



# THE CHALLENGES OF WORK LIFE BALANCE AMONG POLICE OFFICERS IN KANNIYAKUMARI DISTRICT

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## Abstract:

Police officers encounter numerous difficulties in juggling their personal and professional lives, due to the unique nature of police job, When attempting to establish a healthy work-life balance, police officers in particular encounter special and substantial challenges. Their physical and mental health may be negatively impacted by irregular work schedules and high-stress environments, which can result in burnout, stress, and mental diseases. The data were collected from the police officers in Kanniyakumari district using convenience sampling method. The size of the sample selected for the present study is 90. The objectives of the studies are i) Strategies and Guidelines for the department to improving WLB ii) Problems faced by the police officers during balancing their work and life. Based on the above data the research study finds that the Null hypothesis is accepted at 5 percent level of significant. It is concluded that, there is no association relationship between Gender group of the respondents and the Strategies, Guidelines for the department to improving WLB. the result of problems faced by the police officers during balancing their work and life. Most of the law enforcement officers preferred "Work overload" as their main problem during balancing their work and life and its mean score is 62.10. The study concluded that sharing work with the co-workers might help officers to feel less stresses about their work and it reduce work overload. Time management programmes can improve the law enforcement officers mental health.

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## 1.Introduction:

In the police work environment, there are factors that can contribute to conflict between work and personal life of police officers. These factors may include high workloads, irregular schedule changes, or other organizational pressures that can

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It can be challenging for police officers to balance and resolve their roles in both the family and the workplace, since both are necessary and vital aspects of their lives. In the police work environment, there are factors that can contribute to conflict between work and personal life of police officers. These factors may include high workloads, irregular schedule changes, or other organizational pressures that can disrupt work-life balance (Anju&Punia, 2021). Regarding job and family conflicts for police officers, work-life balance has become a salient issue in contemporary organizations. The social and family lives of police personnel often intertwine and interfere with each other due to the demands of their roles and familial responsibilities (Naganandhini & Malliga, 2019). Work-life problems arise when work and life are not balanced. Work-family conflict is defined as the conflict that arises from commitments connected to both work and family to the extent that fulfilling one makes fulfilling the other difficult. Because of the nature of the job and the important duties they have when dealing with the public, they experience higher levels of stress. The job is regarded as one of the most stressful due to the irregular long hours and the nature of their work, adversely affecting police officers' mental and physical health (Aytac, Citation2015). Police departments are open around-the-clock. In such a situation, conventional family-friendly policies might not be feasible.

**Work Life Balance = Good working condition + Good family life**

### **1.1 Importance to improve WLB:**

To achieve a better work-life balance, we should try to figure out how to effectively use our time so that we can be more productive in work life and family life. When we talk about "work-life balance," we generally picture departing early from an excellent workday so that we may spend the latter part of the day

enjoying loved ones. Although it may seem ideal, this isn't always feasible. Although work is an expected societal norm, your career shouldn't be miserable. If you hate what you do, you aren't going to be happy, plain and simple. You don't need to love every aspect of your job, but it needs to be exciting enough that you don't dread getting out of bed every morning (Marisa Sanfilippo 2023). Work-life balance is the state of equilibrium where a person equally prioritizes the demands of one's career and the demands of one's personal life. Defining work-life balance involves looking at how working people manage time spent at and outside of work. Time outside of work may include managing relationships, family responsibilities, and other outside interests and hobbies. The methods an individual uses to juggle all their work and life demands constitute their work-life balance (Mamta Kesri 2021).

### **2. Review of literature:**

**RifiHamdani et al., (2021)** their study explores that the factors that contribute to a good work-life balance, such as effective time management or organizational support to cope with stress. Based on these two studies, the life characteristics of police officers are closely related to work-life balance. Good organizational and management factors can play an important role in helping police personnel achieve a healthy balance between their work and personal lives. Based on this background, this study aims to review previous studies that discuss the main factors and impacts related to work-life balance for police officers. This study is a literature review of previous research investigating the determinants and impacts of work-life balance for police officers. The selected articles were published from 2019 to 2023 from selected journals. Their finding of the study revealed that – The number of key factors were found that influence the achievement of work-life balance of police officer and the impact it has. The study concluded that Police institutions should also consider collaborative studies with leading researchers in this domain, further assisting in developing more tailored and effective approaches for a better balance

between job demands and personal life for police members.

