

The Impact of Work Life Balance on Social Life of Female Constables in Rajasthan Police

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Abstract

The position of women in society has changed markedly in the last twenty years. That time Indian women were not supposed to work for gainful employment outside the home. The work involved contact with men and population. From the very beginning of existence of humankind women were given, the role of taking care of housework and children by society in almost every culture. Working is an option to satisfy this need and became social individual. Today there is no field where women have not shown their worth. The concern over work-life balance is gradually becoming a common talk especially for women employees. Work life balance is a state of equilibrium in which the demand of both professional and social life is equal. Each role having different set of demands and when such role demands overlap, multiple problems are faced. In the context of a changing society, it is important to know why a woman works or wishes to work. The research is conducted for analyzing work life balance amongst female constables in Rajasthan police. The objective of the study is to analyze the factors of work life balances and its impact on social life. The study is based on different elements of the practice of female constables in terms of social life.

Keywords:- Work life balance, challenges, working problems and adjustments, family problems and Adjustments, social life.

Introduction

Work-life balance (WLB), has become a vital subject especially for women, as the times have changed in defining the gender roles of men and women in Indian society over the years. Previously the responsibilities of men and women were defined and they were primarily focused on men being the bread-earner of the family, and women were subjected to management of the house and children. Since the roles have changed now and women have stepped out of their nominal role of a home maker to an all-rounder, it is indeed very important to understand how women maintain balance between their professional and domestic life. In Indian scenario, women had to struggle a lot initially to break the stereotypes and establish their identity in a competitive world both professionally and personally. Work is described as job, employment, career path, professional upliftment, occupation and means of earnings, whereas life is often described as pleasure, leisure, family, health and spiritual development. Hence, it is easier to say that the work-life balance means the achievement of meaningful enjoyment within the four quadrants of life – work, family, friend circle and self. Among

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all the parameters defined under work and life, women have to work harder than men to maintain the balance between the two as the dynamics of their existence varies and the nurturing capabilities of women often restrict them in taking decisions blatantly.

As per the historical data available from the employment survey in India over the years, it has shown that the employment rate of women in India has remarkably increased by 5%, indicating that women have been breaking barriers and building bridges on professional front. Over the last 50 years, the position and expectations of men and women have transformed extensively, wherein the specific corollary has been towards the significance of work relative to family and leisure time. Being available 24x7 for work and information alteration dynamics aroused by worldwide competition and production management, has been very progressively distorting the difference between home and work while extraordinarily increasing the numbers of both the members of the family to become the bread-earners, amplifying the responsibilities which are additional to their work-based responsibilities. This whole change in the world dynamics, increased production and globalisation has radically increased the work load and the average time spent on work has increased mounting more pressure on workers at all levels.

REVIEW OF LITERATURE

S.No.	Author / Citation	Sample size , type of study and data collection approach	Key findings
1	Mathew and Panchanatham (2011)	26 is the sample, it is an Exploratory study, area sampling (cluster random) paired with semi-structure interviews and a questionnaire.	This study revealed that role overload, dependent care issues, quality of health, problems, with time management and lack of proper social support are the major factors influencing the WLB of entrepreneurs in India.
2	Helmle, Botero and Seibold (2013)	210 is the sample, survey method was used.	Work life conflict (WLC) was negatively related to perceptions of WLB. Job involvement, flexibility at work, and permeability of communication were significantly related to perceptions of WLC
3	Walker et al. (2013)	626 is the sample and survey method was used.	The attraction of home-based business ownership is driven predominantly by the flexibility afforded to lifestyle and the ability to balance work and family. While these advantages were more salient for women than for men, gender per se was not a determining factor in why operators started a home-based business.
4	Rehman and Roomi (2014)	20 is the sample size and interpretive phenomenological approach (IPA), face to face semi-structured interview was used for this study.	Lack of sufficient time, gender bias, social and cultural norms as well as family responsibilities are the most significant challenges women face to achieve balance in a patriarchal Islamic society.
5	Mahi Uddin and Chowdhury (2015)	185 is the sample size and Quantitative research technique, non probability convenience sampling was used for the study.	There are 5 factors of WLB, role overload, health related issues, dependent care, time management and family and social support which are accountable for around 65 per cent variance.
6	Edralin (2015)	9 is the sample size and Exploratory study case study approach was used for this study.	Entrepreneurs are able to harmonize their work and life through various strategies such as personal planning with proper time management, having flexible and delegating routine jobs to trusted employees usually a family member.

