

# Impact of Demographic Variables on Work-Life Balance of Police Personnel: With Reference To Jalgaon Police Department

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**Abstract:** The objectives of the study is to investigate the relationship of demographic variables with work-life balance of selected police personnel from Jalgaon district police department. It is essential for police personnel to have balanced work-life to avoid future circumstance. The demographic and organizational variables considered in the study are Age, working place, and number of family dependents. For this study, 500 sample size has been selected by using stratified random sampling method. As strata designation was selected were Police Constables, Police Naik, Head Constable and Assistant sub-inspector ranks chosen for data collection. For the tabulation and hypothesis testing chi-square test is used. The research study has found that demographic factors life age, number of family dependents, and working place has significant relationship with work-life balance of selected police personnel in Jalgaon District. It has also investigated that demographic variables lead mistakes at work place, increases error, and has negative impact on person's health. Therefore, researcher has suggested informal meetings, programs, health related camps, seminars for the police personnel.

**Keywords—** Demographics variables, Health, Job Satisfaction, Police employee, work-life balance.

## I. INTRODUCTION

Work-life balance is a psychological perspective, it is positive and negative aspects of balancing between the professional and personal life [1]. It is important for all employees to balance their personal life as well as professional life. A single person may play multiple roles in life like he/she may be an employee, boss, subordinates, parent, spouse, friend, sibling, daughter, mother etc. This is true that each and every working men or woman have to struggle to maintain his/her professional as well as personal life. It is necessary to have a balance on both sides. Positive working environment help to maintain to reduce work conflict which increases job satisfaction among the employees. The various researcher examined that demographic factors have a significant impact on work-life balance, where person age, year of experience, number of a family dependent or family type, income, gender, marital status and the working place has a major variable which has a negative impact to maintain the work-life balance of a person.

Whereas, the Police department is one of the important and demanding in nature. Police work tends to impose a high degree of stress and a multiplicity of stressful situations which can affect the physical, mental and interpersonal relationship of police personnel. The study is focused on the

demographic variable which may have impact on the work-life balance of police personnel in Jalgaon District Police department of selected Police employees. The study is important because police personnel may not able to spend sufficient time with their family and it has an adverse impact on individual performance [2].

## II. REVIEW OF LITERATURE

(Anitha & Muralidharan, 2014) [3] The Researcher has studied 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.

(Lavanaya L, 2014) [4] The researcher has suggested that there should be segmentation of policies as per age profile of an employee in an organization. In this study, researcher emphasizes on designing Career development practices and Flexible work practices as per the need of employees which will enhance the quality of professional life of an employee.

(Thriveni & Rama, 2012) [5] It has found that those women have dependents have more responsibility. The study reveals that there is some relationship between demographic

variables and work-life balance. Demographic factors have the impact on women work-life balance and researcher has suggested that there should be the policy regarding the work-life balance of women employees in the various sector.

(Smith & Gardner, 2007) [6] The survey has consisted of four sections covering WLB initiatives, organizational variables, outcome variables and demographic information. It has also found that there is lack of awareness about available work life balance initiatives in the department. Manager’s supports, supervisor support both play important role in enabling WLB initiatives.

### III. RESEARCH METHODOLOGY

The present study is mainly based on primary data collected from 500 police personnel from Jalgaon District Police Department. The Universe of the study was the Police personnel including (Male and Female) in Jalgaon District. A Structures questionnaire method was administered. The Stratified random sampling was used for the purpose of the selecting the samples. The data were analyzed using chi-square test.

#### A. Objectives of the Study

1. To Study the impact on family dependent on work-life of police personnel in Jalgaon Police Department.
2. To Study the impact on age of a person on work-life balance of police personnel in Jalgaon District.
3. To Study the impact on working place on work-life balance of selected
4. Police personnel in Jalgaon police department.
5. To suggest the corrective measures to maintain work-life balance.

#### B. Description of Sample

The researcher has collected data from 500 police employees from Jalgaon District (Maharashtra) Police department. A Likert’s five-point scale was administered. The researcher selected designation as strata namely; Police Constable, Police Naik, head Constable, Assistant Sub Inspector.

