A Study of Work-Life Balance; Challenges before Jalgaon Police Department

Vivek Vikas Yawalkar¹, Dr. Madhulika A. Sonawane²
¹KCES’s Institute of Management & Research, Maharashtra, Jalgaon, INDIA
²School of Management Studies, North Maharashtra University, Maharashtra, Jalgaon, INDIA

ABSTRACT

Work-life balance is a concept including proper prioritizing between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation). The present study give insight on work-life balance of police employees and challenges before police department.

Therefore, the study attempt in identifying the factors that cause work-life challenges before Jalgaon Police Department and to suggest basic model to reduce problems. Convenient sampling techniques was adopted to select a sample of 30 respondents out of 60 police employees from one Selected Police Station of Jalgaon District Police Department.

The finding of the study revealed that long working hours, uncertain role, heavy workload, no fix place for duty lead dissatisfaction and will leads health related problems of police employees.

Keywords— Work-life balance, Police employees, Health problems, Uncertain role.

I. INTRODUCTION

Work-life balance is broad concept including proper balancing between “Work” (Career and Ambition) on other hand “Life” (health, Pleasures, Family) too. It is very important to balance both side simultaneously. A person who is a workaholic and doesn’t enjoy his family life cannot be termed as a successful person. When life encounters such imbalance then the peace and harmony of life vanishes and there is an adverse effect on the Work-life.

Balance between personal work and life is very crucial part. (Forbes, 2015)¹ It has found that across the countries, including United Kingdom, the United States, Brazil, Mexico, Germany, China, Japan and India, most of the employees deals with long working hours, increased work responsibilities, excessive overtime hours, non-encouraging work environment and limited work flexibility are some of the commonly cited reasons.

Whereas, Police department plays a major role in social security by maintaining law and order, while providing social security, personal life of a police get hampered. Family to work interference and Work to family interference has impact on employees work-life. It is essential that the police employees should feel happy about job. This can be possible when their work life balance not when work at the cost of life.

II. OBJECTIVES

For Study Challenges before Jalgaon Police Department while maintain Work-life balance of employees, researcher intended to study with following objectives;
1) To Study Challenges before Jalgaon Police Department to maintain Work-Life Balance.
2) To Study Factors affecting on Work-life balance of employees.
3) To Suggest Model to maintain Work-Life balance of Jalgaon Police Department.

III. REVIEW OF LITERATURE

In order to understand the concept of work life balance and challenges faced by police department, it is essential to know the views about the concept at various stages. The expression ‘work-life balance’ was first used in United Kingdom in the late 1970’s and in United States, this phrase was first used in 1986, it set forth its presence in India after 1990’s.
(M Madana Mohan, 2003)² Indian police personnel deals with various problems and strive hard to maintain work-
life balance. Police deals with stress in their day to day life. The Police service deals with internal and external stress, in which external stress includes Societal stress, Systemic stress and political stress whereas Internal stress like Individual stress, Family stress, Task and Organizational stress.

(Anitha & Muralidharan, 2014) in this paper researcher studied influential factors of marketing professionals working in two wheeler automobile industry in Coimbatore. It has found that having more experiences leads more work-life balance. Researcher concluded that demographic factors like age, salary, educational qualification, experience, type of family and spouse working have impact on work life balance and work related factors like target oriented work, working hours, extended benefits, means of transportation facility also have influence of level of work life balance of marketing professionals.

(Padma & Reddy, 2013) as police department have lot many pressure from every angle where female police personal trapped in dilemma and strive hard to maintain work life as well as family life. Researcher were selected 56 female police constable and head constable for research. It has found that Married and unmarried female police personnel group have no differences in balancing their work and personal life.

(Hiral Mehta, 2015) with the objectives of to study the work-life balance of the employee’s and find out work life balance & its impact on employee’s performance in an organization. Researcher used convenience sampling technique with the sample of 100 of different department in Surat district. It has found that more travelling has impact on work life balance of an employees. Working hours also lead dissatisfaction. Researcher has suggested to arrange family picnic, providing monetary benefits for efficient employees, introducing flexi policy will help to balance work-life of employee.

IV. RESEARCH METHODOLOGY

The present study is mainly based on primary data collected from 30 police employees out of 60 police employees from Selected police station of Jalgaon district police department. Researcher used convenient sampling technique to select 30 police employees from Jalgaon, Maharashtra.

Secondary were used from various sources like Journals, books, websites, reports etc.

V. DATA ANALYSIS AND INTERPRETATION

From selected sample 06 was Head Constables, 07 was Naik Police Constables, 12 was Police Constables and 05 were Assistant Sub Inspector.

**Figure 1:** Number of Working Hours in a Day

**Interpretation:** - Is has found that, out of 30 respondents 23 police personnel’s work more than 10 hours in a day, 3 police employees work 9 and 8 hours in a day and only 1 employee work for 8 hours in a day.

**Figure 2:** Nature of Work

**Interpretation:** - The study revealed that 64 per cent of respondent engaged in prevention and detection of crime, documentation, outdoor duties like VVIP’s security, election, strike etc.

**Figure 3:** Major Issues Which Dissatisfied at work place

**Interpretation:** - The study revealed that 13 percent of police employees said that heavy work load and uncertain role are major issues of work life balance, whereas 60 per cent respondent said that heavy work load, uncertain role,
no fix place are the issues which make dissatisfied them to perform in effective manner.

**Figure 4: Feeling of Leave the Current Job**

**Interpretation:** It is difficult to maintain work as well as personal life for police employees. It has found that 53 percentage of respondent feel to left job, whereas 47 percentage of respondent never felt to left job.

**Figure 5: Need of Policy for Work-Life**

**Interpretation:** - Out of 30 respondents, the study revealed that 67 percentage of employees said there is need of policy regarding work-life balance, whereas 33 percentage of employees said there is no need for separate policy for work-life balance.

**VI. SUGGESTION**

Police employees deals with various issues in their daily working. They cannot find time to look after their family life and it has impact on individual performance. It has found that majority of employees require policy regarding work life balance. Researcher has made police station wise model for work life balance of police employees. For maintain health of individual employee Welfare department should arrange yoga and Meditation program. There should be counseling center under welfare department which will help to solve basic problems of police personnel.

It has found that half of the employees not aware about the cause and effect relationship of imbalance in work and life, police station level awareness camp would helpful.

**VI. LIMITATION**

This study was limited with the one police station only; study can be extended at district level. The sample size was small as particulate police station had 60 employees out of that researcher were selected 30 for the study.

**REFERENCES**