



A STUDY ON WORK LIFE BALANCE OF MEN POLICE WITH REFERENCE TO TIRUVANNAMALAI DISTRICT, TAMIL NADU

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Abstract

Work balance is an innovative concept in human resource management. It is a way of life for improving productivity by providing workers with the opportunities required to put in the best at work, without affecting their personal self and responsibilities at home. Modern world's rapid scientific development and their applications in work place have resulted in situations in which workers have started developing the feeling of helplessness, in significant, normlessness, communal isolation and self-estrangement.

Work life balance is a generic phrase that covers persons feeling and sentiments about every dimension of work including economic benefits and other tassel benefits. The main objective of this study is to analyze that present status of work life balance among men police with reference to Tiruvannamalai district, Tamil Nadu.

The present study is mainly focused on analyzing the workers opinion various factors influencing work life balance such as Management policies and regulations, Nature of work and working condition, Monetary and non – monetary benefits, Relationship with colleagues, Relationship between work and family life, career advancement, occupational health and safety, social relations.

Introduction

Work life balance is the separation between work life and personal life. It is the boundary that creates between your profession, career, or business and every other segment that makes up life. Aside from your career, these segments include family, personal growth, spiritually, fitness and health, and community and friendship. Work-life balance has been widely discussed since the launch of a major government campaign in 2000 (Changing Patterns in a Changing World, DFEE, 2000). This initiative was aimed at encouraging employers to adopt flexible working arrangements such as job sharing, flexi-time, compressed hours and others, to help their employees to achieve a better balance between the demands of paid employment and those arising from their private life.

The concept of work-life balance is based on the notion that paid work and personal life should be seen less as competing priorities than as complementary elements of a full life. The way to achieve this is to adopt an approach that is “conceptualized as a two way process involving a consideration of the needs of employees as well as those of employers” (Lewis, 2000: p.105). In order to engage employers in this process it is important to demonstrate the benefits that can be derived from employment policies and practices that support work-life balance, and the scope that exists for mitigating their negative effects on the management of the business.

Meaning

Work/life balance is a global topic of growing importance and frequent discussion. The reality is that most of us are facing increasing competition for our time and energy. In today's fast-paced world, how can we have a satisfying work experience and a healthy personal life? The expression WLB was first used in the late 1970s to describe the balance between an individual's work and personal life. Work-life balance is a broad concept including proper prioritizing between career and ambition on one hand, compared with pleasure, leisure, family and spiritual development on the other.

The term Work-life balance can mean different things to different persons – and different things to same person at various points in his/her career. Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity.

Definitions

Work/life balance, in its broadest sense, is defined as a satisfactory level of involvement or ‘fit’ between the multiple roles in a person's life. Although definitions and explanations vary, work/life balance is generally associated with equilibrium, or maintaining an overall sense of harmony in life. The study of work/life balance involves the examination of people's ability to manage simultaneously the multi-faceted demands of life.



Although work/life balance has traditionally been assumed to involve the devotion of equal amounts of time to paid work and non-work roles, more recently the concept has been recognized as more complex and has been developed to incorporate additional components.

1. Time balance, which concerns the amount of time given to work and non-work roles.
2. Involvement balance, meaning the level of psychological involvement in, or commitment to, work and non-work roles.
3. Satisfaction balance, or the level of satisfaction with work and non-work roles

This model of work/life balance, with time, involvement and satisfaction components, enables a broader and more inclusive picture to emerge. For example, someone who works two days a week and spends the rest of the week with his or her family may be unbalanced in terms of time (i.e. equal measures of work and life), but may be equally committed to the work and non-work roles (balanced involvement) and may also be highly satisfied with the level of involvement in both work and family (balanced satisfaction). Someone who works 60 hours a week might be perceived as not having work/life balance in terms of time. However, like the person who works only a few hours a week, this individual would also be unbalanced in terms of time, but may be quite content with this greater involvement in paid work (balanced satisfaction). Alternatively, someone who works 36 hours a week doesn't enjoy his or her job and spends the rest of the time pursuing preferred outside activities may be time-balanced but unbalanced in terms of involvement and satisfaction. Thus, achieving balance needs to be considered from multiple perspectives.

Wikipedia defines Work-life balance is a concept including proper prioritizing between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation). Related, though broader, terms include "lifestyle calm balance" and "lifestyle choices".

Business Dictionary mentioned 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.

The Work-Life Balance Trust states Work-life balance means different things to different people and different things at different stages of life. However, any definition for anyone must include the problems of lack of time and exhaustion. Research indicates that failure to achieve the correct balance of effort and rest is linked to a feeling of lack of control over your workload, plus lack of energy to fulfil personal goals and commitments. If the balance is wrong, the result may include fatigue, poor performance and a poor quality of life.

