

A STUDY ON PROBLEMS AND CHALLENGES FACED BY WOMEN POLICE CONSTABLES IN COIMBATORE CITY

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Received: December 06, 2018

Accepted: January 12, 2019

ABSTRACT: *Work-life balance has become a more important issue in the twenty first century. Work and family are like two sides of the coin as both are interconnected and interfere with each other. Increases “work demands” interferes with family life and on the other hand “family demands” interfere with the work-life of an employee. Therefore, conflicts occur which negatively affect an employee’s performance at work as well as at home. Looking at this, organizations have increasingly started to take an active interest in implementing practice that enables the employee to balance work and family life. Work-life balance practices will not only increase the individual performance, but the organizational performance will also enhance by many fold. Proper work-life balance, helps the employee to balance their work and personal life, which in turn reduces stress, tension, conflict and help in attaining job satisfaction. Work-life balance (WLB) is an issue increasingly recognized as strategic importance to organizations and significance to employees. Work-life Balance is Human Resource Strategy, which is already recognized as the ultimate key for Human Resource Development among all the work systems.*

Key Words:

STATEMENT OF THE PROBLEM

The emergence of globalization and women liberalization, the women started to play a great role in all fields. But the prime difficulty faced by women is balancing work and life. This would lead to a stressful life. Work-family conflict among women police posed to be a significant problem in the present scenario. Some individuals feel that their workplace creates too many pressures to maintain a work and family balance, and they may feel a reduction in their feelings of satisfaction and enjoyment of life. In this context the present study has been conducted to know about the multivariate relationship between work and family conflict and measures whether they are able to balance their work and family life.

OBJECTIVES OF THE STUDY

- To study the Socio-demographic profile of women police.
- To examine the problems faced by women police in their work environment and at home.

RESEARCH METHODOLOGY

Research Methodology is used to establish or confirm facts, reform the results of previous work, solve new and existing problems, support theorems, or develop new theories.

Using Convenient sampling technique a sample of women police constables, who are residing in Coimbatore have been selected as respondents and primary data have been collected from the respondents using a structured questionnaire. The fieldwork was carried out for 6 months from September-2017 to March-2018. The size of the sample for this study is 120 respondents in Coimbatore city. Both primary data and secondary data have been taken for analysis. In this study convenience sampling technique is used in selecting the sample.

Statistical Tools

- ❖ Chi-Square test
- ❖ ANOVA
- ❖ t-test
- ❖ Descriptive Statistics

REVIEW OF LITERATURE

M. Shunmuga Sundaram et al., (2012) has analysed “A study on frequency stress among Female police constables reference to Tamilnadu Police Department” describes the objectives has highlighted a

variety of workplace problems, such as racial and gender bias and lack of influence over work activities, as influences on police stress. Additional explanations for police stress include community conditions, for example, high crime rates and size of the community within the police organization, and lack of family and coworker support for work-related activities. In a large-sample, descriptive study, this research examined the workplace problems that were hypothesized to predict stress. The findings of the study concluded in lack of influence over work activities and bias against one's racial, gender. Interventions to redesign jobs to afford greater influence and to reduce within department bias are approaches that could reduce police officers' stress.

S. Padma et al., (2013) in her study on "Role of Family Support in Balancing Personal and Work Life of Women Employees". The main objective of the study is based on the Economy and Financial needs of the Family made the women to come out the home and work for livelihood. The present study was on Female Police Personnel which was conducted in Andhra Pradesh State Police Department, AP, India particularly on Women Police Constables and Head Constable. Children age category, Elder parent In-laws health care on Work Life Balance of Women Employees are also included in the study. Various Statistical tools were used to meet the above mentioned objectives. The results revealed that Women with the responsibility of elder parent's health need to be given a helping hand to balance their personal and professional works.

Andrea Donitta et al., (2013) in her study on "Assess the Quality of Life of Police Constables Working in Selected Setting, Chennai" states the descriptive study was done to assess the Quality of Life of Police Constables. 100 police constables was selected through Simple random Sampling technique (Lottery method) based on the inclusion and exclusion criteria. Standardized Questionnaire was used to collect the data. Descriptive and inferential statistics was used to analyze the data of the study. The study findings showed that a vast majority of them i.e. 71 samples (71%) had Average Quality of Life, 29 samples (29%) had Poor Quality of Life and none of the samples had Good Quality of Life. Chi -square test revealed that Educational status of the Police Constables had statistical significance at $p < 0.05$.

