

A STUDY ON WORK AND FAMILY CONFLICT OF WOMEN POLICE IN COIMBATORE CITY

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ABSTRACT

Work – Family conflict of women employees has become an important area for research. The days are gone when men was considered the sole breadwinner, in today's world where both men and women are equally sharing the responsibility of family life, the burden and stress for women have considered to a great extent. This paper examines the multivariate relationship between work and family conflict and suggestions measures to balance among women police in Coimbatore City. A sample of 400 women police working in Coimbatore where selected using convenient sampling technique for data collection and relevant statistical tools were used to analyse the collected data.

KEY WORDS:

Women Police, Family Life, burden, Stress, and Work – Family conflict of Women.

Introduction

The efforts of employees to split their time and energy between work and the other important aspects of their life. It is a daily effort made by working women to find time for family, friends, community participation, spirituality, personal growth, self care and other personal activities, in addition to the demands at their work place. The main reason why most women work is the low income of their men counterpart. Though women have made their entry into the labor market, they still face obstacles at their work place which leads to problems in their families and in the society. The married working women are forced to combine the two major roles they play namely their responsibility as a married women and their role at their workplace. Marriage and work and faces additional socio-psychological problems and difficulties, the first of them being role-conflict. This is the most important obstacle to the women achieving high position in occupations and professions, since both these roles are equally demanding and important. Problems are then

faced particularly in those cases where the wife has to devote more time and energy in absorbing job or professional requirements because of its immediate compulsions and she feels guilty she has not been able to do justice to her husband, children and family.

Review of literature

Adams, Gary A, King, Lynda A, King and Daniel W (1996)¹, have analyzed “the relationship between work and family involvement” that incorporates variables from both the work-family conflict and social support literatures was developed and empirically tested. This model related bidirectional work-family conflict, family instrumental and emotion social support, and job and family involvement to job and life satisfaction. Data came from 163 workers who were living with at least 1 family member. Results suggested that relationships between work and family can have an important effect on job and life satisfaction and that the level of involvement the worker assigns to work and family roles is associated with this relationship. The results also suggested that the relationship between work and family can be simultaneously characterized by conflict and support. Higher levels of work interfering with family predicted lower levels of family emotional and instrumental support.

S. Padma (2013)², The Economy and Financial needs of the Family made the women to come out the home and work for livelihood. They try to perform various jobs and sometimes may opt for the difficult jobs in order to satisfy the above need. The present study was on Female Police Personnel which was conducted in Andhra Pradesh State Police Department, AP, India particularly on Women Police Constables and Head Constables. The study has aimed to find the impact of family Support on Work life Balance. Children age category, Elder parents /in-laws health care on Work Life Balance of Women Employees are also included in the study. Various Statistical tools were used to meet the above mentioned objectives. The results revealed that Women with the responsibility of elder parent’s health need to be given a helping hand to balance their personal and professional works.

Statement of the problem

Work-family conflict among women police posed to be a significant problem in the present scenario. Work life/family balance is a phrase used to describe an individual's feelings of satisfaction with the participation in job-related activities and her personal life. Some individuals feel that their workplace creates too many pressures to maintain a work/family balance, and they may feel a reduction in their feelings of satisfaction and enjoyment of life. In this context the present study has been conducted to know the multivariate relationship between work and family conflict and suggestion measures to balance work and family of women police.

Objectives of the study

- To investigate the multivariate relationship between work and family conflict.
- To suggest measures to balance work and life of women police.

Research Methodology

Using Convenient sampling technique a sample of 400 women police, who are residing in Coimbatore have been selected as respondents and primary data have been collected from the respondents using a structured questionnaire. Statistical tools namely average score analysis, Analysis of Variance (ANOVA) and t-Test have been used to examine the primary data. Secondary data for the study have been collected from various publications in journals, magazines, websites and books.