Cambridge Dictionary defines Work life balance is the amount of time you spend doing your job compared with the amount of time you spend with your family and doing things you enjoy.

Work-life balance is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives. Work-life balance is a daily effort to make time for family, friends, community participation, spirituality, personal growth, self-care, and other personal activities, in addition to the demands of the workplace. Work-life balance is assisted by employers who institute policies, procedures, actions, and expectations that enable employees to easily pursue more balanced lives.

Review of Literature

Most of the research works are on human resource management and HR policies and practices in public sector undertakings. No doubt that academicians and practitioners alike have devoted a considerable thought to the various aspects of HR and related aspects, but a very few studies on behavioral aspects and areas of employee well-being Here an attempt is made to review the literature covering a wider spectrum of work life balance of employees especially in Indian organizations.

Kavoussi (1978)¹ compared the unauthorized absenteeism rates in two large textile factories and recommended that closer attention to be paid for improving the Work Life of an employee.

Raghvan (1978)² the Ex-Chairman of BHEL, a public sector organization, stressed the need for worker's participation in management. According to him, equal "participation of workers in both the work and life creates more job satisfaction on the other good family life.



Rice (1985)³ emphasized the relationship between work satisfaction and Quality of people's lives. The study contended that work experiences and outcomes can affect person's general Quality of life, both directly and indirectly which effects on their family interactions, leisure activities and levels of health and energy.

Galinsky.E et al (1991)⁴ discussed on work life balance policies which are the values, which attract prospective employees and are tools for employee retention and motivation. The study found that one should also keep in mind that new generation employees evaluate their career progress not only in terms of lucrative job assignments but also in terms of their ability to maintain healthy balance between their work and non-work life.

Bachmann and Schwartz (1994)⁵ Discussed on the literature that work and balance is quite varied. Family-Friendly work environment, such as flexi-time, telework has been portrayed as an important component of an individual worker's preferences towards work time. It has been suggested to the organizations that if work and non-work lives environment should be provided to the employees with a means of recruiting, retaining and motivating their work force.

Landsman (1994)⁶ disclosed that the employer provided resources can help women a great deal in balancing work-life balance issues. If employers provide facilities like onsite child care or referral, it would help in decreasing absenteeism and turn over from work. It would further help in increasing women employees to work overtime, from work and take-home dinner, family-friendly benefits packages and exercise equipment's can help in removing the stress of working women in a big way. Thus concluded that one can say that flexible work time, job sharing, telecommuting personal leave, childcare facilities completely rely on degree of women efficacy and her intelligence.

Glass and Fujimoto (1995)⁷ defined work-family practices as 'any benefit, working condition, or personnel policy that has been to empirically decrease work-family conflicts among workers'. In operation, work-family practices address, among other things, childcare plans, on-site day care, eldercare, parental leave, long-term care leave, and flexible working hours are the supporting Human Resource practices which makes an employee to balance both work and life.

Karrir and Khurana (1996)⁸ found significant correlations of Quality of work life of managers from three sectors of industry viz., Public, Private and Cooperative, with some of the background variables (education qualification, native/migrant status, income level) and with all of the motivational variables like job satisfaction and job involvement. And concluded that both the variables show effect on work life balance.

Caproni (1997)⁹ emphasized that unlike her peers, takes a different stand on work life balance. Appreciative of scholars and practitioners who are trying to promote balance between work and life, she argues that much of the work in field has been built on the language and logic based on traditional models of bureaucratic organizations which further aggravates the problem. She cites certain problems in the prevalent literature: first the overarching goal oriented approach to life that assumes people have a great deal of choice and control over their lives, and second, the sole focus on individual (and neglect of structural and relational) level of analysis.

Burke (2002)¹⁰ has identified that is a gender differences regarding the work life balance that is men feel more satisfied when they achieve more on the job even at the cost of ignoring the family. On the other hand, women stress that work and family are both equally important and both are the sources of their satisfaction. For them the former is more important when the work does not permit women to take care of their family, they feel unhappy, disappointed and frustrated.

Research Gap

The following research gaps have been found after this review of literature:

1. Many researchers are trying to find out the absenteeism of workers in their work place.
2. Many researchers have concentrated in stress related to work place.
3. Many researchers are trying to find out the job satisfaction level of workers.
4. In Tamil Nadu many researchers are pursuing studies to know quality of work life of women workers in different sectors

It is concluded after the available review of literature that there is no specific research on work-life conflicts. The present research tries to fill the gap and explore the link between work and family conflicts particularly men police in Tiruvannamalai district, Tamil Nadu.



