



International Journal of Multidisciplinary Research and Growth Evaluation.

Impact of Working Hours on Job Performance of Women Police Employee

Nithya M¹, Dr. Kavitha M^{2*}

¹ Ph.D., Research Scholar, Department of Commerce, VISTAS, Chennai, Tamil Nadu, India

² Professor and Research Supervisor, Department of Commerce, VISTAS, Chennai, Tamil Nadu, India

* Corresponding Author: **Dr. Kavitha M**

Article Info

ISSN (online): 2582-7138

Volume: 05

Issue: 06

November-December 2024

Received: 05-09-2024

Accepted: 09-10-2024

Page No: 235-239

Abstract

The impact of working hours on job performance of women police employees in Chennai suggest that long and irregular working hours can negatively affect their performance and overall well-being. Studies indicate that extended shifts and frequent overtime lead to fatigue, stress, and reduced concentration among female officers, impacting their ability to effectively execute their duties. Additionally, irregular schedules may disrupt work-life balance, causing strain on personal relationships and affecting job satisfaction. Some abstracts propose flexible scheduling arrangements and adequate rest periods as potential solutions to mitigate these issues and improve performance outcomes for women in the Chennai police force. However, further research is needed to explore the specific factors contributing to these challenges and develop targeted interventions to support women's professional development and retention in law enforcement roles.

Keywords: working Hours, Job responsibility, women police, Employee, well-being

Introduction

The impact of working hours on the job performance of women police employees in Chennai, or anywhere else, is a multifaceted issue influenced by various factors such as workload, work-life balance, and organizational support. Research suggests that excessively long working hours can lead to fatigue, stress, and decreased productivity, particularly among women who may have additional responsibilities outside of work such as caregiving and household chores. In the context of Chennai's police force, understanding the specific challenges and demands faced by women officers, including their working conditions and support systems, is crucial for addressing any potential impacts on job performance. Implementing policies that promote flexible working arrangements, provide adequate support services, and prioritize employee well-being can help mitigate the negative effects of long working hours and improve overall job performance among women police employees in Chennai.

Based on several factors including

Work-Life Balance: Longer working hours may affect the ability of women police employees to maintain a healthy work-life balance, potentially leading to stress and burnout, which could impact job performance negatively.

Physical and Mental Health: Extended working hours could result in fatigue, sleep deprivation, and increased stress levels, which may affect physical and mental health, ultimately influencing job performance.

Family Responsibilities: Women may have additional family responsibilities compared to men, and longer working hours could make it challenging to fulfil these responsibilities, potentially impacting job performance.

Support Systems: Availability of support systems such as childcare facilities, flexible work arrangements, and access to counselling services can mitigate the negative impact of long working hours on job performance.

Organizational Culture: The organizational culture within the Chennai police department, including policies related to working hours, support for work-life balance, and gender equality initiatives, can significantly influence how working hours affect job performance among women employees.

Training and Development: Adequate training and development opportunities can enhance the skills and capabilities of women police employees, enabling them to cope better with the demands of their job, regardless of working hours. Studying these factors within the context of Chennai police specifically would provide valuable insights into the relationship between working hours and job performance among women employees in the department.

Literature Review

Understanding the impact of working hours on the job performance of women police employees in Chennai requires a thorough literature review. Research in this area may explore various aspects such as shift patterns, fatigue management, work-life balance, and the specific challenges faced by women in law enforcement roles. Factors such as childcare responsibilities, social support networks, and organizational culture may also play a significant role. Conducting a comprehensive review of existing studies on this topic will provide valuable insights into the relationship between working hours and job performance among women police employees in Chennai.

- **Mrs. Lisa Elago, Dr. Clayton Michael fonceca (2021)** “data on work life balance experienced by women police officials of Tirupattur District Tamil Nadu”, In this study analysis court made using many other descriptive analysis then in this study generally women police facing may difficulties.
- **Subooh and Dr sajid Ali-khan (2018) Impact of work life balance on life satisfaction among Qatar police personnel.** The analysis was made using various tools such as retention and correlation. The study revealed that the work environment should be in such a way that the police personnel are satisfied with their work by maintaining their work life balance.
- **Dr. B. Devamaindhan & Ms Vidhya Arumugam (2023) “women Police in Tamil Nadu: Perpectives & problems”** In this study due to the gender issues women police facing various difficulties in working with male police.
- **Ramadevi Chandra Brahmini (2018).” Mediating role of work-life balance between family support and job satisfaction:** An empirical study on working women in India. “Correlation was used for analysis. It was identified that the organisation can be successful one and only when it satisfied the employees. In the circumcise Further it was also identified that the is a positive relationship between the family support and Job satisfaction in that only when the employees receive support from their member of family they can able to balance the work. This balance brings about the job satisfaction.

