STUDY ON WORK AND FAMILY LIFE BALANCE AMONG PINK POLICE PERSONNEL IN MALAPPURAM DISTRICT

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Abstract

Kerala police introduced 'Pink Beat' patrols for enhancing the safety for women and children in public places. The Pink Beat includes specially trained women police personnel. These police personnel will patrol on KSRTC and private stage carriers and will be present at bus stops, schools, colleges and other public places.

Pink Police Patrol
The Pink Patrol cars have been equipped with GPS tracking devices as well as cameras installed on the front and rear sides of the vehicles. The camera sends continuous visuals to the control room. These patrol vehicle will be led by a women police officer and will have two other women police personnel. The patrol will be deployed in areas that have high presence of women and will function from 8 am to 8 pm.

These personnel not just monitor the insides of the crowded public buses for misuse and hassle, but also look out for anti-social activities at bus stops, schools and other vulnerable areas.

Work and family life Balance is Human Resource Strategy, which is already recognized as the ultimate key for Human Resource Development among all the work systems .work and family

life balance addresses the concerns of improving employee satisfaction and motivation levels, strengthen work place learning and development for betterment in managing the change and adopting alien practices in the event of change .One of the important strategies to improve work and family life balance is to create work culture and conduct which helps in maintaining an amicable good atmosphere where employees are treated with reasonable dignity and respect. The status of women in the society has an important bearing on their participation in economic activity, which is common in developed and developing countries. In developing countries the family income are by and large low and that can best be supplemented by women's work. Various studies also point out that today the educated women of India are no more contented in carrying out only the traditional female roles of a wife and mother. The main reason why most women work was the low income of their men folk.

INTRODUCTION

Work life balance is fundamental to sustainable business which is ultimately about improving the quality of life for everyone .It results in win-win situation because people will be more productive if they are happy in their jobs and this is more likely if they are able to balance work commitments with family life. Work and family life balance is an issue increasingly recognized as of strategic importance to organizations and of significance to employees.

The married working woman when forced to combine her two major roles-marriage and work, faces additional socio psychological problems and difficulties, the first of them being role-conflict. This was the most important obstacle to the woman achieving a high position in occupations and professions, since both these roles are equally demanding and important. Studies on educated working women and role-conflict found that educated working women, even while holding very responsible posts, continue to be over-conscious of their duties and obligations at home; duties towards their husband, children and home. Inner conflict and tension was experienced particularly if they are very keen to play both their roles very efficiently and are desirous of paying equal attention to their home and work.

Problems are then faced particularly in those cases where the wife has to devote more time and energy to her too absorbing job or profession because of its immediate compulsion and she feels guilty that she has not been able to do justice to her husband, home and children. Role-conflict was felt mainly because the perception of the married woman to herself and of the society as a whole, as a mother and home-maker, has not undergone much change as a consequence of her contributing economically to her family. She still feels that her home and children are her prime responsibilities, and she continues to be predominantly governed by this role since that was also the social norm. Wife's work participation can create a potential status problem for husband. Husbands can feel threatened by the fact that they no longer were solely responsible for the support of their families and that their wives were no longer dependent on them. Time apportionment of a working woman was related to the type of responsibilities at home and at work place. There was no doubt that it would be a fundamental factor advancing the circumstances of the working mothers of young children and especially those from the lower income sectors.

LITERATURE REVIEW

Kamatchi.P, UshaDevi .N Bhargavi V.R (2013) has studied about work life balance of women police of Bangalore and they found that maximum women is ready to accept the challenging jobs but their work affects their family. They have lack of information on right time so that they can perform their responsibilities in a balanced way.

Rincy V. Mathew and N. Panchanatham (2011)have studied in South India. This study shows that role overload, dependent care issues, quality of health, problems in time management and lack of proper social support are the major factors influencing the WLB of women entrepreneurs in India.

Chandrasekar et al. (2013) studied WLB among IT executives in Technopark and found that WLB is dependent on gender, nature of jobs and WLB has a positive relationship with job satisfaction.

Sakthivel and Jayakrishnan (2013) found that nurses are able to meagre their work and family effectively and that their work is interfering with their family life at higher level. Shiva (2013) conducted a study on work family balance and challenges faced by working women in kerala and stated that there is work conflict and lack of Organisational satisfaction.

Kanthi Sree (2013) studied WLB of employees in Andhra Pradesh and the result indicates that WBL is a factor which has the potential to affect important workplace issues such as employee turnover, stress, job satisfaction, and productivity.

