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A Descriptive study on effect of work life factors on personal and social life of workforce at Hyderabad Police Division"

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Abstract

WLB plays a very important role in directly affecting the personal and work life of the employees and indirectly affects the productivity of the organization. Work pressure and increasing stress up on the police in the modern days has been identified as the cause for the problems at work and personal life. Some of the problems identified were stress related diseases, less productivity, work conflict with family engagements, inadequate time spent with the children etc. The study is an attempt to identify some of the causal factors which will till to the work life balance because identification will enable us to plan strategies to manage balance.

The police men and the police stations chosen are through simple random method the sample includes police men working in Hyderabad police stations with an experience of 3 to 4 years in their respective field located in Hyderabad. Hyderabad is the fast growing area in India with large number of police stations catering service not only the Hyderabad people but also to different places of Telangana like cyber-crimes, white color offences etc. Hence it was felt worth studying work life balance of the critical police work force of this Hyderabad unit. The main sample comprised of 110 policemen and was collected in the year 2022.The selection of police stations and policemen from the police stations was as per the criteria of statistical sample selection. The tools which would be administered are two 1) Personal data schedule 2) Interview schedule

Keywords: Work life balance, job performance, employee satisfaction.

INTRODUCTION:

WLB has got increasing importance in today's fast-paced and demanding professional world. It refers to the equilibrium individuals seek between their work commitments and personal lives, including family,

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leisure, health, and personal development. Achieving a healthy work-life balance is essential for overall well-being and has significant implications for both individuals and organizations.

In recent decades, the nature of work has evolved dramatically, driven by technological advancements, globalization, and changing societal expectations. Many individuals find themselves facing the challenge of juggling long working hours, constant connectivity through digital devices, and the pressures of meeting both professional and personal responsibilities. This imbalance can lead to stress, burnout, and a negative impact on mental and physical health.

A well-maintained work-life balance, on the other hand, can enhance job satisfaction, increase productivity, and foster overall happiness. It allows individuals to allocate time to their families, hobbies, self-care, and personal growth. Employers also benefit from promoting work-life balance as it can lead to higher employee retention rates, improved job performance, and a more positive workplace culture.

WLB varies from person to person based on individual circumstances, career choices, and personal preferences. Some individuals may find balance through flexible work hours or remote work arrangements, allowing them to better integrate work and personal life. Others may prioritize self-care and leisure activities, dedicating time to hobbies, exercise, or spending quality moments with loved ones. However, achieving work-life balance can be challenging in a world where work-related demands often spill over into personal time. Striking the right balance requires conscious effort, effective time management, and clear boundaries to ensure that one's career doesn't overshadow other important aspects of life. Ultimately, the pursuit of work-life balance is about creating a sustainable and fulfilling life that encompasses both professional and personal aspirations.

In this context, achieving work-life balance is not just an individual endeavor but also a shared responsibility between employees and employers. It involves setting boundaries, effective time management, flexible work arrangements, and supportive workplace policies. As the world continues to evolve, the pursuit of work-life balance remains a crucial aspect of modern life, impacting not only personal happiness but also the success and sustainability of organizations.

REVIEW OF LITERATURE:

Study by Latha and Panchanatham (2018) on call center employees revealed that Most of the survey participants are encountering stress stemming from job insecurity, and a notable sentiment of discontentment among employees regarding their current positions is prevalent

.Davies, Nicola (2018) demonstrated that Nurses often face challenges in achieving a satisfactory work-life balance due to extended working hours and workplace stress. Notably, recent legal developments in the United Kingdom grant all employees the right to formally request flexible working hours from their employers. This legal change allows employees, including nurses, to explore the option of adjusting their work schedules to better align with their personal lives and promote a more balanced lifestyle.

Baard and Thomas (2019) reported that there existed a significant association between number of dependents at home of workers and improvement in work – life balance by using teleworking. Also workers who have three or more than three dependents at home experienced significant reduction in stress after

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using teleworking opportunities. It allowed them greater flexibility in scheduling their work and helped them to enjoy a good

Work life balance thereby reducing stress and increasing in loyalty for the organization, enhanced their morale and reduced their monthly expenses. However, the major challenge of teleworking as found out in the study was that employees had to work for long working hours which could lead to burnout and loss of productivity in the long run.

