

A study on work life balance among women police in Tiruchirappalli

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Women empowerment is needed both in work and personal life. In today's life circumstance, women are deemed necessary to contribute their duties, skills talents equally both in work and personal life. Striking a balance between work and in personal life is of utmost importance. Therefore, the need of a good Work-Life Balance (WLB) is gaining importance among the employees. This paper covers the challenges being faced women police in Tiruchirappalli, South India, specially addresses the impact of family bonding , women police stress, and health, discipline, towards work-life balance. A survey was conducted with 100 police personnel to perform personnel to perform the quantitative analysis.

Keywords: *Quality of life, Stress, Health, , discipline, overall work life balance*

The concept of women working in Indian heritage environment has always been challenging and much more of those women working in police force. A study of this research covers the challenges being faced by women police in Tiruchirappalli, South India. This research will specifically address the challenges such as (i) women police family bonding, (ii) women police position, (iii) unscheduled work, (iv) women police stress, health, etc. and (v) women police quality of life style. (Vi) Discipline. This paper covers the challenges being faced by women police in Tiruchirappalli, South India, specifically addresses the impact of towards work-life balance. This paper also addresses how discipline and performance expectancy are vital towards a successful WLB. A survey was conducted with 100 police personnel to perform the quantitative analysis.

Introduction

Work-Life Balance (WLB) of women employee has become an important subject since the time has changed from men earning the family living. In today's world, both men and women equally share the responsibility of earning for the betterment of their family life. Hence it is necessary to know how the women maintain a balance between professional and personal life, and the various other obstacles being encountered by women. Women are trying every possible way, to manage their personal and professional life efficiently. Motivation of women and giving them equal

Human Resource Management means employing people, developing their resource utilizing, maintaining and compensating their services in tune with the job and organizational requirements with a view to contribute to the goals of the organization, individual and the society. Human resource play a crucial role in the development process of modern economics. Arthur Lewis (as cited in C.D.Balaji, 2016) observed, there are great differences in development between countries which seem to have roughly equal resources, so it is necessary to enquire into the difference in human behavior”.

DEFINITION OF HRM

According to Stephen P.Robbins (as cited in C.D.Balaji, 2016), HRM is concerned with the “people” dimension in management. It is a process consisting of four functions namely acquisition, development, motivation and maintenance of human resources.

This paper is an initial analysis on how factors such as recruitment, training, and welfare programs can impact one’s WLB and how vital the discipline and performance influence the expectancy of a successful woman police.

INTRODUCTION OF WORK-LIFE BALANCE

Work-Life Balance (WLB) of women employee has become an important subject since the time has changed from men earning the family living. In today’s world, both men and women equally share the responsibility of earning for the betterment of their family life. Hence it is necessary to know how the women maintain a balance between professional and personal life, and the various other obstacles being encountered by women. Women are trying every possible way, to manage their personal and professional life efficiently. Motivation of women and giving them equal rights not only improve the position of women, but the entire society gets transformed.

What is Work life Balance?

Work life Balance is about effectively the juggling act between paid work and other activities that are important to people. A comfortable state of equilibrium achieved between an employee's primary priorities of their employment position and their private lifestyle. Most psychologists would agree that the demands of an employee's career should not overwhelm the individual's ability to enjoy a satisfying personal life outside of the business environment.

DEFINITION OF WORK LIFE BALANCE

Year Authors Definition 1993 Kofodimos Work-life balance is "a satisfying, healthy, and productive life that includes work, play, and love".

2000 Clark Work-life balance is "satisfaction and good functioning at work and at home with a minimum of role conflict"

source	Definition
Grzywacz & Carlson 2007	2007 Grzywacz & Carlson“...as accomplishment of role -related expectations that are negotiated and shared between an individual and his/her role partners in the work and family domains .” (p. 459)
Fleetwood 2007	2007 Fleetwood "Work-life balance is about people having a measure of control over when, where and how they work"

2000 Kirschmeyer Living a balanced life is "achieving satisfying xperiences in all life domains, and to do so requires personal resources such as energy, time, and commitment to be well distributed across domains" (p.81).