#### C. Hypothesis of the study

Hypothesis 1:- Number of family dependent has no impact on work-life balance of police employees.

Hypothesis 2:- Age of person has no impact on work-life balance of police personnel in Jalgaon District.

Hypothesis 3:- Working place has no impact on work-life balance of selected police personnel in Jalgaon district Police department.

#### D. Hypothesis Testing and Interpretation

In order to subject the data to statistical testing, the collected data were coded and analyzed in Microsoft excel and used SPSS (Statistical Package for the Social Sciences) version 20 for testing hypothesis.

##### I. Chi-square for Hypothesis 1:-

**Table 1: Chi-square for Hypothesis 1**

	family dependent impact on quality of work	family depended increase financial burden	family dependent increase personal need
Chi-Square	.648a	145.800a	139.392a
Df	1	1	1
Asymp. Sig.	.421	.001	.001
a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 250.0.			

\*Significant at 5% level

Interpretation:- From the given data we observed Asymp. Sig. value is less given level of significance (P-value< 0.05), Hence it is concluded that, Null Hypothesis is rejected i.e. Numbers of family dependent has no impact on work-life balance of selected police personnel.

From the above analysis it has concluded that, numbers of family dependent of selected police personnel significantly impacted for increase in financial burden and increase personal need.

##### II. Chi-square for Hypothesis 2:-

**Table 2: Chi-square for Hypothesis 2**

	Persons age increases mistake hamper quality of work	Persons Age increased speed	Age of person helps to maintain work life balance
Chi-Square	168.140a	190.840a	70.540a
Df	4	4	4
Asymp. Sig.	.000	.000	.000
a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 100.0.			

\*Significant at 5% level

Interpretation:- From the given data we observed Asymp. Sig. value is less given level of significance (P-value< 0.05), Hence it is concluded that, Null Hypothesis is rejected i.e. There is no influence of person's age on work-life balance of selected police personnel.

From the above analysis it has concluded that, as person's age increases it's significantly impacted on their work and life factors e.g. increase mistake and hamper quality of work, increase speed as well as on it helps to maintain work life balance of selected police personnel.

**III. Chi-square for Hypothesis 3:-**

**Table 3: Chi-square for Hypothesis 3**

	Work place has impact on health	Impact quality & increase mistakes	Need to balance personal life
Chi-Square	523.800a	178.140a	551.960a
Df	4	4	4
Asymp. Sig.	.000	.000	.000
a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 250.0.			

\*Significant at 5% level

Interpretation:- From the given data we observed Asymp. Sig. value is less given level of significance (P-value< 0.05), Hence it is concluded that, Null Hypothesis is rejected i.e. Working place has no impact of work-life balance of selected police personnel in Jalgaon district Police department.

From the above analysis we concluded that, working place of selected police personnel significantly impacted on health, quality and increase mistake in work, as well as it need to balance personal life.

**IV. SUGGESTIONS**

Work-life balance is a broad concept including proper prioritizing between the professional life which has consisted of career, ambitions, pressures, challenges, and achievement on the other hand private life which includes pleasures, leisure's, and family life.

The following suggestion has made by the researcher for police department;

1. Police department should form a counseling forum in a central place like head office of Jalgaon Police department.
2. Jalgaon police department can reduce the gaps between the officers and lower rank police personnel by organizing informal meets and stress less talk.
3. The distribution of workload should be organized manner and there should be humanitarian approach by assigning any kind of heavy work.
4. As it has shown that family dependent has a significant impact on personal work-life balance, the police department should organized seminars on balancing work and life matters.
5. Health related awareness programs should organize in the Police department.

**V. CONCLUSION**

The work-life aspects are very important for police department, as police force is very demanding and every police personnel including male police as well as female police has word more than 12 hours in a day faced many problems in their daily life. It is essential to have balance in work and life of police personnel. The research has investigated 500 police personnel in Jalgaon district police

department and it has found that there are significant relationship between person's age, number of family dependent and working place of a police persons and each of these demographic factors has impact on work-life balance. Demographic factors could lead dissatisfaction or declines the performance of police personnel and has negative impact of their working, negative impact on person mental and psychological health, and increases mistakes at work pace.

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