

# **Determining components in work-life balance among women employees in police department with respect to attitude of colleagues, marriage status and family structure**

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**Abstract :** In today's era women education and their career aspiration is given importance .choice to choose their profession, freedom to acquire knowledge to whatever extent they want and move to new location to do their job away from home and ease of life. Because of changing society the number of working women till date has tremendously increased. They walk and stand side by side to men and give best competition, nowadays they are no less in earning bread for the family .Both the responsibilities are handled in best way with much ease. The overall credit goes to changing society and accepting women in every field especially the profession like police, which is considered to be bold profession .whenever a woman goes out to earn bread for the family the term work-life balance comes into play, where a woman needs to balance professional as well as personal life. How a women needs to play their role in balancing, prioritizing between work and lifestyle. The fast changing socio-economic environment has inculcated women to face the challenge to deal with work-life balance. Which if ignored can lead to job dissatisfaction, health issues, obstacles, conflicts, low interest etc. As women play vital role in establishment of a happy family many of them sacrifice their career in fear of work-life imbalance. Fear of imbalance in their work and lifestyle they are ready to choose their family as prioritizing it .It's high time to understand the importance of both in one's life and find the solution to cope in these both situations and justify both the roles.

**Keywords:** work-life balance, women, police department, career, struggle, family, lifestyle.

## **I. Introduction**

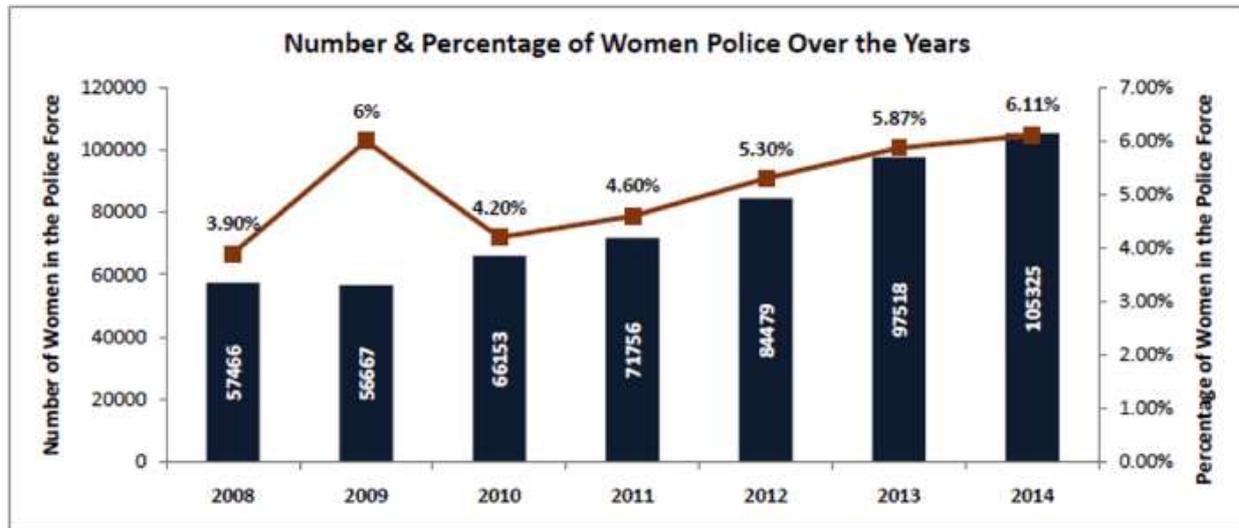
Women equality with men is a universal issue .Today the women of our country are no less than men of our nation .they have proved themselves in every sector that they are no less than men whether it is media, finance, business, defense etc they have proved that they are far ahead from men .At present if we look at our country's education rate then we can see the tremendous increase.In spite of proving themselves in every field ,the question that arises in our mind is ,”are the women of our country is safe at their working place or are they independent enough to work late hours and then travel back to home alone late at night ?”

And to this our very honest answer is “no” .we all know that women working in any organization have tried hard to get to that place where they stand but the men of our country can't see their freedom and their independence.