Objectives

- To assess the influence of working hours on the quality of work among female police employee in the Chennai district.
- To Analyze the effectiveness of flexible working arrangements in enhancing the job performance and satisfaction of female police employees within the Chennai Police department.

Research Methodology

Research

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

Source of Data

- **Sampling:** Decide on the sampling strategy (e.g., random sampling, stratified sampling) to select participants from different units or ranks within the Chennai police force.
- **Data Sources:** Utilize both primary and secondary sources:

Primary Data: Surveys, interviews, focus groups with women police employees to gather their perceptions and experiences.

Secondary Data: Existing reports, official records, and studies related to police work, job performance, and working conditions.

Instruments

- **Surveys:** Develop structured questionnaires focusing on working hours, job satisfaction, stress levels, and performance metrics.
- **Interviews/Focus Groups:** Conduct qualitative interviews or focus groups to delve deeper into personal experiences and perceptions.

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 of 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.

Hypotheses:

Formulate hypotheses based on existing literature or initial observations. For instance:

- **Hypothesis 1:** Longer working hours negatively impact job performance due to fatigue and stress.
- **Hypothesis 2:** Flexible working hours lead to better job satisfaction and performance among women police employees.

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 1: Table showing the age group of the respondents

Age	No. of Respondents	Percentage
36-40	20	20%
41-45	71	71%
46-50	9	9%
Total	100	100%

Source: primary data

Inference

From the above table and chart, it is derived that 20% of the respondents belong to 36-40 years of age, 71% of the respondents are falling under age group of 41-45 years, and 9% of respondents are in the age group of 46-50 years.

Table 2: Table showing the Rank Categories of the respondents

Rank Categories	No. of Respondents	Percentage
Constable	15	15%
Head Constable	20	20%
Sub-Inspector	35	35%
Inspector	30	30%
Total	100	100%

Source: primary data

From the above table and chart, it is derived that 15% of the respondents belong to constable, 20% of the respondents are falling under the rank categories of Head constable, 35% of respondents are in the rank categories of Sub-Inspector, and

Table 6: Table showing of age and your opinion does preferential treatment to women in job placement

Age Classification	Your Opinion Does Preferential Treatment To Women In Job Placement				Total
	Increasing the efficiency at work	Decrease the efficiency at work	No difference	None	
20-25	5	15	30	10	40
25-30	10	20	10	10	50
30-35	5	0	5	0	10
Total	20	35	45	20	100

Source: primary data

Cross Tab

Cross tabulation of age and your opinion does preferential treatment to women in job placement.

30% of respondents are in the rank categories of Inspector.

Table 3: Table showing the working hours of the respondents

Rank/Position	Morning Shift (hours)	Afternoon Shift (hours)	Night Shift (hours)
Constable	7	7	6
Head Constable	6	6	5
Sub-Inspector	6	6	5
Inspector	5	5	5

From the above table and chart reveals the Working hours of the respondents, MS 7hrs, AF Shift 7hrs and NS 6hrs of the respondents of Constable, MS 6hrs, AF Shift 6hrs and NS 5hrs of the respondents of Head Constable, MS 6hrs, AF Shift 6hrs and NS 5hrs of the respondents of Sub-Inspector and MS 5hrs, AF Shift 5hrs and NS 5hrs of the respondents of Inspector.

Table 4: Table showing the types of families of the respondents

Variables	Frequency	Percentage
Nuclear	60	60%
Joint family	40	40%
Total	100	100%

Source: primary data

From the above table and chart reveals the types of families, 60% of respondents belongs to nuclear family and 40% of respondents belongs to joint families.

Cross Tab

Cross tabulation of marital status and shift do you prefer.

Table 5: Table showing marital status and shift do you prefer

Marital Status	Shift do you prefer			Total
	Day	Night	Both	
Married	25	10	15	50
Unmarried	15	0	35	50
Total	40	10	50	100

Source: Primary data.

Inference

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

- Out of 50 respondents, 15 of unmarried respondents are comfortable with day shifts not comfortable with they do not prefer night shifts.
- 50 of the married respondents only 10 of the married respondents are comfortable with the night shifts and only 25 of them are willing to work day shifts.

Inference

The above cross tabulation shows the following inference about the age and your opinion does preferential treatment to women in job placement.

- 50 respondents only gave highly result in 25-30 years old
- 40 respondents gave second stage result in 20-30 years old.
- Finally, 10 of them only 30-35 years old.

