# SOCIAL & FAMILY FACTORS INFLUENCING THE WORK LIFE BALANCE OF EMPLOYEES IN TAMILNADU POLICE SERVICE WITH SPECIAL REFERENCE OF DINDIGUL DISTRICT

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## ABSTRACT

*Work-family life balance is a sprouting issue in the Indian economy. Achieving a work life balance is an increasing concern for employees and organizations in the current scenario. Police personnel face work overload, increasing time pressure and growing obstacles prevents them in satisfying both their work and family demands. A healthy work-life balance assumes great significance for police personnel; the family and the workplace have posed several challenges and problems for police. The dynamics of the work atmosphere have exerted enormous difficulty on police professional as they need to manage with virtually double full time work-one at the organization and the other at their home. Keeping in mind the facts relating to the various aspects of the family and work life balance of the working individuals, the present study focused exclusively on balance between work and family roles of police personnel in Dindigul District, Tamilnadu.*

**KEYWORDS:** Police personnel, Social, Family, Work Life Balance

## INTRODUCTION

The Human resource department in any organization provides various functions like human resource planning, conducting job analysis, recruitment and selection, conducting job interviews, orientation , training, compensation, providing benefits and incentives, performance appraisal, retaining the employee, career growth, quality of work life balance, human resource auditing, maintain the industrial relationship, labor welfare measures and safety issues, communication with all employees at all levels, state and federal labor laws. One of the important strategies to improve work life balance is to create good atmosphere where employees are treated with reasonable decorum and value. The social and family factors influencing the work life balance among individuals. It explained in terms of childcare, family and social responsibility along with other social and family factors.

## WORK-LIFE BALANCE

Quality of work life balance is the term used to describe the balance that an individual needs between times allocated for work and other aspects of life. Areas of life other than work–life can be, but not limited to personal interests, family and social or leisure activities. Work-life balance does not mean an equal balance. It means the capacity to schedule the hours of professional and personal life so as to lead a healthy and peaceful life. It emphasizes the values, attitudes and beliefs of regarding their age to work in organizing and balancing their work and personal life. A healthy work-life balance assumes great significance for police personnel; the family and the workplace have posed several challenges and problems for police.

## DEFINITION OF WORK LIFE BALANCE

As Kodz et al (2002) explain the principle of work-life balance is that: "There should be a balance between an individual's work and their life outside work and that this balance should be healthy".

As defined by the work foundation (2003) the concept work-life balance is "about employees achieving a satisfactory equilibrium between work and non-work activities (i.e. parental responsibilities and wider caring duties as well as other activities and interests)".

## REVIEW OF LITERATURE

**Balven et al. (2018)[1]** describe work-life balance as organizational support for aspects of employees' personal life such as flexible work hours, dependent care and family/personal leave. Therefore it requires the interaction of organizational factors with personal factors. Most seen practices include family leave programs, job sharing and on site children care.

**Nizam and Kam (2018)[2]** measured the determinants of work-life balance with a survey in the event industry of Malaysia. The significant variables are working hours, work load, work arrangements and reward schemes. Leave policies are not significant in this research.

**Oludayo et al. (2018)[3]** investigate the relationship between work life balance and employee behavioral outcomes. The research is based on a survey in some selected commercial banks in Nigeria. Results show that work leave arrangement, employee time out, employee social support, and dependent care initiative are predictors of employee behavior outcomes.

**Raju (2016)[4]** expressed that work-life balance of people in police department is gaining the attention in this topic. Family-work and dissatisfaction are more likely to exert negative influences in the family as well as work, resulting in lower life satisfaction and greater internal conflict within the family and work. Factors such as size of family, age of children and work hours are the reasons of work family conflict. This research explores aspects like to measure the level of satisfaction as perceived by women police in the police determinant of work life balance, to identify the major factors that influence work life balance among various categories of employees in police department. The results show that employee in police department are dissatisfied and have some incontinency in work life balance.