Women whose senior authorities are men often sexually harass and molest their female and due to fear of losing independence and moving outside home often tolerate these problems .another important issue is that women are not independent enough to travel late night alone .every other day a crime against women is registered .when these points arises also the question arises “are the women of our country really raising?” where one side family of a girl child work hard to make a girl independent women on the other side the world outside family is so cruel, violent ,even can't see a women raising .It is the father or husband or brother who works so hard to

educate her daughter or sister or wife so that they are no less than any men in our society . Society needs to wake up and accept women in every role and they should not categories work by their gender. Development of women is not just getting her educated but respect and acceptance in every masculine career is important.

In India, the first woman police officer was appointed in Kerala, in the Travancore Royal police in 1933. The first woman IPS officer was appointed in 1972. Of the 1,722,786 Police Officers in country today, only 105,325 are women across all ranks. This amounts, on an average to a mere 6.11% of the total police force in India, as of 1st January 2014( as per the date with Bureau of Police Research and Development, Ministry of Home Affairs). The numbers and proportion of women police officers vary significantly between the states, with Chandigarh having the highest (14.6%), followed by Tamil Nadu (12.4%) and Andaman & Nicobar (11.2%). Lowest among the states are Meghalaya (2.8%), Nagaland (1%) and Assam (0.9%). The numbers have grown, albeit marginally, in the last 5 years, yet they are woefully short of the 33% threshold recommended repeatedly by the Ministry of Home Affairs. In 2008, women made up 3.9% of the total police officers, which has grown to 6.11% in 2014.



Within the South Asia region (the report covers Bangladesh, India, Pakistan and Maldives), Maldives ranks higher than India, with women comprising 7.4% of the police force. Bangladesh (4.6%) and Pakistan (0.9%) fare poorer within the countries researched in the report.

The condition of Indian women is improving. There are now adequate educational facilities for girls and women. Special incentives and reservations are there to encourage them to study. Even in employment there are special reservations. The women were made aware of their status and place in society. They are awake and moving fast. They are asserting their rights. As far as India is concerned, it has already agreed to treat women as equal with men in all respects the difference, whatever now exists, is sure to vanish the coming decades when women also get equally educated and liberate themselves from superstitions and irrational traditions. We can now see women employed in all fields not only in clerical jobs, multinational companies, doctors etc and also in I.A.S., P.C.S. and Indian Air Force. No developing country or society can afford to ignore the role of women, if they have to progress. If we consider the past few years record we can clearly have the idea that women police have increased a lot comparatively but still their challenges and problems faced in their work is undiscovered or ignored .There is a tremendous increase of policing career .As we are considering Jharkhand we can see the changes and notice the importance of women opting policing career.

The study focuses all around immense strength of women who manages to join police department which is considered to be manly and robust .Choosing this profession itself is a challenge of their life. Apart from that getting hold of all personal life, career enhancement and job responsibilities. Police career and maintaining work-life balance is tough struggle .Juggling through family pressure and untimely duty of police. It's so obvious to face challenges in every step. Proper support from husband, in-laws and children, expectations becomes high .Through this uncertainties women themselves manages and crosses every challenges .This study is to focus and through light in their struggle to cope with work-life balance.

Benefits encountered of maintaining work-life balance in life which are as following:

- a) Smooth sailing and having proper balance between professional and personal life

- b) More time for friends and family
- c) Relaxation of mind
- d) More money
- e) Health issues lowered
- f) Time to travel
- g) Time to get indulged in hobbies
- h) Time to take care for children and elders at home
- i) Career enhancement
- j) Happy mood
- k) Participate in society activities voluntarily
- l) Training and development

## II. Review of Literature

Topic work life balance many studies have been conducted to throw light and enlighten the crowd to make them aware about its benefits. Being mother and giving birth to new life is the biggest proud moment of women. During this critical phase proper support, love, care is expected. Apart from this the basic leave for every working woman is needed. Maternity leave in terms of paid and unpaid leave. Women should thoroughly be given leave from their work schedule at this phase to carry out new responsibilities.(Baird and Whitehouse 2012,King 2012) .Research has been carried out emphasizing the importance of maternity leave and good health of mother and child.(productivity commission 2009).There are few studies which emphasized on the father or husband who also been granted with paternity leave to take his responsibilities towards new born and mother (Smith and williams 2007, Hegewisch and Gornick 2011, Haas and Rostgaard 2011).

