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### An empirical study on work life balance of police officials with special reference to Erode District

**Dr.B.Girimurugan<sup>1</sup>, T.Ajithkumar<sup>2</sup>, B.Mathumithra<sup>3</sup>**

<sup>1</sup>Associate Professor, Management Studies, Nandha Engineering College, Erode

<sup>2</sup>II MBA, Nandha Engineering College, Erode

<sup>3</sup>Office Assistant, Nandha Engineering College, Erode

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#### ABSTRACT

Work life balance among police is often viewed as an unlucky, but expected part of police work. Police are like a real heroes, but most of people are unaware the amount of stress that police face every day. Police work involves protection of life, safeguarding property through vital patrol techniques, enforcement of laws and ordinances in the place for which the Police station is responsible. Police who are out in the street, every day during their duty are struggle police. They are the first's line of protection between the criminals and the society. During their duty, unexpectedly they may encounter situations involving major crisis without any warning. There are several factors like 24 hours availability, administration problem were involved and make police as a most stressful job. This study basically deals with Tamil Nadu police department and the Tamil Nadu has a Police population ratio of 1: 632.

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#### INTRODUCTION

Work life balance among police is often viewed as an unlucky, but expected part of police work. Police are like a real heroes, but most of people are unaware the amount of stress that police face every day. Police work involves protection of life, safeguarding property through vital patrol techniques, enforcement of laws and ordinances in the place for which the Police station is responsible. Police Constable is the lowest police grade in India. This study explores the major causes of stress and amount of stress faced by police constables.

#### STATEMENT OF THE PROBLEM

Now-a-days police officials are facing the following problems they are Long and impossible hours of duty, Tremendous pressure of job, Lack of social status, Absence of vertical mobility, Dissorted scheme of reward and punishment, Lack

of effective leadership, Arbitrary postings and transfers, Political interference, Family pressure may lead to fall of standards of their performance and increase in complaints against them. Inadequate payments & poor pay methods are the problems faced by them. So the study is focused on the work life balance of the police officials [1].

#### OBJECTIVES OF THE STUDY

To explore the problems faced by the officials in balancing the work.

#### SCOPE OF THE STUDY

1. It gives proper solution to the problems faced by the police officials.
2. It gives proper guidance to improve their level of performance.

## LIMITATIONS OF THE STUDY

The opinion may vary from person to person.

- 2.. Time constraints
- 3.. Unwillingness of officials.

## REVIEW OF LITERATURE

Research has investigated the links between work-home interference and employee health. In particular, the question is raised whether work-home interference acts as a precursor of health complaints or whether the opposite process applies. A study was conducted among 730 full-time police officers who – within a one-year time span – completed two questionnaires that addressed the issues of work-home interference, depressive complaints and fatigue (Van Hooff et al, 2005).

## RESEARCH METHODOLOGY

### Research Design

A Master plan that specifies the method and procedures for collecting and analysing needed information.

### Sample Design

Sampling is the process of selecting a sufficient number of elements from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn [2].

### Non-Probability Sampling

Non-Probability sampling is a sampling technique where the samples are gathered in a process that does not give all the individuals in the population equal chances of being selected.

## DATA ANALYSIS

The Respondents participated in the research are from diversified background with gender, age group, marital status and educational qualification.

## Convenience Sampling

Convenience sampling (also known as Availability Sampling) is a specific type of non-probability sampling method that relies on data collection from population members who are conveniently available to participate in study.

## Size of The Sample

The Sample size is **50**

## DATA COLLECTION METHOD

### Primary Data

These are data which are collected for the first time directly by the Researcher for the Specific study undertaken by him. In this research primary data are collected directly from the Respondent by using Questionnaire cum Enumeration Method.

### Secondary Data

These are data which are already collected and used by someone preciously. The data's are collected from journals, magazines and websites.

## STATISTICAL TOOLS USED

### Henry Garrett Ranking

Garrett's ranking technique to find out the most significant factor which influences the respondents; Garrett's ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula: Percent Position =  $100 (R_{ij} - 0.5) / N_j$  Where  $R_{ij}$  = Rank given for the  $i^{\text{th}}$  variable by  $j^{\text{th}}$  respondents  $N_j$ = Number of variable ranked by  $j^{\text{th}}$  respondents.

S. NO	PROBLEMS	TOTAL SCORE	RANK
1	Long hours of duty	1254	10
2	Job pressure	1344	7

<b>3</b>	Lack of social status	<b>2268</b>	<b>4</b>
<b>4</b>	Absence of vertical mobility	<b>2504</b>	<b>2</b>
<b>5</b>	Dissorted reward & punishment	<b>2597</b>	<b>1</b>
<b>6</b>	Lack of effective leadership	<b>2280</b>	<b>3</b>
<b>7</b>	Arbitrary postings	<b>1720</b>	<b>6</b>
<b>8</b>	Frequent transfers	<b>1302</b>	<b>9</b>
<b>9</b>	Political interference	<b>2130</b>	<b>5</b>
<b>10</b>	Family pressure	<b>1310</b>	<b>8</b>
<b>11</b>	Inadequate payments	<b>906</b>	<b>11</b>
<b>12</b>	Poor pay methods	<b>457</b>	<b>12</b>

From the above table it is evident that dissorted reward & punishments is ranked as no.1 with the score of 2597, absence of vertical mobility is ranked as no.2 with the score of 2504, lack of effective leadership is ranked as no.3 with the score of 2280, lack of social status is ranked as no.4 with the score of 2268, political interference is ranked as no.5 with the score of 2130, arbitrary postings is ranked as no.6 with the score of 1720, job pressure is ranked as no.7 with the score of 1344, family pressure is ranked as no.8 with the score of 1310, frequent transfers is ranked as no.9 with the score of 1302, long hours of duty is ranked as no.10 with the score of 1254, inadequate payments is ranked as no.11 with the score of 906, poor pay methods is ranked as no.12 with the score of 457.

## FINDINGS

Through rank analysis it is observed that dissorted reward & punishments is ranked as no.1 with the total score of 2597, absence of vertical mobility is ranked as no.2 with the total score of 2504, and lack of effective leadership is ranked as no.3 with the score of 2280, lack of social status is ranked as no.4 with the total score of 2268, political interference is ranked as no.5 with the total score of 2130, arbitrary postings is ranked

as no.6 with the total score of 1720, job pressure is ranked as no.7 with the total score of 1344, family pressure is ranked as no.8 with the total score of 1310, frequent transfers is ranked as no.9 with the total score of 1302, long hours of duty is ranked as no.10 with the total score of 1254, inadequate payments is ranked as no.11 with the total score of 906, poor pay methods is ranked as no.12 with the total score of 457.

## SUGGESTIONS

- Government can make some alterations in the work environment.
- Government can give periodical counseling's to officers to improve their performance.
- Government can try to avoid frequent transfers of the officials which affect their family.

## CONCLUSION

Work/life programs have the potential to significantly improve official's morale, reduce absenteeism, and retain knowledge, particularly during difficult situations. The study finds that the officials are so far satisfied with present working conditions and the facilities provided by the government.

## REFERENCES

- [1]. By Dennis Jay Kenne- Bureau of National Affairs. (EDITION1987).
- [2]. THE HINDU (dated on 19th June 2013)