REVIEW LITERATURE

Weerasinghe and Abeykoon (2017)concluded in his research that the personal factors are the significant association for job satisfaction and it was stressed that factors like flexible working arrangement and family friendly policies can be used to enhanced Work Life Balance. Nalli and Premalatha (2016) reiterated that demographic variables are very vital to work-life

Abendroth and Dulk(2011) proven that emotional family support has a positive impact on work life balance satisfaction. So it should be noted the family structure is one of the important factors towards a successful work life balance.

LunauT (2018)highlighted that there is an association between a poor work life balance and poor health across a variety of European countries. It should be noted that health can be certainly affected if work-life is not appropriately balanced.Hill et.al (2001) identified the main factors for work-life balance are stress influence, time management, work load, time pressure, overall feelings of job stress, job satisfaction, organizational commitment and labour turnover. The result of the study provided evidence of construct validity implication for theories of occupational stress as well as organizational practice.

The result of the Yildiz, S (2008) indicated that significant relationship between in addition to time balance, social relation work environment, are the other six factors also affected the well-being of the police. They are Rank ,Department, optimism, isolation, income sufficiency and working days per week.

The study supported that work stress could lead to insomnia and partially disruption of work life balance. The strategies to prevent work demand from interfering with personal life such as clear work life boundary could probably decrease the risk of insomnia in employee who are under higher work stress.

mehta and kundnani (2018) also identified critical factors such as (i) the effects of organizational support, (ii) Work Family Conflict, (iii) Work place stress, and (iv) personality on work life equilibrium to reduce work-based stress.

Clark (2000) mentioned that there will be a minimum of role conflict if WLB is well implemented at home and at work. Greenhaus et. Al (2003) stressed that equal engagement is important for a person to have a successful professional and personal life. He proposed three successful components of WLB namely (i) time balance, (ii) involvement balance, and (iii) satisfaction balance. Carlson et al (2009) mentioned that the success of WLB is based on the accomplishment of role related expectation that are negotiated and shared between an individual and his or her role related partners in the work and family domain.

Naithani (2009) suggested that emergence of WLB discourse, from the days of early communal, living till the present day theories, and a macro level model of work life balance. It is resulted that the employees who achieve improved WLB with the assistance of the policies implemented by the employing organization tend to be more productive as their work engagements enhance, on the other hand organization which neglects WLB would results in lower employee productivity. Thus organizations which tend to promoteWLB initiative, would lead to high productivity.

Kalliath and Brough (2008) promoted that WLB is the individual perception, with which one can make the work and non-work activities compatible and promote growth in accordance to an individual's current life priorities. Lakshmi et al (2012) echoed that career women are challenged by family commitment and it is important to have a periodical review to ensure that both professional and family performance are satisfactory, otherwise it can lead to stress. White et. al (2003) argued that there could be a conflict between high performance practices and WLB policies.

Kofodimos (1993) provided numerous checklists and self-assessment tools to help determine the degree and the nature of imbalance in our lives and organizations. The author outlined a step-by-step process for personal change that can lead to an improved quality of life. In addition, she provided individuals with a blueprint for initiating organizational changes that jointly optimize personal development and organizational effectiveness. If no proper WLB is put in place, the imbalance would lead to high levels of stress, distracts from quality of life, and ultimately reduces individual effects.

Rice et al., (1992) paper examined number of attributes such as work-family conflict, work-leisure conflict, job satisfaction, family satisfaction, leisure satisfaction and global life satisfaction. These attributes have been examined for the overall quality of life.

The study of Dex and Scheibl (1999) also identified a strong link between work life policies, reduced absenteeism and increased productivity. WLB policies can reduce stress associated with work life balance conflicts as well as reducing the stress caused by a work place, Thus reducing stress can improve productivity.

