

CURRENT STATUS AND PROBLEM OF WOMEN POLICE PERSONNEL IN CHENNAI DISTRICT

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ABSTRACT: This paper discuss about work life balance of women police personnel and the problems faced by women police with respect to Chennai district. Work life balance is a neighbourly and far reaching blend of a person's expert and individuals life the same time there are various periods of an individual's work which can affect family Women generally perform tasks like escorting female prisoners, helping male police in the investigation that concerns female victims or watches duty of female suspects. A study among the police officials in specific the women police officials of Chennai district the sub division. This paper has taken fifty sample, from the total population of eighty women police officers the collected data were analysed using statistical package for social sciences the analysed data were presented in the form of tables and charts for further interpretation.

Key words: work life balance, problems faced, personal life, work presser.

INTRODUCTION:

The women police face many difficulties during training exams the main reason for that is that they overcome many problems in the family & many obstacles, then during the training exam everyone has to undergo many tough competitions and many kinds of tribulations happen to after selection she had to undergo rigorous training in judo, karate and horse riding, besides legal matters. Then after overcoming many hardship they are succeeds in all competitive examination & holds her position and then due to the obstacles of many higher authorities there are many problems & many struggles in family & there are more chances to face many kinds of crisis. All women police are not able to see their families properly so they are not able to complete any of their duties properly and thus many types of problems arise in families. Due to the snow load from the climbing authorities they suffer various mental presser. Women police are notable to do the hard work during maternity time and we have to do all kinds of activities for them. Women police face may difficulty's as they can't take care of their children on time. Women police personnel are also very visible with traffic detachments on the roads and to provide security at public events. They are also

part of the armed reserve. But problems remain. Something as basic as ready access to proper toilets remains a problem for women cops, especially when they are on bandobast duty. Facilities at police stations are not much better.

The total number of police in all India 17, 22,786 and the total number of police in Tamil Nadu 1, 11,448. In the total number of women police in 13,842 and total number of police 12.42% of police. The ranking in Tamil Nadu is 2nd rank. Number of women police station Chennai district is 36. Women were recruited to the Tamil Nadu police for the first time fifty years ago. A 22 women unit was set up headed by sub inspector A V Usha. That was last 1973. cut to 2013, and the force now has 23,542 women police personnel in Chennai district.

REVIEW OF LITERATURE

This present chapter highlights the study of previous literature regarding the life satisfaction. The previous study helps to get an idea about different approaches made by the earlier researchers in the same field and also to identify the research gap.

Vimala A Muthulakshmi AP (2012) “causes and consequences of family interference with work. A study from police sector. The study was analysed using correlation, section analysis regression and path analysis. it was found that majority of the married women face more problems from the family than the unmarried women police.

Nidhi Yadav K (2013)” satisfaction with work life balance; A study of women police personnel in vapi city”. In this study analysis was made using bar diagram, graphs and percentage methods. Stated that majority of women police will be satisfied only when the work environment in changed because they have many responsibilities depending upon the size of the family. So, they need to be encouraged by providing rewards and recognition, only then will be satisfied.

Tim Prenzler Georgina Sinclair (2013)”The status of women police officers” reported that better rules and regulations should be brought in order to increase the participation of women has police officers.

Rajesh K Yadav, Nishanth Dihade (2014)” work life balance and job satisfaction among the working women of banking and education sector. A comparative study. In order to find the accuracy of the data standard deviation is used. Then further analysis was also carried out using correlation co-efficient there is flexible working conditions, more interesting job to provide to the workers so that there will no boredom. Then and there the workers to e rewards, in order to get more satisfactions among the workers in the various sectors of work.

OBJECTIVES OF THE STUDY:

- To identify the major factor that influence the work life balance among various categories of women police personnel.
- To examine the problems faced by women police force in them work environment and at home.

RESEARCH METHODOLOGY

RESEARCH

The material and methods adopted for the study are discussed under following heading.

SOURCE OF DATA:

In this study both primary and secondary data have been used. The primary data was collected from the selected area. A well-structured questionnaire was prepared and distributed to the Chennai district women police. The various secondary information sources used for the present research include the journals and magazines and also include websites of women police.

SAMPLING DESIGN

The sampling procedure used for the study was convenient sampling technique: the respondents are selected on a convenient basis for the data collection. The data were collected from Chennai women police. Structured questionnaire was used to collect primary data. Put pf 80 samples 50 responses were finally received from the respondents throughout Chennai women police by adopting the questionnaire method. A specimen questionnaire is given in the annexure.

SAMPLE AREA

The population frame is customers of various district in Tamilnadu. Chennai is the highest populated in Chennai union Pradesh. The respondents were divided among hole Tamilnadu police department.

TOOLS USED

The data collected were analyzed for the entire sample. Data analysis was performed with statistical package. The data collected was analyzed through percentages, frequencies, weighted average mean score and chi-square test, ANOVA charts are also.