Metha (2012) conducted a study on WLB among women in the Pune city who were employed in the service sector and found that 79 percent of the respondents WLB is below benchmark.

Nathani and Jha (2009) has categorised the factors influencing work and family life into three viz., family and personal life related factors, work related factors and other factors.Tait D. Shanafelt, MD;

Sonja Boone, MD; Litjen Tan, PhD; Lotte N. Dyrbye, MD, MHPE; Wayne Sotile, PhD; Daniel Satele, BS; Colin P. West, MD, PhD; Jeff Sloan, PhD; Michael R. Oreskovich, MD,in their study(2012) shows that Burnout is more common among physicians than among other US workers. Physicians in specialties at the front line of care access seem to be at greatest risk.

Noharika and Supriya(2010) have highlighted work life balance across genders and found that both men and women are experiencing work life imbalance. Though after Liberalization, many Indian organizations have been Introducing various work life balance practices like flexi times,

part time work, and provision for child care facilities which are facilitated in various developed countries it is found that imbalance still exist among men and women in every organization.

Samuel and Vivienne (1996) studies revealed that women balance their work and family identity by trading-off one role for the other. In contrast, men are able to simultaneously identify with work and family roles.

Elizabeth et.al (2005) investigated the influence of gender and tenure status in balancing parenthood and career and results revealed that women reported greater career and family stress and perceptions of less institutional support for balance of work and family as compared to men.

Astrid (2008) has studied the attitude of men towards pregnancy, childbirth and child-caring and found that they are different from that of women. According to him, fathers viewed the mother as the main parent, partly because of their alternating between work and home and because the mothers breast-feed the infants. Hence they feel their role is insignificant in child care.

Santhi and Sunder (2012) have conducted their study on Work Life Balance in IT Industry to find their level of satisfaction as perceived by the women respondents and the major factors that are influencing their work life balance. Their study found that supporting environment in the organization, provision of welfare measures play a primary role and alternative working time, child care and recreation play the secondary role in balancing work and personal life.

Janet(2003) has explained in his study that organizations have made various programs on work life balance and found that profit making organizations provides facilities like flexible work arrangements, competitive compensation, and advancement for men, women and minorities, long term saving and profit sharing programs and resource services to help with such things as day care, elder care.

Meenakshi and Ravichandran (2012) have conducted the study on work life balance among women teachers of engineering colleges and found that working atmosphere plays a key role in order to get a balance in personal and work life and flexi time option is better options to gain the balance.

Thriveni Kumari (2011) found that women were facing stress as they perform their traditional role like home maker and domestic duties along with paid work. She has conducted the study on BPO and education sector and found that there is a difference on impact of stress of the women in both the sectors.

Rincy and Panchanatham (2011) have conducted study on Work Life Balance of women entrepreneurs, the factors influencing their Work Life Balance. The study revealed that role overload, dependent care issues, quality of health, problems in time management and lack of proper support from the family are the major factors causing imbalance in work and personal life of women entrepreneurs

.Krishna Reddy et.al (2010) have conducted the study on Work life Balance of married women employees to find the factors influencing Work Family Conflict (WFC) and Family Work Conflict (FWC) and also studied its relation with stress. Researchers have found that the number of hours worked per week, the amount and frequency of overtime, inflexible work schedule, unsupportive supervisor and an inhospitable work culture increases the likelihood of women employees to experience conflict between their work and family roles.

Rabia et.al (2011) studied the relation between Work Family Conflict (WFC) and Family Work Conflict (FWC) and its relation with employee retention. The results were revealed that there exist week relationships between WFC, FWC and employee retention.Rabia et.al (2011) studied the relation between Work Family Conflict (WFC) and Family Work Conflict (FWC) and its relation with employee retention. The results were revealed that there exist week relationships between WFC, FWC and employee retention.

Jerina et.al (2013) have opined that Family Work Conflict (FWC) and Work Family Conflict (WFC) exerts a negative influence in the family domain resulting lower life satisfaction and greater inter role conflict of the married women employees and it results in psychological distress and well being of working women. Work place characteristics contribute to higher levels of WFC. Women working in hospital setting reported more WFC whereas FWC was found to be more among those women working in industrial settings.

Carmen K. Fu and Margaret A. Shaffer (2001) have examined the influence of family and work specific determinants of multiple forms of family interference with work (FIW) and Work interference with family (WIF) conflict and found that parental demands and hours spent on household work were important determinants of FIW conflict and that role conflict, role overload and hours spent on paid work influenced WIF conflicts. Spouse support and Superior support and domestic support were played moderate effect on work life conflict.