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7	Dilip Kumar (2016)	Survey method and interview was used for this study.	In this paper the author elaborated on some of the issues faced by entrepreneurs such as, a shortage of finances, limitation of mobility, a lack of education, labor problems and a lack of achievement motivation.
8	Hanna Mizgajska (2017)	Survey method and interview was used for this study	In the study the author confirmed that education and professional experience of entrepreneurs were decisive in prioritizing by them the external and internal factors which impacted the decision of setting up a company. The study showed that a significant factor influencing company growth and company performance was training courses.
9	S.Varghese Antony & Dr.M. Edwin Gnanadhas (2018)	Survey method was used for this study.	In this study families were the main motivators for taking up entrepreneurship. So motivation of family members would certainly prove to be fruitful. Once they get convinced about significance of entrepreneurship then their attitude will change, their roles and expectations will change and they will provide moral support necessary guidance and help as needed.
10	Kamala Singh (2018)	Survey method was used for this study.	An entrepreneur is a confident, innovative and creative person who is capable of achieving economic independence individually or in collaboration generates employment opportunities for others through initiating establishing and running an enterprise by keeping pace with her personal, family and social life.

OBJECTIVES OF THE STUDY

The present paper work has the following objectives.

1. To analyze the social life in respect of work life balance amongst the female constables in Rajasthan.
2. To study the Impact of work life balance on social life in terms of total work experience and working hours.

HYPOTHESIS FRAMEWORK

On the basis of objectives, following are the testable statement -

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S.No.	Hypothesis Statement
1	<p>Ho1 : There is no significant difference between the opinion of the respondents having total work experience for the factors affecting ' Time spend for family', 'Family matters and obligations', 'Home and work responsibility' and 'Satisfaction and Stress of Social Life'.</p> <p>Ha1 : There is significant difference between the opinion of the respondents having total work experience for the factors affecting ' Time spend for family', 'Family matters and obligations', 'Home and work responsibility' and 'Satisfaction and Stress of Social Life'.</p>
2	<p>Ho2 : There is no significant difference between the opinion of the respondents having different working hours a day for the factors affecting ' Time spend for family', 'Family matters and obligations', 'Home and work responsibility' and 'Satisfaction and Stress of Social Life'.</p> <p>Ha2 : There is significant difference between the opinion of the respondents having different working hours a day for the factors affecting ' Time spend for family', 'Family matters and obligations', 'Home and work responsibility' and 'Satisfaction and Stress of Social Life'.</p>

RESEARCH DESIGN

The proposed research design for the paper as follows: -

1	Population or Universe: - The sample of respondents (female constables) in Rajasthan State. So whole Rajasthan region is universe for this study.
2	Sampling technique: - This study will be carried out in the Rajasthan region. The study pattern will be of randomly selected sample using non-probability sampling technique within the population selected.
3	Sample size: - The explored target is to 300 samples tentatively from area of the population in the present study.
4	Questionnaire design: Self-structured questionnaire was formulated pre-tested and then applied to gather information with the aim to solve the explored problem. In the questionnaires 5 points of Rensis Likert scale technique will be used.