"Psychological Capital & Work-Life Balance: A Study on Police Officers" by Sen and Hooja, (2015) published in the International Journal of Management and Social Sciences Research, investigates the relationship between psychological capital and work-life balance among police officers. In their study, Sen and Hooja focus on police officers, a profession known for its high-stress nature and demanding work schedules. They explore how psychological capital, which includes components like self-efficacy, hope, optimism, and resilience, influences police officers' ability to balance their work responsibilities with their personal lives.

The researchers likely conducted surveys or interviews with a sample of police officers to collect data on their psychological capital, perceptions of work-life balance, and job satisfaction. They may have also examined factors such as family support, coping mechanisms, and workplace policies that could impact work-life balance.

McDowall and Lindsay (2014) in The article titled "Work–Life Balance in the Police: The Development of a Self-Management Competency Framework" published in the Journal of Business and Psychology, focuses on the creation of a self-management competency framework for achieving work-life balance among police officers. In this study, McDowall and Lindsay address the unique challenges faced by police officers in balancing the demands of their profession with their personal lives. They propose the development of a competency framework that emphasizes self-management skills and strategies to help police officers effectively manage their work commitments while maintaining a healthy work-life balance.

Yawalkar and Sonawane (2016)" titled A Study of WLB: Challenges previous to Jalgaon Police Department", published in the IJEMR , investigates the challenges faced by the Jalgaon Police Department in achieving work-life balance among its personnel. In this study, Yawalkar and Sonawane likely conducted research to identify and analyze the specific challenges that police officers in the Jalgaon Police Department encounter in balancing their work responsibilities with their personal lives. The research may have involved surveys, interviews, or data collection methods to gather information from police officers regarding their work-related demands, working hours, stress levels, and the impact on their personal lives.

OBJECTIVES:

1.   To find the relationship between select factors (like workplace, time management, social factors, personal factors, compensation factors etc) and work life balance.
2.   To analyze the degree of relationship between Demographic factors and work life balance in police department

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HYPOTHSIS:

H01: There is no significant relationship between Compensation and work life balance in police department.
H02: There is no significant influence of age, gender, education and marital status on relationship between various factors and work life balance

RESEARCH METHODOLOGY:

A	**Research Nature**	Descriptive Study
B	**Location**	Hyderabad City
C	**Nature of Population**	Finite Population (Known Population)
D	**Sample Size Determination**	Glenn's Sample Determination
E	**Sample Size**	120 Samples.
F	**Time frame**	April – July, 2022
G	**Source of Data**	Primary and Secondary Sources
H	**Sample Selection Technique**	Convenient Sampling Method
I	**Data Collection Techniques**	Structured Questionnaire
J	**Measuring Scale**	Likert 5-point scale
K	**Data Analysis Techniques**	Frequencies, Correlation and Partial Correlation (SPSS)

DATA ANALYSIS AND INTERPRETATION:

H01: There is no significant relationship between compensation, personal factors and work life balance factors.

Table – 1 Correlation		Work Life Balance
Work Place	Pearson Correlation	.374**
	Sig. (2-tailed)	.000
	N	120
Time Management	Pearson Correlation	.596**
	Sig. (2-tailed)	.000
	N	120
Social Factor	Pearson Correlation	.768**
	Sig. (2-tailed)	.000
	N	120
Personal Factor	Pearson Correlation	.737**
	Sig. (2-tailed)	.000
	N	120

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Compensation	Pearson Correlation	.565**
	Sig. (2-tailed)	.000
	N	120

The correlation indicates that workplace, time management, social factor, personal factor, compensation factor and work life balance factors are positively correlated with the Compensation and work life balance factors. However, the values of correlation coefficient if nearer to +1 or -1 are considered to have significant relationship. Here, work place is having 0.383, time management is having 0.480, social factor is having 0.509, personal factor is having 0.567, compensation factor is having 1 and work life balance factor is having 0.565 correlation-coefficient with Compensation factor. The correlation indicates that workplace is having 0.374, time management is having 0.596, social factor is having 0.768, personal factor is having 0.737, compensation factor is having 0.565, and Work-life balance exhibits a perfect positive correlation of 1 with the work-life balance factor. Additionally, the significance levels have undergone a two-tailed significance test, and any results marked with an asterisk (*) are deemed significant when their values are equal to or greater than 0.01.

HO2: There is no significant influence of age, gender, education and marital status on relationship between various factors and work life balance.

