



EFFECTS OF LONGER OF DUTY HOURS ON WORK LIFE BALANCE OF STAFF WORKING IN DEPARTMENT OF MUMBAI POLICE

Dr. Shaji K. Joseph¹, Ms. Monika P. Bhosale²

¹Research Guide in Business Policy & Administration, DTSS College of Commerce, Malad (East), Mumbai

²Research Scholar, DTSS College of Commerce, Malad (East), Mumbai

ABSTRACT

The duty hours or working hours is an important variable to understand the work life balance concept. They are together dependent on each other. If one factor changes then it can get impacted on the other factor. Here, the study considered the duty are performed by police employees in the department. Long duty hours are always a challenge for the police employee while performing their duties. The researcher tried to find out the duty of hours patterns, the work life balance and its relation in the present stud. The study is undertaken on the police employees especially the police constable working in Mumbai area. Total 60 respondents from different Police stations of Mumbai. For data analysis SPSS software is used with Krushal Wallis and frequency distribution for testing of hypothesis. The study is concluded with a duty hour one of the important factors in deciding walk life balance of police. The department has to make a provision for reduction of duty hours of police employees.

KEY WORDS: Police constables, Longer duty hours, Work life balance.

INTRODUCTION

The Mumbai police is a vital sector for the development and protection of the country. It is headed by Commissioner of Police; head office is in CSMT(Mumbai). Then in the department other offices like Joint commissioner and other departments heads are available but this study is undertaken on the employees of the police who are existed in the lower-level management. It includes Police constables, Police Naik, Police head constables and Assistant Police Inspector.

The researcher has tried to study the how the pattern of working of police in the department at lower level, their actual hours of working, whether they get effected with the longer working hours, how is their work life balance, the relation of working hours on work life balance as well as on performance of the work.

Work life balance is an important factor in an individual's life. Every person the concept of work life balance is different. It depending on the organization structure, working hours, working pattern, shifts of works and many other factors. Some individual's take too much stress about the work life balance and they missed the enjoyment of life.

REVIEW OF LITERATURE

Lele Deepti (2014): The study is about the quality of work life balance of police constables. Other than their normal routine work they have assigned in VIPs duty, guard duty, clerical court work also at a same time they are getting less

welfare facility of housing and medical facilities. Total 630 police constable were considered in the study who have been completed their service range from 5 years to 20 years from different Police stations of Pune. purposive sampling technique is used for data collection. Quality of work life balance is depended on the wellness. In the present study wellness covers physical, welfare facilities, spirituality economic conditions and economic factor. The study found that the police department provide training on stress management, communication skills, team building. The study is concluded that there is requirement of professional counselling redevelopment of police quarters as well as inclusion of more hospitals for the health of police constable.

Yawalkar Vivek Sonawane, Madhulika (2017)- is about impact of working hours on work performance of women police working in Jalgaon Police department. The study is also covered the impact of working on the hell of police employees, how working impact on personal and social factors. This present study is basically on the impact of working hours on the performance of police constable. 100 police women constables were studied with testing of hypothesis through chi square method. Study is concluded that there is no significant relationship between working hours and the quality of work performed by police employees.

OBJECTIVE OF THE STUDY

1. To study the demographic profile of Police Constables



2. To study the various factors that influence on the work life balance of police working in Mumbai police department.
3. To study the relationship of long working hours on work life balance of police constables.
4. To provide suggestion on duty hours to improve work life balance challenges.

HYPOTHESIS OF THE STUDY

Hypotheses 1: There is impact of Age (individual’s personal variable) of Police Constables on Working hours (work-life balance factors).

There is no impact of Age (individual’s personal variable) of Police Constables on Working hours (work-life balance factors).

Hypotheses 2: There is impact of organization variable (No. of years of experience) of Police Constables on Working hours (work-life balance factors).

There is no impact of organization variable (No. of years of experience) of Police Constables on Working hours (work-life balance factors).

Ho is Null hypothesis and H1 is Alternative hypothesis. If There is no relationship between of personal (Age) and organizational variables (No of years of work experience in police dept) on work life balance, the null hypothesis is accepted (Ho), else null hypothesis will be rejected and H1 i.e. alternative will be accepted.

