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## **POLICE PERFORMANCE - A STUDY ON THE IMPACT OF WORK LIFE BALANCE**

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### **ABSTRACT**

Work Life Balance has been recognized for its significance of employees' performance and as strategic importance to any types of organization nowadays. In the current era of business, the accomplishment of the goals of the organization is determined only by the effective job performance of the employees. For any type of organization, the main and central part of its functioning is the performance of their employees. All the management policies of the organization should be aimed towards the enhancement of the performance of the employees. The success of the job performance of employees completely depends on how well they could balance their responsibilities of two domains that are Work and Family. Each individual is an important part of the family as well as of the society. In short, the sufficient care should be given in such a way that the employees are able to make a balance between their work and family. Lack of such a situation will result in reduction of the performance level of the employees in the job. In the above context, the current study aims to understand the implication of Work Life Balance on the job performance of the police personnel. The study was done among the police officers in eight districts of Tamilnadu, India who were selected through stratified random sampling. Data collection instrument was a questionnaire and the analytical technique adopted in the study was regression. The results of the analysis show that there is significant relationship between Work Life Balance and Job Performance.

**KEYWORDS:** Work Life Balance, Job Performance, Domain Responsibilities, Policing, Regression

## INTRODUCTION

The term of Work Life Balance refers to the absence of conflict between the roles of the family and the job. Work family balance is considered as the equilibrium state where the demands of one role do not mix or over-rule the demand of the other. The term mentioned above consists of flexible and easy job arrangements and timings which do not have any impact on the personal life programs and timings. It is a general note that the job of an individual takes the predominant place in his/her life. The desire to get a better position in the job often makes an individual to forget about the betterment of the personal life.

Hence, building a pleasant balance between work and family will help to improve all our emotional, physical, mental as well as the career health. The career expert and CEO of Amplio Recruiting, Chris Chancey, had stated that a better balance between work and family will lead to a number of positive results like reducing burnout and stress and promotion of well-being of the employees in an overall manner. The balance between work and family leads to have a better health for the employees which subsequently lead to better performance in work from their part. On the part of the employers, their expenses get reduced, the rate of absenteeism of the employees are also less and also have more loyal and performing employees in their organization.

The performance of a person is said to be good when he/she achieves the expectation level of the employer. The concept of job performance makes an assessment of the individual's completion of a job. The concept has been studied in the organizational and industrial psychology. It also is an important element of the HRM practice. The employee performance is essential for successful organizational results. John P. Campbell had described job performance to be as the individual variable. In other words, it refers to something that an individual employee performs. From the point of view of Motowidlo, Borman, & Schmidt (1997), performance includes

the behaviour of people which has an impact over the results of the organization.

### **STATEMENT OF PROBLEM**

Lack of Work Life Balance is a serious issue which affects the wellbeing of the employees as well as of the organization they are working in. Most of the police personnel found it difficult to make a balance between their job situations and family responsibilitiesRajinikanth, (2018). This inadequacy to bring in a balance may be due to several reasons like competing changes in the workplace, long working times, ageing factor and also enhancement of technology in the workplace which makes the employees to spend more of their time in work. These changes and the conflict between work and family roles have put the organizations in a situation which forces them to engage in practices that facilitate the employees to fulfill both their family and job requirements. The method of bringing a balance between life and work is a crucial issue in the field of Human Resource Managementand the employers are also giving more attention towards the implementation of policies for the employees to achieve a balance between the roles of work and life.

### **OBJECTIVES**

The main purpose of this research paper is to examine the impacts of work-life balance on the performance of the police personnel.

### **NEED FOR THE STUDY**

Policing is a sensitive profession which includes lots of responsibilities and unsocial working hours. Their job performance is completely connected with the peace of this society. The law enforcement can be effectively done if they have psychological fitness. This favorable attitude could be achieved through the way how they handled their two domain responsibilities such as work and family. So it is inevitable to probe into such dimension of police officers.

## REVIEW OF LITERATURE

Mwangi Lucy Wambui et al., (2017) had studied the impacts of work-life balance on the performance of the employees. It was a case study model which was done in the Kabarak university. The university mentioned here is a private university of the Nakuru county. The main objective was to find the impact of the independent variable on the dependent variable of the study. The research design of the study was descriptive. Data of the study was primary in nature and was collected using questionnaires. The respondents of the study were fixed from a target population of 244 and fixed at 70. SPSS package was used to analyze the data. The study also employed chi-square tests. The findings of the analysis showed that the conflicts in work and family had a negative impact on the performance of the employees. Hence, the study concluded that the performance of the employees can be improved by embracing the work life balance.

