Inner Correlation between Work Life Balance Dimensions and Specific Demographic Factors- A Study Related to Women Police Personnel in Kerala

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Abstract

Work Life Balance is the harmonious blending between work demands and personal demands of the working people. The job of women police with lot of challenges stresses and strains. So they hardly get time to spend for their family. This paper aims to analyze the influence of demographic factors on balancing their work life and personal life.The data for the representative sample of 90 women police personnel from south zone and north zone of Kerala. As per the police classification, Alappuzha has been taken from Ernakulam range. Thiruvananthapuram is selected from Trivandrum range. Thrissur is selected from Thrissur range.30 samples were picked from each district. "Work Life Balance Scale" developed by Udai Pareek and Surabhi Purohit (2010) was used for data collection. Descriptive statistics is used for the demographic variables. Bivariate correlation can be done for work life balance and one way ANOVA has been used to analyze the influence of demographic profile of respondents with work life balance. The study found that there is an association between work life balance dimensions excluding compensation and benefit with social needs and also compensation and benefit with time management. The study explored that age of the employees creates a differential impact on work life balance dimensions. Furthermore ANOVA results revealed that the marital status also create difference in work life balance perceptions. This study emphasis the view point that the support from the family influence to improving the work life balance of employees. This paper endows with a conceptual linkage between age and marital status with work life balance and the association between work life balance dimensions. It acts as a pedestal for upcoming research.

KEYWORDS: Work-Lie Balance, Women Police Personnel, Social Needs.

INTRODUCTION

Work life balance means the capacity to schedule the hours of personal life and professional life so as to lead a healthy and prosperous life. Balancing the two sphere of life is the tricky game for the employees. Because, we know that work life and the family life are the two sides of the same coin. The striving aim for a successful life the individuals are needed to match the personal demands and work demands in a proper way. Work family conflict and family work conflict can be traced in the poor work life balance. The cascading effect of poor work life balance badly affect the family as well as to the department concerned. Hercules and masculine nature are mixed in police job so obviously hard to maintain personal life smoothly with this job except some sacrifices. 24 hours duty is the main feature of this job. The restless and painful duties that create tiredness, tension and stress in the mind of the persons and finally it lead to imbalance in

their domestic life and official life of the individuals. The contributing factors of work life balance are social needs, personal needs, time management, team work, compensation and benefits.

Relevance Of The Topic

This topic is more relevant in this era. Because everyone come contact with the topic work life balance in diversified way. Any job whatever its maybe have gone through the work and facing their life. Attaining parity between these two creates peace in both fields. We know that, any function in the public presence of police can be seen. The study specifically concentrated to women police. After managing their house chores they are busy with their professional work. But no one can be predicted that their official duty will be closed within 5'o clock, 8'o clock or 10'o clock. Round the clock nature of the job will create unbalancing problems especially in women police.

Research Gap

Many studies have been conducted in work life balance in different areas by different people. But no one can be studied the topic work life balance of women police in Kerala police. Women police do their duty for long hours and often they should accommodate their working hours because of the focal point of finance. In work life, life describes social needs, personal needs and time management. And work explains team work, compensation and benefits and nature of work. The study conducted in the districts of Alappuzha, Thiruvananthapuram and Thrissur in Kerala.

Objectives of the Study

- To analyze the influence of demographic factors age and marital status towards work life balance of women police personnel.
- To assess the inner relationship with work life balance dimensions.

On the basis of the literature reviewed, found the research gap and frame the objectives of the study .In the light of this prepared the questionnaire and conducted the pilot study. After the modification the data collected from 100 employees and scrutinized the data. From this, incomplete data was removed. After the scrutiny 90 numbers has been selected. Subsequent to the verification analysis can be done through SPSS. Bivariate correlation and one way ANOVA has been used to analyze the influence of demographic profile of the respondents concerned with work life balance.

