

INFLUENCE OF WORK RELATED ISSUES AND FAMILY RELATED ISSUES ON WORK LIFE BALANCE

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Abstract : The article tries to find out influence of work related issues and family related issues on work life balance. One objective of this study is reached through proper methodology. Sample size was 419. This study has multistage sampling technique to collect data from women police employees from four districts (Chennai, Coimbatore, Trichy and Salem) in Tamil Nadu. Researcher designed questionnaire is with 5 point scale in the continuum of agreeing. Reliability of this tool is 0.84 and 0.88. Multiple regression analysis was used for data analysis. The analysis found that the women police employee's Work Related Issues and Family Related Issues does not influence on their work life balance among women police employees. It is recommended that the officers to provide improved working conditions, reduction of work load. So that work and family related issues can be minimized the interferences of personal life interference with work, work interference with personal life and work personal life enhancement.

Keywords: Work Life Balance; Women Police; Multistage Sampling Technique; Work Related Issues and Family Related Issues.

Introduction

Over the past few decades, a dramatic change has occurred in the labour market and demographic profiles of women police employees. Families have shifted from the traditional male 'breadwinner' role to dual-earner couples and single parent families. Relative to the working environment, departments are demanding an increase in employee flexibility. The traditional "job for life" has changed into an economic environment of instability and job uncertainty. Women police employees' perspectives and expectations have also changed towards work. New orientations towards life-long learning, personal and career development, and an increased awareness and need for a balance between work and life have affected police authorities through incentivizing the introduction of policies such as flexible working. As a result of these demographic, employment and organizational trends, women police employees have experienced an increase in demands from the familial, household and work domains.

Problems are then faced particularly in those cases where the wife has to devote more time and energy to her too absorbing job or profession because of its immediate compulsion and she feels guilty that she has not been able to do justice to her husband, home and children. Role-conflict was felt mainly because the perception of the married woman to herself and of the society as a whole, as a mother and home-maker, has not undergone much change as a consequence of her contributing economically to her family.

She still feels that her home and children are her prime responsibilities, and she continues to be predominantly governed by this role since that was also the social norm. Wife's work participation can create a potential status problem for husband. Husbands can feel threatened by the fact that they no longer were solely responsible for the support of their families and that their wives were no longer dependent on them. Time apportionment of a working woman was related to the type of responsibilities at home and at work place. There was no doubt that it would be a fundamental factor advancing the circumstances of the working mothers of young children and especially those from the lower income sectors.

Review of Literature

Debajani Sahoo (2011) found that lower work-life balance is correlates with accumulated discontentedness at work. The work-life programmes in Associate in nursing organization offer the pliability

and support that facilitate people to navigate through the increasing complexities of contemporary life. Cooperation between the leader and also the worker can facilitate to facilitate the acculturation of work-life balance into the organization.

Malliga Dasgupta (2010) explored the correlation between emotional intelligence and psychosocial variables of women employees in IT Industry. The findings completely related to happiness and Quality of work Life, demonstrating that it contributes toward achieving higher bigger perceived happiness and Quality of work life and were negatively related to with each the domains of indicating that Emotional Intelligence, Work family Role Conflict, tunes down the perception of Role conflict and thereby reduces the strain made by it.

Frye and Breugh (2004) found that the quantity of labor hours, the employment of family- friendly policies, and news to an auxiliary supervisors were prophetic of work-family conflict. Family friendly policies and news to a auxiliary supervisor were found to possess indirect correlation with work-family conflict whereas hours worked was completely connected .With relevance family- work conflict, news to a auxiliary supervisor was prophetic of such conflict and was negatively associated with such conflict.

Fub, et al. (2008) investigated predictors for work intrusive with family conflict that square measure set inside the psychological work setting or work organization of hospital physicians (N= 296). The results conjointly indicated that top worth's of WIF were considerably correlative with high value of intention to go away, personal burnout and activity and psychological feature stress symptoms. Negative relationships were found between WIF and life satisfaction, general health standing and work ability.

Research Methodology

Research Design

To obtain better answer to the research question, a proper research design is to be framed (Cooper & Schindler 2001; Davis & Cosenza 1988). Based on the framed hypotheses of the research inferential statistics was adopted. Exploratory descriptive and casual designs are few research designs. The article tries to find out the influence of work related issues and family related issues on work life balance.