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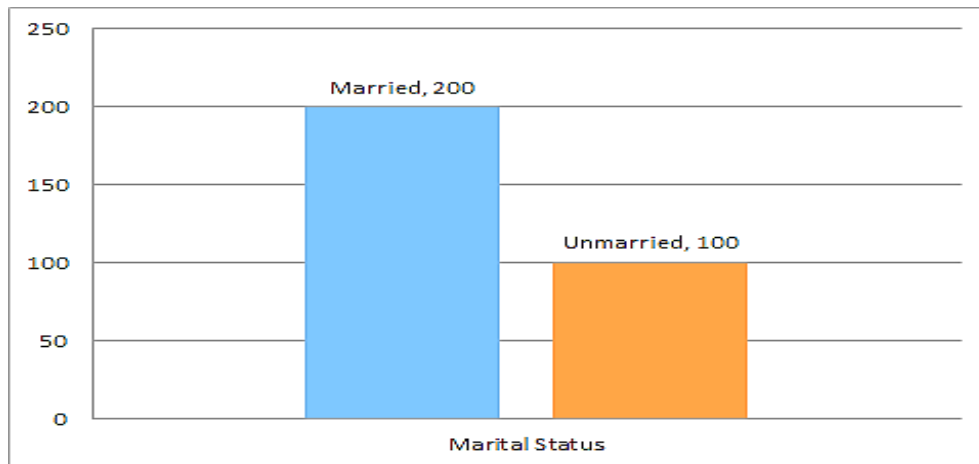
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FINDINGS OF THE STUDY

(A) Demographics details:

a) Marital Status

Marital Status	Frequency	Percent	Valid Percent	Cumulative Percent
Married	200	66.7	66.7	66.7
Unmarried	100	33.3	33.3	100.0
Total	300	100.0	100.0	



Source: Survey Data

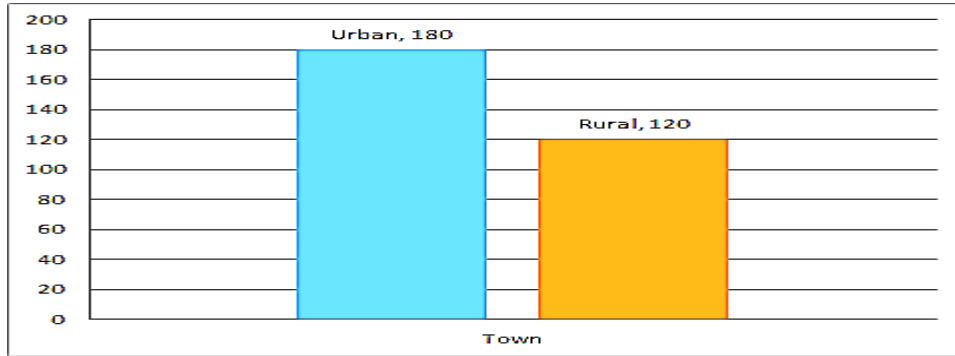
As per above data it is revealed that total 200 female constables are married and rest 100 are unmarried.

b) Area wise

	Town	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Urban	180	60.0	60.0	60.0
	Rural	120	40.0	40.0	100.0
	Total	300	100.0	100.0	

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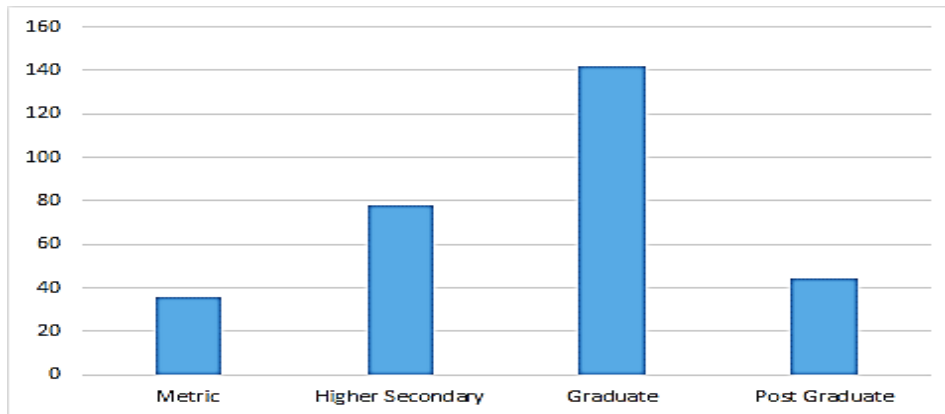