RESEARCH METHODOLOGY

The study is based on primary and secondary information and data. The main source of secondary data and the structured Questionnaire. Direct Interview, network and bulletins etc, and the potential source of information relating to work life balance

Type of Data	Primary data & Secondary data
Sample Area	TIRUCHIRAPPALLI
Type of Questionnaire	Structured (59 Questions)
Research Instrument	Descriptive and correlation analysis
Sample size	100
Sampling Technique	Simple Random Sampling

Objectives:

1. To study the profile characteristics and the nature of women police in Tiruchirappalli.
2. To test the relationship between profile characteristics and work life balance and its factors.
3. To study the overall **quality of life style** among the women police.
4. There is a relationship between and effectiveness of work based on discipline.

3.1 Hypothesis Statements:

Hypothesis 1: There is a positive association between age of the police women and work life balance and its factors

Hypothesis 2: There is a significant difference exist between work life balance and its factors across family type.

Hypothesis 3: There is a significant difference exist between work life balance and its factors across academic qualification.

Hypothesis 4: There is a significant difference exist between work life balance and its factors across work experience.

Hypothesis 5: There is a relationship between performance effectiveness of work based on discipline.

RESULTS AND DISCUSSION

Results and discussion are central steps in the research process. The aim of the analysis is to organize, classify and summarize the collected data so that they can be better comprehended and interpreted to give answers to the questions that triggered the research. Interpretation is the search for the broader meaning of findings. Analysis is not fulfilled without interpretation; and interpretation cannot proceed without analysis; so, both are inter dependent.

A detailed analysis of the collected data has been attempted as per the objectives stated earlier. Hypotheses were also tested based on the findings of the study, interpretations and conclusions were drawn. In this section, the following statistical techniques for the analysis of the data gathered for the present study viz., Descriptive analysis and inferential statistics etc.

Table 4.1 Distribution of age of the police women in Tiruchirappalli city

Age		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 - 30	52	52.0	52.0	52.0
	31 - 40	32	32.0	32.0	84.0
	41 - 50	16	16.0	16.0	100.0
	Total	100	100.0	100.0	

Table 4.1 shows that, 52% of the respondents are 20 to 30 years age group, 32% are 31 to 40 age group, and 16% of them are 41 to 50 age group. It is seen that majority of the respondents are 20 to 30 age group.

Table 4.2 Distribution of academic qualification of the police women in Tiruchirappalli city

Academic qualification		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	+2 and below	24	24.0	24.0	24.0
	Diploma	14	14.0	14.0	38.0
	UG Degree	50	50.0	50.0	88.0
	PG Degree	12	12.0	12.0	100.0
	Total	100	100.0	100.0	

Table 4.2 shows that, 24% of the respondents have qualification upto +2 standard, 14% of the respondents have qualification up to diploma, 50% of the respondents have qualification upto Under Graduate degree, and 12% of the respondent have qualification holding Post graduate degree. It is inferred that majority of police women have graduate level of education.

Table 4.3 Distribution of marital status of the police women in Tiruchirappalli city

Marital status		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Single	32	32.0	32.0	32.0
	Married	62	62.0	62.0	94.0
	Divorcee	6	6.0	6.0	100.0
	Total	100	100.0	100.0	

Table 4.3 shows that, 32% of the police women are single, 62% police women are married and 6% of the respondents are divorce. It is inferred that majority 62% of the police women are married.

Table 4.4 Distribution of family type of the police women in Tiruchirappalli city**Family type**

	Frequency	Percent	Valid Percent	Cumulative Percent
Joint	72	72.0	72.0	72.0
Valid Nuclear	28	28.0	28.0	100.0
Total	100	100.0	100.0	

Table 4.4 shows that, 72% of the police women are joint family and 28% of the police women living with nuclear family. It is inferred that majority 72% of the police women are living with joint family.

Table 4.5 Distribution of the police women based on their working experience in Tiruchirappalli city**Working experience**

	Frequency	Percent	Valid Percent	Cumulative Percent
1 - 5	34	34.0	34.0	34.0
6 - 10	20	20.0	20.0	54.0
Valid 11 - 15	26	26.0	26.0	80.0
16 - 20	12	12.0	12.0	92.0
Above	8	8.0	8.0	100.0
Total	100	100.0	100.0	

Table 4.5 reveals that, 34% of the police women have one to five years of experience, 20% of the police women have six to ten years of work experience, 26% of the police women have 11 to 15 years of work experience, 12% of the police women have 16 to 20 years of experience and 8% of the police women have above 20 years of experience. It is inferred that majority of the police women have one to five years of experience.