G. Delina et al., (2013) has analyzed "A Study on Work - Life Balance in Working Women" states the role of working women has changed throughout the world due to economic conditions and social demands. The main objective is to know about the person's physical, emotional and social well-being. The various factors affecting the work-life balance of married working women have been examined in this study. The tool used for the study is the manual on work-life balance of The Industrial Society (now the Work Foundation) by Daniels and McCarraher. Data were subjected to descriptive statistics and it was found that the problems faced by the working women of Pondicherry in terms of work-life balance are quite high. The results also indicate that the work-life balance of individuals affect their quality of life.

WOMEN POLICE IN TAMILNADU

The advent of the industrial revolution, liberalization and globalization, the position of women has changed, and they have entered in all fields of economic activities. Women are performing with dynamic, credibility and spirit in all areas of public life. In India, the first Woman Police Officer was appointed in Kerala, Travancore Royal Police in 1933. The first Woman Indian Police Service (IPS) Officer was appointed in 1972. In 1973, the first batch of women consisting 1 Sub- Inspector, 1 Head Constables and 20 Constables were recruited in Chennai, Tamilnadu State.

The role of women has been subjected to many changes over the past few decades. The impact of inequality is reflected in the status of women worldwide in general and in India in particular. Over a period of time, women engaged in various professions including police. The role of policing is essentially to maintain law and order in the society and it is a stressful work. The work place environment has a bearing on employee morale both positively and negatively. It influences their level of motivation and performance. Policing is a psychologically stressful work filled with responsibility to maintain law and order in addition to personal responsibilities towards their own families. This becomes all the more stressful to women police as women are traditionally considered as care takers of house hold activities.

PROBLEMS FACED IN WORK ENVIRONMENT AND AT HOME

4.3.1. Problems faced at work environment - Descriptive

Descriptive statistics has been used to find the mean scores of the problems faced by respondents in Work environment. The Problem faced by the respondents in the work environment are measured by summing up the ratings given by the respondents for 3 statements at five point scale. The mean ratings have been assigned as **5 for 'Strongly Agree', 4 for 'Agree', 3 for 'Neutral', 2 for 'Disagree', 1 for 'Strongly Disagree'**. High score indicates the problem faced by them in work environment.

TABLE 1: PROBLEMS FACED BY THE RESPONDENTS IN THEIR WORK ENVIRONMENT - DESCRIPTIVE

Descriptive Statistics					
PROBLEMS	N	Minimum	Maximum	Mean	Std. Deviation
Late Working Hours	120	1	5	3.08	1.502
Working environment	120	1	5	3.00	1.029
Inadequate income	120	1	5	3.30	1.017
Excess work load	120	1	5	3.68	1.092
Sexual harassment	120	1	5	2.50	1.309
Long travel to work	120	1	5	3.44	1.158
Boredom and monotony of work	120	1	5	3.20	.975
Insecure to work at night	120	1	5	2.73	1.295
Increased gender bias	120	1	5	2.98	1.115
Increase exploitation by higher authorities	120	1	5	3.00	1.004
Coordination	120	1	5	3.18	.944
Health issues	120	1	5	3.35	1.164
Increased stress and burn out	120	1	5	3.67	1.110
Adaptability	120	1	5	3.16	1.077
Training programme	120	1	5	3.35	1.157
TOTAL	120	15	75	47.62	16.948

Source: primary data

The total mean rating of Problem faced in work environment is 47.62. The highest mean score 3.68 has been found in work load with the standard deviation of 1.092 and the lowest mean score is 2.50 has been for sexual harassment with the standard deviation of 1.309. The respondents has given highest rating to Work load because of the pressure on work .The respondents has given lowest rating to sexual harassment which shows the safety of women police in their work environment.

Problems faced at home - Descriptive

Descriptive statistics has been used to find the mean scores of problems faced at home. The problems are measured by summing up the ratings given by the respondents at five point scale. The mean rating have been assigned as 5 for 'Strongly Agree', 4 for 'Agree', 3 for 'Neutral', 2 for 'Disagree', 1 for 'Strongly Disagree'. High score indicates the problem faced by the respondents at home.

