupattur District, Tamil Nadu, India

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ABSTRACT: *Work life balance is a neighborly and far reaching blend of a person's expert and individual life. There are distinctive part of an individual's life that can affect work at the same time there are various periods of an individual's work which can affect family. Work life is multidirectional; for instance, when singular life intrudes with family life there can be a disrupting impact in the family similarly when there is an impedance of family life in the work life there can be an irritation in the master life. In this fast growing society there are crime rates increasing and law and order is to be maintained properly to have a control over it. In such situations the defense department plays a very vital role in maintaining the law and order in specific the police department. The researchers initiated a study among the police officials in specific the women police officials of Tirupattur Sub Division. Researchers adopted Descriptive Research Design in specific systematic simple random sampling technique was used to collect data. Using this technique the researchers were able to select fifty samples from the total population of eighty women police officials. The collected data was analyzed using Statistical Package for Social Sciences and the analyzed data was presented in the form of tables and charts for further interpretation.*

Key words: *work Life Balance, Women Police, Stress, Personal life, Time, Dissatisfaction*

1. INTRODUCTION

It is important to know their day to day struggles. Work life balance is important to an employee to ensure his/her roles at work, their personal responsibilities, and their family life also. Nowadays private companies are giving more importance to help their employees to achieve in their work as well as in their personal life. When such balance is not ensured by the employee or the organization then it may result in poor balance between work and personal life. Work-Life balance is the term that describes the time allotted for their work and for their personal phases. There are so many aspects which affect the work life balance into work imbalance: Gender, time spent, family characteristics. But in today's context recent technological changes and advances that made work and work objectives possible to be completed on a 24 hours basis. Some theorists suggested that work life balance is a result of technological control. If the employee does not have good work life balance the effects may be more absenteeism, less productivity in the psychological factor it may affect the

employee's personal life it may lead to stress and depression. This condition well suits the Police officials who work for the betterment of the society twenty four by seven. Work Life Balance among Police Officials in particular women police officials is a grey area which is not studied by most of the researchers.

Review of literature

DelectaP (2011) in a study on "Theories of work-life balance- conceptual review" states that "Work life balance is defined as an individual ability to meet their work commitments as well as other non-work and family commitment."

Archana R. Salve (2012) in an article "Work Life Balance and Stress Management" emphasizes that changing financial conditions and social requests have changed the idea of work all through the world. Originally, work was a matter of necessity and survival. Throughout the years, the role of "work" has evolved and the composition of the workforce has changed. In that article "Today, work is widely viewed as a source of personal satisfaction. A good balance in work and life can play a phenomenal role in the attainment of personal and professional goals. The objective of this paper is to understand the various issues that have come to the forefront due to the dynamic nature of work". It means that work is broadly seen as a wellspring of individual fulfilment. The target of this paper is to comprehend the different issues that have gone to the bleeding edge because of the dynamic idea of work.

Anitha&Muralidharan (2014) did a study on "A study on the influence of Demographic and work related aspects on the work life balance of marketing Professionals". The two wheeler company has found that having more experiences leads the employee to get more work-life balance. Researcher concluded that demographic factors like age, salary, educational qualification, experience, type of family and spouse working have impact on work life balance and work related factors like target oriented work, working hours, and extended benefits, means of transportation facility also have influence of level of work life balance of marketing professionals.

Hiral Mehta (2015) did a study on "A Study on Work Life balance of Employees & its impact on the performance of Employees". With the objectives of to study the work-life balance of the employee's and find out work life balance & its impact on employee's performance in an organization. Researcher used convenient sampling technique with the sample of 100 of different department in Surat district. It has found that more travelling has impact on work life balance of an employee. Working hours also lead dissatisfaction. Researcher has suggested arranging family picnic, providing monetary benefits for efficient employees, introducing flexi policy will help to balance work life of an employee.

VivekVikasYawalkar, Madhulika A. Sonawane (2016) a study on "Work-Life Balance; Challenges before jargon Police Department" which is published in international journal on engineering and management Researcher. In that Research they found that there is a need for separate policy on work-life balance and one of the third respondents told there is no need for separate policy for work-life balance.

Significance of the study

Study on Work Life Balance among the women police officials can bring out the struggle which the women employees of the police department are facing. This particular topic is not studied by the researchers in common. Because of poor balance in work and life, the women police personnel struggle to concentrate on both cases that they are dealing with profession and family. This problem may result in more chaos in their family and it may create negative impact in their children's life also. Sample Study on this particular topic can be used by the Government to create a policy or a HR department which solely takes care of the Employees Health, Safety, Welfare and Family.

2. MATERIALS & METHODS

Aim

The study aims to understand the stress faced by the women police personnel in police department and the balance between their work and family.

Universe & sampling

The universe of the study consists of women police personnel of Thirupathur police subdivision. This subdivision consists of 58 women police personnel. The researcher using the census method collected data from all the 58 women police personnel from which eight tools were rejected since the data was filled in completely. So in total from 50 respondents the data was collected and analysed.

Research Design

The researchers adopted Descriptive design for the research. Descriptive research design is a scientific design which involves observation and behaviours of the field without influencing it in any way. Descriptive design is a valid method for researching specific subjects and as a pioneer to more quantitative research. The researcher opted for survey method. It is important to describe a set of observation or the data collected. This means that descriptive research provides information which could be used as basis for important decisions that are to be made. It is quick and noted for identifying investigation made over sufficient interpretation.