Table 4.6 Distribution of the police women based on their working experience in Tiruchirappalli city**Designation**

	Frequency	Percent	Valid Percent	Cumulative Percent
Inspector	16	16.0	16.0	42.0
Valid Sub Inspector	35	35.0	35.0	51.0
Constable	49	49.0	49.0	100.0
Total	100	100.0	100.0	

Table 4.6 reveals that, 16% of the police women are Inspector, 35% of the police women are Sub-Inspector and 49% of the police women are constables. It is inferred that majority of the police women are constables.

Table 4.7 Distribution of the police women based on their time spent on domestic activities in Tiruchirappalli city**Time spent on domestic activities**

	Frequency	Percent	Valid Percent	Cumulative Percent
Less than 2 hours	32	32.0	32.0	36.0
2 - 4 Hours	28	28.0	28.0	60.0
Valid 4 - 6 Hours	25	25.0	25.0	85.0
More than 6 hours	15	15.0	15.0	100.0
Total	100	100.0	100.0	

Table 4.7 shows the distribution of police women based on their time spent on domestic activities. 32% of the police women spent less than two hours on domestic activities, 28% of the police women spent two to four hours on domestic activities, 25% of the police women spent four to six hours on domestic activities, 15% the police women spent more than 6 hours on domestic activities. It is inferred that majority of the police women spent less than two hours on domestic activities.

Table 4.8 Distribution of the police women based on factors that makes them to go for job
Factors that make to go for job

	Frequency	Percent	Valid Percent	Cumulative Percent
Personal Satisfaction	34	34.0	34.0	34.0
Financial Independence	18	18.0	18.0	52.0
Valid Family Commitments	36	36.0	36.0	88.0
Others	12	12.0	12.0	100.0
Total	100	100.0	100.0	

Table 4.8 shows the distribution of police women responses based on the factors that makes them to go for the job. 34% of the police women go for the job because of their personal satisfaction, 18% of them are for financial independence, 36% of them are for family commitments and 12% of them are for other reasons. It is inferred that majority of the police women go for the job because of their family commitments.

