

An Empirical Study on Personal Factors Influencing Work–Life Balance among Police Personnel

A. Amala Rosi¹, Dr. C. Mahimai Arul Ignatius²

¹Full-Time Research Scholar, PG & Research Department of Commerce, St. Xavier's College (Autonomous), Palayamkottai, Tirunelveli, Tamil Nadu – 627002, Affiliated to Manonmaniam Sundaranar University, Abishekapatti, Tirunelveli – 627 012, Tamil Nadu, India

Email: amalarosi469@gmail.com,

² Assistant Professor, Department of Commerce, St. Xavier's College (Autonomous), Palayamkottai, Tirunelveli, Tamil Nadu - 627 002, Affiliated to Manonmaniam Sundaranar University, Abishekapatti, Tirunelveli – 627 012, Tamil Nadu, India.

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ABSTRACT

Work–life balance is an important concern among police personnel because the demanding nature of policing often involves long working hours, unpredictable duties, occupational stress, and competing family responsibilities. While organizational and family-related determinants of work–life balance have received considerable attention, the role of individual and personal factors remains comparatively underexplored. The present study aims to identify the underlying personal factors influencing work–life balance among police personnel, with particular focus on personal coping and management, workplace support, and family and financial support. The study adopted an empirical research design and collected primary data from 125 police personnel in Tirunelveli through a structured questionnaire using a Likert scale. Percentage analysis and Exploratory Factor Analysis (EFA) were employed to analyze the data. The Kaiser-Meyer-Olkin (KMO) measure of sampling adequacy was 0.926, while Bartlett's Test of Sphericity was statistically significant ($\chi^2 = 1355.105$, $df = 105$, $p < 0.001$), confirming the suitability of the data for factor analysis. The factor analysis identified three dimensions: Personal Coping and Management, Workplace Support, and Family & Financial Support. These three factors jointly explained 65.24% of the total variance, with Personal Coping and Management contributing 50.97%, Workplace Support 15.83%, and Family & Financial Support 8.43%. The findings indicate that effective stress management, adaptability, time management, organizational support, family assistance, and financial resources are important dimensions associated with work–life balance among police personnel. The study suggests that police departments should adopt an integrated approach combining individual coping mechanisms, supportive workplace practices, and family-oriented interventions to improve work–life balance and overall well-being.

Keywords: Work–Life Balance, Police Personnel, Personal Factors, Personal Coping and Management, Workplace Support, Family Support, Financial Support, Exploratory Factor Analysis.

1. INTRODUCTION

Balancing work and life has become an important area of research due to increasing occupational demands, changing family structures, and growing concerns about employee physical and psychological well-being. It refers to an individual's ability to effectively manage professional responsibilities alongside personal and family commitments without experiencing excessive conflict or stress. Work–life balance is the extent to which individuals are equally engaged and satisfied with their work and family roles. Police personnel, however, often encounter unique challenges in maintaining this balance because of the demanding nature of policing, which includes long working hours, shift duties, emergency responses, exposure to traumatic incidents, and high levels of occupational stress

Among the various determinants of work–life balance, personal factors play a significant role in shaping how police personnel manage competing demands. These personal resources affect resilience, coping strategies, and overall psychological well-being, enabling employees to respond more effectively to occupational pressures. According to the Conservation of Resources (COR) Theory, individuals with greater personal resources are better equipped to cope with stress and maintain a healthy work–life balance.

2. STATEMENT OF THE PROBLEM

Police work involves demanding professional responsibilities that may interfere with personal, family and social life. Long working hours, unpredictable duties, occupational stress and limited opportunities for personal time may create difficulties in maintaining a satisfactory balance between work and family responsibilities.

Although organizational and family factors affecting work–life balance have received considerable research attention, the influence of personal factors remains comparatively underexplored. Individual characteristics such as stress tolerance, emotional intelligence, physical fitness, resilience, time management, and psychological well-being may significantly determine how police personnel maintain work–life balance.

Therefore, there is a need to examine the extent to which personal factors influence work–life balance among police personnel so that effective interventions can be developed to improve their quality of life and organizational performance.

3. RESEARCH QUESTION

RQ: How do individual factors influence the work–life balance of women police personnel?

RESEARCH OBJECTIVES

- To identify the underlying personal coping and self-management factors influencing the work–life balance among police personnel.
- To identify the workplace-related support factors influencing the work–life balance among police personnel.
- To identify the family and financial support factors influencing the work–life balance among police personnel.