**Negi and Singh (2012)[5]** the study endeavors to explore the challenges associated with work life of employees of police department. The study also finds the causes and consequences of imbalance on the basis of gender, demographic, Organizational level and growth pattern etc. The outcome of the study says that work life balance has become a quest for police department and also that police personnel work better when they do make time for family and personal interests.

**Bushara Bano (2011)[6]** in her article titled: "Job Stress among Police Personnel" discovered that political pressure, insufficient time for family, bad reputation and image among public and inadequate salaries were the primary causes of stress among police personnel.

## NEED FOR THE STUDY

The present research focused on work life balances among police personnel in Dindigul District and to identify the various factors which are responsible for work life imbalance in job as well as in their family. As a worldwide truth that they have only 24*7 hours in a week that can be divided into three most important activities: work, family and rest. Police personnel cannot ignore any of them and when one of these activities takes preference over others in terms of demands on time and attention, there is modest scope available for the other two.

## SCOPE OF THE STUDY

The current research described the work life balance among the police personnel in Dindigul district and their satisfaction level. In this research, police department can identify the areas to be improved and find ways to satisfy Police personnel with better work, family and life satisfaction in the best possible manner. This study will be helpful to police personnel to perform their role effectively, without affecting another role.

## STATEMENT OF THE PROBLEM

Work life balance related to work family conflict in Police personnel has become an important issue in modern organizations because both social and family lives of Police personnel have started to overlie and hence, disturbing each other due to one's heavy work commitments. The police organizational structures and policies and practices are changing rapidly and the workforce has become essential for the Police personnel and the organization. The organization is demanding most from the police personnel (i.e.) the time, efforts, priority, long time duties and attraction etc., to be competitive or gainful in this ever changing earth. The completion of role demand in one domain is badly affecting the other one and the Police personnel either married or unmarried is suffering a lot.

## OBJECTIVES OF THE STUDY

1. To identify the level of social factors contributing to work life balance among police Personnel.
2. To examine the relationship between family factors and work life balance among police personnel.

## RESEARCH HYPOTHESES

1. There is a significant association between designation and the demands of work interfere with family life of police personnel.
2. There is a significant association between number of hours worked in a day and time allotted to take care of parents / children.
3. There is a significant relationship between sex and no time to participate in social and religious functions due to work nature.

## RESEARCH DESIGN

The projected study was descriptive in temperament. A research design was purely follow the guidelines for the research methods for collected data and analysis the data. Descriptive study describes the agreement level of work-life balance among police personnel in Dindigul district. The researcher attempts to analyze the various proportions of work-life balances among Police personnel in Dindigul district.

## METHODS OF DATA COLLECTION

### Primary data

The primary data which were collected a fresh hand and for the first time. It was the first hand data collected from the police personnel in Dindigul District at Tamil Nadu. The primary data were collected directly from the police personnel with a designed structured questionnaire for the research purpose.

### Secondary data

The secondary data were collected from articles in published journal, case studies, books, annual reports, police

department websites, newspapers and periodicals of the police department, government publications and websites.

## SAMPLE UNIT

The Police Stations in Dindigul district was divided into 7 sub divisions. Those divisions were arranged aphetically and alternate subdivisions i.e., 4 divisions were chosen for the study. Those divisions were Armed Service Dindigul District, Dindigul Local, Nilakottai and Vedasendur.

## SAMPLE FRAME

Data were collected from Police personnel in Dindigul District for the study. The Dindigul District Police Department comprises of One Superintendent of Police, Additional Superintendent of Police – 2, Deputy Superintendent of Police – 8, Inspector of Police - 36, Sub Inspector of Police - 138 , Sub-sub Inspector of Police - 378 , Head Constable - 483 , Constable (Grade I & II) - 1044 .

## SAMPLE SIZE

For the purpose of this study, sample from both segments of men and women police. The total population of Police Personnel in the selected 4 divisions of Dindigul District is 2090. In this study sample size 324 respondents were taken according to the formula given below. But 17 questionnaires were incomplete and the final sample size was 307 respondents.