4 ANALYSIS AND DISCUSSION

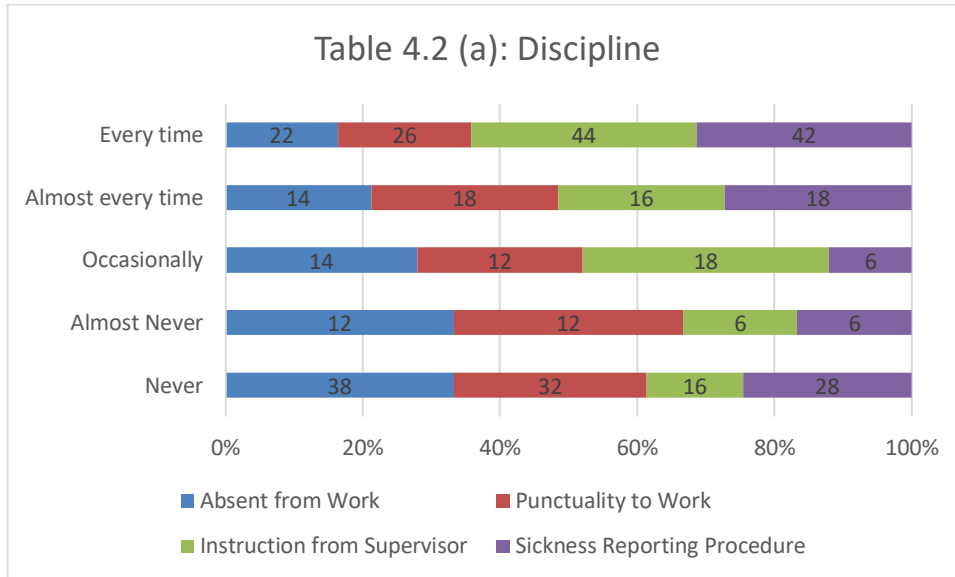


Table 4.2 (a) shows that 38% of the respondents are never satisfied on the absenteeism from work without proper authorization, 12% of them are almost never satisfied, 14% of them are occasional, 14% of them are almost everytime satisfied, 22% of them are everytime satisfied. 32% of the respondents are never satisfied on punctuality to work, 12% of them are almost never satisfied, 12% of them are occasionally satisfied, 18% of them are almost every time satisfied, and 18% of them are every time satisfied. 16% of the respondents are never satisfied on the lawful and reasonable instruction from the supervisor, 6% of them are almost never satisfied, 18% of them are occasionally satisfied, 16% of them are almost every time satisfied, and 44% of them are every time satisfied. 28% of the respondents are never satisfied to comply with sickness reporting procedure, 6% of them are almost never satisfied, 6% of them are occasionally satisfied, 18% of them are almost every time satisfied, and 42% of them are every time satisfied.

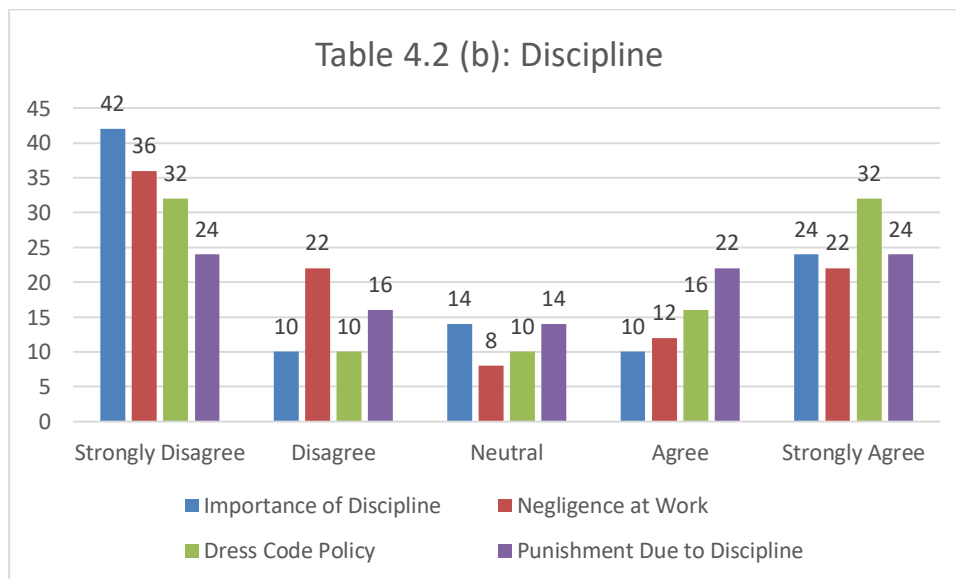


Table 4.2 (b) shows that 42% of the respondents are strongly disagreed to give importance to discipline, 10% of them disagree, 14% of them are neutral, 10% of them agreed, 24% of them strongly agreed the importance of discipline. 36% of respondents are strongly disagreed to negligence at work, 22% of them are disagreed, and 8% of them are neutral, 12% of them are agreed, and 22% of the them are strongly agreed. 32% of the respondents are strongly disagreed to dress code policy, 10% of them are disagreed, 10% of them are neutral, 16% of them are agreed, and 32% of the respondent are strongly agreed. 24% of the respondents are strongly disagreed to punishment due to discipline, 16% of them are disagreed, 14% of them are neutral, 22% of them are agreed, 24% of the are strongly agreed.