4. LITERATURE REVIEW

Sandhya D. S. (2024) examined the work–life balance of police officers through a post-COVID-19 conceptual framework. The review identified social support, resilience, job satisfaction, stress, emotional intelligence, and organisational support as important factors associated with police officers' work–life balance. The study particularly highlighted resilience as an important personal resource that enables police personnel to cope with demanding professional and family responsibilities. It also suggested that support from family, friends, supervisors and colleagues can strengthen resilience and improve work–life balance.

Revankar, Tike and Aruleshan (2023) studied factors affecting work–life balance among female police employees during the COVID-19 pandemic in Navi Mumbai. Using a mixed-method approach with 250 female police employees, the study examined work–life balance through demographic and Likert-scale measures. The study is useful for the present research because it demonstrates how the personal and occupational circumstances of female police personnel can influence their ability to maintain balance between professional and personal responsibilities.

Sai Krishnan and Thinesh Kumar (2022) investigated work–life balance among women employees in the Tamil Nadu Police Service, with special reference to Chennai. The study found that women police face challenges associated with stress, family bonding, long working hours, unpredictable duties and difficulties in managing family responsibilities. The authors emphasised the importance of managing work and family demands, particularly because police work involves emergency duties and extended working hours.

5. RESEARCH DESIGN AND METHODOLOGY:

The methodology is empirical in nature. When it comes to data collection, both primary and secondary data are used. Primary data are collected through a field investigation using a well-designed questionnaire and personal interviews. It is mainly collected to know about the Personal Factors which Influence Work–Life Balance among Police

The participants were instructed to answer the questions posed in the questionnaire to the best of their knowledge. In this study, the researcher has collected secondary data from books, journals, magazines, and websites. A sample of 125 respondents was selected using a random sampling method. Data were collected through offline (survey methods) from the month of February 2024 to May 2024. The study's participants were policemen in Tirunelveli & Thoothukudi districts of Tamil Nadu. The collected data has been processed with the help of percentage analysis and Exploratory factor analysis:

6. ANALYSIS AND INTERPRETATION**Table 1****Demographic Profile of the Respondents**

Demographic variables	Categories	No. of respondents	Percentage
Gender	Male	70	56%
	Female	55	44%
Total		125	100%
Age	Below 25 years	15	12%
	25–35 years	60	48%
	36–45 years	28	22.4%
	Above 45 years	22	17.6%
Total		125	100%
Marital status	Married	87	69.6%
	Unmarried	38	30.4%
Total		125	100%
Educational Qualification	Higher secondary	4	3.2%
	Undergraduate	91	72.8%
	Postgraduate	30	24%
Total		125	100%
Monthly Income	Rs. 30,001 to Rs. 40,000	45	36%
	Rs. 40,001 to Rs. 50,000	30	24%
	Rs. 50,001 to Rs. 60,000	24	19.2%
	Above Rs. 60,000	26	20.8%
Total		125	100%

Source: Primary Data

From the above table, it is found that the majority (56 per cent) of the respondents are Male, 48 per cent of the respondents are in the age group of 25-35 years, 69.6 per cent of the respondents are married, 72.8 per cent of the respondents have completed an undergraduate, and 36 per cent of the respondents got Rs.30,000 to Rs.40,000 monthly salary

Exploratory factor analysis:**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.926
Bartlett's Test of Sphericity	Approx. Chi-Square	1355.105
	df	105
	Sig.	.000

	Factor				
	1	2	3	Communalities	Variance %
I can handle workplace stress and emotional challenges without it affecting my personal life.	.859			.756	50.973
My leave policies help me to spend time with my family.	.856			.750	
Attending counselling conducted by the department helps me to manage work and family life.	.854			.751	
I can quickly adapt to the pressure and unpredictable nature of my job without affecting my personal life.	.842			.731	
I receive adequate support from my family to balance my job and household responsibilities.	.841			.725	
I can mentally disconnect from work-related stress when I am with my family.	.826			.705	
I can set clear boundaries between work and personal life to maintain balance.	.822			.728	
My physical health allows me to manage both professional and personal demands efficiently.	.810			.668	
I can effectively prioritize tasks to ensure that both work and family commitments are met.	.793			.670	
I feel confident managing my dual responsibilities as a police officer and a family member.	.783			.674	
I can effectively manage my time between work and personal life responsibilities.		.744		.820	15.830
I am comfortable seeking help from colleagues, supervisors, or family when struggling with work-life balance.		.703		.800	
My financial condition influences my ability to manage work and personal responsibilities effectively.		.680		.814	
The ability to make quick and effective decisions helps me balance my work and personal life.		.531	.669	.838	8.434
My mental health and stress affect my work-life balance.		.568	.649	.856	

Extraction Method: Principal Component Analysis.