Confidence Level – 95 percent, Population Proportion – 0.5, Error – 5 percent (or) 0.05

Population size – 2090, Alpha – (1-confidence level)/2, 0.025, Z score – 1.96

$$\text{Sample Size} = \frac{Z^2 * P\,(1\text{-}P)\,/\,e^2}{1 +\ Z^2 * P\,(1\text{-}P)\,/\,e^2\,N}$$

## SAMPLING TECHNIQUE

Systematic random sampling technique was adopted to choose the sample for the present study.

The sample includes both segments of men and women police working in selected 4 divisions divided into four strata and equal representation from these strata were ensured.

## TOOLS FOR DATA ANALYSIS

The data collected, as per the guidelines provided under research methodology is further analyzed and interpreted with the help of statistical tools like, Percentage calculation, Chi-square test and Correlation analysis.

## LIMITATIONS OF THE STUDY

- The difficulties were faced in filling the questionnaire as they were not able to understand the English language of the questionnaire, then the questionnaire was translated into Tamil language.
- The data was collected only in Dindigul District. In future this may be extended to entire Tamil Nadu.
- Although good rapport was maintained with police yet some members of police personnel were hesitant to tell the problems they faced at workplace in fear of their seniors.

## DATA ANALYSIS & INTERPRETATION

### Table 1 showing the No. of hours worked in a day

| Categories | Frequency | Percentage |
|---|---|---|
| 9 - 10 hours | 14 | 5 |
| 11 - 12 hours | 33 | 11 |
| More than 12 hours | 260 | 85 |
| **Total** | **307** | **100** |

*Source: Primary Data*

**Interpretation:** From the above table majority of the 85% of the respondents worked more than 12 hours in a day, 11% of them worked 11 – 12 hours in a day and less than 5% of respondents only worked 9 – 10 hours a day.

### Table 2 showing the Sex Wise Classification of the respondents

| Categories | Frequency | Percentage |
|---|---|---|
| Male | 238 | 78 |
| Female | 69 | 22 |
| Transgender | 0 | 0 |
| **Total** | **307** | **100** |

*Source: Primary Data*

**Interpretation:** From the above table majority of the 78% of the respondents were Male and only 22 % were female and none of them were transgender.

### Table 3 showing the Designation Wise Classification of the respondents

| Categories | Frequency | Percentage |
|---|---|---|
| Constable (Grade I & Grade II) | 167 | 54 |
| Head Constable | 77 | 25 |
| Sub Inspector | 51 | 17 |
| Inspector | 9 | 3 |
| DSP | 3 | 1 |
| **Total** | **307** | **100** |

*Source: Primary Data*

**Interpretation:** From the above table majority of the 54% of the respondents were Constable (Grade I & Grade II), 25% were Head Constable, 17% were Sub Inspector, 3% were Inspector and only 1% of them were DSP among the police personnel.

**HYPOTHESIS: 1**

$H_0$**:** There is no significant association between designation and the demands of work interfere with family life of police personnel.

$H_1$**:** There is a significant association between designation and the demands of work interfere with family life of police personnel.

### Table 4 Chi-square test showing association between designation and the demands of work interfere with family life of police personnel

| Chi-Square Tests | | | |
|---|---|---|---|
| Pearson Chi-Square | **Value** | **Df** | **Asymp. Sig.** |
| | 32.07 | 16 | 0.010 |
| Likelihood Ratio | 32.41 | 16 | 0.009 |
| Linear-by-Linear Association | 0.02 | 1 | 0.894 |
| N of Valid Cases | 307 | | |
| a. 11 cells (44.0%) have expected count less than 5 | | | |
| b. The minimum expected count is 24. | | | |

**Interpretation:** At 5% level of significance the calculated value is 0.010 is less than the table value. So, the Null Hypothesis accepted. Hence there is no significant association between designation and the demands of work interfere with family life of police personnel. Therefore the designation do not influence the demands of work interfere with family life of police personnel.

**HYPOTHESIS: 2**

$H_0$**:** There is no significant association between number of hours worked in a day and time allotted to take care of parents / children.

