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# FACTORS PREDICTION ON WORK LIFE BALANCE OF PRISON OFFICERS

**R.Kanagaraj[1], Dr.S.Sasirekha[2]**
*[1]Ph.D.Scholar,Department of Management, Sree Narayana Guru College, K.K.Chavadi P.O. Tamil Nadu, India*
*[2]Associate Professor, Department of Management, Sree Narayana Guru College, K.K.Chavadi P.O. Tamil Nadu, India*

**ABSTRACT**
*Work life balance is concerned with individuals having a gauge of control over when, where and how they work. Thus, its achievement is indicated when the fulfilment of an individual's right to a content life in work as well as non-work domain is accepted and respected as the norm to the shared benefit of individuals, business and society as a whole. The objective of the study was to factors prediction on work life balance of prison officers in Tamil Nadu made up the population, and a sample of 127 prison officers (both male and female) was taken using a stratified random sampling technique. The survey method used in the study. Work life balance was the tool used in this study to gather data. SPSS data analysis utilizing percentage analysis and regression analysis statistical methods. The findings demonstrated that the level of work life balance of prison officers was moderate. Hence the hypothesis is accepted. The results also indicated that the predicted values are obtained as a linear combination of work interference with personal life, personal life enhancement, family support and job commitment, the coefficient value of indicates that the relationship between the work life balance and the four independent variables is quite strong and positive.*

**KEYWORDS:** *work life balance, prison officers, performance, commitment.*

## INTRODUCTION

Work and family constitute the dominant life roles for most officers in contemporary society. Thus, employed men and women are increasingly concerned about managing the conflicts experienced in fulfilling the dual demands and responsibilities of work and family roles. The unfolding changes in the composition of the workforce together with the growing proportion of workers in non-traditional family forms have focused heightened attention on the conflicts faced by officers' men and women in balancing the competing demands and responsibilities of work and family roles (Parasuraman & Greenhaus, 1999). Work-life balance was graded among the most important factor considered by individuals in accepting a new position (Galinsky, Bond & Friedman, 1993). Work-life Balance (WLB) is essential for the wellbeing of individuals and the performance of organizations and society (Grady et al., 2008). Varied viewpoints have been put forth regarding the definition, measurement and carrying out research on work-life balance. (Grzywacz & Carlson, 2007). Work life balance is concerned with individuals having a gauge of control over when, where and how they work. Thus, its achievement is indicated when the fulfilment of an individual's right to a content life in work as well as non-work domain is accepted and respected as the norm to the shared benefit of individuals, business and society as a whole. Work life balance is a method which helps officers of a prisons to balance their personal and professional lives (Matto Saba Mushtaq, 2020). Work life balance encourages prison officers to divide their time on the basis on priorities and maintain a balance by devoting time to family, health, vacations etc. along with making a career, travel etc. It is an important concept in the world of work as it helps to motivate the officers and increases their loyalty towards the prison.

## REVIEW OF LITERATURE

Erin Stephen (2024) studied perceiving balance exploring work-life balance in school administrators through resource drain theory. The results of the study female respondents reported lower levels of work-life balance, higher levels of stress related to administrative constraints, and higher levels of emotional exhaustion. Results also showed that the there were no statistically significant differences among the building levels regarding their work-life balance. Kurtulus (2024) The findings of the study effect of social support on work-life balance the role of psychological well-being. psychological well-being had a mediating effect on the relationship between social

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support and work-life balance. The bootstrap method was used to determine whether the mediation analysis was significant. Kurtulus (2023) analyzed effect of social support on work-life balance the role of psychological well-being. Results revealed that the work-life balance is negatively related to social support and, positively related to psychological well-being. Hatane et.al. (2022) compared accounting students' perceptions of work-life balance, accounting career image and intention to pursue accounting careers. Findings of the study there are positive and significant influences between work-life balance and the intention to pursue accounting career when supported by accounting career image.

## OBJECTIVES OF THE STUDY

The objectives of the present study are:

- To find out the level of work life balance of prison officers
- To find out the prediction of work life balance on work interference with personal life, personal life enhancement, family support and job commitment of prison officers

## HYPOTHESES OF THE STUDY

- The level of work life balance of prison officers is moderate.
- There is no prediction of work life balance on work interference with personal life, personal life enhancement, family support and job commitment of prison officers

## METHODOLOGY

The present study aims at studying work life balance of prison officers. Survey method was found appropriate. The sample of the study was the investigator selected prisons from Tamil Nadu. The present study was conducted on 127 prison officers of selected randomly from Tamil Nadu. Data was collected by applying the Stratified random sampling technique method. The data was collected from male and female of prisons.