TABLE.2 PROBLEMS FACED BY THE RESPONDENTS AT HOME - DESCRIPTIVE

Descriptive Statistics					
PROBLEMS	N	Min.	Max.	Mean	Std. Deviation
Suspicion by society and family members	120	1	5	2.38	1.354
Hamper the family relationship	120	1	5	2.97	1.107
Family members disagree to work at night	120	1	5	2.85	1.339
Odd hours work affect family members at home	120	1	5	3.42	1.089
Hindrance to carry out the responsibility as a daughter/wife/mother	120	1	5	3.56	1.165
Inadequate time to look after family affairs	120	1	5	3.40	1.198
Lack of support of family members	120	1	5	3.19	1.183
No time for retirement	120	1	5	3.51	1.216

No time to participate in social and religious functions	120	1	5	3.60	1.095
No time for personal grooming	120	1	5	3.48	1.130
Excessive Tensions and challenges	120	1	5	3.41	1.199
Health related problems	120	1	5	3.28	1.238
Too much responsibility	120	1	5	3.46	1.289
TOTAL	120	13	65	42.51	15.602

Source: primary data

The total mean rating of Problem faced at home is 42.51. The highest mean score 3.60 has been found in No time to participate in social and religious functions with the standard deviation of 1.095 and the lowest mean score is 2.38 has been in Suspicion by society and family members with the standard deviation of 1.354. The respondents has given highest rating to No time to participate in social and religious functions because of excess work load .The respondents has given lowest rating to suspicion by society and family members which shows the respect given to women police in society as well as in family.

Demographic factors and Problems faced in work environment – ANOVA and t-TEST

ANOVA has been applied to find the significant difference if any, between the demographic factors namely, Age, Education qualification, Family monthly income, Martial status, Number of family members, Residing, Department, Work schedule, Working hours, and the Number years of employment towards Policing Job. A paired t-test has been applied to test the difference if any in respect of Husband’s employment, Type of family and the Employment grade towards Policing job.

H0: “The Problems faced in work environment does not differ significantly for demographic factors”

TABLE.3

DEMOGRAPHIC FACTORS AND PROBLEMS FACED IN WORK ENVIRONMENT – ANOVA AND t-TEST

Personal factor		Mean	S.D	No	t-value	F-value	Sig	S/NS
Age	Below 25 Years	3.0620	.53195	25		1.318	.272	NS
	26 to 40 Years	3.2470	.45549	47				
	Above 40 Years	3.1631	.43639	48				
Educational Qualification	School level	3.2158	.38857	33		.455	.636	NS
	UG	3.1270	.50968	50				
	PG	3.2032	.47420	37				
Marital status	Married	3.2624	.47373	71		2.847	.041	S
	Un married	2.9704	.47229	26				
	Widow	3.0762	.33575	13				
	Separated	3.2140	.40048	10				
Husband’s Employment	Employed	3.2262	.43485	45	.509		.196	NS
	Own Business	3.2789	.50196	37				
Residing	Own house	3.1951	.54206	57		.258	.773	NS
	Rental house	3.1315	.38590	40				
	Police Quarters	3.2004	.39768	23				
Family type	Nuclear Family	3.2475	.39287	72	2.120		.116	NS
	Joint Family	3.0660	.54477	48				
Number of Family Members	2	3.0674	.37226	19		1.332	.268	NS
	3 to 5	3.2306	.42293	72				
	More than 5	3.1072	.60017	29				
Monthly Income	Less than Rs.20,000	3.1693	.41551	15		3.234	.025	S
	Rs.20,001 to 30,000	3.1690	.43290	52				
	Rs.30,001 to 40,000	3.2928	.43382	40				

	Above Rs.40,000	2.8423	.61542	13				
Department or unit	Law & Order	3.2236	.41308	36		3.698	.014	S
	Crime	3.3028	.41600	32				
	Traffic	3.1761	.49653	31				
	Armed Reserve	2.8948	.49320	21				
Employment Grade	Constable	3.1624	.41062	51	.253		.209	NS
	Head Constable	3.1842	.50601	69				
Number of Years of Employment	Less than one Year	2.9709	.45735	11		2.681	.050	NS
	1 to 5 Years	3.0843	.49870	49				
	5 to 10 Years	3.3258	.45080	26				
	Above 10 Years	3.2562	.39193	34				
Work Schedule	Day shift	3.0953	.45167	32		10.946	.000	S
	Night shift	2.7631	.58298	16				
	Alternative (morning and evening)	3.3018	.38195	72				
Working Hours in a day	7 to 8 hours	3.1336	.53576	22		.416	.797	NS
	8 to 9 hours	3.1791	.53784	35				
	9 to 10 hours	3.1159	.43679	27				
	10 to 12 hours	3.1800	.47421	14				
	More than 12 hours	3.2786	.28779	22				
	Total	132.394	19.1948	1522				

Source: Primary Data

ANOVA result indicate that there is **no significant** difference in the mean score of the problems faced in work environment in respect of age, education qualification, residing, number of family members, monthly income and number of year of employment. **Hence null hypothesis accepted.**

ANOVA result indicate that there is a **significant** difference in the mean score of the problems faced in work environment in respect of **marital status, department or unit, work schedule and working hours in a day. Hence null hypothesis is rejected.**

The paired t-test result shows that there is **no significant** difference in the mean score of the problems faced in work environment in respect of Husband's employment, family type and employment grade or status. **Hence null hypothesis accepted.**

Hence, it is concluded that the age, education qualification, residing, number of family members, monthly income and number of year of employment does not play a predominant role in the problems faced in work environment by the respondents.