$H_1$**:** There is a significant association between number of hours worked in a day and time allotted to take care of parents / children.

### Table 5 Chisquare test showing significant association between number of hours worked in a day and time allotted to take care of parents / children

| Chi-Square Tests | | | |
|---|---|---|---|
| Pearson Chi-Square | **Value** | **Df** | **Asymp. Sig.** |
| | 26.74 | 8 | 0.001 |
| Likelihood Ratio | 33.21 | 8 | 0.000 |
| Linear-by-Linear Association | 6.40 | 1 | 0.011 |
| N of Valid Cases | 307 | | |
| a. 6 cells (40.0%) have expected count less than 5 | | | |
| b. The minimum expected count is 1.60. | | | |

**Interpretation:** At 5% level of significance the calculated value is 0.001 is less than the table value. So, the Null Hypothesis accepted. Hence there is no significant association between number of hours worked in a day and time allotted to take care of parents / children. Therefore the long hours worked in a day did not influence the time allotted to take care of parents / children.

**HYPOTHESIS: 3**

$H_0$**:** There is no significant relationship between sex and no time to participate in social and religious functions due to work nature.

$H_1$**:** There is a significant relationship between sex and no time to participate in social and religious functions due to work nature.

### Table 6 Karl Person's Correlation Coefficient showing significant relationship between sex and no time to participate in social and religious functions due to work nature

| Correlations | | | |
|---|---|---|---|
| | | **Sex** | **No time to participate in social and religious functions due to work nature** |
| Sex | Pearson Correlation | 1 | -0.108 |
| | Sig. (2-tailed) | | 0.058 |
| | N | 307 | 307 |
| No time to participate in social and religious functions due to work nature | Pearson Correlation | -0.108 | 1 |
| | Sig. (2-tailed) | 0.058 | |
| | N | 307 | 307 |
| Correlation is significant at the 0.01 level (2-tailed). | | | |

**Interpretation:** The r value is -0.108 and the p value are 0.058. The p value not less than 5Percent and the r value is negatively correlated at low level. So, the Null Hypothesis was rejected. Hence there is a significant relationship between Sex and No time to participate to Social and Religious functions due to work nature.

**FINDINGS**

The major findings of the analysis are given below:
- 85 percent of the respondents were worked more than 12 hours among the total number of police personnel in dindigul district.
- 78 percent of the respondents were male and none of them transgender among total number of respondents.

- 54 percent of the respondents held a position of Constable (Grade I & Grade II) among the total number of respondents.
- Chi-Square Value is 0.010. So, the Null Hypothesis accepted. Hence there is no significant association between designation and the demands of work interfere with family life of police personnel.
- Chi-Square Value is 0.001. So, the Null Hypothesis accepted. Hence there is no significant association between number of hours worked in a day and time allotted to take care of parents / children.
- The r value is -0.108. So the Null Hypothesis is rejected and the Alternate Hypothesis is accepted. Hence there is a significant relationship between sex and no time to participate in social and religious functions due to work nature.

## SUGESSTIONS

- The authorities of the Police personnel could suggest to the government to implement the Shift system for the Police personnel. It will help to increase the job satisfaction. Job satisfaction automatically gives the balance between Work life and also a family / personnel life.
- Police personnel were not permitted to take their leave due to their type of 24*7 hours service. So, if their leave was considered favorably, it will help increase their participation in their family and religious function. Also help to reduce the family problems and improve their well being.
- The police must be provided friendly working environment. The superiors should appreciate and recognize the work of their subordinates and give them moral support from time to time.

## CONCLUSION

The employees of the police department are the greatest assets and to keep them healthy and well being is of the utmost importance. From the study it could be concluded that the police personnel hardly get enough time to attend their family functions, take care of their parents / children. This causes job dissatisfaction among the police personnel which are making them more cynic and stressful. The grievances of the lower level police personnel should be paid attention and action should be taken to level out them. This is only possible when there is in good health communication between the superiors and subordinates.

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