Tools used for data collection

The research tool adopted by the researchers was Questionnaire. Self Structured tool was framed by the researcher by reviewing various books and previous studies. The language of the questionnaire used by the researchers to ask the respondents was in local language (Tamil) and English. The tool consisted of questions with five dimensions with five point Likert scaling technique. Cronbach's Alpha Reliability Test was run for the tool and the reliability test value was .789

Analysis of Data and Description

The findings of the study indicated the following

Table 1 Distribution of Stress felt by the respondents due to Work

Variable	Frequency	Percentage
Never	3	6.0
Rarely	5	10.0

Sometimes	7	14.0
Often	16	32.0
Always	19	38.0
Total	50	100

The data found using the frequency distribution table 1 revealed that nearly one third of the respondents (70%) said that they feel stress due to the work which they do. The reason for the stress was found that they had heavy work load. So it can be interpreted that the Government can consider reducing the work load of police department employees by increasing the Man Power. (Table 1)

Table 2 Association between various dimensions used and the work-life balance

S. No	Variable	Types of family			Statistical Inference
		Nuclear	Joint	Extended	
1	Time & Work life balance				$\chi^2= 2.073$ df= 2 P>0.05 Not Significant
	Low Level	18	5	3	
	High Level	13	9	2	
2	Job Satisfaction & Work life balance				$\chi^2=3.158$ df= 2 P>0.05 Not Significant
	Low Level	17	5	4	
	High Level	14	9	1	
3	Promotion & Work life balance				$\chi^2=4.208$ df=2 P>0.05 Not Significant
	Low Level	21	9	1	
	High Level	10	5	4	
4	Stress Management & Work life balance				$\chi^2=1.601$ df=2 P>0.05 Not Significant
	Low Level	21	8	2	
	High Level	10	6	3	
5	Family & Work life balance				$\chi^2=0.715$ df=2 P>0.05 Not Significant
	Low level	23	9	3	
	High Level	8	5	2	
6	Overall Work life balance				$\chi^2=3.824$ df=2 P>0.05 Not Significant
	Low Level	24	8	2	
	High Level	7	6	3	

Data of the Chi square test between Work Life Balance and the various dimensions (that is Time, Job Satisfaction, Promotion, Stress Management, Family involvement). The level of significance is more than the expected level of significance (0.05) hence the Null Hypothesis is accepted. There is no significant relationship between the various dimensions and the work life balance. Here the working time, Job Satisfaction, Promotion, Stress Management, Family Time is not significant with Work Life Balance that is the effect of the former dimensions

doesn't have any impact over the work life balance of an employee it may vary from person to person based upon their situation. (Table 2)

Table 3 Karl Pearson's co efficient of correlation between the Time spent by the respondents and Work-life balance

S. No	Variable	Correlation Value	Statistical Inference
1	Time Spent for work and family& Work life balance	0.032*	P<0.05 Significant

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

The significance level was less than the expected significance level (0.05) and the correlation value was 0.320*, hence the Null Hypothesis is rejected and Alternative Hypothesis is accepted. From the data it is evident that there is a significant relationship between the time spent by the respondents for their work and family and the work life balance. So it can be interpreted that the time spent by the women Police officials with the family and in the work contributes more towards their work life balance, hence the women employees should get time to allocate their space for work and family which will help them to fulfil their roles both at work and family. (Table 3)

Table 4 Karl Pearson's co efficient of correlation between the Job Satisfaction by the respondents and Work-life balance

S. No	Variable	Correlation Value	Statistical Inference
1	Job Satisfaction & Work life balance	0.132	P>0.05 Not Significant
2	Stress Management & Work life balance	0.120	P>0.05 Not Significant

The data using Karl Pearson's Correlation reveals that there is no significant relationship between the job satisfaction, Stress Management and Work Life Balance since the level of significance was more than the expected level of significance (0.05), hence the Null Hypothesis is accepted. So it can be interpreted that Job Satisfaction and Stress Management at Work doesn't have relationship with the work life balance. Whether satisfied with work or not doesn't matter when it comes to work life balance. (Table 4)

3. CONCLUSION

Peaceful mind will lead to happiness in life. It is tough for human beings to live happily in their lives. Quality of life is important in today's scenario. By thinking differently, we may be finding out new ways to have a better balance between work and personal life. Work-Life Balance programs have been to have an impact on employees in the recruitment, commitment towards work and satisfaction. Dissatisfaction of work can be achieved by Quality of life. We may not develop Gandhian levels of courage immediately, but surely we can do better than having to look back on our lives and regret that we lived by someone else's priorities. Work-life Balance is observed as a formal of human life that leads to attainment of happiness in professional and personal life.

Experts say that our emotions are the product of our own thoughts, we only can control our emotions but no one can affect our emotions without our concerns. Improvement is a continuous process to attain work-life balance it cannot be attained very easily, that person has to undergo so many consequences to achieve it efficiently. To improve the confidence in life is be confident on you. Work-life balance helps to develop relationship with others.

This research study shows that the women police officials are not regularly achieving their balance between work and personal life. The researcher has collected data from women police, analysed & interpreted and found the main findings and also given some suggestions to improve their quality of life. From this research the researcher gained new knowledge about work-life balance, how work-life balance takes place, what are all the reasons for not achieving work-life balance effectively, and which plays a vital role in work-life balance of women police employees. From this sample study it was found that the women police officials were unable to spend time with their family due to heavy work load. Here it was understood that Job Satisfaction or Stress or Promotion or Salary doesn't matter when it comes to work life balance because employees understand that every job has its own merits and demerits and an employee cannot work without any issues at work but only when the employees are able to allocate space between family and work then it contributes towards their work life balance. This can be identified by the Government and to address this issue the Government can initiate a Human Resource Department which takes care of the Man Power, Health, Safety and Welfare of the Employees. When all these are taken care and issues addressed well then the women employees can allocate time for their work and family and balance both.

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