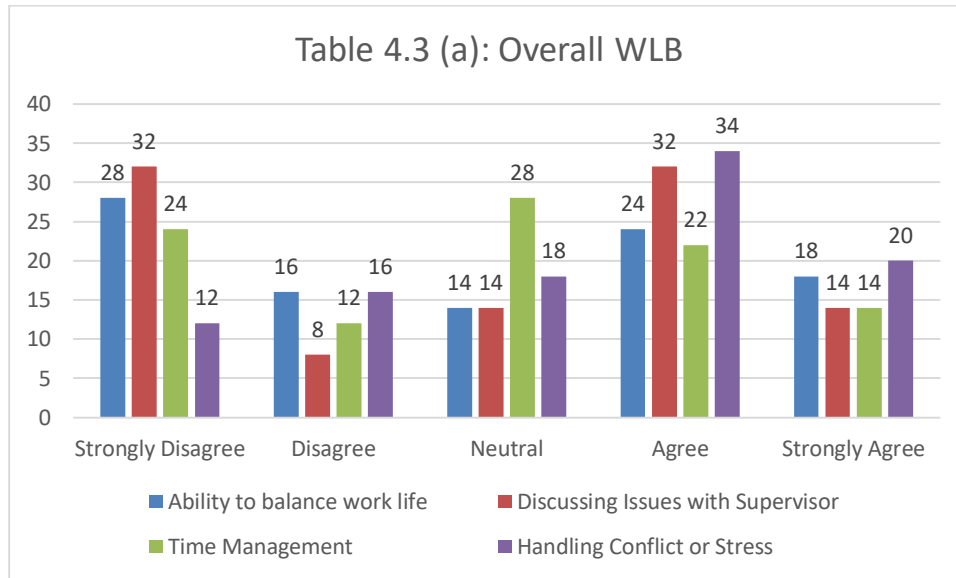


Table 4.2 (b) shows that 28% of the respondents are strongly disagreed to having the ability to balance work-life, 16% of them are disagreed, 14% of them are neutral, 24% of them are agreed, and 18% of them are strongly agreed. 32% of the respondents are strongly disagreed to discussing issues related to work life balance with the superior, 8% of them are disagreed, 14% of them are neutral, 32% of them are agreed, and 32% of them are strongly agreed. 24% of the respondents are strongly disagreed on time management, 12% of them are disagreed, 28% of them are neutral, 22% of them are agreed, and 14% of them are strongly agreed. 12% of the respondents are strongly disagreed on handling conflict or stress, 16% of them are disagreed, 18% of them are neutral, 34% of them are agreed, and 20% of them are strongly agreed.