STATEMENT OF THE PROBLEM

The police department is always known for 24*7 working hours. It is one of the prestigious service sectors in the country. Work like balance is one of the important factors in case of police department. The logo of Mumbai Police is itself says that Sadarakshanai Khalanigranaya which means protecting the citizens from the evil. Police employee are always available for the protection of the citizen respective of their duty hours. They work more than 12 hours in a day. If out of 24 hours in a day they are spending 12 to 14 hours in a duty, around 1 hours to reach home to police station and 7 hours of sleep then almost 1-2 hours left from their schedule to spend on the personal things and for their family members. Balancing this work and life together due to hectic schedule and longer duty hours is always a biggest challenge for them. Therefore, the researcher has undertaken the research to find out how the impact of working hours affects on work life balance of police employees.

RESEARCH METHODOLOGY

Research has been conducted on primary and secondary data, Primary data consists:

1. Structured Questionnaire - Questionnaires were circulated to the Police constables by using convenience sampling.
2. Observation- Conducted Personal observation on Police constables working in Police stations of Mumbai.

Secondary data consists

1. Various Articles and journals related to the topic
2. Various websites

ANALYSIS AND INTERPRETATION OF DATA

1. Demographic variables:

1.1 Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	96	96.0	96.0	96.0
	Female	4	4.0	4.0	100.0
	Total	100	100.0	100.0	

(Source: Primary data)

Table 1.1 is about the gender distribution. Total Population for the study is 100. Out of which, 96 are male police constables and 4 are female constables.

1.2 Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-30 years	4	4.0	4.0	4.0
	31-40 years	28	28.0	28.0	32.0
	41-50 years	26	26.0	26.0	58.0
	more than 50 years	42	42.0	42.0	100.0
	Total	100	100.0	100.0	

(Source: Primary data)

The above tables 1.2 is regarding the age of the police constables of working in western suburbs of Mumbai. Majority of the police constables are in the age group more

than 50 years followed by 31-40 years. Age is important factor in deciding the work life balance.



1.3 Marital status					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Unmarried	2	2.0	2.0	2.0
	Married	98	98.0	98.0	100.0
	Total	100	100.0	100.0	

(Source: Primary data)

The table 1.3 is about Marital status of the police constables. Major contribution in the study is the most of police constables were married i.e., 98%.

1.4 Do you have Children?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	97	97.0	97.0	97.0
	No	3	3.0	3.0	100.0
	Total	100	100.0	100.0	

(Source: Primary data)

Table 1.4 shows the weather police employees are having children. Almost 97% police constables are having children. No of Children are also an important element in deciding the work life balance.

1.5 Family Type					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Joint	92	92.0	92.0	92.0
	Nuclear	8	8.0	8.0	100.0
	Total	100	100.0	100.0	

(Source: Primary data)

Table 1.5 is about the family type of police constables. Majority 92% police constables are stays in Nuclear family and only 8% are from Nuclear family.

1.6 Income					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2-5 lakhs	70	70.0	70.0	70.0
	5-10 lakhs	30	30.0	30.0	100.0
	Total	100	100.0	100.0	

Table 1.6 is about income of the police constables. 70% of the police constables are in the income range of 2-5 lakhs rupees. Rest 30% are in the income range of 5-10 lakhs rupees.

Income is also one of the important factors is deciding the work life balance.

1.7 No of years of experience					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5 years	3	3.0	3.0	3.0
	6-10 years	7	7.0	7.0	10.0
	11-15 years	29	29.0	29.0	39.0
	16-20 years	10	10.0	10.0	49.0
	more than 20 years	51	51.0	51.0	100.0
	Total	100	100.0	100.0	

(Source: Primary data)

Table 1.7 indicates the no of years of experience in the police organization. Majority of the police constables 51% are

having an experience of more than 20 years followed by 29% are in the age group of 11-15 years.



1.8 Working hours					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	8 Hours	5	5.0	5.0	5.0
	8-10 hours	7	7.0	7.0	12.0
	10-12 hours	41	41.0	41.0	53.0
	more than 12 hours	47	47.0	47.0	100.0
	Total	100	100.0	100.0	

(Source: Primary data)

Table 1.8 is about the working hours of Police constables. Almost 47% police constables agreed that they have to work on duty for more than 12 hours followed by 41% of the

employees work for more than 10-12 hours. Working hours is essential criteria for the measurement of work life balance.

1.9 Shift changes					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no changes	33	33.0	33.0	33.0
	In a week	60	60.0	60.0	93.0
	within 1 months	4	4.0	4.0	97.0
	within 6 months	3	3.0	3.0	100.0
	Total	100	100.0	100.0	

(Source: Primary data)

Table 1.8 is about the pattern of shift change of police employees. Majority of the police employee’s duty changes in a week i.e. 60% police people work with day/night schedules.