## RESEARCH INSTRUMENT

The work life balance scale was developed by the investigator of prison officers containing fifty items about the work life balance scale and nine dimensions viz, work interference with personal life, personal life enhancement, family support and job commitment. Further, the investigator also added few more items in the tool as adding the items were most appropriate, suiting the present situation of the education system and the maximum scale value: 300, Minimum value: 60. The estimated reliability of the scale in the present study is very high (Cronbach's alpha 0.853).

## DATA ANALYSIS

### [A] Percentage Analysis

- Frequency of respondents with respect to level of work life balance of prison officers

**Table-4.1 Level of Work Life Balance of Prison Officers**

| Level of Work Life Balance | N | Percentage |
|---|---|---|
| **High** | 45 | 35.43% |
| **Moderate** | 53 | 41.73% |
| **Low** | 29 | 22.83% |

**Interpretation**

The table 4.1 depicts the sample distribution according to level of work life balance of prison officers. High level work life balance was seen among 45 (35.43%) prison officers, moderate level work life balance was seen among 53 (41.73%) prison officers and low-level work life balance was seen among 29 (22.83%) prison officers.

**Conclusion**

The level of work life balance of prison officers was moderate. Hence the hypothesis is accepted.

### [B] Regression Analysis Work Life Balance of Prison Officers and Its Dimensions

Regression is the determination of statistical relationship between two or more variables. In simple regression two variables are used. One variable (independent) is the cause of the behavior of another one (dependent). When there are more than two independent variables the analysis concerning relationship is known as multiple correlations and the equation describing such relationship is called as the multiple regression equation. Regression analysis is used to explain the variation in one variable based on the variation in one or more

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other variables. The regression equation is judged for its usefulness based on the overall t test for the model and in order to decide which variables in the model are good explanatory variables of the dependent, the individual t test for each variable needs to be analyzed. The R-square value of a model explains by what percentage of the variations in the dependent variable surpasses the independent variables in the model, Sakthivel Rani (2011).

Regression analysis is concerned with the derivation of an appropriate mathematical expression is derived for finding values of a dependent variable on the basis of independent variable. It is thus designed to examine the relationship of a variable Y to a set of other variables X1, X2, X3…….Xn. the most commonly used linear equation in Y=b1 X1 + b2 X2 +……+ bn Xn + b0.

Here Y is the dependent variable, which is to be found. X1 , X2 ,… and Xn are the known variables with which predictions are to be made and b1, b2 ,….bn are coefficient of the variables.

In this study, the dependent variable is work life balance, independent variables are work interference with personal life, personal life enhancement, family support and job commitment and analysis are discussed as follows:
Dependent variable: Work life balance (Y)
Independent variables: 1. Work interference with personal life (X1)
2. Personal life enhancement (X2)
3. Family support (X3)
4. Job commitment (X4)

**Table 4.2 Variables in the Multiple Regression Analysis**

| Variables | Unstandardized co-efficient | SE of B | Standardized co-efficient | t value | P value |
|---|---|---|---|---|---|
| Constant | 14.102 | 1.301 | - | 10.839 | <0.001** |
| X1 | -0.049 | 0.009 | -0.217 | 5.743 | <0.001** |
| X2 | 0.006 | 0.019 | 0.013 | 0.280 | 0.789 |
| X3 | 0.068 | 0.072 | 0.108 | 2.159 | 0.033* |
| X4 | -0.067 | 0.016 | -0.229 | 5.094 | <0.001** |

**Note: **** Denotes significant at 1% level
The multiple regression coefficient is 0.450 measures the degree of relationship between the actual values and the predicted values of the work life balance. Because the predicted values are obtained as a linear combination of work interference with personal life (X1), personal life enhancement (X2), family support (X3) and job commitment (X4), the coefficient value of 0.450 indicates that the relationship between the work life balance and the four independent variables is quite strong and positive.

The Coefficient of Determination R-square measures the goodness-of-fit of the estimated Sample Regression Plan (SRP) in terms of the proportion of the variation in the dependent variables explained by the fitted sample regression equation. Thus, the value of R square is 0.202 simply means that about 20.2% of the variation in impact on turnover intention is explained by the estimated SRP that uses work interference with personal life, personal life enhancement, family support and job commitment as the independent variables and R square value is significant at 1 % level. The multiple regression equation is

Y = 14.102- 0.049 X1 + 0.006X2 +0.068X3 -0.067 X4

Here, the coefficient of X1 is -0.049 represents the partial effect of work interference with personal life on work life balance, holding the other variables as constant. The estimated negative sign implies that such effect is negative that work life balance would decrease by 0.049 for every unit increase in work interference with personal life and this coefficient value is significant at 1% level. The coefficient of X2 is 0.006 represents the partial effect of personal life enhancement on work life balance, holding the other variables as constant. The estimated positive sign implies that such effect is positive that work life balance would increase by 0.006 for every unit increase in personal life enhancement and this coefficient value is not significant at 5% level.