Analysis & Interpretation

TABLE - 1
Distribution of respondents based on their work related information

Particulars	No.	%	
Employment grade or status	Constable	185	38.0
	Head Constable	277	56.9
	Sub Inspector	25	5.1
Number of years of employment	Less than one year	4	.8
	1-5 years	19	3.9
	5-10 years	196	40.2
	Above 10 years	268	55.0
Basis of your current employment	Permanent	483	99.2
	Contract/Scheme	4	.8
Reason for selecting this job	Own Interest	183	37.6
	Service motive	73	15.0
	Family's wish	231	47.4
The department or the unit you belong to	Law & Order	298	61.2
	Crime	32	6.6
	Traffic	157	32.2
Working days in a week	Less than 5 days	2	.4
	6 days	7	1.4
	7 days	478	98.2
Working hours in a day	9-10 hours	12	2.5
	10-12 hours	153	31.4
	More than 12 hours	322	66.1
No of travelling hours to work	Less than half an hour	251	51.5
	Nearly one hour	202	41.5
	Nearly two hours	34	7.0
Work Schedule	General shift	3	.6
	Day shift	29	6.0
	Alternative	455	93.4
The time spent at work make you feel	Very unhappy	42	8.6
	Unhappy	110	22.6
	Indifferent	122	25.1
	Happy	178	36.6
	Very happy	35	7.2
TOTAL	487	100.0	

It is clear from the above table that majority (56.9 percent) of the respondents are Head Constables. Regarding number of years of employment majority (55 percent) of respondents have above 10 years of experience. Based on employment status majority of respondents (99.2 percent) are permanent. It is seen that 47.4 percent of respondents selected their employment due to family desire. Majority (61.2 percent) of the respondents belongs to the Law and Order Department. Majority (98.2 percent) of the respondents works for 7 days in a week. Majority of respondents (66.1 percent) work for more than 12 hours per day. Majority (51.5 percent) travelling time to work is less than half an hour. Regarding work schedule majority (93.4 percent) work on Alternative shifts. It is seen that 36.6 percent of respondents feels happy about time spent at work.

TABLE - 2**Distribution of respondents based on their relationship between work and family**

Particulars	Opinion	No.	%
How important Work and Family to you	Very important	373	76.6
	Important	113	23.2
	Neutral	1	.2
Do you think lack of WLB will affect your career?	Yes	456	93.6
	No	31	6.4
Do you think lack of WLB will affect your personal life	Yes	462	94.9
	No	25	5.1
Do you think WLB initiative should be taken up at the department	Yes	476	97.7
	No	11	2.3
Do you think WLB initiative will help better administration in your department	Yes	471	96.7
	No	16	3.3
Do men and women need WLB equally	Yes	104	21.4
	No	383	78.6
Any point of time during your career have you ever thought of resigning from the job?	Yes	131	26.9
	No	356	73.1
TOTAL		487	100.0

It is evident from the above table that majority (76.6 percent) of respondents state that Work Life Balance (WLB) is Very Important to them. Majority (93.6 percent) of the respondents are of the opinion that lack of WLB will affect their career. Majority (94.9 percent) of the respondents say that lack of WLB will affect their personal life. Almost all the respondents (97.7 percent) opined that WLB initiative should be taken up at the Department. Majority (96.7 percent) opined that WLB initiative will help better administration in their Department. A vast majority (78.6 percent) of them are of the opinion that men and women don't need WLB equally. Majority (73.1 percent) of respondents stated that at no point of time during their career have they ever thought of resigning from the job.