Hypotheses 1:

H₀ - There is impact of Age (individual’s personal variable) of Police Constables on Working hours (work-life balance factors).

H₁ - There is no impact of Age (individual’s personal variable) of Police Constables on Working hours (work-life balance factors).

TESTING OF HYPOTHESES

Test Statistics ^{a,b}							
	Proper division of duties	Provision of working hours	No proper sleep due to busy schedule	Constantly work under strain	No time for workout	Quality time With family	Suffering from health issues due To duty hours
Chi-Square	12.570	18.128	4.586	8.187	5.534	8.293	17.851
Df	3	3	3	3	3	3	3
Asymp. Sig.	.006	.000	.205	.042	.137	.004	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Age							

Kruskal – Wallis Non - Parametric Test Statistics

The above table shows that no proper sleep due to busy schedule and No time for workout of the police have p-value greater than the significance value of 0.05 and remaining attributes are less than significance value. Since, out of seven only two attribute is not having significance difference and rests are having significance difference. Therefore, the researcher can reject the null hypothesis and conclude that there is no impact of Age (individual’s personal variable) of Police Constables on Working hours (work-life balance factors).

Hypotheses 2:

H₀ - There is impact of organization variable (No. of years of experience) of Police Constables on Working hours (work-life balance factors).

H₁ -There is no impact of organization variable (No. of years of experience) of Police Constables on Working hours (work-life balance factors).



Test Statistics^{a,b}

	Proper division of duties	Provision of working hours	No proper sleep due to busy schedule	Constantly work under strain	No time for workout	No Quality times With family	Suffering from health issues due To duty hours
Chi-Square	2.026	.942	10.602	2.120	5.868	11.482	1.681
Df	3	3	3	3	3	3	3
Asymp. Sig.	.567	.815	.014	.548	.118	.009	.641
a. Kruskal Wallis Test							
b. Grouping Variable: No of years of experience							

Kruskal – Wallis Non - Parametric Test Statistics

The above table shows that No quality time with family and no proper sleep due to busy schedule have p-value less than the significance value of 0.05 and remaining attributes are greater than significance value. Since, out of seven, only two attribute is having significance difference and rests are not having significance difference. Therefore, the researcher can accept the null hypothesis and conclude that there is impact of organization variable (No. of years of experience) of Police Constables on Working hours (work-life balance factors).

LIMITATIONS OF THE STUDY

The Present research study is indicating of how longer working hours affects on the work life balance of police constables and other demographic factors about work life balance of Police constables working in Mumbai. The current study is conducted on only police constables. The other police employees who are working in higher level are excluded from the study.

FINDINGS FROM THE STUDY

This research conducted on working hours and impact on work life balance of police constables. The maximum 96% are male police constables and 4% are female constables.

In case of Age of the police constable’s majority of the police constables are in the age group more than 50 years followed by 31-40 years. Most of police constables were married i.e., 98%.

Almost 97% police constables are having children. No of Children are also an important element in deciding the work life balance. Majority 92% police constables are stays in nuclear family and only 8% are from Nuclear family. 70% of the police constables are in the income range of 2-5 lakhs rupees. Rest 30% are in the income range of 5-10 lakhs rupees. Income is also one of the important factors is deciding the work life balance. Majority of the police constables 51% are having an experience of more than 20 years followed by 29% are in the age group of 11-15 years. Almost 47% police constables agreed that they have to work on duty for more than 12 hours followed by 41% of the employees work for more than 10-12 hours. Working hours is essential criteria for the measurement of work life balance. Majority of the police

employee’s duty changes in a week i.e., 60% police people work with day/night schedules.

SUGGESTIONS

Duty hours can be reduced to 8 hours. Reduction in duty hours results in reduction in death rate, family disputes. Proper concessions for women regarding duty hours. It will improve investigation work. Police people get a time for their time. Also, proper human resource management is required, Latest technology should be provided to complete task on time. Work should be allotted to different people instead of same work to a particular individual. Biometric has to set up in the department. 8 hours of duty will be beneficial for mental and physical health of police constables. Proper leaves should be given to the police constables.

CONCLUSION

This study states the results of impact of working hours on the Work life balance of police constables. While collecting the data it has been studies that majority of police constables are demanding for 8 hours duty as the longer duty hours are affecting on their work and life together. Longer duty hours are creating the problems on the mental and physical life of police constables. Duty hour one of the important factors in deciding walk life balance of police. The department has to make a provision for reduction of duty hours of police employees. Only recruiting the employees is not important but at the same time proper working hours should be provided to all the police employees including at higher to lower level.

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