



# WORKLIFE BALANCE AMONG POLICE PERSONNEL WITH SPECIAL REFERENCE TO TRAFFIC POLICE PERSONNEL

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## ABSTRACT:

This paper is an effort to evaluate how the police personnel especially the traffic police personnel maintain a balance between their work and their life. For any type of organization (at the state level or national level), the main and central part of its functioning is the performance of their employees. All the management policies of the organization should be aimed 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. Each individual is an important part of the family as well as of the society. In short, the sufficient care should be given in such a way that the employees are able to make a balance between their work and family. Lack of such a situation will result in reduction of the performance level of the employees in the job. In the above context, the current study aims to understand the implication of Work Life Balance on the job performance of the police personnel.

Key Words: Performance, Job Satisfaction, Policies, Traffic police.

## INTRODUCTION

The term of Work Life Balance refers to the absence of conflict between the roles of the family and the job. Work family balance is considered as the equilibrium state where the demands of one role do not mix or over-rule the demand of the other. The term mentioned above consists of flexible and easy job arrangements and timings which do not have any impact on the personal life programs and timings.

Lack of Work Life Balance is a serious issue which affects the wellbeing of the employees as well as of the organization they are working in. Most of the police personnel found it difficult to make a balance between their job situations and family responsibilities. This inadequacy to bring in a balance may be due to several reasons like competing changes in the workplace, long working times, ageing factor and also enhancement of technology in the workplace which makes the employees to spend more of their time in work.

Policing is a sensitive profession which includes lots of responsibilities and unsocial working hours. Their job performance is completely connected with the peace of this society. The law enforcement can be effectively done if they have psychological fitness. This favorable attitude could be achieved through the way how they handled their two domain responsibilities such as work and family. So it is inevitable to probe into such dimension of police officers.

### **STRESS THAT POLICE PERSONNEL GO THROUGH IN ORDER TO BALANCE THEIR DUTY AND FAMILY-**

The work of the police belongs to the essential services in India, in which the police cannot enjoy the privileges as they please; so many barriers are there for them to enjoy the privileges given by the statutory structures. As far as the duty is concerned they are to work in shifts, which sometimes may continue to the immediate shift based on the discretion of the superior to maintain law and order. The police can't assure the time to get in to the home. Sometimes it may take two or more days to reach the home.

These police are affected by homesick which sometimes lead them to tear out in privacy. The police feel several types of stress by the duty allotment away from the headquarters. Festival seasons of several types, bandhs, agitations, summits, political meetings, politicians intrusions, strikes, demonstrations and so on claim more extension of their working hours. Basic amenities such as boarding and lodging are not up to standard, which are allotted to them. The unhygienic residences form the sources of skin infections, respiratory infections, urinary tracks infections etc.

Government holidays are also nearly out of reach for the police; of course they are compensated in one way or other. Even the casual leaves are to be previously requested from their higher officers. The casual leaves can't be availed at the exact day on which they actually need; of course they are permitted to take leave not on the exact day they expect but on other day on which they are not in need of such leaves.

### **STRESSFUL DUTIES OF TRAFFIC POLICE LEADING TO A WORK LIFE IMBALANCE**

Traffic police faces many job-related challenges in crime fighting and protection of the country from threat and danger. The basic job functions of a traffic police are traffic control, enforcement and dignitaries escort. Traffic police faces complaints from civilians in the course of enforcement and traffic control. Traffic policeman's work as traffic

Controller normally runs during peak traffic hours. Traffic policemen are responsible to ensure that all main roads are clear from traffic and this includes clearing road barriers, acting upon distress call from accidents, car breakdowns, and major road accidents that involves hurt or dying individuals. Hence, traffic policeman ensures that the road is clear to make way for ambulance and help etc. In addition, their line of duty also involves providing or escorting VVIPs to their destinations .Therefore, police work is one of the most stressful occupations

"Workplace stress" is the harmful physical and emotional responses that can happen when there is a conflict between job demands on the employee and the amount of control an employee has over meeting these demands. Excessive workload is a source of stress at work and emotional exhaustion. Workload of a traffic police can be seen whereby he/she operates full time with a small number of officers on duty. Higher demands at work drain precious resources such as time, energy and emotions, which are essential to fulfill family obligations.

Sometimes the police traffic workload often involves unexpected escorts which require police staff has to be on standby mode all day long until our work is done, and our service is no longer needed. However, traffic police staff would not know when the duty should end since it relies on the VVIPs escorted. This would ultimately lead to stress. Stress doesn't necessarily come from workload alone, but other factor such as balance between work and life or work-life balance can cause stress. Previous research suggests that job situation and an imbalance between work and family roles can be the cause of stress .Sometime due to nature of work itself that caused an imbalance between work and family roles would tarnish the relationship between spouse/family.

The police personnel are required to work on different schedule like day and night shifts, even on weekends and holidays, such work schedule left police personnel with reduced time for their family member and to fulfill responsibilities. Responsibilities of police personals are varied and may differ from one another. Because of work hour of police officers are experiencing interpersonal relationship problems. There were no specific working hours for the police and they suffer from irregular eating and sleeping habits over a period of time. They hardly spend time with family and even on festive occasions, police are away from home on duty. It is also known that inadequate police force makes the police personnel to work more hours and the tremendous pressure makes them mentally frustrated and physically weak. The shortage of manpower and non-availability of leave, work related stress and uncomfortable work environment, very little time for relaxation. Work station being far away from the family-station, prolonged separation from the family, frequent transfers resulting in non-shifting of the family. If a person is separated and kept away from the family, it would definitely cause frustration, makes the person uncomfortable. They are assigned to a particular shift and they must work regardless of holidays or other special occasions. This is especially difficult for the police family, as they often do not understand why their spouse is not at home with the family.

## CONCLUSION:

The police personnel especially the traffic police personnel are facing a hard time balancing both their life and work. Various measures can be taken to improve their overall efficiency and hence cut down the unnecessary work time. Hence it is recommended that the police department could arrange training program for the higher level police personnel who will help to build efficient police force. The police department can motivate the other educational groups by providing education loan and leave for their high degree. This will help the police personnel to develop their knowledge and skill. It is suggested that, no matter whether the police are male or female, if they could share their nature of work in the form of discussion with the rest of the family members. The family members would understand their work and they would be more empathetic with them. The Law and Order and Armed Reserve division could take necessary steps to increase the facilities, to organize special programs for police personnel to balance their work related and family related problems. If the police department has increase their salary, promotion opportunities, welfare measures, provide a healthy environment and adequate safety at work place not only inspectors but also all the police personnel would be benefited and they would also more satisfied in all he areas. This positively influence change the mind set of lower level employees to increase job satisfaction and enhance work life balance among police personnel.

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