Table-2: Partial Correlations				
Control Variables			Personal Factor	Work Life Balance
Marital Status	Personal Factor	Correlation	1.000	.743
		Sign. (2-tailed)	.	.000
		Df	0	119

The table above displays the partial correlation between the personal factor and work-life balance, with marital status as a control variable. The analysis reveals a strong positive correlation (r = 0.743) between the personal factor and work-life balance. Given that the significance value (P = 0.000) is lower than 0.05, it can be concluded that a significant correlation indeed exists between the personal factor and work-life balance. Consequently, the null hypothesis is rejected, and the alternative hypothesis is accepted.

Table-3: Partial Correlations				
Control Variables			Work Life Balance	Time Management
Education	Work Life Balance	Correlation	1.000	.594
		Sign. (2-tailed)	.	.000
		Df	0	119

The table presented above displays the partial correlation between the time management factor and work-life balance, with education serving as a control variable. The analysis reveals a positive correlation (r =

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0.594) between the time management factor and work-life balance. Notably, the significance value (p = 0.000) is less than 0.05, signifying a substantial correlation between the time management factor and work-life balance. Consequently, the null hypothesis is dismissed in favor of the alternative hypothesis, affirming the existence of a significant association between the time management factor and work-life balance.

Table-4: Partial Correlations				
Control Variables			Social Factor	Work Life Balance
Age	Social Factor	Correlation	1.000	.754
		Sign. (2-tailed)	.	.000
		Df	0	119

Table 4.32 above illustrates the presence of a partial correlation between the social factor and work-life balance, with employee age as a control variable. The analysis reveals a robust positive correlation (r = 0.754) between the social factor and work-life balance. Given that the significance value (P = 0.000) is below the 0.05 threshold, it can be concluded that a significant correlation indeed exists between the social factor and work-life balance. Consequently, the null hypothesis is rejected, and the alternative hypothesis is accepted.

Table-5: Partial Correlations				
Control Variables			Work Life Balance	Work Place
Gender	Work Life Balance	Correlation	1.000	.370
		Significance (2-tailed)	.	.000
		Df.	0	119

Table 4.33 above provides evidence of a partial correlation between the workplace factor and work-life balance, with the employee gender factor considered. The analysis demonstrates a positive correlation (r = 0.370) between these two variables. Furthermore, the significance value (P = 0.000) falls below the 0.05 threshold, confirming the presence of a significant correlation between the workplace factor and work-life balance. Consequently, the null hypothesis is rejected, and the alternative hypothesis is accepted.

RESULTS AND DISCUSSIONS:

H11: There is a significant relationship between compensation and work life balance factors.

The correlation indicates that workplace, time management, social factor, personal factor, compensation factor and work life balance factors are positively correlated with the Compensation and work life balance factors. therefore the H0 is rejected and alternative hypothesis accepted.

There is a significant relationship between compensation and work life balance factors.

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H12: There is a significant influence of age, gender, education and marital status on relationship between various factors and work life balance.

A partial correlation analysis was performed to investigate the link between personal factors and work-life balance, while accounting for age, gender, education, and marital status as control variables. The findings reveal a positive correlation (r = 0.743) between personal factors and work-life balance. Moreover, the significance value (p = 0.000), being less than 0.05, confirms the presence of a significant correlation between personal factors and work-life balance. Therefore, the null hypothesis is discarded in favor of the alternative hypothesis, signifying a substantial connection between personal factors and work-life balance. *Age, gender, education, and marital status exert a significant impact on the relationship between various factors and work-life balance.*

FINDINGS:

●   Cyberabad police division manpower is being faced problem of long working hours. It is significantly affecting with association value of Pearson chi-square i.e., 4750.000. Their family members get suffered due to few hours spending with them.
●   Due to working at odd hours, Police have no rest and sometimes they get accidents. It is disturbing the family life of police. It is significantly affecting with association value of Pearson chi-square i.e., 3800.000, that their family members get suffered due to working at odd hours.
●   It is found that, there is a significant association between travelling time to the Police Station and family get disturbed due to family shift, School children shift, not losing parent native place, not having facilities at workplace
●   Cyberabad police division manpower is facing the problem of Work on holidays and festivals. It is affecting the affections among family like kids, parents, and wife. It is significantly affecting with association value of Pearson chi-square i.e., 4750.000 that their family members get suffered due to work on holidays.

●   It is found that Cyberabad police were compensating for extra working days.It is found that, Government is providing benefits like health related benefits, loan benefits, vehicle benefits & etc.

CONCLUSION:

The study gave awareness about the importance of achieving work life balance for police, further has become an eye opener for the police people who were not planning their work and personal life systematically. The study also has come up with sound and evidence based findings, suggested recommendations which could help police department professionals to attain proper work life balance

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