The exploratory factor analysis (EFA) provides strong evidence that the data is suitable for factor extraction. The Kaiser-Meyer-Olkin (KMO) value of .926 exceeds the recommended threshold of 0.6, indicating sampling adequacy. At the same time, Bartlett's Test of Sphericity is significant ($\chi^2 = 1355.7105$, $df = 105$, $p < .001$), confirming that correlations among the items are sufficient for factor analysis. Three clear factors emerged through Principal Axis Factoring with Varimax rotation, together explaining a substantial proportion of the variance. variables

The first factor, Personal Coping and Management, is strongly defined by such as work place stress handling ability (.859), leave policy support (.856), counselling support (.854), adaptability to job pressure (.842), family support for household responsibilities(.841), mental disconnection from work stress(.826), setting clear work life boundaries(.822), physical health(.810), task prioritization(.793), and confidence in managing dual responsibilities (.783), with communalities ranging

from .783 to .859, reflecting strong shared variance. The second factor, workplace support, is represented by effective time management (.744), seeking help from colleagues, supervisors, or family members (.703), and financial condition (.680), all loading strongly above .70, suggesting that retailers' coping and digital transformation practices form a cohesive construct. The third factor, family & financial support, is explained by quick and effective decision-making ability (.838) and mental health & stress levels impacting work-life balance (.856),

In terms of variance explained, Personal Coping and Management for 50.97%, workplace support for 15.83%, and family & financial support for 8.43%, giving a cumulative explained variance of over 65%, which is acceptable for social science research. Overall, the analysis validates the proposed conceptual framework by empirically grouping the observed variables into three theoretically consistent dimensions, supporting further confirmatory testing or structural modelling in subsequent stages.

- **Paper:** The majority, 56 per cent of the police respondents, are male.
- The majority, 48 per cent of the police respondents, are in the age group 25-35.
- The majority, 69.6 per cent of police respondents, are married
- The majority, 72.8 per cent of the respondents, have completed an undergraduate degree.
- The majority, 36 per cent of the respondents, got Rs.30,000 to Rs.40,000
- The study indicates that personal coping and management is an important dimension associated with work-life balance among police personnel. The ability to manage occupational stress, emotional challenges, time, and personal responsibilities can help police personnel maintain a better balance between work and family life.
- Workplace support emerged as an important organizational resource for managing competing work and family responsibilities. Support from supervisors and colleagues, flexible leave practices, counselling facilities, and a supportive work environment can help reduce the difficulties associated with demanding police duties.
- Family and financial support also plays an important role in maintaining work-life balance. Understanding and cooperation from family members, assistance with household responsibilities, and adequate financial resources can reduce personal pressures arising from police work.

7. SUGGESTION OF THE STUDY:

- The study recommends an integrated work-life balance strategy rather than focusing on only one area. Police departments should simultaneously strengthen personal coping and management, workplace support, and family and financial support. Such an approach can help police personnel manage professional responsibilities more effectively while maintaining healthy personal and family relationships.
- Confidential and easily accessible professional counselling services should be made available to police personnel and, where appropriate, their families.
- Supportive Supervisors should adopt a supportive leadership approach and understand the family responsibilities of police personnel while allocating duties.
- Leave policies should be implemented effectively so that police personnel can spend adequate time with their families, particularly during important family events and emergencies.
- Police departments can conduct family-oriented programmes and awareness sessions to help family members understand the occupational demands faced by police personnel.

8. LIMITATIONS OF THE STUDY

- The study collects data at a particular point in time. Changes in work-life balance resulting from changes in workload, personal circumstances, or organizational policies cannot be examined over a longer period.
- Police personnel have demanding and unpredictable schedules. Their availability for completing questionnaires may be limited.
- Factors such as workload, rank, shift pattern, organizational culture, and individual family circumstances may also influence work-life balance but may not be fully captured by the three dimensions examined.

9. CONCLUSION

Work-life balance is an important concern in policing because professional responsibilities frequently extend beyond regular working hours and may affect personal and family life. The present study proposes that personal coping and management, workplace support, and family & financial support are important dimensions for understanding work-life balance among police personnel. Existing research similarly indicates that coping, social support, resilience and work-family relationships are important in police well-being and work-life balance.

Police organizations should consider both individual-level interventions and organizational/family-support mechanisms

when developing strategies to improve work–life balance.

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