Review Of Literature

Debjani Guha and S. Srividhya 2018, in their study entitled "A Study on Work Life Balance of Advocates in Pune". It was found that both men and women are equally balancing their work life and personal life. Women advocates balance their family life than men. Through this study they focused on how they balanced the work life and personal life of advocates in Pune. Rashmi Bharti and Uma Warrier 2015, studied the "Impact f Emotional Intelligence on Work Life Balance in Indian IT Sector". The study mentioned that the significant relationship between emotional intelligence and work life balance. Emotional intelligence is very much help to the employees for balancing their professional life and personal life. This study more concentrated on emotional intelligence in IT sector employees. S. Padma and Sudhir Reddy 2013, prepared a study on 'Work Life Balance of Women Police Constables". The study conducted in Andhra Pradesh .This study revealed that the major components that influencing women police personnel are divided in to three categories. They are family issues, personal issues and work issues. Females need more assistance and support from the husband, elder parents

and family members for relieving the stress and strains there by managing the family life and the work life. Paul Agarwal 2014, conducted "A Study on Work Life Balance with Special reference to Indian Call Center Employees", it explained that work life programs improve employees' morale, retain organizational knowledge and reduce absenteeism. Through this study they explained the work life programs and their importance. N. Mohan and et al. 2010 focused a study on "Work Life Balance through Flexi Work Arrangements: Empirical Study on Bank Employees". The study suggests that flexi work arrangements are nearly related to the work life concept. Age and marital status having the prominent factor in work life balance. Organizational efficiency can be attained through happily mind; it is the bye product of work life balance and by the help of flexi work arrangements relax the mind and better progress in the specific work. Employees have to improve their capability of work life balance skills. From this ability they can balance their career life and family life. In the light of above studies understood that work life balance is important in a successful life. No one can go through the work life balance of women police personnel. So to filling the research gap the researcher finalized the topic.

Research Methodology

Descriptive research design was taken to understand the work life balance of women police personnel. For measuring work life balance, questionnaire consisting of 36 items (Udai Pareek & Surabhi Purohit 2010), standardized for Indian conditions was used. Internal consistency of the questionnaire was tested using Cronbach's alpha. It was found to be 0.751. This is considered acceptable reliability (above 0.7) set by Nunnally. Six components consisting of total work life balance score are social needs, personal needs, time management, team work, compensation benefits and work. Five Point Likert Scale carrying 'Not True to Definitely True' was used. 6 questions were used to measure each of the components of work life balance index. Cumulative score of 6 questions of each factor of work life balance is multiplied by 4.17 to arrive at the result which ranges from 0-100.

The women police working under Kerala Police stations of the Kerala Police are the population for the study. Data collection can be done from the beginning of 2018. Simple random sampling method has been used for the study .100 samples were randomly picked for the study. After the scrutiny 90 samples were selected. The tool adopted for the study was "Work Life Balance Scale" developed by Udai Pareek and Surabhi Purohit (2010). The scale contains 36 items with 6 dimensions and each dimension contains 6 questions. The scale was tested and validated. The Cronbach's Alpha for this scale is 0.751.The survey has been conducted in the police stations of Kerala by the districts Thiruvananthapuram, Alappuzha and Thrissur.30 samples of women police from each district as selected for the survey.

DATA ANALYSIS AND RESULTS

The study conducted the data analyses using bivariate correlations, and a series of univariate Analysis of Variances (ANOVAs). As reported in Table 1, the test of association between the work life balance dimensions shows that there exists significant association between the proposed dimensions of work life balance. However, the association between compensation and benefits and social needs shows insignificant effect ($p < 0.05$). Similarly, the association between compensation and benefits and time management also supported insignificant effect ($p < 0.05$). It indicated that there exists

strong one to one correspondence between the stated dimensions, except compensation and benefit versus social needs, and compensation and benefits versus time management.