The coefficient of X3 is 0.068 represents the partial effect of family support on work life balance, holding the other variables as constant. The estimated positive sign implies that such effect is positive that impact on work life balance would increase by 0.068 for every unit increase in family support and this coefficient value is significant at 5% level. The coefficient of X4 is -0.067 represents the partial effect of job commitment on work life balance, holding the other variables as constant. The estimated negative sign implies that such effect is

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negative that work life balance would decrease by 0.067 for every unit increase in job commitment and this coefficient value is significant at 1% level.

Multiple regression analysis is used to find, at what extent the work life balance of the prison officers is determined by work interference with personal life, personal life enhancement, family support and job commitment. The result is given in the table reveals that, work life balance has positive relationship with personal life enhancement and family support and negatively associated work interference with personal life and job commitment. The statistical significance of the model is given in the table and the R2 value is 0.202. work interference with personal life and job commitment are statistically significant at a confidence level of 0.01, family support is statistically significant at a confidence level of .05 and personal life enhancement is not significant at 5 % level. This indicates that the model is statistically significant at a confidence level of 0.01. Therefore, it is concluded that based on the standardized coefficient of job commitment (0.218) is the most important factor for extracting the work life balance, followed by work-life balance (0.229) and family support (0.108).

## EDUCATIONAL IMPLICATIONS

- Prison officers face high levels of stress due to the nature of their work. Ensuring a proper work-life balance can help mitigate stress, but training programs should also include stress management techniques, mindfulness, and resilience building.
- Education about mental health awareness and access to counseling services can support prison officers in managing the emotional toll of their job.
- Work-life balance challenges might make it difficult for prison officers to engage in traditional, time-intensive training programs. Offering online courses, modular training, and flexible learning schedules can help officers pursue professional development without compromising their personal lives.
- Educational programs that foster a culture of support within the prison system can help officers achieve a better work-life balance. This might include training for supervisors on recognizing burnout and promoting a healthy work environment.
- Improved work-life balance through targeted educational programs can reduce burnout and turnover among prison officers, leading to a more experienced and stable workforce.
- A balanced life can enhance the ethical decision-making of prison officers. Training that integrates ethical practices with personal well-being can lead to more humane and effective management of inmates.
- Education for prison officers should include resources and programs that support their families, helping them understand the demands of the job and offering strategies to maintain a healthy family life.
- work-life balance of prison officers has far-reaching implications for their professional development, mental health, job satisfaction, and overall effectiveness. Educational programs that address these areas can lead to a healthier, more stable, and more effective workforce.

## CONCLUSION

According to the findings of this study, work life balance of prison officers was moderate. It is found out that the predicted values are obtained as a linear combination of work interference with personal life, personal life enhancement, family support and job commitment, the coefficient value of 0.450 indicates that the relationship between the work life balance and the four independent variables is quite strong and positive. The results also revealed that the coefficient of determination r-square measures the goodness-of-fit of the estimated sample regression plan in terms of the proportion of the variation in the dependent variables explained by the fitted sample regression equation. Thus, the value of R square is 0.202 simply means that about 20.2% of the variation in impact on turnover intention is explained by the estimated SRP that uses work interference with personal life, personal life enhancement, family support and job commitment as the independent variables and R square value is significant at 1 % level. The work-life balance of prison officers is a critical issue that significantly impacts their well-being, job performance, and the overall effectiveness of correctional facilities. This study has highlighted the unique challenges prison officers face, including high levels of stress, exposure to potentially traumatic situations, and demanding work schedules. These challenges can lead to burnout, reduced job satisfaction, and higher turnover rates, which in turn affect the safety and efficiency of the prison environment.

Improving work-life balance for prison officers is not only essential for their mental and physical health but also crucial for maintaining a stable and effective workforce. By fostering a work environment that prioritizes the well-being of officers through flexible work arrangements, mental health support, and a positive workplace culture correctional institutions can enhance officer performance, reduce errors and incidents, and promote ethical and humane treatment of inmates. Moreover, the study underscores the need for organizational and policy changes that support work-life balance, which could lead to better recruitment and retention of officers. A balanced work life

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enables officers to perform their duties more effectively, contributing to the safety of the institution and the successful rehabilitation of inmates, ultimately benefiting society as a whole the work-life balance of prison officers is a vital step toward creating a healthier, more sustainable workforce and a more just and effective correctional system. Future research and policy initiatives should continue to explore ways to support prison officers in achieving a balance between their professional and personal lives, recognizing the importance of this balance in the broader context of public safety and rehabilitation efforts.

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