Demographic factors and problems faced at home- ANOVA and t-TEST

ANOVA has been applied to find the significant difference if any, between the demographic factors namely, Age, Education qualification, Family monthly income, Martial status, Number of family members, Residing, Department, Work schedule, Working hours, and the Number years of employment towards Policing Job. A paired t-test has been applied to test the difference if any in respect of Husband's employment, Type of family and the Employment grade towards Policing job.

H0: "The Problems faced at homedoes not differ significantly for demographic factors"

TABLE 4
DEMOGRAPHIC FACTORS AND PROBLEMS FACED AT HOME - ANOVA AND t - TEST

Personal factor		Mean	S.D	No	t-value	F-value	Sig	S/NS
Age	Below 25 Years	3.2985	.75281	25		2.845	.062	NS
	26 to 40 Years	3.4190	.62179	47				
	Above 40 Years	3.1074	.59410	48				

Education qualification	School level	3.3170	.55462	33		1.021	.364	NS
	UG	3.1708	.71863	50				
	PG	3.3597	.63018	37				
Marital status	Married	3.3900	.64402	71		2.867	.040	S
	Un married	3.0473	.73656	26				
	Widow	2.9822	.42847	13				
	Separated	3.3615	.47564	10				
Husband's Employment	Employed	3.3778	.55076	45	.040		.051	NS
	Own Business	3.3721	.71830	37				
Residing	Own house	3.2753	.72189	57		.408	.666	NS
	Rental house	3.2077	.63101	40				
	Police Quarters	3.3612	.48840	23				
Family type	Nuclear Family	3.3803	.63273	72	2.335		.614	NS
	Joint Family	3.1026	.64677	48				
Number of Family Members	2	3.0972	.61101	19		1.388	.254	NS
	3 to 5	3.3462	.61782	72				
	More than 5	3.1910	.73971	29				
Monthly Income	Less than Rs.20,000	3.1538	.63765	15		.841	.474	NS
	Rs.20,001 to 30,000	3.2796	.66661	52				
	Rs.30,001 to 40,000	3.3635	.64429	40				
	Above Rs.40,000	3.0710	.62529	13				
Department or unit	Law & Order	3.3120	.54111	36		4.477	.005	S
	Crime	3.3726	.68888	32				
	Traffic	3.4144	.63173	31				
	Armed Reserve	2.8242	.63857	21				
Employment Grade	Constable	3.2594	.68249	51	.141		.517	NS
	Head Constable	3.2765	.63024	69				
Number of years of Employment	Less than one Year	2.9860	.56925	11		1.042	.377	NS
	1 to 5 Years	3.2355	.70961	49				
	5 to 10 Years	3.3402	.75844	26				
	Above 10 Years	3.3552	.46695	34				
Work Schedule	Day shift	3.0288	.64262	32		4.652	.011	S
	Night shift	3.1106	.84637	16				
	Alternative (morning and evening)	3.4113	.56984	72				
Working Hours in a day	7 to 8 hours	3.2517	.64716	22		.982	.420	NS
	8 to 9 hours	3.2835	.74551	35				
	9 to 10 hours	3.1197	.69635	27				
	10 to 12 hours	3.2143	.62578	14				
	More than 12 hours	3.4825	.39380	22				
	Total	136.311	26.5738	1522				

Source: Primary Data

ANOVA result indicate that there is **no significant** difference in the mean score of the problems faced at home in respect of age, education qualification, residing, number of family members, monthly income, number of year of employment, and working hours in a day. **Hence null hypothesis accepted.**

ANOVA result indicate that there is a **significant** difference in the mean score of the problems faced at home in respect of **marital status, department or unit and work schedule.** **Hence null hypothesis is rejected.**

The paired t-test result shows that there is **no significant** difference in the mean score of the problems faced at home in respect of Husband’s employment, family type and employment grade or status. **Hence null hypothesis accepted.**

Hence, it is concluded that the age, education qualification, residing, number of family members, monthly income, number of year of employment, work schedule and working hours in a day does not play a predominant role in the problems faced at home by the respondents.

