



A STUDY ON WORK-FAMILY ISSUES OF NON-GAZETTED STAFF WORKING IN MUMBAI POLICE DEPARTMENT

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INTRODUCTION

Today, changes in globalization resulted into changes in the lifestyle of the people. Everyone has to make changes in their Personal and Professional life as men and women started together. Working together arises the question of the term of Work- Family issues.

In the present scenario of lifestyle, people have to give an equal importance to their work as well as to their families.

Today, almost in all states, women and men are recruited as for the post of non-gazetted staff in the police department. Police is a peculiar profession, as they are in work 24*7.

Work – Family issues of police is always considered as a tragic, but it is an integral element of police profession. It creates a negative effect on police organizations. From the officer who are working at top level to the lower-level employees everybody faces the problem of work family issues, resulted into stress, health issues, psychological problems, dissatisfaction from the job etc., ultimately these affects on their work performance.

REVIEW OF LITERATURE

Dr. Dipti and Dr. Shakti Pal (2020)- The study is on occupational stress of Mumbai police. Due to occupational stress workers gets imbalance in their personal and professional life. Police is a profession which is related to laws, rules but sometimes performing such kinds of duties creates stress and anxiety. Sample was collected from 300 respondents by using random sampling technique. The data was collected through work family scale and analysed through t-test. The study resulted that both male and female police staff face the occupational stress but the women staff faces additional issues.

Balaji Almale and Vrushali Pawar (2014): The study was undertaken to find out occupational stress suffered by Mumbai police personnel. Total 276 police staff were considered for the study. Majority of the staffs works more than 16 hours in a day, with no holiday in a months and suffering from the certain addiction. The study is concluded that there is requirement of techniques for managing the stress as the majority of the staff were suffering from the occupational stress.

Work – Family issues

Work family issues are the issues faced by the police staff while at work or when they are at home. Sometimes the staff faces the work family issues which generates stress and which resulted the not able to concentrate on work with the thoughts about the family or vice-versa.

OBJECTIVES OF THE STUDY

1. To study the demographic and organization profile of non-gazetted staff working in Mumbai Police.
2. To find out the factors responsible for work family issues of non-gazetted staff.
3. To study the influences of personal and organization variables of work family issues of non-gazetted staff.
4. To give suggestions for a balanced work family issue of non-gazetted staff.

HYPOTHESIS OF THE STUDY

1. H0 - There is no significant relation between the income and the family support provided towards non-gazetted staff working in Mumbai Police.
2. H1 - There is a significant relation between the income and the family support provide towards non-gazetted staff working in Mumbai Police.
3. H0 - There is no significant relation between Age and work load faced Non- gazetted staff working in Mumbai Police.
4. H1 - There is a significant relation between Age and work load faced by non-gazetted staff working in Mumbai Police.

NEED OF THE STUDY

In the service sectors, Police department plays an important role in the development of society. As they are protecting the society, it is important to study their problems. While working, what issues they faces in the police stations, they are able to spare time with their families, satisfaction from work and life? what are the factors that influence work and family issues. Today, police employee faces various issues related to work family. The major issues are longer duty hours, stress, lack of organizational support, family pressure, time allotment issues to family/work. Therefore, it is important to the study the factors/issues that affects in managing work family.



RESEARCH METHODOLOGY

- The data is collected from both Primary and Secondary data sources.
- Primary source includes filling of questionnaire from non- gazetted staff i.e. police constables to police sub inspector working in police departments.
- Secondary sources consist of books, periodicals, newspapers and online resources.
- Study is basically undertaken for analyzing the factors that creates work family issues and their impacts on personal and professional life of Non gazetted police staff
- Research Approach: Qualitative approach
- Sampling Technique: Convenience random sampling method
- Population: Police constables to police sub inspector working in Police Department.

DATA ANALYSIS AND INTERPRETATION

Table 1.1 Gender:
Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	20	50.0	50.0	50.0
	Female	20	50.0	50.0	100.0
	Total	40	100.0	100.0	

Source: Primary data

The male non gazetted police in the male category are 20 and female is also 20.

Table 1.2 Educational Qualification
Educational_ Qualification

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	HSC	5	12.5	12.5	12.5
	Graduation	28	70.0	70.0	82.5
	Post Graduation	7	17.5	17.5	100.0
	Total	40	100.0	100.0	

Source: Primary data

Out of total respondents, the majority of the data is collected from the staff which is having the highest qualification of Graduation i.e. 28%.

Table 1.3 Age
Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less than 30 years	17	42.5	42.5	42.5
	31-40 years	20	50.0	50.0	92.5
	41-50 years	3	7.5	7.5	100.0
	Total	40	100.0	100.0	

Source: Primary data

Age is important factor in deciding the work family balance of the police staff. The majority of police staff collected in the study ranges from the age group of 31-40 years.

