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Job Satisfaction among Police Women Employees–An Empirical Study

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Abstract
In our modern India, women have held high rank across India including that of the President, Prime Minister, Speaker of the Lok Sabha and Leader of the Opposition. The status of women in India has been subject to many great changes over the past few times. Satisfaction is the major feeling that everyone assumes after a set of assurances. Job satisfaction factors like gender, job stress, position of job, promotions, experience in the job, all these have a connotation between job satisfaction. The police job is a very energetic commanding as well as a stressful job among many. Women employees are likely to get tired because they have to play several roles as compared to men employees do. As far as work life balance issues are touching women employees of Police force are also going through very serious situations. The present paper explains how these factors is associated with job satisfaction among police personnel. This study was carried out eighteen months before which explores the facts behind the work life imbalance of women employees of police force, and the concept of a positive suggestion between work-life balance and imbalance in the contexts of unhappiness and emotional stress.

Keywords: *Job stress, work life, welfare, responsibilities, work relations.*

- Introduction

The specific, up-to-date, total numbers for women police in Nagpur are not centrally listed. However, the Maharashtra Police has over 15,000 to 17,957 women in its force. Localized, specialized units like the "Damini Pathak" in Nagpur utilize all-women personnel for patrolling. The All-India average representation of women in the police forces is only 5.33% or 84,479 police women reckoned against the actual strength of 15.85 lakh police force in the country. It averages a low of 4% when compared to the sanctioned strength of 21.24 lakh of the police force. It has found that the number of working hours has a direct impact on health, quality of work as well as personal life and social life of women police employees. Maharashtra Police (IAST: Maharashtra Police Seva, formerly Bombay State Police) is the law enforcement agency responsible for the Indian state of Maharashtra. It is headed by Director General of Police, Rajnish Seth

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(IPS), and headquartered in Mumbai, Maharashtra. It is one of the largest police departments in the country, having about 36 district police units in the state. The Maharashtra Police Department has a strength of nearly 1.95 lakh. It also has 15,000 women in its force. Job satisfaction among police is not much discussed in previous studies as it is discussed regarding other sectors. Job satisfaction, it has been recognized in private organizations as successful job functioning, it's merely applicable to police organization too (Griffin, et al., 1978). In this context the present study made its effort to explore the job satisfaction, life satisfaction as well as job-related stress among women police personnel in the Nagpur City.

Objective of study - To study the factors that influences the work life balance of women employees

Hypothesis of the study - The study has formulated the following hypothesis - There is no significant correlation between work life balance and duty hours among women employees

Necessity of study - Job satisfaction in many occupations has been derived through the work environment, support of superiors, etc. but the feeling of satisfaction is purely particular. Job satisfaction completely linked with the insight, attitude, and justice of employees. Women Police Personnel has a tough time since they have to maintain their occupation, public, family, etc. job satisfaction among police also takes different turns with factors and rewards at different levels.

The jobs are demanding which always forces the individual give her best to survive and grow within the organisation.

- Review of Literature-

OM Ashtankar (2016) try to identify the crash of work life balance on employees wellbeing of police department employees of Nagpur district in his research critique. This study supposes that work-life balance corresponds to the absence of work-life conflict. The findings of this research work bring to a close that work life balance by the Police

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employees is essential for the wellbeing of the employees & the organization. It is concluded that more work-family conflict is experienced by Police dept. employees the less satisfied they are with their family lives & work life and less psychological distress will be observed. [5]

N. Shanmughavadivu and A. Sethuramasubbiah (2018) taken effort for research study in recognizing the Level of Occupational Stress and Work Life Balance among married women police employees in Coimbatore district of Tamil Nadu State of India. Researchers had tried to find out the level of occupational stress and work life balance as well as the difference between the means of the groups of selected personal variables and important variables like occupational stress and work life balance among married women police. [6]

Job stress is a situation, wherein employee feels that their work environment is poor, that they cannot manage with the stimuli and the demands of the job (Lee et al., 2014). Police job is a stressful job, police officer majority of the time deals with death, severe injury, crime, having all these stressors in the job, the co-workers' support facilitates police officers to feel positively satisfied with the job (Gyamfi, G. D. 2014). The study also indicates that the percentage lays for 32 for satisfied police officers but, due to extrinsic, inmate, autonomy, organizational, miscellaneous factors 52% of police officers had poor job satisfaction (Lindquist, C. A., & Whitehead, J. T. 1986). Police officers include long working hours, shift-based works, which affects physical tiredness and family life disruptions (Gudjonsson et al., 1985; Elliot and Shanahan, 1994). In addition to these, police have additional court presence systems, sometimes failures in the justice system of court, critics about police jobs, have more stress on the police job (Mitchell, 1990; Shanahan, 1992). Police play a major role in maintaining law and order in society, police jobs seem to have more stressors compared

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to any other jobs (Anshel, M. H. 2000). One of the studies reveals that the balance between work, stress, coping strategies has a significant effect on job satisfaction (Kazmi, A. B., & Singh, A. P. 2015).

- Methodology
- Sampling: Convenient Random Sampling
- Sampling Frame: Police Station from Nagpur District
- Sample size: The total population is 8000. The total number of Female is 2480. According to Morgan table, the sample size undertaken for the study 548. The sample size of each police station will be decided on the population size of the police station which across Nagpur City in Various departments.

- Tools for Data Collection

  The tools used by the researcher are questionnaire. To collect the relevant information, the question was prepared by the researcher. The questions consist of 50 respondents of various dimension related to the women police.

- Results and discussion

Hypothesis No 1

Ho: Office Work and Household work of women employees is independent of each other i.e. There is no correlation between office work and household work of women employees.

H1: Office work and household work of women employees is dependent of each other i.e. There is correlation between office work and household work of women employees.

Hypothesis No 2

Ho: There is no significant correlation between work life balance and duty hours among women employees.

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There is a significant correlation between work life balance and duty hours among women employees

In other words, we can say that

There is Significant Correlation between duty hours and work life balance among women employees

Further there is an inverse relationship between the duty hours and professional work life balance.

In other words, it can be stated that, if duty hours will be increased the professional work life balance will be decreased and vice versa.

- Research Design

The research has used descriptive research design for the study. The main aim for having used this design was to analysis the problem precisely as well as to increase the knowledge of the researcher about the magnitude of the problems, hence descriptive design was adopted for the present study.

- Conclusion

The work of the Women Police may not be effortlessly likened with women working in other walks of life. There are positive fixed tasks commitments to Women Police. Many times, they have scarified of women helps to maintain peace and order in society. There honesty and execution of discharge duty go a long way and uphold order in the society. This study is devoted to Women Police who work throughout the day and night for peaceful life of other people. Work-life balance of women can bring remarkable changes in her life and can also deeply influence a society. Some of them are truly influencing factors such as excess workload, work duties and tasks, daily duty hours, work in shifts, no leisure time, extreme household work, dissimilar stressors, health problems etc. Indicators of employee fulfilment include addressing their needs and wants, as well as safeguarding that they are contented and happy at work. How well a person enjoys their work or how sustaining their workplace is may also have an influence on police women personnel happiness. Police Women satisfaction may be easily identified in relation to a number of important fundamentals, including working conditions, stress at work, control at work, and overall well-being. People's emotional feelings about their jobs are a good pointer of actual employee happiness.

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