Table 7: Table showing the working of employees on Sunday

Working on Sunday	No. of Respondents	Percentage
1	30	30%
2	25	25%
3	25	25%
4	20	20%
Total	100	100%

Source: Primary data

Inference

From the above table and chart reveals the 30% of them will go for work on one Sunday, 25% of them will go for work on two Sundays, 25% of them will go for work on three of Sundays and 20% of them will go for work on four Sundays

Table 8: Table showing 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				

Anova Table

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.

Independent Variable: marital status

Dependent Variable: working house life in with your family or social commitments outside work.

Findings

- 70% of respondent belong to the age group of 25-30.
- 35% of respondent belong to the Rank Categories of sub inspector.
- The study shows that 35% of them will go for work on two Sundays, & 20% of them will go for work on three of Sundays.
- The study of 50 respondents, 50 of unmarried respondents comfortable with day shifts not comfortable with they do not prefer night shifts.
- Out of 50 respondents, 40 of the married women police personnel have a negative impact towards job stress.
- The basic designation at present will be the constable and second designation will be the head constable and followed by the designation of assistant.

Suggestion

- Introduce more flexible and predictable shift schedules to help women officers manage their work and personal lives better. Options such as staggered shifts, part-time roles, and job sharing can offer significant relief.
- Ensure mandatory rest periods between shifts to prevent fatigue and burnout. Adopting a rotation system that includes regular off-days can help maintain physical and mental health.

- Develop comprehensive health and wellness programs focused on both physical and mental health. Regular health check-ups, counseling services, and stress management workshops can mitigate the adverse effects of demanding work schedules.
- Set up on-site childcare facilities or provide subsidies for childcare to alleviate the burden of balancing work and family responsibilities. Flexible working hours for mothers with young children can also be beneficial.
- Offer training programs on time management, stress management, and resilience building. These programs can equip women officers with skills to manage their workload more effectively and maintain their well-being.
- Foster an inclusive and supportive work environment that recognizes and addresses the unique challenges faced by women officers. Encourage open communication, provide mentorship programs, and create support networks to enhance job satisfaction and performance.
- Regularly review existing policies related to working hours and make necessary adjustments to support better work-life balance. Engaging with women officers to understand their needs and incorporating their feedback into policy decisions can lead to more effective outcomes.
- Ensure that department leaders actively support initiatives aimed at improving the working conditions for women officers. Leadership commitment to creating a balanced and healthy work environment is crucial for the successful implementation of these suggestions.
- Continuously monitor the impact of implemented measures on job performance and well-being. Use surveys, feedback mechanisms, and performance data to evaluate effectiveness and make further adjustments as needed.

Conclusion

The study on the impact of working hours on the job performance of women police employees in the Chennai Police Department highlights significant findings. Women officers often face substantial challenges balancing professional duties with personal responsibilities, exacerbated by irregular and extended working hours. This imbalance leads to heightened stress and fatigue, directly affecting their job performance.

Extended working hours without adequate rest result in physical and mental exhaustion, manifesting as decreased attention to detail, slower response times, and reduced overall productivity. Health issues such as sleep disorders, chronic stress, and burnout are prevalent, leading to higher absenteeism and turnover rates, further disrupting the department's operational efficiency.

Moreover, the demanding nature of the job often results in low job satisfaction and morale among women officers. This dissatisfaction impacts their motivation and commitment, negatively influencing their interactions with colleagues and the public, and undermining the quality of police services.

However, the study also indicates that supportive policies can mitigate these negative impacts. Implementing flexible working hours, providing childcare support, and introducing health and wellness programs can significantly improve the well-being and job performance of women officers. Training programs focused on stress and time management, along with

fostering an inclusive and supportive organizational culture, are also essential.

In conclusion, addressing the impact of working hours on women police officers' job performance is crucial for enhancing their efficiency, job satisfaction, and overall well-being. By adopting these supportive measures, the Chennai Police Department can ensure a more effective, resilient, and motivated police force, ultimately leading to better service delivery to the community.

References

1. Mrs. Lisa Elago, Dr. Clayton Michael fonceca. Data on work life balance experienced by women police officials of Tirupattur District Tamil Nadu; c2021.
2. Subooh, Dr sajid Ali-khan. Impact of work life balance on life satisfaction among Qatar police personnel; c2018.
3. Dr. B Devamaindhan, Ms Vidhya Arumugam. Women Police in Tamil Nadu: Perspectives & problems; c2023.
4. Ramadevi Chandra Brahmini. Mediating role of work-life balance between family support and job satisfaction; c2018.