Table 1.4 Children below 10 Years
Children Below Ten years

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	28	70.0	70.0	70.0
	No	12	30.0	30.0	100.0
	Total	40	100.0	100.0	

Source: Primary data

Out of 40 Respondents 70% of the respondents were having a child below less than 10 years.



Table 1.5 Special child in family
Special child in family

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Yes	6	15.0	15.0	15.0
Valid No	34	85.0	85.0	100.0
Total	40	100.0	100.0	

Source: Primary data

Table 1.5 is about special child in the family. Special child plays very important role in work family balance issues. In the data collected 6% respondents was only having the special child in the family.

Table 1.6 Family System
Family System

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Nuclear	23	57.5	57.5	57.5
Valid Joint	17	42.5	42.5	100.0
Total	40	100.0	100.0	

Source: Primary data

Family supports is required in work family issues. 57% of the respondents were belongings to Nuclear family.

Table 1.7 Income
Income

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Less than Rs.20,000	13	32.5	32.5	32.5
Valid Rs. 20,001 - 40,000	27	67.5	67.5	100.0
Total	40	100.0	100.0	

Source: Primary data

Out of 40 respondents 67% were having the income level ranges from Rs. 20,001- Rs. 40,000.

Table 1.8 Distance between residence to police station
Distance between Residence to Police station

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Up to 9 kms	17	42.5	42.5	42.5
Valid 10-14 kms	4	10.0	10.0	52.5
Valid 15-23 kms	13	32.5	32.5	85.0
Valid More than 23 kms	6	15.0	15.0	100.0
Total	40	100.0	100.0	

Source: Primary data

Distance to reach residence to police station is one of the important criteria for managing work family issues. In the present study, maximum 42% respondents were travelling up to 9 kms.

Table 1.9 Whether you discuss your official workload with your partner

Whether you discuss your official workload with your partner

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Yes	40	100.0	100.0	100.0

Source: Primary data

Out of total respondents 100% of the respondents are discuss their workload with their partner.

Testing of Hypothesis

- From the first hypothesis of Family support, it is found that p-value greater than significance value of 0.05 which concludes that that there is no significant relation between the income and the family support provided towards Non-gazetted staff working in Mumbai Police.



	Family Support: Irrelevant of time factor, police staff are necessary to deal with criminals and under emergency situations etc	Family Support: Police staff job nature is rigid, which sometimes create hindrances in the role as wife/husband	Family Support: Police staff some time will not find time to participate in religious and family function it must be accepted by family members	Family Support: Due to the job nature the family relationship may be hampered
Chi-Square	.100	.037	.150	1.921
Df	1	1	1	1
Asymp. Sig.	.751	.847	.699	.166
a. Kruskal Wallis Test b. Grouping Variable: Age				

➤ From the second hypothesis of Workload, it is found that two attributes are not having significance difference and rests are having significance difference. Therefore, the researcher can reject the null hypothesis and conclude that there is a significant relation between Age and work load faced by non-gazetted staff working in Mumbai Police.

	Work load - Police personnel have to give first priority for their duty than to their personal work	Work load - Work assignment is allotted on the basis of the service, experience and situation	Work load - High responsibility of the job in maintaining law and order would affect the health of the police staff	Work load - Over work load of the police staff affect both police department and family
Chi-Square	2.915	19.767	9.834	1.122
Df	2	2	2	2
Asymp. Sig.	.233	.000	.007	.571
a. Kruskal Wallis Test b. Grouping Variable: Age				

FINDINGS OF THE STUDY

- 70% of the respondents posing a graduate degree. The majority of the respondents are in the range of 31-40 years.
- 70% of the respondents are having a child of below 10 years. 85% of the police staff says that they do not have special child in their family. 57.5% of the respondents are staying in nuclear family.
- 67.5% respondents they are working for more than 8 hours. Majority of the data is collected form the police staff who are having the experience of 6-10 years also 100% of the respondents say they discuss their work load with partners.
- Also, from the first hypothesis of Family support, it is found that p-value greater than significance value of 0.05 which concludes that there is no significant relation between the income and the family support provided towards non-gazetted staff working in Mumbai Police.

- ❖ Healthy work culture is needed to manage the work family issues.
- ❖ There is a requirement of policies for work family issues management.
- ❖ Special concession have to given for women staff.
- ❖ Longer nos. of duties can be reduced so that employees can be relieved from stress.

CONCLUSION

Police department has to provide support to their employees for managing work family issues. They have to formulate with new idea and policies for quality of work family life. Various polices regarding technological development, computer training, counselling programs, stress management etc. have to be framed. Better work family development programs and policies can generate healthy lifestyle, reduction in absenteeism, stress etc. among police employees. Also, the police department should take an initiative regarding the work family issues of police in the entire department, so there can a better administration and quality work life balance in the police department.

SUGGESTIONS

- ❖ There is a requirement of proper human resource management in the department. Human resource planning at the departmental level is important to imbalance the issue.
- ❖ Work family issues can be resolved with proper counselling at departmental level. The organization have to arrange the counselling sessions, talks on management of work family issues.

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