

## **SATISFACTION WITH WORK-LIFE BALANCE: A STUDY OF WOMEN POLICE PERSONNEL IN VAPI CITY**

**Nidhi K Yadav**

Assistant Professor ,GIDC Rajju Shroff Rofel Institute of Management Studies, Vapi

*Abstract: Worklife balance of women in police department is gaining the attention in highly discussed topics. Family–work and dissatisfaction are more likely to exert negative influences in the family as well as work, resulting in lower life satisfaction and greater internal conflict within the family and work. Factors such as the size of family, the age of children and the work hours are the reasons of Work family conflict. The present study explores aspects like to measure the level of satisfaction as perceived by the women-respondent employees in the police determinant of work life balance, to identify the major factors that influence the work life balance among various categories of women employees in police department. The findings show that women in police department are dissatisfied and have some incontinency in work life balance.*

**Key words-** Women, work life balance, family, stress, satisfaction.

### **I. INTRODUCTION**

Work–life balance is the proper prioritizing between "work" (career and ambition) on one hand and "life" (pleasure, leisure, family and spiritual development) on the other. Related, though broader, terms include "lifestyle balance" and "life balance". There is a large individual component in that meaning includes each individual's needs, experiences, and goals, define the balance and there is not a one size which fits all solution. Also, what work-life balance does not mean is an equal balance in units of time between work and life. Work life balance involves your sense of control over the number of hours that you devote to work or the number of hours available to you as personal time for yourself, your family and leisure activities. It is accomplish when you feel satisfied both with job and personal life.

Policing is an extremely demanding profession and you have no choice for working hours. It is been recognize that police officers, supervisors and managers need to maintain a healthy mix between their personal lives and professional. Once a woman joins and defines herself as police officer then the perspective of her friends and family changes. Making sure that shehas made a right choice to become a police officer and finding fulfillment in that job is critically important to remove possible causes.

## II. LITERATURE REVIEW

Evidence suggests that improvements in people management practices, especially work time and work location flexibility, and the development of supportive managers, contribute to increased work-life balance. Work-life balance programs have been demonstrated to have an impact on employees in terms of recruitment, retention/turnover, commitment and satisfaction, absenteeism, productivity and accident rates. In the light of the literature survey, it is noticed that quite a lot of research has been conducted on job satisfaction in Indian and Western context. However, no research survey has been conducted on work-life balance among the women employees in the Police Department. Therefore the present study was conducted to bridge this gap. Kamatchi.P, UshaDevi .N Bhargavi V.R (2013) has studied about work life balance of women police of Bangalore and they found that maximum women is ready to accept the challenging jobs but their work affects their family. They have lack of information on right time so that they can perform their responsibilities in a balanced way. Rincy V. Mathew and N. Panchanatham (2011) have studied in South India. This study shows that role overload, dependent care issues, quality of health, problems in time management and lack of proper social support are the major factors influencing the WLB of women entrepreneurs in India.

## III. OBJECTIVES OF THE STUDY

- 1) To measure the level of satisfaction as perceived by the women police respondents on the varied determinants of work-life balance.
- 2) To identify the major factors that influences the work life balance among various categories of women police personnel.
- 3) To measure the overall work life-life balance among various categories of a women police personnel.

## IV. MATERIALS & METHODS

The study is based on a survey using standard questionnaires which were distributed to various police stations in the Vapi city. The questionnaires were distributed based on the number of female employees in every police station. The questionnaire is divided into two parts. One is based on demographic variables and second is related to work life balance and their satisfaction. Total no of questions are 24. . The instrument is based on close ended questions. The study was confined to **Vapicity**. Here, multi-stage random sampling was done for the study. The sample size of the study is 50 women police personnel from following ranks. (e.g... Home Guards, Constables, and Head Constables). Data analysis is done by using bar graphs and percentage method.

## V. RESULTS

The findings revealed that most of the police women were dissatisfied with WLB. Most of the women police work 8-9 hours daily at different location and sometimes in different departments with different supervisor and colleagues. Some of the females do travelling from the nearby areas of Vapi, which takes minimum 20 minutes. Most of the females are married with minimum two children age from 3-14 years and staying in joint family. They spend approx 5 hours with their family and children. As far as their satisfaction is concerned so the findings shows that they are not satisfied with their work and life balance. The main reasons

are no certain timings, lack of information, lack of sources and salary. Sometimes they have work in shifts where the adjustment becomes very tough for them. To manage their stress they choose the option entertainment such as T.V. according to them department should give them some flexible timings. On the other hand, analysis shows that they are provided counseling, health programs, meditation, yoga classes by the department to balance their work and life with less or no stress. Analysis also revealed that most of the females in police are suffering from hypertension and obesity.

## VI. CONCLUSION

Though they got the way in the police department, they still face obstacles at their workplace and at home. They have support from the family but still there is lack of time. They are lacking in time management. Sometimes it is also felt that they are not even provided sufficient and required leaves. The Police department can implement -friend approaches to encourage women employees to balance their work-family challenges. Dissatisfaction among the women police personnel can be reduced by improving the quality of work life by providing an attractive system of rewards and recognition of good work and by improving the working environment. The superiors should imbibe the required amount of professionalism for dealing with work life issues more effectively.

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