Jennifer, John (2005) have studied family and work force factors contributing to gender differenced in family to work spill over and found that Married women were twice as likely as men to report they made more adjustments to their work place such as refusing overtime or turning down assignments for the sake of family.

Campbell et.al. (1994) have examined the effect of women employment on family life and the impact of family life on work behavior. The research results revealed that women with children were significantly lower in occupational commitment relative to women without children.Contrary to expectation, women with younger children outperformed women with older children.

STATEMENT OF THE PROBLEM

If we analyze the present working condition as well as social environment we can experience the strong presence of four factors namely role overload,work to family interface,care giver strain.decides these,factors such as pressure of market globalization,the feminization,irregular working hours,impact of emerging technologies were also become common characteristics of present working environment, which make work life balance harder to achieve employees . at the same time work and family life balance can cause in psychological problem in employees resulting in poor performance at work and personal life problems. There for the presence study stated as "work and family life balance among pink police personnel in Malappuram district.

SIGNIFICANCE OF THE STUDY

If we analyse the present work condition as well as social environment we can experience the strong presence of these four factors. Besides these, factors such as pressures of market globalization, the feminization, irregular working hours, impact of emerging technologies, etc., were also become common characteristics of present work environment, which make work and Family life balance harder to achieve for employees. At the same time work life imbalance can cause in psychological problem in employees resulting in poor performance at work and personal life failures. These psychological pressure asserted on employees due to role conflict is considered as the one of the most important contributor to employee stress, which has now turned as a burning issue to be managed by organisations to remain their workforce competitive and stable. In order to improve the work life balance of employees, it is necessary to understand the present level of work and Family life balance and dimension of work life balancing policies.

OBJECTIVES OF THE STUDY

The study has been done keeping in view the specific objectives which constitutes the frame work for the entire enquiry.

1. To examine the socio-economic profile of the selected women police force.

2. To measure the level of satisfaction as precieved by the women police respondents on the varied determinants of work-life balance.

3. To examine the problems faced by women police force in their work environment and at home.
    4. To assess the various factors (training inputs, shift timing, extended annual leave, recreational opportunities etc.,) contributing to improve respondent's performance.

4. To suggest new methods to maintain a healthy or ideal work life balance policy among women police personnel in malappuram district.

SCOPE OF THE STUDY

The present study covers 50 women police officers in Malappuram district. It consist Of CI, SI ,ASI, Senior Civil police Officers Etc. The topic is related with work and family life balance among women police personnel in malappuram district. It also includes the study of relationship between one person to another person and maintain work life and family life in their day to day life.

RESEARCH METHODOLOGY

The research methodology adopted for carrying out the study is mainly designed as a empirical work based on both primary and secondary data obtained through direct interviews with identified respondents and or with pre tested questionnaires distributed to the selected respondents.

SOURCES OF DATA

PRIMARY DATA
The primary data collected through direct interviews with identified respondents and or with

pre tested questionnaires distributed to the selected respondents.

SECONDARY DATA
The secondary data are collected from magazines, journals, articles, websites and research

papers etc.

RESEARCH DESIGN

Research designs a framework or blueprint for conducting a research report. It is specify the details of procedures necessary for obtaining the information needed to structure and solve the research problem. The research design is used in the project is descriptive and analytical research design.

DESCRIPTIVE

Descriptive research methods includes survey and fact finding enquiries of different kinds. It describes the state of affair's as it exist at present. The researcher has no control over the variables.
He can only report what has happened or what is happening

ANALYTICAL

In analytical research one has to use facts or information already available and analyse these to make a critical evaluation of the material.

AREA OF STUDY

Area of the study is the geographical units or structural units or social group. Here, the area of the study is geographical unit. That is the women police officials working at different stations and women cell in Malappuram district.

POPULATION OF THE STUDY

Population is the aggregate of all the units to be studied in any field of enquiry. Population of this study is the all women police officials working in different wings of police in Malappuram district.

SAMPLE DESIGN

For the purpose of the study,organization is divided into Two,namely,Gazetted and non gazetted women police officers working at malappuram district.

METHOD OF ANAYSIS

It is planned to make use of tables, diagrams, charts, and graphs to classify, categorise, and present data. Mathematical analysis aids such as ratios and percentages are planned to use on appropriate occasions. Descriptive analysis tools such as frequencies, percentiles, measures of central tendency, and stranded scores are decide to use to answer the descriptive research objectives. For testing hypothesis and analysing the difference between groups, statistical tools and techniques such as t-test, ANOVA and factor analysis were planned to make use.