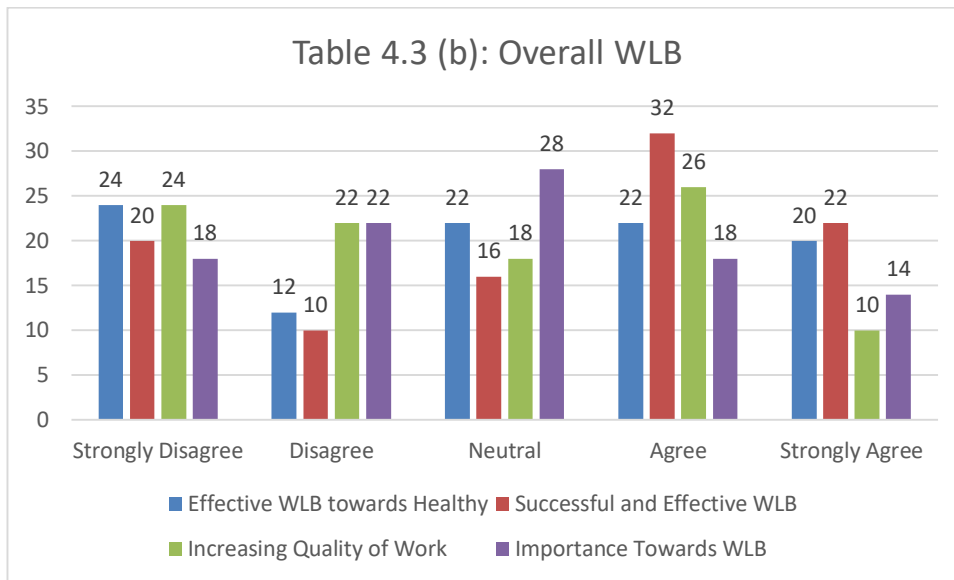


Table 4.3 (b) shows that 24% of the respondents are strongly disagreed to having effective work-life balance to stay healthy, 12% of them are disagreed, 22% of them are neutral, 22% of them are agreed, and 20% of them are strongly agreed. 20% of the respondents are strongly disagreed to have a successful and effective WLB, 10% of them are disagreed, 16% of them are neutral, 32% of them are agreed, and 22% of them are strongly agreed. 24% of the respondents are strongly disagreed for WLB to increase the quality of life, 22% of them are disagreed, 18% of them are neutral, 26% of them are agreed, and 10% of them are strongly agreed. 18% of the respondents are strongly disagreed to give importance for WLB, 22% of them are disagreed, 28% of them are neutral, 18% of them are agreed, and 14% of them are strongly agreed.

Table 4.9 Chi-square test between age group of the police women and factors of work life balance

Hypothesis 1: There is a positive association between age of the police women and quality of life and its factors

S.No.	Factors	Pearson Chi-square	p-value
1	Health & Quality of Life	9.265*	0.047
2.	Discipline	14.558**	0.006
3.	Work life balance	14.012**	0.007

(** $p < 0.01$; * $p < 0.05$.)

Table 4.9 reveals the Chi-square test between age group of the respondents and factors of work life balance of police women opinion at three levels (low, moderate and high) among the variables health and quality of life, work efficiency, work life balance and age of the police women. As seen from the table 4.9, the p-value is less than 0.05, so the null hypothesis is rejected at 5 percent level of significance. Hence it is concluded that there is an association between the age group of police women and health & quality of life ($\chi^2 = 9.265, p < 0.05$) and work efficiency ($\chi^2 = 10.580, p < 0.05$). Also from the table 4.9, the p-value is less than 0.01, the null hypothesis is rejected at 1 percent level of significance. As seen from the table the p-value is less than 0.05, so the null hypothesis is rejected at 5 percent level of significance. discipline ($\chi^2 = 14.588, p < 0.01$) and work life balance ($\chi^2 = 14.012, p < 0.01$).

Table 4.10 Independent sample t-test between family type of the police women and factors of work life balance

Hypothesis 2: There is a significant difference exist between work life balance and its factors across family type

		Levene's Test for Equality of Variances		t-test for Equality of Means				
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
HQL	Equal variances assumed	6.360	.013	2.827	98	.006	2.80952	.99384
	Equal variances not assumed			2.356*	36.248	.004	2.80952	1.19271
DIS	Equal variances assumed	.025	.876	-2.225*	98	.028	-2.90476	1.30543
	Equal variances not assumed			-2.188	47.639	.034	-2.90476	1.32737
WLB	Equal variances assumed	22.403	.240	1.445*	98	.015	1.78571	1.23548
	Equal variances not assumed			1.139	33.750	.026	1.78571	1.56793

Table on t-test reveals that, the two tail significance for the family type indicates that $p < 0.05$ and, therefore, is significant., the two tail significance for the family type indicates that $p < 0.01$ and, therefore, is significant. It shows that there exists a significant mean difference among the police women on health & quality of life ($t = 2.356$, $p < 0.01$). Also, the two tail significance for the family type indicates that $p > 0.05$ and, therefore, is not significant. It shows the significant mean difference among the police women on discipline ($t = -2,225$, $P < 0.05$) and work life balance ($t = 1,445$, $p < 0.05$).

Table One-way ANOVA test between educational qualification of the police women and factors of work life balance

Hypothesis 3: There is a significant difference exist between work life balance and its factors across educational qualification

		Sum of Squares	df	Mean Square	F	Sig.
HQL	Between Groups	237.483	3	79.161	4.057*	.009
	Within Groups	1873.077	96	19.511	*	
	Total	2110.560	99			
DIS	Between Groups	176.226	3	58.742	1.678	.177
	Within Groups	3360.734	96	35.008		

	Total	3536.960	99			
WLB	Between Groups	386.756	3	128.919	4.595*	.005
	Within Groups	2693.244	96	28.055	*	
	Total	3080.000	99			

(** $p < 0.01$; * $p < 0.05$.)