DATA ANALYSIS AND INTERPRETATION

Analysis means the computation of certain indices or measures along with searching patterns of relationship that exist among data groups. Analysis, particularly in case of survey or experimental data, involves estimating the values of unknown parameters of the population and testing of hypothesis for drawing inferences. Data analysis requires a number of closely related operations such as establishment of categories, the application of these categories to raw data through coding, tabulation and then drawing statistical inferences. Analysis work after tabulation is generally based on the computation of various percentages, coefficients, etc., by applying various well-defined statistical formulae. In the process of [analysis, relationships or differences supporting or conflicting with original or new hypotheses should be subjected to tests of significance to determine with what validity data can be said to indicate any conclusion.

After the data has been collected, it was processed and tabulated using Microsoft Excel- 2007 Software. The statistical techniques adopted are percentage analysis, chi-square, ANOVA, Weighted Average and Ranking Methods. SPSS version 16.0 statistical software was used and the results obtained thereby have been analyzed and interpreted.

TABLE 3.1
Table showing the age group of the respondents

| AGE | NO: RESPONDENTS | OF PERCENTAGE |
|-----|--------------------|------------------|
|-----|--------------------|------------------|

| | | |
|--------------|-----------|-------------|
| 20-25 | 12 | 24% |
| 25-30 | 31 | 62% |
| 30-35 | 7 | 14% |
| TOTAL | 50 | 100% |

SOURCE: primary data

INFERENCE

From the above table it is derived that 24% of the respondents belong to 20 -25 years of age, 70% of the respondents are falling under age group of 25- 30 years, and 14% of respondents are in the age group of 30-35 years.

TABLE 3.2

Table showing the educational level of the respondents

| EDUCATIONAL QUALIFICATION | NO: OF RESPONDENTS | PERCENTAGE |
|---------------------------|--------------------|-------------|
| SSLC | 9 | 18% |
| HSC | 3 | 6% |
| UG | 27 | 54% |
| DIPLOMA | 11 | 22% |
| TOTAL | 50 | 100% |

SOURCE: primary data

INFERENCE

From the above table reveals the educational level of respondents, 18% of the respondents are just completed SSLC, 6% of the respondents come under the group of HSC, 54% of the respondents are in the group of UG, and 22% of the respondents belong to the category of diploma.

TABLE 3.3

Table showing the marital status of the respondents

| VARIABLES | FREQUENCY | PERCENTAGE |
|--------------|-----------|-------------|
| Married | 20 | 40% |
| Unmarried | 30 | 60% |
| TOTAL | 50 | 100% |

SOURCE: primary data

INFERENCE:

From the above table reveals the marital status of the respondents, 40% of them are married and 60% of the respondents are unmarried.

TABLE 3.4

Table showing the types of families of the respondents

| VARIABLES | FREQUENCY | PERCENTAGE |
|--------------|-----------|-------------|
| Nuclear | 13 | 26% |
| Joint family | 37 | 74% |
| TOTAL | 50 | 100% |

SOURCE: primary data

INFERENCE:

From the above table reveals the types of families, 26% of respondents belongs to nuclear family and 74% of respondents belongs to joint families.

TABLE- 3.5

Table showing the annual income of the respondents

| ANNUAL INCOME | NO: OF RESPONDENTS | PERCENTAGE |
|--------------------|--------------------|-------------|
| Below 2,50,000 | 24 | 48% |
| 2,50,000-5,00,000 | 13 | 26% |
| 5,00,000-10,00,000 | 8 | 16% |
| Above 10,00,000 | 5 | 10% |
| TOTAL | 50 | 100% |

SOURCE : primary data

INFERENCE:

From the above table displace the annual income level of the respondents,48% of the respondent’s income is less than Rs.2,50,000, 26% of the respondents earn Rs.2,50,000-5,00,000,16% of the respondent’s income is 5,00,000-10,00,000,10% of the respondents earn above Rs.10,00,000.

TABLE 3.6

Table showing the experience of the respondents

| EXPERIENCE | NO: OF RESPONDENTS | PERCENTAGE |
|-------------------|--------------------|-------------|
| Less than 5 years | 19 | 38% |
| 5-10 years | 21 | 42% |
| 10-15 years | 8 | 16% |
| Above 15 years | 2 | 4% |
| TOTAL | 50 | 100% |

SOURCE: primary data

INFERENCE:

From the above table reveals the experience of the respondents, 38% of the respondents have less than 5 years of experience, 42% of the respondents have experience of the 5-10 years,16% of respondents 10-15 years of experience and only 4% of the have experience more than 15years.

TABLE-3.7

CROSS TAB

Table showing marital status and shift do you prefer.

Cross tabulation of marital status and shift do you prefer.

| MARITAL STATUS | SHIFT DO YOU PREFER | | | Total |
|----------------|---------------------|-------|------|-------|
| | DAY | NIGHT | BOTH | |
| Married | 4 | 2 | 20 | 26 |

| | | | | |
|--------------|-----------|----------|-----------|-----------|
| Unmarried | 8 | 0 | 16 | 24 |
| Total | 12 | 2 | 36 | 50 |

SOURCE: primary data.