Objective of the study

- The main objective of the study is to find out the influence of work related issues and family related issues on work life balance.

Hypothesis of the study

- There is no influence of work related issues and family related issues on work life balance.

Scope of the Study

Scope of the study is as follows

- The study is centered at four districts.
- Study is related only with women police employees.

Data Collection

Under this technique multistage random sampling technique was opted. Sample size was 419. The sampling area was Tamil Nadu.

Reliability

For all the items in the questionnaire design, the alpha values ranged from 0.84 and 0.82. This indicates high reliability of the items in the questionnaire. With these results, consistency, dependability and adoptability are confirmed.

Tool for data analysis

Multiple regression analysis was used for data analysis. The main purpose of the multiple regression analysis was used for influence of work related issues and family related issues on work life balance.

Analysis and Interpretation

Table 1: Multiple Regression Analysis Showing Influence of work and family related issues on work life balance Model Summary

R	R Square	Adjusted R Square	Std. Error of the Estimate	F	p
0.082	0.007	0.002	7.51997	1.404	0.247

Coefficients for Work life Balance among women police employees

SL.NO.	Variables	Un standardized Coefficients		Standardized Coefficients	t	p
		B	Std. Error	Beta		
	Constant	61.117	3.028		20.183	0.000
1	Work Related Issues	-0.114	0.131	-0.044	-0.868	0.386
2	Family Related Issues	-0.130	0.109	-0.060	-1.188	0.235

Dependent Variable: work life balance

The Linear regression analysis has been carried out a sample of 419 and data considering work life balance as a dependent variable and the remaining two independent variables that are involved in work related issues and family related issues. The reaction of the independent variables on work life balance has been studied by the regression analysis.

Null hypothesis H_0 = There is no influence of dimensions of work and family related issues on work life balance.

Alternate hypothesis H_1 = There is influence of dimensions of work and family related issues on work life balance.

The F value obtained for the analysis is 1.404 which is not significant at 1% and 5% level. Hence, the assumed regression model may be considered as a not fit. The value of R^2 is 0.007 and implies that 0.7% of work life balance was influenced by the above two independent variables of women police employees.

Considering the significant individual regression coefficients, it is seen that the variable work related issues shows (Beta -- -0.044, t -- -0.868, p -- 0.386) and family related issues shows (Beta -- -0.060, t -- -1.188, p -- 0.235). Hence, the p values are greater than 0.01 and not significant at 1% and 5% level.

The analysis found that the women police employee's work and family related issues dimensions such as Work Related Issues and Family Related Issues do not influence on their work life balance among women police employees.

Findings

- The F value obtained for the analysis is 1.404 which is not significant at 1% and 5% level. Hence, the assumed regression model may be considered as a not fit. The value of R^2 is 0.007 and implies that 0.7% of work life balance was influenced by the above two independent variables of women police employees.
- The analysis found that the women police employee's work and family related issues dimensions such as Work Related Issues and Family Related Issues do not influence on their work life balance among women police employees.

Recommendation

The analysis found that the women police employee's work and family related issues dimensions such as Work Related Issues and Family Related Issues do not influence on their work life balance among women police employees. It is recommended that the officers to provide improved working conditions, reduction of

work load. So that work and family related issues can be minimized the interferences of personal life interference with work, work interference with personal life and work personal life enhancement.

Conclusion

The article tries to find out influence of work related issues and family related issues on work life balance. One objective of this study is reached through proper methodology. Sample size was 419. This study has multistage sampling technique to collect data from women police employees from four districts (Chennai, Coimbatore, Trichy and Salem) in Tamil Nadu. Researcher designed questionnaire is with 5 point scale in the continuum of agreeing. Reliability of this tool is 0.84 and 0.88. Multiple regression analysis was used for data analysis. The analysis found that the women police employee's Work Related Issues and Family Related Issues does not influence on their work life balance among women police employees. It is recommended that the officers to provide improved working conditions, reduction of work load. So that work and family related issues can be minimized the interferences of personal life interference with work, work interference with personal life and work personal life enhancement.

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