THEORETICAL BACKGROUND

Women's work life balance:

Women's work life balance is important, especially for working moms. There are only so many hours in the day, after all. **How do we give our career the dedication it deserves, and still spend quality time with out kids? How do we juggle both work and home? How do we make it work?**

These are crucial questions we want to help you answer. While the right arrangement is different for every mother, our commitment to women's work life balance will never waver. From supporting flexible work to providing practical tips for managing your busy schedule, we want to help you juggle your career and your family in a way that helps you feel fulfilled, organized and ready to conquer the world.

There are three moderators that are correlated with work-life imbalance:

❖   Gender
❖   time spent at work,
❖   family characteristics.

Gender differences could lead to a work-life imbalance due to the distinct perception of role identity. It has been demonstrated that men prioritize their work duties over their family duties to provide financial support for their families, whereas women prioritize their family life.

Spending long hours at work due to "inflexibility, shifting in work requirements, overtime or evening work duties" could lead to an imbalance between work and family duties.It has been demonstrated "that time spent at work positively correlate with both work interference with family and family interference with work, however, it was unrelated to cross-domain satisfaction" . This could be due to the fact that satisfaction is a subjective measure. This being said, long hours could be interpreted positively or negatively depending on the individuals. Working long hours affect the family duties, but on the other side, there are financial benefits that accompany this action which negate the effect on family duties.

Family characteristics include single employers, married or cohabiting employers, parent employers, and dual-earning parents. Parents who are employed experience reduced family satisfaction due to their family duties or requirements. This is due to the fact that they are unable to successfully complete these family duties. In addition, parent workers value family-oriented activities; thus, working long hours reduces their ability to fulfil this identity, and, in return, reduces family satisfaction. As for the married and/ or dual-earning couples, it seems that "not only require more time and effort at home but also are a resource for individuals to draw from, both instrumentally through higher income and emotionally through increased empathy and support."

In addition to these moderators that could lead to an imbalance, many people expose themselves to unsolicited job stress, because they enjoy high social recognition. This aspect can also be the cause of an imbalance in the areas of life. However, other occupational activities could also lead to such an imbalance, for example, unpaid labour such as contribution to house and garden work, maintenance and support of family members or volunteer activities. All of these contribute to the perception of a chronic lack of time. Lacking time leads to pressure, which is experienced differently based on the individual's age, the age and number of children in the household, marital status, the profession and level of employment and the income level. Strong pressure of time leads to increased psychological strain, which in turn affects health. Psychological strain is also affected by the complexity of work, the growing responsibilities, concerns for long-term existential protection and more. The mentioned stresses and strains could lead in the long term to irreversible, physical signs of wear as well as to negative effects on the human.

What influences work life balance?

An individual's ability to maintain a balance between work and life is affected by factors relating to an individual's workplace and working conditions, including the flexibility and quantity of hours worked, sick and holiday leave provisions and availability of support structures within the workplace (e.g. childcare facilities, breastfeeding facilities).

Government policies regarding employer and employee responsibilities also exert an influence. For example, government provision or subsidisation of child care or parental leave may make it easier for parents to participate in the workforce without interrupting their work life balance.

Work-life balance and women:

Traditionally, women have been looked upon as nurturers and care givers and assigned all roles related to maintaining and managing a family. Men perceive themselves as breadwinners and society also expects them to perform work roles to earn and support the family. However, the nature of work-force has been changing and the percentage of men as wage earners and women as housewives has been rapidly declining. In urban India, the percentage of dual-earner couples is gradually increasing and for most women and men today, their work environment and the family have become the two important institutions in life. Changes in the workforce are accompanied by changes in values, creating a new emphasis on the balance between work-life and family life (Hall 1986). Work-life balance assumes great significance for women as they are virtually in two full time jobs - one at home and the other at office. Working mothers often have to challenge perceptions and stereotypes that evolve as a working woman becomes a working mother... When a woman seeks a position of power within an organization, she must consider the toll on other facets of her life, including hobbies, personal relationships and family. Most executive jobs require a substantial amount of time and effort, which a working mother may not be able to devote due to family obligations. So also, it may be nearly impossible for a working mother in a top management position to be the primary care giver of her child. Women often find it more difficult to maintain balance on account of the competing pressures of work and demands at home. Working women have to carefully handle their personal balance and skill fully blend their roles, so as to optimize their potential in all quadrants of life.