Source: Survey Data

As per above data it is found that 180 respondents belong to urban and 120 belongs are rural.

c) Education Qualification

Educational Qualification	Frequency	Percent	Valid Percent	Cumulative Percent
Metric	36	12.0	12.0	12.0
Higher Secondary	78	26.0	26.0	38.0
Graduate	142	47.3	47.3	85.3
Post Graduate	44	14.7	14.7	100.0
Total	300	100.0	100.0	



Source: Survey Data

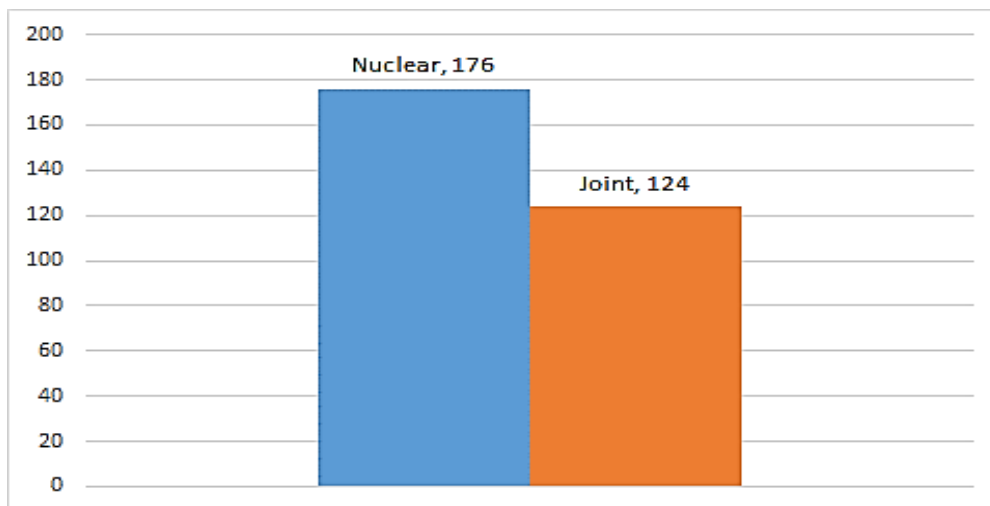
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As per survey 36 are metric, 78 higher secondary, 142 graduates and 44 are post graduates in study.

d) Type of family

Type of Family	Frequency	Percent	Valid Percent	Cumulative Percent
Nuclear	176	58.7	58.7	58.7
Joint	124	41.3	41.3	100.0
Total	300	100.0	100.0	



Source: Survey Data

As per table it was found that 176 out of 300 belongs to nuclear family and 124 to joint family.

HYPOTHESIS TESTING

- Ho1** - There is no significant difference between the opinion of the respondents having total work experience for the factors affecting 'Time spend for family', 'Family matters and obligations', 'Home and work responsibility' and 'Satisfaction and Stress of Social Life'.

Ha1 - There is significant difference between the opinion of the respondents having total work experience for the factors affecting 'Time spend for family', 'Family matters and obligations', 'Home and work responsibility' and 'Satisfaction and Stress of Social Life'.