One – way ANOVA was applied to find the significant mean difference between educational status among police women and the result showed (Table 4.11) that there is a significant mean difference in the educational status of the police women towards health & quality of life (F-value = 4.057, $p < 0.01$),

One – way ANOVA was applied to find the significant mean difference between work experience among police women and the result showed (Table 4.12) that there is a significant mean difference in the work experience of the police women towards health & quality of life (F-value = 1.388, $p < 0.05$), Also from the table 4.6, there is no significant mean difference in educational status of the police women towards discipline (F-value = 1.678, $p > 0.05$).

Hypothesis 3: There is a significant difference exist between work life balance and its factors across work experience

		Sum of Squares	df	Mean Square	F	Sig.
HQL	Between Groups	116.509	4	29.127	1.388*	.024
	Within Groups	1994.051	95	20.990		
	Total	2110.560	99			
DIS	Between Groups	628.277	4	157.069	5.130**	.001
	Within Groups	2908.683	95	30.618		
	Total	3536.960	99			
WLB	Between Groups	60.362	4	15.090	.475*	.014
	Within Groups	3019.638	95	31.786		
	Total	3080.000	99			

(** $p < 0.01$; * $p < 0.05$.)

One way ANOVA was applied to find the significant mean difference between work experience among police women and the result showed (Table 4.12) that there is a significant mean difference in the work experience in the work experience of the police women towards health and quality of life (F-value = 1,388, $p < 0.05$), . Discipline (F-value 5,130, $p < 0.01$), and work life balance (F-value = 0,475, $p < 0.05$). Hence the above table reveals that the null hypothesis is rejected and there is significant mean difference between educational status towards health and quality of life, discipline and work life balance among police women.

CONCLUSION

Hence it is concluded that there is an association between the age group of police women discipline ($\chi^2 = 14.588$, $p < 0.01$) and work life balance ($\chi^2 = 14.012$, $p < 0.01$).

It shows that there exists a significant mean difference among the police women on discipline (t = - 2.225, $p < 0.05$) and work life balance (t = 1.445, $p < 0.05$)

Hence the above table reveals that the null hypothesis is rejected and there is significant mean difference between educational status towards health & quality of life, work efficiency, Also from the table, there is no significant mean difference in educational status of the police women towards discipline (F-value = 1.678, $p > 0.05$).

Hence the above table reveals that the null hypothesis is rejected and there is significant mean difference between educational status towards health & quality of life, work efficiency, discipline and work life balance among police women.

Juggling between the obligations towards the families and expectation of the organization and constant struggle to maintain a balance of work can have serious impact of personal life of an individual.. Therefore it is very important for women police personnel to maintain a healthy relation balance between professional and their private life. Women constitute an vital role in the workforce. Achieving a good work life balance between personal life and work life commitment is growing concern for every organization. Better work life balance leads to reduce stress, maintaining health and lead to increase work efficiency. Work life balance policies are most likely to be successfully streamlined important for all women police personnel. This paper experienced an attempt to explore the tough challenges faced by working women police in maintaining and balancing between their personal and professional life. The various factors affecting the work life balance women police have been examined in this study Data were subjected to descriptive statistics and it was found that the problem faced by the women police is high. It hypotheation that certain dimension of universe of the study encompasses women police, the work life balance affect their quality of life. Finding of the study deal with no significant relation between age health and quality of life., and family type, and significant relation between education status and health quality of life and work life balance.

A good disciplinary approach will bring out welfare in terms of physical and mental balances, and it will lead to fabulous work life balance. The epitome of success of a good work life balance depends on family status, perhaps a good joint family with compatible person. It is suggested that non-standard schedule such as night shifts are viewed as balancing technique by employees with child care responsibility. The factors such as health and quality of life, discipline and work life balance among the police women are significantly different with the demographic profile of them. The independent sample t-test suggested that the family type does affect WLB. Thus, the study has drawn various conclusions about the present scenario of women police personnel working in various districts of Tamilnadu. It is seen that various obstacles coming in way in the empowerment of women. Women are managing their personal as well as professional lives efficiently. The removal of all such issues like gender bias, income differentiation shows the progress of inequality. Motivation of women by giving them equal rights in order for men not only to improve the position, but the society as a whole.

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