TABLE - 3**Distribution of respondents based on their opinion on the factors helping work and family balance**

Particulars	N	Minimum	Maximum	Mean	S.D
Spending time with friends	487	1.00	5.00	2.4805	.7798
Getting back to home in time	487	1.00	5.00	2.0924	.7010
Under going training programme	487	1.00	5.00	1.3758	.7060
Maintaining health	487	1.00	5.00	1.7598	.8899
Participating in community activities or fulfilling religious commitments	486	1.00	5.00	1.7181	.7630
Caring for family and spending time with them	487	1.00	5.00	2.8542	.8590
Support from colleagues at work	487	1.00	5.00	3.2957	.6811
Support from family members	487	2.00	5.00	4.0657	.6967
Flexible hours, in general	487	1.00	5.00	2.1992	.7225

The above table clearly states that support from family members (4.0657) is the most important factor that helps work life balance. This is followed by support of colleagues at work (3.2957). Caring for family and spending time with them (2.8542) comes as the next priority in helping work life balance. The respondents also state that the least in helping work life balance is undergoing training programme (1.3758). Hence it can be inferred that family and colleagues are important aspects of helping work life balance.

TABLE - 4**Distribution of respondents based on their opinion on the factors hindering work and family balance**

Particulars	N	Minimum	Maximum	Mean	S.D
Indifferent attitude of superiors	487	1.00	2.00	1.3060	.4613
Unhelpful attitude of family members/ Relations	487	1.00	2.00	1.9548	.2079
long working hours/ Frequently travelling away from home	487	1.00	2.00	1.8522	.3553
Work pressure	487	1.00	2.00	1.0862	.2810
Shift work	487	1.00	2.00	1.9302	.2551
Training after office hours	487	1.00	2.00	1.9014	.2984

The above table infers that according to the respondents the most important factor that hinders work life balance is the Unhelpful attitude of family members/ Relations (1.9548). This is followed by shift work (1.9302). The factor that has least hindrance on work life balance is work pressure (1.0862). It can also be seen that all the factors listed hinders work life balance to some extent.

TABLE - 5

Anova table for comparing support for work and family balance score based on personal factors of the respondents

Particulars		Mean	S.D	No.	F	Sig	H ₀
Age	Below 30 years	20.28	3.20	150	28.784	**	Rejec ted
	31-40 years	22.14	4.49	303			
	Above 40 years	26.03	4.59	34			
Educational Qualification	School level	21.04	3.70	179	15.030	**	Rejec ted
	Under Graduation	21.91	4.23	273			
	Post Graduation	25.34	6.51	35			
Monthly income	less than Rs.20000	21.05	3.83	212	11.870	**	Rejec ted
	Rs.20000 - 30000	22.24	4.55	260			
	Rs.30001 - 40000	26.00	5.35	15			
Number of children	None	20.16	3.07	51	14.754	**	Rejec ted
	One	21.89	4.17	256			
	Two	24.05	5.50	99			
Age of children	2-5 years	23.17	5.36	24	.268	Ns	Acce pted
	6-10years	22.46	4.70	173			
	Above 10 years	22.43	4.56	158			
When at work the children cared by or looked after by	Spouse	22.69	4.93	109	.698	Ns	Accepted
	In-laws	22.47	4.89	138			
	Parents	21.98	3.95	81			
	Servants	23.24	5.13	17			
	Crèche	21.00	4.00	3			
	Others	24.71	2.98	7			
No of hours in a day you spend with your family	Less than 2 hours	23.89	5.38	35	6.883	**	Rejected
	2-3 hours	21.69	3.60	59			
	3-4 hours	21.39	3.84	232			
	4-5hours	21.67	4.81	147			
	More than 5 hours	26.50	4.55	14			
Employment grade or status	Constable	10.01	.77	185	1.012	Ns	Acce pted
	Head Constable	10.03	.73	277			
	Sub Inspector	10.24	1.01	25			
Number of years of employment	Less than one year	9.50	.58	4	1.327	Ns	Accepte d
	1-5 years	10.26	.45	19			
	5-10 years	10.01	.73	196			
	Above 10 years	10.04	.80	268			
Reason for selecting this job	Own Interest	10.06	.79	183	.968	Ns	Acce pted
	Service motive	9.92	.80	73			
	Family's wish	10.04	.73	231			
The department or the unit you belong to	Law & Order	10.03	.75	298	.266	Ns	Acce pted
	Crime	9.94	1.13	32			
	Traffic	10.04	.70	157			
Working hours in a day	9-10 hours	9.67	.98	12	1.416	Ns	Acce pted
	10-12 hours	10.03	.78	153			
	More than 12 hours	10.04	.74	322			
Number of travelling hours to work	Less than half an hour	10.01	.82	251	.568	Ns	Acce pted
	Nearly one hour	10.07	.65	202			
	Nearly two hours	9.94	.92	34			
The time spent at work make you	Very unhappy	10.29	.55	42	2.006	Ns	Accepted
	Unhappy	10.02	.65	110			
	Indifferent	10.08	.71	122			
	Happy	9.98	.84	178			
	Very happy	9.86	.97	35			