Table 1: Correlation between the work life balance dimensions

Variables		Social needs	Personal needs	Time management	Team work	Compensation and Benefits	Work
Social needs	Pearson Correlation	1					
	Sig. (2-tailed)						
Personal needs	Pearson Correlation	.270*	1				
	Sig. (2-tailed)	.010					
Time management	Pearson Correlation	.793**	.323**	1			
	Sig. (2-tailed)	.000	.002				
Team work	Pearson Correlation	.563**	.597**	.686**	1		
	Sig. (2-tailed)	.000	.000	.000			
Compensation and Benefits	Pearson Correlation	.105	.471**	.173	.254*	1	
	Sig. (2-tailed)	.324	.000	.103	.016		
Work	Pearson Correlation	.646**	.494**	.522**	.660**	.303**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.004	

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

In the second stage, the study performed a series of ANOVA tests to examine the difference between the work life balance dimensions in terms of selected demographic and other background variables. First, we examined "whether age of the participants creates any difference in work life balance (reflected in six different dimensions) perceptions of the study respondents"? In this ANOVA model, the study considered the six different dimensions of work life balance as the dependent variables, and age as the independent variable. As reported in Table 2, the study results supported a significant effect of age on all the six dimensions ($p < 0.05$). That is, difference in age does have an influence on the work life balance of the study participants.

Table : 2 ANOVA results of Work life balance in terms of Age of the study participants

Variables		Sum of Squares	df	Mean Square	F	Sig.
Social needs	Between Groups	2.638	4	.659	4.515	.002
	Within Groups	12.413	85	.146		
	Total	15.051	89			
Personal needs	Between Groups	17.746	4	4.437	19.393	.000
	Within Groups	19.446	85	.229		
	Total	37.192	89			
Time management	Between Groups	2.218	4	.554	3.872	.006
	Within Groups	12.174	85	.143		
	Total	14.392	89			
Team work	Between Groups	3.092	4	.773	9.246	.000
	Within Groups	7.106	85	.084		
	Total	10.198	89			
Compensation and Benefits	Between Groups	1.953	4	.488	2.553	.045
	Within Groups	16.259	85	.191		
	Total	18.213	89			
Work	Between Groups	3.688	4	.922	7.992	.000
	Within Groups	9.806	85	.115		
	Total	13.494	89			

Then, we examined another fundamental question "Does marital status really influence the work life balance?" To examine the same, we performed univariate ANOVAs, where the study considered the six work life balance dimensions as dependent variables, and marital status as the independent variable. As reported in Table 3, the data analysis results supported significant effect in case of all dimensions. Thus, the study inferred that work life balance, reflected in the above stated dimensions is actually influenced by the marital status of the employees. More precisely, the difference in marital status (married vs. unmarried) does create a difference in the people's work life balance.

Table 3: ANOVA results of Work life balance in terms of marital status of the study participants

Variables		Sum of Squares	df	Mean Square	F	Sig.
Social needs	Between Groups	2.245	3	.748	5.027	.003
	Within Groups	12.805	86	.149		
	Total	15.051	89			
Personal needs	Between Groups	17.727	3	5.909	26.108	.000
	Within Groups	19.464	86	.226		
	Total	37.192	89			
Time management	Between Groups	1.952	3	.651	4.497	.006
	Within Groups	12.440	86	.145		
	Total	14.392	89			
Team work	Between Groups	2.936	3	.979	11.588	.000
	Within Groups	7.262	86	.084		
	Total	10.198	89			
Compensation and Benefits	Between Groups	1.742	3	.581	3.031	.034
	Within Groups	16.471	86	.192		
	Total	18.213	89			
Work	Between Groups	3.492	3	1.164	10.010	.000
	Within Groups	10.002	86	.116		
	Total	13.494	89			

CONCLUSION

In summary, the study results confirmed the association between the work life balance dimensions, except compensation and benefit versus social needs, and compensation and benefits versus time management. Further, from the analyses of the data using series of Univariate ANOVAs, the study found that age of the employees do create a differential impact on the work life balance perceptions. Additionally, ANOVA results also supported that marital status also create difference in all the work life balance perceptions.

Limitations of the Study And Scope For Future Research

The sample used to test the model is police personnel. It represents a service sector, where there are less number of women employees are employed. In this setting, the generalizability of the study can be extended by studying the current study objectives in a different service setting (e.g. IT), were women employees are more predominant. This study conducted in only three main districts of Kerala. The future studies will have an opportunity to include more districts and include more dimensions also.

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