Flexibility ,giving hometown posting and changes in work schedule according to the situation to cope properly can give little ease in every women in their profession (Nijp 2012).Due to outcome of past few studies general policy areas have been considered to be very important discussion for this domain (Brough 2008, Baird 2011, Hegewisch and Gornick 2011). Every duration of time numerous studies have been carried out specifying different facts and figures responsible for worklife balance .Such that this can't be ignored for every professional women.

Though women are moving out of their personal easy life and struggling and making place in every respective field, still there are males in society who all are not ready to accept them in their department (Steph 2006). Due to male in family they are capable enough to choose their career and struggle a lot to prove them in their desired profession. Especially in police department men police demand them to be restricted into certain department of police where the works are like cooking and childcare, dispensary etc. Though their participation have always been their best .Due to which feeling of hatred, non-acceptance danger of losing male colleges respect comes into stake (Suman,2010). In department like police women are always matter of weaker section, male dominates them (Christie, 1996).

In spite of so many studies conducted in work life balance, women themselves have to come up and speak for them in order to obtain their dignity in their profession. Get ready to face challenges and prove everyone wrong who consider them only for some specific task and the task which are robust and bold. Joining police department if is a very bold decision in itself then being the case is the challenge of every women to men.

## III. Methodology of Research

**Purpose:** The present research tries to study the factors responsible for work-life imbalance of women in profession in police department. The study done to figure out challenges faced in their profession with respect to their sex, career aspiration, type of marriage and family structure and coping male counterparts.

### Objectives of Study

- a) To find out the challenges faced by working women in police department with respect to work-life balance.
- b) To identify the factors responsible for work-life imbalance.
- c) To find out whether attitude of people, marital status and family structure affect work-life balance

**Research Design:** This study is an exploratory and descriptive research where we study and explore various factors that may lead to imbalance in Work-Life Balance among women in police department.

**Data Collection:** Primary data was directly collected through structured questionnaire for Work-life balance.

**Method and Tools Used:** A structured questionnaire was used to measure Work-life balance. The population included female professionals from Jharkhand. 150 questionnaires were distributed in total but the actual response rate was 100. Therefore, a population of 100 could be sampled. Data from the questionnaires was coded and analyzed. Mean, Standard deviation, Cronbach's Alpha, and Pearson correlation were used as statistical tools to assess the reliability and correlations or relationship between Work-life balance, Age, gender and marital status. SPSS was used to generate the results. Work-Life Balance was measured using a questionnaire containing structured questions. All items were rated on five point scale. —The weight attached to the scales were 1=strongly agree; 2=agree; 3=undecided; 4=disagree; 5=strongly disagree..

Cronbach's Alpha was used to test the reliability of data. —Cronbach's Alpha was found to be 0.80 which is more than the standard value (0.70). Using Pearson correlation through SPSS we correlated the measures.

**Reliability Statistics**

Cronbach's Alpha	N of Items
.847	14

KMO test was performed to check the validity of sample. (The standard value should be .5) Since KMO value is more than .5, therefore the sample is adequate to represent the population.

**Method:** The research is carried out with women police in Jharkhand by collecting primary data through structured questionnaire irrespective of their cadre from sample size of 100 female employees .Using SPSS the statistical analysis like factor analysis,ANNOVA etc are done.

**Total Variance Explained**

Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.071	26.688	26.688	3.322	17.405	17.485
2	2.997	15.772	42.459	2.580	13.580	31.055
3	1.842	9.696	52.155			
4	1.588	8.360	60.515			
5	1.348	7.097	67.612			
6	1.080	6.363	73.975			
7	.733	5.883	79.858			
8	.698	3.857	83.715			
9	.503	2.647	86.362			
10	.468	2.465	88.827			
11	.354	1.866	90.693			
12	.295	1.550	92.243			

Extraction Method: Principal Component Analysis.