**Anju&Punia, (2021)** Organisations are resorting diverse measures to contribute to health and happiness of its employees across sectors wherein least prevalence of work-life conflicts plays a dominant role. Though there are numerous contributors to work-life conflicts yet organisational factors have an overriding position. The central objective of this study has been to identify the organisational predictors of work-life conflict among police personnel in Haryana, state of India. A convenient and systematic random selection technique was used to survey 500 police personnel in Haryana, India to gather the data on the organisational contributors of work-life conflict. The data was gathered through a structured questionnaire using internet (using a Google form). In order to analyse the research model, the partial least squares structural equations method (PLS-SEM) was applied to analyse the data using Smart PLS (v. 3.3.7) statistical software. The results found that work overload, role ambiguity and long working hours are directly associated and contributing to the work-life conflicts in police personnel.

### 3. Statement of the problem:

Consequently, it has long been believed that a crucial area of study for law enforcement professionals is the work-life conflict. To reduce work-life imbalance and increase workforce, it is imperative that employees receive support from their social networks, employers, organizations, managers, and fellow workers in order to foster resilience. Relationships within the family may be affected by the unstable work schedule. Officers struggle to spend meaningful time with their loved ones and frequently miss important family occasions, which can lead to feelings of disconnection and detachment. So, it is essential and need to

observe the the challenges of work life balance among police officers.

### 4.Objective of the study:

The objectives of the studies are,

- To analyse the Strategies and Guidelines for the department to improving WLB.
- Problems faced by the police officers during balancing their work and life.

### 5.Research methodology:

#### 5.1 Source of data collection:

In this study both primary and secondary data were collected related to the research study,

i) Primary data:

The Primary data was collected from the law enforcement officers in kanniyakumari district. The data was collected from using a structured questionnaire. For this study convenience sampling method was used to collect the data. The sample size of the study is 90. The participants were drawn from kanniyakumari district only. The data were collected from basis of division of the department.

ii) Secondary data:

The secondary data was collected from available journals, e- books, articles, research reports and other published materials pertaining challenges of work life balance among police officers.

#### 5.2 Statistical Tools used for data analysis:

The statistical tools used are percentage analysis, Mann Whitney U- Test, Garret ranking

### 6. Data analysis and interpretation:

Following are the analysis and interpretation of the study,

#### 6.1 Demographic Representation:

The table below shows demographic profile of the law enforcement officers in kanniyakumari district.

**Table 1.1 Demographic profile**

Sl. no	Profile of respondents	Respondents (percentage)	
1.	Age	20-30	18(20%)
		31-40	34(38%)
		41-50	38 (42%)
		Total	90 (100%)

2.	Gender	Male	56 (62%)
		Female	34 (38%)
		Total	90 (100%)
3.	Marital status	Single	20 (22%)
		Married	70 (78%)
		Total	90 (100%)
4.	Area of residents	Rural	42 (47%)
		Urban	48 (53%)
		Total	90 (100%)

Source: primary data

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The above table 1.1 explains demographic profile of the law enforcement officers in kanniyakumari district. The majority (42%) of the respondents are in the age group of 41-50 years and only 20 percentage of the respondents are in the age group of 20- 30 years. In the basis of gender majority 62 percentage of the law enforcement officers are male and only 38 percentage of the respondents are female.

In the marital status 22 percentage of the law enforcement officers are single and 78

percentage of the officers are married. In the basis of are of resident's majority 53 percentage of the police are lived in urban areas and 47 percentage of the law enforcement officers are lived in the area of urban.

### 6.2 Strategies and Guidelines for the department to improving WLB:

Following table 1.2 shows the analysis between the gender group and the Strategies, Guidelines for the department to improving WLB.