Source: Computed S* - Significant at 5% level S** - Significant at 1% level NS – Not Significant

Hypothesis: The average Support for Work Life Balance scores do not differ significantly among various personal factors like age groups, Educational Qualification, Monthly income, Number of children, No of hours in a day you spend with your family.

The ANOVA result shows that the calculated F ratio which is more than the table value at 1% level of significance. Since the calculated value is more than the table value it is inferred that there is significant difference in the average Support for Work Life Balance scores based on respondent's groups, Educational Qualification, Monthly income, Number of children, No of hours in a day you spend with your family. Hence the Hypothesis is rejected.

Hypothesis: The average Support for Work Life Balance scores do not differ significantly among age of children, caretakers of children, Employment grade or status, Number of Years of employment, Reason for selecting the job, groups of department or unit, Working hours in a day, travelling hours to work and feelings about time spent at work.

The ANOVA result shows that the calculated F ratio which is less than the table value. Since the calculated value is less than the table value it is inferred that there is no significant difference in the average Support for Work Life Balance scores based on age of children, caretakers of children, Employment grade or status, Number of Years of employment, Reason for selecting the job, groups of department or unit, Working hours in a day, travelling hours to work and feelings about time spent at work. Hence the Hypothesis is accepted.

t-Test

Table: 6

Significance test (t) for comparison of support for work and family balance score based on marital status and family type

Particulars		Mean	S.D	No.	t	Sig	H ₀
Marital status	Married	22.20	4.57	406	4.153	**	Rejected
	Unmarried	20.02	2.58	81			
Family type	Nuclear family	21.33	4.07	297	3.212	**	Rejected
	Joint family	22.63	4.72	190			

Source: Computed S* - Significant at 5% level S - Significant at 1% level NS - Not Significant**

Hypothesis: The average Support for Work Life Balance scores do not differ significantly between Married and Unmarried respondents

There is significant difference in the Support for Work Life Balance scores based on Marital Status. The t test result shows that the calculated t value is 4.153 which is more than the table value of 1.965 at 1% level of significance. Since the calculated value is more than the table value it is inferred that there is significant difference in the average Support for Work Life Balance scores based on respondent's marital status. Hence the Hypothesis is rejected.

Hypothesis: The average Support for Work Life Balance scores do not differ significantly between Nuclear and Joint Family.

There is significant difference in the Support for Work Life Balance scores based on Family Type. The t test result shows that the calculated t value is 3.212 at 1% level of significance. This is more than the table value of 2.586. Since the calculated value is more than the table value it is inferred that there is significant difference in the average Support for Work Life Balance scores based on respondent's family type. Hence the Hypothesis is rejected.

Conclusion

The present study incorporates the results of Effect on Work and Family conflict and Measures to Balance among Women Police in Coimbatore City. The study reveals that majority of them are being permanent employee occupying important positions in the law and order department they work for more than 12 hours in a day and for 7 days in a week. Due to the nature of their job and work load they feel work life balance is very important and lack of work life balance will affect both their career and personal life. Hence in their best interest the department should indicate to implement suitable work life balance strategies. With a heavy work load most of them are hypertensive. Hence they resort to yoga, meditation and physical exercise. The police women express their satisfaction both at home and work. On the whole the women police in Coimbatore are happy in their job, life, family and career.

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