Demographic factors and problems faced in work environment – chi - square

**TABLE 5
DEMOGRAPHIC FACTORS AND PROBLEMS FACED IN WORK ENVIRONMENT – CHI - SQUARE**

Groups		Low		High		Total		Chi-square value	Sig. value	S/ NS
		No	%	No	%	No	%			
Age	Below 25 Years	12	48.00	13	52.00	25	100	4.326	.115	NS
	26 to 40 Years	13	27.66	34	72.34	47	100			
	Above 40 Years	22	45.83	26	54.17	48	100			
Family type	Nuclear family	24	33.33	48	66.67	72	100	2.571	.109	NS
	Joint family	23	47.92	25	52.08	48	100			
Department or unit	Law & Order	11	30.56	25	69.44	36	100	10.949	.012	NS
	Crime	8	25.00	24	75.00	32	100			
	Traffic	14	45.16	17	54.84	31	100			
	Armed Reserve	14	66.67	7	33.33	21	100			
Employment Grade/status	Constable	22	43.14	29	56.86	51	100	.587	.444	NS
	Head Constable	25	36.23	44	63.77	69	100			
Number of years of Employment	Less than one Year	6	54.55	5	45.45	11	100	6.788	.079	NS
	1 to 5 Years	24	48.98	25	51.02	49	100			
	5 to 10 Years	9	34.62	17	65.38	26	100			
	Above 10 Years	8	23.53	26	76.47	34	100			

Source: Primary Data

It has been inferred that the chi- square sig. value ($p < .115$) is more than 0.05. It indicates that the relationship between age and problems faced in work environment is not significant,As the chi- square sig. value ($p < .109$) is more than 0.05. It indicates that the relationship between Family type and problems faced in work environment is not significant.As the chi- square sig. value ($p < .012$) is more than 0.05. It indicates that the relationship between Department/unit and problems faced in work environment is not significant. As the chi- square sig. value ($p < .444$) is more than 0.05. It indicates that the relationship between employment. As the chi- square sig. value ($p < .079$) is more than 0.05. It indicates that the relationship between number of years of employment and problems faced in work environment is not significant.**Hence null hypothesis accepted.**

Problems faced at home – Chi-square

**TABLE.6
DEMOGRAPHIC FACTORS AND PROBLEMS FACED AT HOME – CHI - SQUARE**

Groups		Low		High		Total		Chi-square value	Sig. value	S/ NS
		No	%	No	%	No	%			
Age	Below 25 Years	9	36.00	16	64.00	25	100	3.478	.176	NS
	26 to 40 Years	12	25.53	35	74.47	47	100			
	Above 40 Years	21	43.75	27	56.25	48	100			
Department or unit	Law & Order	10	27.78	26	72.22	36	100	5.652	.130	NS
	Crime	10	31.25	22	68.75	32	100			
	Traffic	10	32.26	21	67.74	31	100			
	Armed Reserve	12	57.14	9	42.86	21	100			
Employment Grade/status	Constable	20	39.22	31	60.78	51	100	.693	.405	NS

	Head Constable	22	31.88	47	68.12	69	100			
Number of years of Employment	Less than one Year	6	54.55	5	45.45	11	100	5.682	.128	NS
	1 to 5 Years	20	40.82	29	59.18	49	100			
	5 to 10 Years	9	34.62	17	65.38	26	100			
	Above 10 Years	7	20.59	27	79.14	34	100			
Work Schedule	Day shift	17	53.13	15	46.88	32	100	12.964	.002	S
	Night shift	9	56.25	7	43.75	16	100			
	Alternative (morning and evening)	16	22.22	56	77.78	72	100			

Source: Primary Data

As the chi- square sig. value ($p < .176$) is more than 0.05. It indicates that the relationship between age and problems faced at home is not significant,As the chi- square sig. value ($p < .130$) is more than 0.05. It indicates that the relationship between Department/unit and problems faced at home is not significant,As the chi- square sig. value ($p < .405$) is more than 0.05. It indicates that the relationship between employment grade and problems faced in work environment is not significant,As the chi- square sig. value ($p < .128$) is more than 0.05. It indicates that the relationship between number of years of employment and problems faced at home is not significant.**Hence null hypothesis accepted.**

As the chi- square sig. value ($p < .002$) is more than 0.05. It indicates that the relationship between Department/unit and problems faced at home is significant.**Hence null hypothesis rejected.**

CONCLUSION

Effective training programs are imparted to every woman police constable in technology development and also in handling crowds and criminals. This helps the women police constables to overcome the stress. Women police constables are endowed with ample privileges like parental leave, flexible hours, exemption from night beat duty and culture milieus. These have greatly reduced their stress and to have a better work and life balance. Women police express their satisfaction both at home and work. On the whole, women police in Coimbatore are happy in their job, life, family and career.