**H01= There is no significant difference between Gender group of the respondents and the Strategies, Guidelines for the department to improving WLB.**

**Table 1.2 Mann-Whitney Utest for Strategies, Guidelines for the department to improving WLB.**

Ranks				
	Gender	N	Mean Rank	Sum of Ranks
Flexible working hours	Male	56	46.48	2603.00
	Female	34	43.88	1492.00
	Total	90		
WLB improving programmes	Male	56	45.96	2574.00
	Female	34	44.74	1521.00
	Total	90		
Physical training	Male	56	43.56	2439.50
	Female	34	48.69	1655.50
	Total	90		
Defining restriction	Male	56	44.13	2471.00
	Female	34	47.76	1624.00
	Total	90		
Time management programmes	Male	56	48.47	2714.50
	Female	34	40.60	1380.50
	Total	90		
Self- care schemes	Male	56	42.20	2363.00
	Female	34	50.94	1732.00
	Total	90		
Maintain supportive relationship	Male	56	43.29	2424.00
	Female	34	49.15	1671.00
	Total	90		

Test Statistics <sup>a</sup>							
	Flexible working hours	WLB improving programmes	Physical training	Defining restriction	Time management programmes	Self-care schemes	Maintain supportive relationship
Mann-Whitney U	897.000	926.000	843.500	875.000	785.500	767.000	828.000
Wilcoxon W	1492.000	1521.000	2439.500	2471.000	1380.500	2363.000	2424.000
Z	-.495	-.226	-.945	-.661	-1.530	-1.593	-1.083
Asymp. Sig. (2-tailed)	.621	.821	.344	.508	.126	.111	.279

a. Grouping Variable: gender

Source: Computed data

Significant at five percent level

The test result of Mann-Whitney U-test shows there is no significant difference between the the gender group and the Strategies, Guidelines for the department to improving WLB. Since the  $P > 0.05$  for all seven variables namely, "Flexible working hours", "WLB improving programmes", "Physical training", "Defining restriction", "Time management programmes", "Self-care schemes", "Maintain supportive relationship".

Null hypothesis is accepted at 5 percent level of significant. It is concluded that, there is no association relationship between Gender group of the respondents and the Strategies, Guidelines for the department to improving WLB.

### 6.3 Problems of WLB:

Following table shows the Problems faced by the police officers during balancing their work and life.

**Table 1.3 Problems faced by the police officers during balancing their work life**

Sl. no	Problems	Garret score	Ranks
1.	Mental health problems	56.2	II
2.	Financial worries	46.01	V
3.	Affects working condition	52.48	IV
4.	Problems with colleagues	54.72	III
5.	Absence of mind	37	VI
6.	Work overload	62.10	I

Source: Primary data

The above table 1.3 shows the result of problems faced by the police officers during balancing their work and life. Most of the law enforcement officers preferred "Work overload" as their main problem during balancing their work and life and its mean score is 62.10. the second highest mean score 56.2 is on "Mental health problems". "Problems with colleagues" got third rank and the mean score is 54.72. The fourth rank goes on the problem of "Affects working condition" with the mean score of 52.48. The fifth garret score 46.01 is on the factor of "Financial

worries", the least rank was goes on the factor of "Absence of mind" with the least mean score of 37.

### 7. Suggestions:

- Improving perceptions of justice can be achieved by praising and recognizing police for their efforts "beyond the call of duty."
- Non-monetary incentives like appreciation and encouraging titles might be granted to achievers. These awards might be given out at

specialized ceremonies planned especially for this purpose.

- The department physical training programs could assist officers in maintain a healthy body and strengthen their core.
- The law enforcement officers must follow time management, that time management building a greatest relationship with colleagues.
- Work life balance enhancing programmes by the department may help the officers to balance their job output with personal time to the family life.

## 8. Conclusion:

Guidelines and improvement programmes by the department may help the officers to reduce the problems in work and life balance. The conclusion is based on the findings obtained from the data analysis. The highest problems faced by the police officers during balancing their work and life is work overload. One frequent issue that arises in law enforcement officers daily work is work overload. Because they work 24 hours in a day, sharing work with the co-workers might help officers to feel less stresses about their work and it reduce work overload. In Strategies, Guidelines for the department to improving WLB, time management programmes can improve the law enforcement officers mental health, it helps them to take a time to relax, giving breathable time and the programs help in planning at the time of decision making. Future studies, work life balance is a large topic and it is an important topic for an growing society. Like this other sector or other organisations employees work life balance to be studied in future.

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