INFERENCE:

The above cross tabulation shows the following inference about the marital status and shift do you prefer.

Out of 24 respondents,8 of unmarried response comfortable with day shifts not comfortable with they do not prefer night shifts.

26 of the married respondents only 4 of the married response are comfortable with the night shifts and only 42of them are willing to work day shifts.

TABLE-3.8
ANOVA TABLE

Table showing the marital status and working house life in with your family or social commitments outside work.

- ✓ **Null hypothesis:** There is no association between the marital status and working house life in with your family or social commitments outside work.
- ✓ **Alternative hypothesis:** There is association between the marital status and working house life in with your family or social commitments outside work.

| | Sum of squares | Degree of freedom | Mean square | F | Sig. |
|----------------------|----------------|-------------------|-------------|-------|------|
| Between group | 4.354 | 3 | 1.451 | 7.544 | .000 |
| Within group | 16.546 | 86 | .192 | | |
| TOTAL | 20.900 | | | | |

INDIPENDENT VARIABLE: marital status

DEPENDENT VARIABLE: working house life in with your family or social commitments outside work.

TABLE-3.9
CHI SQUARE

Table showing the stress management with stress faced by the women police personnel.

Null hypothesis: There is no significant relationship between the stress management with stress faced by the women police personnel.

Alternative hypothesis: There is significant relationship between the stress management with stress faced by the women police personnel.

INFERNCE:

| | Value | Degree of freedom | Asymp.sig.(2-sided) |
|---------------------|---------|-------------------|---------------------|
| Pearson chi- square | 58.370a | 6 | .000 |

From the above table, it is found that calculated Pearson chi-square value .000, which is lesser than table value of 0 .05. the alternative hypothesis is accepted and null hypothesis is rejected at the 5%

level of significance. It is concluded that there is significant relationship between stress management with stress faced by the women police personnel.

CONCLUSION:

This research concentrate on shows that the women police authorities are not consistently accomplishing their harmony among work and individual life. The specialist has gathered information from women police, examined and deciphered and tracked down the fundamental discoveries and furthermore given a few ideas to work on their personal satisfaction. From this exploration the specialist acquired new information about balance between serious and fun activities, how balance between fun and serious activities happens, what are the purposes behind not accomplishing balance between serious and fun activities successfully, and which assumes a crucial part in balance between fun and serious activities of women police representatives. From this example concentrate on it was found that the women police authorities couldn't invest energy with their family because of weighty responsibility. Here it was perceived that Occupation Fulfillment or Stress or Advancement or Pay doesn't make any difference with regards to balance between serious and fun activities since representatives comprehend that each occupation has its own benefits and negative marks and a worker can't work with next to no issues at work except for just when the representatives can designate space among family and work then it contributes towards their balance between serious and fun activities. This can be recognized by the Public authority and to resolve this issue the Public authority can start a Human Asset Division which deals with the Labor supply, Wellbeing, Security and Government assistance of the Representatives. At the point when every one of these are taken consideration and issues tended to well then the women representatives can assign time for their work and family and equilibrium both.

FINDINGS:

- ❖ 62% of respondent belong to the age group of 25-30.
- ❖ The education qualification of the respondents they are completed under graduate courses and lower respondents 6% are completed HSC.
- ❖ The study shows that majority 60% of the respondents were unmarried.
- ❖ The study of 74% of respondents belong to types of family of joint family.
- ❖ The annual income level of the respondents,48% of the respondent's income is less than Rs.2,50,000, and lower than 10% of the respondents earn above Rs.10,00,000.
- ❖ The experience of the respondents, 38% of the respondents have less than 5 years of experience, and only 4% of the have experience more than 15years..
- ❖ The study of 24 respondents,8 of unmarried respondents comfortable with day shifts not comfortable with they do not prefer night shifts.
- ❖ The study shows that 30% of them will go for work on two Sundays, & 16% of them will go for work on three of Sundays.

SUGGESTIONS:

The following suggestions are recommended to improvise the level of women police personnel.

- ❖ The work environment should provide flexible timings to the women police officers. So that they are able to tackle with the work life and the family life.
- ❖ If the employees are feeling stressed they should bring out stress relieving programmes such as yoga, medication, counselling interaction programmes etc.
- ❖ They should be trained properly before in order to overcome stress.
- ❖ The employees should get support from their colleagues and even from top management so that they can do the work properly.
- ❖ Sexual harassment should be reduced among women police employees while providing training.
- ❖ They should also provide scope for developing their career in future.
- ❖ The work-life balance programmes should be organised by the work environment in order to improve the performance thereby reducing absenteeism, in order to improve the services.
- ❖ The environment should be in such a way that they create positive attitude in the minds of the employees so that the quantity & quality of work performance will not be affected.

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