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Descriptive									
		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Time spend for family	<= 5	86	2.7510	.13915	.01500	2.7211	2.7808	2.58	3.00
	6 - 8	28	2.7917	.04243	.00802	2.7752	2.8081	2.75	2.83
	9 - 11	85	2.6157	.43816	.04752	2.5212	2.7102	1.83	3.17
	12 - 14	42	2.6389	.33971	.05242	2.5330	2.7447	2.17	2.92
	15 - 17	45	2.5833	.48167	.07180	2.4386	2.7280	1.92	3.00
	18+	14	2.1667	.00000	.00000	2.1667	2.1667	2.17	2.17
	Total	300	2.6483	.35544	.02052	2.6079	2.6887	1.83	3.17
Family matters and obligations	<= 5	86	2.8648	.61033	.06581	2.7340	2.9957	2.50	4.13
	6 - 8	28	2.9375	.57282	.10825	2.7154	3.1596	2.38	3.50
	9 - 11	85	3.1029	.49708	.05392	2.9957	3.2102	2.50	4.13
	12 - 14	42	3.7917	.21503	.03318	3.7247	3.8587	3.50	4.00
	15 - 17	45	3.2500	.64458	.09609	3.0563	3.4437	2.38	3.88
	18+	14	3.5000	0.00000	0.00000	3.5000	3.5000	3.50	3.50
	Total	300	3.1563	.60474	.03491	3.0875	3.2250	2.38	4.13

Descriptive									
		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Home and work responsibility	<= 5	86	3.7698	.21805	.02351	3.7230	3.8165	3.60	4.20
	6 - 8	28	3.7000	.30551	.05774	3.5815	3.8185	3.40	4.00
	9 - 11	85	3.8376	.42482	.04608	3.7460	3.9293	3.40	4.60
	12 - 14	42	4.1333	.50493	.07791	3.9760	4.2907	3.60	4.80
	15 - 17	45	3.8000	.28604	.04264	3.7141	3.8859	3.40	4.00
	18+	14	4.0000	0.00000	0.00000	4.0000	4.0000	4.00	4.00
	Total	300	3.8487	.36926	.02132	3.8067	3.8906	3.40	4.80
Satisfaction and Stress of Social Life	<= 5	86	3.6240	.47361	.05107	3.5225	3.7256	2.83	4.33
	6 - 8	28	3.8333	.33945	.06415	3.7017	3.9650	3.50	4.17
	9 - 11	85	3.4039	.55479	.06018	3.2843	3.5236	2.33	4.00
	12 - 14	42	3.8889	.28671	.04424	3.7995	3.9782	3.50	4.17
	15 - 17	45	3.2222	.31782	.04738	3.1267	3.3177	3.00	3.67
	18+	14	4.1667	.00000	.00000	4.1667	4.1667	4.17	4.17
	Total	300	3.5833	.50093	.02892	3.5264	3.6402	2.33	4.33

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ANOVA							
		Sum of Squares	df	Mean Square	F	Sig.	Result of Hypothesis Testing
Time spend for family	Between Groups	5.014	5	1.003	8.999	.000	Ho Rejected
	Within Groups	32.760	294	.111			
	Total	37.774	299				
Family matters and obligations	Between Groups	27.893	5	5.579	20.135	.000	Ho Rejected
	Within Groups	81.455	294	.277			
	Total	109.348	299				
Home and work responsibility	Between Groups	4.995	5	.999	8.210	.000	Ho Rejected
	Within Groups	35.774	294	.122			
	Total	40.769	299				
Satisfaction and Stress of Social Life	Between Groups	19.182	5	3.836	20.196	.000	Ho Rejected
	Within Groups	55.846	294	.190			
	Total	75.028	299				

Interpretation: Since 'p' value for all the selected variables of social life was found less than .05 hence significant difference was found between the opinion of the respondents having total work experience for the factors affecting 'Time spend for family', 'Family matters and obligations', 'Home and work responsibility' and 'Satisfaction and Stress of Social Life'.

2. **Ho2:** There is no significant difference between the opinion of the respondents having different working hours a day for the factors affecting 'Time spend for family', 'Family matters and obligations', 'Home and work responsibility' and 'Satisfaction and Stress of Social Life'.

Ha2: There is significant difference between the opinion of the respondents having different working hours a day for the factors affecting 'Time spend for family', 'Family matters and obligations', 'Home and work responsibility' and 'Satisfaction and Stress of Social Life'.