Statement of The Problem

The role of the police is becoming more and more complex in the new social context. 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 fulfil responsibilities. Responsibilities of police personnel are varied and may differ from one another. They have to respond to unexpected situations that may arise when they are on duty. Even if they are at home, mentally they are still at work in many cases. Working hours 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 festival 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 make 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 place of posting 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. Hence, the study has been undertaken to analyse the work life balance of police and the effects of demographic factors of police personnel in Tiruvannamalai stations on their work life balance.

Objective of The Study

The specific objectives of the study are as follows:

1. To study the relationship between the personal factor with the work life balance of men police.
2. To analyse the balance of working condition and family commitments under the law and order of men police.
3. To identify the men police conflict among working with family circumstance.
4. To measure family and working environment of.
5. To suggest valuable measure to improve men police work life balance.

Hypothesis

The following hypotheses are formulated in the context of the above study based on review of existing literature

1. There is a significant relationship between personal factors and work life balance of police.
2. There is a significant relationship between working condition and work life balance of police.
3. There is a significant relationship between family commitments under the law and order and work life balance of police.
4. There is a significant relationship between conflict among working and family circumstance and work life balance of police.
5. There is a significant relationship between family and working environment and work life balance of police.

Plan For Hypothesis Testing

Given the above research objective and hypotheses, it was tested whether our data rejects the null hypothesis or is in favor of the alternative hypothesis.

Research Methodology

Research Design

The study has adopted a research design that performs a descriptive analysis of work – life balance of men police in Tiruvannamalai district, Tamil Nadu.T

Type of Universe

The type of universe is finite universe. The researcher has selected a few police stations in Tiruvannamali district. There are 46 police station are available, sample size will be the same exactly.

Sample Unit

The Sample unit is which the researcher is going to choose the state of Tamil Nadu at Tiruvannamalai district.



Sampling Design

The area and the unit of observation has known population. Therefore, it is proposed to have probability sampling method. The researcher has decided to adopt multi stage sampling method by select such respondent who have minimum 3 years’ of experienced in service. Because this provides the researcher who are experienced and senior in position who can share their opinions than new entrants.

Selection of Sample Size from the Population by Using the Calculation

The researcher has calculated at 95% Confident level, and 3 % Confident interval. The total population is 1386 (local police force is 1064 and armed reserve force is 322). The researchers has been selected 693 total men police members at 50% of total population from the district.

Sample Size (Tentative)

The following table show that the selected sample unit, total number of the population and sample size.

Selected District	Total Police Station In The District	Selected Police Station	Total Number of Men Police	Selected Sample of Men Police
Tiruvannamalai	46	46	1386	693

Data Collection Methods

Primary Data

Primary data are collected by using well-structured questionnaires prepared by the researcher. These will be canvassed to selected men police in the sampled police station in Tiruvannamalai district. The Primary sources are the original empirical sources from whom the researcher directly collects the required information.

Secondary Sources of Data

These are sources containing data which have been collected and complied for another purpose. Secondary data are “those which are already recorded for some other purpose but used in the present research study. Census Reports, data from the offices of the department of police, websites, reports, articles, books and research papers are the secondary data

Data Analysis

The Principal (Main) Hypothesis Of The Study Is

To identify whether there is a relationship between work – family conflict and work life balance.

Plan of Stastical Tools For Analysis

All the tools are going to testing by using the SPSS package.

(a) Regression

Regression analysis provides estimates of values of the dependent variable from values of the independent variable. The device used to accomplish this estimation procedure in the regression line.

(b) Correlation

It is the most widely used method of measuring the degree of relationship between two variables. This co-efficient assume that there is linear relationship between two variables, that the two variables are casually related which mean that one of the variables is independent and another one is dependent.

(c) Chi-square (Non-parametric test)

Chi-square is an important non-parametric test and as such no rigid assumption is necessary in respect of the type of population. The researcher requires only the degrees of freedom for using this test. As a non-parametric test, chi-square is proposed to use.

1. As a test of goodness of fit
2. As a test of independence

(d) Hypothesis-Testing

Hypothesis testing for acceptance and rejection of null hypothesis testing by any one by using’ test, ‘f’ test and ‘z’ test



Implication of The Research

This research would be helpful for further research. It will promote the quality of work life balance, improve the work – family conflict, commitments and stress.

Conclusion

The study makes some contributions to WLB studies regarding men police. Based on the findings and suggestions of the present research will help to overcome the problems faced by the men police due to their work – family conflict. This research showed that the main cause of work – family conflicts were excessive working hours, a lack of work schedule flexibility. If their work – life balance is improved, they can improve their caliber, eco - friendly and provide the quality of service to the region and it can make them high job satisfaction.

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