The Role of Women in Policing Today:

Over the past few decades, policing and police officers have changed. Policing used to lean heavily toward physical attributes, such as height, weight and brute strength. Over time, the attributes that were thought to make a good police officer have shifted. The job still requires a great level of physical fitness; however, what's more important now is good ethical character, and excellent interpersonal, problem-solving and conflict-resolution skills.

This shift can be attributed to a new, proactive style of policing called "community policing". Community policing is now used across North America, and the EPS is a leader in this area. It's an integral part of how we work on a daily basis in our community.

Community Policing

Community policing is a philosophy that promotes organizational strategies which support the systematic use of partnerships and problem-solving techniques. It proactively addresses the immediate conditions that give rise to public safety issues such as crime, social disorder, and fear of crime.

Essentially, it's about establishing relationships in the community — with residents, business owners and community leagues — and collaborating with those partners in order to proactively reduce and prevent crime.

Training and Patrol

When our recruits complete Academy Foundations Training, they hit the streets with a police training officer to carry out community policing duties in a patrol role. Part of this on-the-street training is to work on a problem-solving initiative in the area where they are stationed. From day one, the EPS reinforces that problem-solving is an important part of the job.

During patrol duty, officers refine the policing skills learned in training and gain the confidence needed to excel in future, specialized roles. It's also where you'll gain many of your fondest work memories. Ask any officer for some of their patrol stories and you will hear about adrenaline rushes, catching bad guys and an eagerness to make a difference.

Findings and suggestions

FINDINGS

1. Most of the respondents(28%) age lies in between 25-30 yrs.

2. 88% of the women police official's were married.

3. Most of them are qualified graduation.

4. Majority of the respondents are working as CPO's.

5. 92% of the respondents drawn monthly salary of Rs.25000-50000/-.

6. Most of the respondents spouses are employed.

7. Majority of the respondents spouses were always contributing to their family income.

8. The annual income of the respondents lies in between Rs.200000-300000/-.

9. Most of the respondents have self occupied house.

10. 60% respondents are satisfied with the work.

11. Majority respondents feels good support from their family.

12. Most of the respondents are satisfied with the current work environment and infrastructural facilities.

13. 56% respondents are sometimes feel not able to balance their work life.

14. It is seen that major part of the women police officials fails to attend familial-social and religious functions because of high pressure of work.

15. Majority of the respondents are sometimes feel tired or depressed because of work.

16. Most of the respondents are working more than 10 hours in a day.

17. 60% respondents are rarely feel duel role conflict as a mother,daughter,etc.

18. Majority of respondents having huge financial crisis.

19. Most of the respondents are sometimes feel difficulty while discharging duties.

20. 56% of respondents are never feel male domination.

21. Most of the respondents have good opinion towards freedom of mobility.

22. Most of the respondents are always shifting work.

23. Majority of respondents are satisfied present leave policy of police department.

SUGGESTIONS

1. Women police officials should do some mental exercise such as yoga and meditation to their daily routine for at least one hour a day.

2. Women police officials may spend at least a few spared times every day with their families. All the members in the family may sit together to discuss family matters as well as official matters.

3. Women police officials are usually with a high level of personal commitment to the job on the hand. The department and high level officers can recognizes this and encourages personal responsibility amongst its staff can lower its levels of stress.

4. The department must have better healthcare policies with regular health check-ups of their employees. Women police officials too must opt for regular health check-ups on their on. It is desirable to employ HR professionals with knowledge of human psychology, such that they help the women police officials in managing their work as well as family stress.

5. Women police officials can consider their job as social service to the community.

6. Introduce scientific training techniques to cater modern needs of the society.

7. Provide better amenities and incentives to improve their job satisfaction.

8. Provide better and positive work environment as far as possible.

9. Implement Digitalisation of work.

10. The working hours should be reduced and rearranged scientifically to ensure engaging with family in each day.

CONCLUSION

The present study incorporates the results of effect on work and family life balance among women police personnel in Malappuram district. The study reveals that majority of them are being permanent employee occupying important positions in the law and order department they work for more than 10 hours in a day. Due to the nature of their job and work load they feel work life balance is very important and lack of work life balance will affect both their career and personal life. Hence in their best interest the department should indicate to implement suitable work life balance strategies. With a heavy work load most of them are hypertensive. Hence they resort to yoga, meditation and physical exercise. The police women express their satisfaction

both at home and work. On the whole the women police in malappuram are happy in their job, life, family and career.

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