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Descriptive									
		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Time spend for family	<=6 hrs	255	2.6745	.32994	.02066	2.6338	2.7152	1.83	3.17
	<=7 hrs	45	2.5000	.45122	.06726	2.3644	2.6356	1.92	3.00
	Total	300	2.6483	.35544	.02052	2.6079	2.6887	1.83	3.17
Family matters and obligations	<=6 hrs	255	3.2206	.59824	.03746	3.1468	3.2944	2.38	4.13
	<=7 hrs	45	2.7917	.50915	.07590	2.6387	2.9446	2.38	3.50
	Total	300	3.1563	.60474	.03491	3.0875	3.2250	2.38	4.13
Home and work responsibility	<=6 hrs	255	3.8455	.37413	.02343	3.7994	3.8916	3.40	4.80
	<=7 hrs	45	3.8667	.34378	.05125	3.7634	3.9699	3.40	4.20
	Total	300	3.8487	.36926	.02132	3.8067	3.8906	3.40	4.80
Satisfaction and Stress of Social Life	<=6 hrs	255	3.6078	.47050	.02946	3.5498	3.6659	2.33	4.17
	<=7 hrs	45	3.4444	.63564	.09476	3.2535	3.6354	3.00	4.33
	Total	300	3.5833	.50093	.02892	3.5264	3.6402	2.33	4.33

ANOVA							
		Sum of Squares	df	Mean Square	F	Sig.	Result of Hypothesis Testing
Time spend for family	Between Groups	1.165	1	1.165	9.482	.002	Ho Rejected
	Within Groups	36.609	298	.123			
	Total	37.774	299				
Family matters and obligations	Between Groups	7.037	1	7.037	20.497	.000	Ho Rejected
	Within Groups	102.311	298	.343			
	Total	109.348	299				
Home and work responsibility	Between Groups	.017	1	.017	.125	.723	Ho Accepted
	Within Groups	40.752	298	.137			
	Total	40.769	299				
Satisfaction and Stress of Social Life	Between Groups	1.021	1	1.021	4.112	.043	Ho Rejected
	Within Groups	74.007	298	.248			
	Total	75.028	299				

Interpretation: Since 'p' value for all the selected variables except 'Family matters and obligations' of social life was found less than .05 hence significant difference was found between the opinion of the respondents having different working hours a day for the factors affecting 'Time spend for family', 'Family matters and obligations', 'Home and work responsibility' and 'Satisfaction and Stress of Social Life'.

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CONCLUSION

“Women constitute an important section of the workforce.” However, the present situation of a large number of well-qualified women who due to various circumstances have been left out of their jobs needs to be addressed. Work-life balance is a very important factor which influences the quality of our life. Without such a balance, a human being will feel a slave of her work and duties and will soon lose the will for and interest for life. Present study critically observes the work life balance and issues pertaining to the life of these female constables in a systematic way. A study suggests that improvement in human capital management especially need to sensitize towards work allocation, work time, flexibility work environment will contribute to increased work life balance. The work life policies and supportiveness to the work life culture kindles the level of commitment in all aspects. Even though there cannot be fixed numerical ratio for work life balance, the correct blend of work and life shall be arrived at only by constant and continuous effort in managing such balance by innovative approaches and working practices. The work life balances are not only affecting the organizational commitment but also their family satisfaction and life satisfaction.

Recommendations and Suggestions

- In the western country people take vacation seriously. In India there are many who still take pride in the fact that they have worked continuously without a break. It is advisable to follow five working days in a week or two days off with pay should be provided for community involvement work.
- More than setting down policies for work life balance, it is important to implement them and make sure that they work.
- It is essential to examine the causes for the work life balance to formulate suitable strategies to minimize it for better delivery of services from the female constables.
- The authorities of the Police Department should realize the situation and take appropriate HRM policies to enrich work life balance among their female constables especially more among female constables in order to improve their productivity.
- The family members should also pay attention and give their ears to listen the problems faced by working women member at office and also try to give suggestions and options to resolve the problems.

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