From the set of 12 components in the questionnaire, 2 factors could be generated. The total variance explained is as under:

a) Factor 1 is named as type of marriage and it consists family structure like of arrange marriage, love marriage and love arrange marriage (family structure formation). It has created a difference of variation of 17.405 on Work-life balance.

b) Factor 2 is named as Attitude of people (at home and office) and it consists of four components namely Spouse Support, children’s support, Family’s attitude, Superior’s attitude, Colleagues attitude. It has created a difference of variation of 13.580 on Work-life balance.

**Hypothesis**

**The following hypotheses were generated:**

**Hypothesis Statement 1:** Work-life balance is significantly affected by Family Structure.

**Hypothesis Statement 2:** Work-life balance is significantly affected by attitude of people.

**Hypothesis statement 3:** Work-life balance is significantly affected by marriage status.

**Findings and Result**

**Hypothesis Statement 1:** Work-life balance is significantly affected by Family Structure.

**Null Hypothesis:** Family Structure does not affect the work-life balance.

**Alternate Hypothesis:** Family Structure affects the work-life balance.

**ANOVA**

Table 1

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.183	1	.183	2.422	.123
Within Groups	7.391	98	.075		
Total	7.574	99			

The significance of Family Structure on work-life balance was studied by using Anova. Results presented in Table 1 above indicate that Family Structure does not significantly affect work-life balance. Since p value (0.123) is more than  $\alpha$  (.05), it implies that Family Structure does not affect WLB. We therefore accept Ho as the hypothesis is non-significant.

**Hypothesis Statement 2:** Work life balance is significantly affected by attitude of people.

**Null hypothesis:** Attitude of people does not affect Work-life balance.

**Alternate hypothesis:** Attitude of people affects work-life balance.

**ANOVA**

Table 2

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.528	2	.764	12.320	.000
Within Groups	5.953	96	.062		
Total	7.480	98			

The significance of Attitude of Groups on WLB was studied by using One-way Anova. Results presented in Table 2 indicate that Attitude Groups significantly affect work-life balance. Since p value (0.000) is less than  $\alpha$  (.05), it implies that Attitude of Groups affect Work-life balance. We therefore reject H0 as the hypothesis is significant.

**Hypothesis Statement 3:** Work-life balance is significantly affected by Marital Status.

**Null Hypothesis:** Marital Status does not affect the Work-life balance.

**Alternate Hypothesis:** Marital Status affects the Work-life balance.

**ANOVA**

Table 3

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.328	3	1.109	4.354	.006
Within Groups	24.462	96	.255		
Total	27.790	99			

The significance of Marital Status on Work-life statement was studied by using One-way Anova. Results presented in Table 3 indicate that Marital Status significantly affect work-life balance. Since p value (0.006) is less than  $\alpha$  (.05), it implies that Marital Status affect Work-life balance. We therefore reject H0 as the hypothesis is significant.

**IV. Conclusion**

From the research conducted came into conclusion that marital status of women police affect the work life balance, also attitude of people affect but family structure has not much to do with work-life balance .women challenges in coping with personal and professional life is full of challenges .women themselves have to play a strong and bold role to maintain work-life balance in their life.

Study said that women of today have had a very tremendous growth in their career .They have started growing very rapidly in whatever field they opt for. There was once a time when women were just bound to their family life, taking care of their children and maintaining the equation in the family. That’s why they are called as homemakers. But now when women are homemakers as well as excelling in their professional life too. But being women it becomes hard for her to cope in her day to day life. Coping with such difficulties and challenges what women do in daily life .Most of the women are made to leave their jobs after marriage because of family pressure and most of them willfully leave based on her choices. After all the women is the one sacrificing everything and every time. Even they are pressurized to think and believe that she can’t handle both sides of her life and would eventually turn out to be a failure. In order to provide healthy environment and workplace to contribute balance in work-life organization needs to focus more on improvements of its polices and rules too. Also colleagues in the organization should value their position and work. Value of female employee should be through their work rather their gender .Organization should understand and need of every female in the organization and frame the policies accordingly to help them avoid imbalance in their work-life. This would increase male –female employment ratio to great extend in coming years.

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