Mendisand Weerakkody, (2017) had examined the effect of Work Life Balance on the performance of the employees. The study was done in the telecommunication sector of Sri Lanka. The study was a model of mediation. The primary aim of the study was to examine the effect of work life balance on the performance of the employees. Efforts were also done to recognize whether a better situation of work life balance leads to high performance on the part of the employees by the way of job satisfaction. The participants of the study were the married employees in the post of executives who were selected by way of cluster sampling. Through the data collection tool of questionnaire, information was collected from 100 staffs of the telecommunication sector. The testing of the hypothesis was done by employing multivariate, bivariate and univariate methods of statistics. The analysis of the data was done using SPSS 15.0 for exploring the relation between the study variables. The results of the study showed that work life balance, job performance and job satisfaction had a positive relationship with each other individually. Findings also concluded that a better balance between work and family will also lead to a good performance level of the employees.

Thevanes, N et al., (2018) had studied the relation between work life balance and the performance of employees in job. The study was done in the context of Sri Lanka. For accomplishing the purpose of the research, the authors had gathered primary data from 166 workers of private banks in Batticaloa, Sri Lanka. Data collection instrument was a questionnaire and analysis of the data was done using bivariate and univariate methods. the outcomes showed that there was an optimistic relation between the job performance and the work life balance of the employees.

Policing is the most responsible profession in which the regular arousal of chronic stresses (Alkus and Padesky, 1983; Dantzer, 1987; Goodman, 1990). Ni He, et al.,(2002) viewed the incorporation of various stressors of policing such as different parts of police workplace, work-family struggle, and individual ways of dealing with stress. Rajinikanth and Sritharan (2012) also analyzed the impact of work hours on their work family conflict among police personnel.

Stressors of policing strongly affects the performance of their day to day operations (Coman and Evans, 1991; Violanti and Aron, 1993). Rajinikanth (2017) found that even the personality traits of police officers have the strong impact on their performance. Ni He, et al., |(2002) found the overview of the negative exposures of police officers and how it has been correlated with their work-family strife. Rajinikanth et al.,(2012) found that social support played a vital role in the directions of work family conflict among police personnel. In 2013, Rajinikanth and Sritharan probed into the impact of negative exposures into role related stresses in police profession.

The ability of balancing various domain pressures might improve the eager of performance (Wexler and Logan, 1983; Violanti and Aron, 1993). Haarr and Morash, (1999) analysed about the impact of sexual harassment on performance among police personnel. Even personality traits and characteristics can also play an important role as the antecedents of role related pressures in the minds of police officers (Rajinikanth&Sritharan, 2012).

## RESEARCH METHODOLOGY

The research was carried out only among the police officers in eight districts of Tamilnadu, India. Data was collected through a questionnaire. Sample population was selected through stratified random sampling. The size of the sample was ascertained as 623. Regression analysis was performed in this study. The Work Life Balance instrument was developed by Rashida Banu and Duraipandian (2014). The Job performance instrument was developed by Mendis and Weerakkody (2017).

## ANALYSIS AND INTERPRETATION

### Influence of Work Life Balance on the job performance

#### Model Summary

R	R Square	Adjusted R Square	F	Sig.
.793(a)	.629	.601	22.272	.000(a)

a. Predictors: (Constant), Work Life Balance

#### Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.032	.258		3.992	.000
I am happy with the contributions I make towards my home and family	.069	.047	.108	1.478	.143
I have the time to reach my personal and career goals satisfactorily	.134	.057	.218	2.353	.021
My balanced life gives me ability	.123	.059	.196	2.091	.039

to function effectively at work					
Work Life Balance contributes to improved staff motivation and Commitment	.141	.055	.275	2.549	.012
Work Life Balance helps in building good teams	-.018	.055	-.026	-.329	.743
Work Life Balance helps in building creative people	.017	.053	.032	.327	.744
Work Life Balance helps in building positive attitudes	.297	.072	.341	4.131	.000

a. Dependent Variable: job performance

Let's focus on the 9 predictors, whether they are statistically noteworthy and, if so, the direction of the regression. Most of the Work Life Balance statements were significant, and the coefficient is optimistic which would point out that 3 statements were related with not significant.

The multiple correlations squared represent the amount of variance in the result which is accounted for by the predictors; here, 62.9% of the variance in Work Life Balance is accounted for by job performance. Though, the multiple correlations squared were positive, the adjusted R<sup>2</sup> was more appropriate.

**CONCLUSION**

The discussions in the study proved the fact that the philosophy of work life balance has a positive relation with the actual advantages of the Police organization. This is so as the psychological and social needs of the respondents who are supposed to be put in a correct order for carrying out their organizational activities efficiently. Great opportunities are possible for an police organization only by the effective performance of their work force. Hence the police organizations should explore ways to improve their employee ability to balance work and family responsibilities. The police organizations can accomplish this task by giving them opportunities to find time and ways to satisfy both their work and family. If the police organization achieves this, the police personnel can perform effectively and efficiently which is highly needed for society. The result of this study reveals that there is

significant relationship between work life balance and Job Performance among police officers.

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