

Behind the Uniform: Work-Family Conflict of Women Police in Chennai

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Abstract: *Police are the most important instrument for maintaining law and order in the country. They are the fundamental body whom we will reach out to if we face any crime against us. The peace of the entire nation lies in the hands of corps. The dimensions of Work-Family issues have been altered in recent decades because of increasing numbers of dual career families and women workers. Police officers frequently have work-family conflicts as a result of the nature of their jobs. Therefore, identifying the different demographic characteristics that lead to conflicts in their personal and professional lives is the main focus of the study. Hence, the present study investigates how the demographic factors influence the Work-Family Conflict among women police officers in Chennai. The study population consists of 52 female police officers who work in South Chennai. The study used a quantitative technique and descriptive research design to determine how different factors affected the Work-Family Conflict experienced by female police officers. Simple Random sampling technique was used to collect the data from the respondents. Independent sample t-tests and correlation analyses were employed to identify significant differences and relationships between the variables. The findings show that Work-Family Conflict is more prevalent among married female police officers. The results also show that there is severe Work-Family Conflict among women police officers in Chennai. The current study is a first step toward more comprehensive research in the future. The study may be extended in the future to include a larger sample population from other Indian states and both genders.*

Keywords: Work-Family Conflict, Women Police officers

1. Introduction

Women in law enforcement is steadily rising. Even though the number of women in law enforcement has increased dramatically in recent years, striking a balance between work and family obligations is still very difficult. Women police officers in Chennai deal with difficult working conditions, such as long hours, erratic schedules, and stressful circumstances. They strike a balance between these tasks and their social and familial commitments. Their professional dedication, personal decisions and health are influenced by the Work-Family Conflict that usually emerges from combining work and family life. The current study examines the challenges faced by female police officers in Chennai, the coping strategies they use, and the changes that need to be addressed to create a more supportive work environment.

2. Review of Literature

The present study focussed on understanding the Work-Family Conflict of women Police officers based on the following subtitles:

- Work-Family Conflict of Police Officers
- Gender and Work Family Conflict of Police Officers
- Patriarchy and Work Family Conflict of Police Officers

Work-Family Conflict of Police Officers

Law enforcement is widely recognized as a demanding profession, often leading to work-family conflict among officers. Eric G. Lambert et al. (2016) investigated the connection between job stress and the strain-based, behavior-based, time-based, and family-based aspects of Work-Family Conflict among police officers in Haryana, India. While multivariate analysis showed that strain-based, behavior-based, and family-based conflicts had significant associations with job stress, supporting the job strain model, bivariate

analyses showed that increases in any dimension of Work-Family Conflict were linked to higher levels of work-related stress.

In the same way, Neerpal Rathi and Barath M. (2013) investigated the link between job and family happiness and Work-Family Conflict (work-to-family and family-to-work) among Indian police officers, emphasizing the moderating influence of coworker social support. Their findings demonstrated that while coworker support had a favorable impact on family satisfaction, both types of conflict had a negative impact on workplace satisfaction. The study highlighted the unique difficulties faced by Indian police, including political meddling, demanding jobs, poor working conditions, and a lack of institutional support. It also highlighted the critical role that social support plays in reducing Work-Family Conflict and fostering Work-Life Balance

Gender and Work Family Conflict of Police Officers

Gender disparities in Work-Family Conflict among professionals, especially police officers, have been the subject of several studies. In order to investigate gender differences in the interactions between work and family factors, McElwain et al. (2005) created and evaluated an integrative model of the work-family interface using data from 320 Canadian employees. Their results showed that family demands affected work interference differently for men and women, indicating the persistence of conventional gender inequalities in work and family roles.

Similarly, Duxbury and Higgins (1991) used an inter-role conflict model to examine gender disparities in the causes and effects of Work-Family Conflict. In the majority of their comparisons, they discovered notable inequalities between men and women, which they attributed to behavioral norms

and cultural expectations that still impede the equitable division of family duties.

Cinamon and Rich (2002) identified three worker profiles- Dual, Work, and Family- after delving deeper into gender disparities in the relative significance of work and family responsibilities. According to their research, women were more likely than males to fit into the Family profile and less likely to fit into the Work profile. They also reported higher work and parenting values and more Work-Family Conflict overall.

Extending the scope, Notten, Grunow, and Verbakel (2017) investigated how family policies affect gender and educational disparities in Work-Family Conflict by analyzing data from 20 European nations. They discovered that conflict was more common among women and parents with higher levels of education. While family leave policies had little effect and, in certain situations, increased educational gaps, childcare support programs were shown to lower overall conflict levels. When taken as a whole, these studies demonstrate enduring gender-based disparities in the causes and experiences of Work-Family Conflict in many social and professional situations.

Patriarchy and Work Family Conflict of Police Officers

Gender, patriarchy, and organizational culture all influence women's experiences in law enforcement, according to research conducted in many nations. The lived experiences of female police officers in Pakistan's traditionally male-dominated Police Service of Pakistan (PSP) were investigated by Aziz, Jabeen, and Khan (2023). Through in-depth interviews with twelve female officers in Islamabad and Rawalpindi, the study highlighted persisting patriarchal norms, gender discrimination, and problems like as surprise night-duty calls and workplace harassment. The researchers stressed, using Feminist Standpoint Theory, that women's lived experiences provide important insights into institutional gender dynamics.

In the same direction, Duxbury et al. (2020) analyzed data from 616 male and 264 female participants to investigate work-life issues among Canadian police officers. The gendered nature of stress in policing environments was highlighted by their findings, which showed that role demands at work and at home were positively associated with work-life conflict for both genders. However, the relationship was more complicated for men in organizations thought to be family-friendly.

Strong adherence to patriarchal standards and unfair gender views were found when Tripathi (2020) examined patriarchal beliefs and attitudes of gender equity among 190 police personnel in Uttar Pradesh, India. The results emphasized the critical need for more women in law enforcement and gender-sensitive approaches. In addition to these empirical findings, feminist researchers contend that patriarchy serves as an organizing principle that influences gendered differences in representation, opportunity, and treatment by shaping institutional structures and working experiences within the criminal justice system.

In a similar Indian setting, Bhuvanewari and Thirumoorthi (2023) examined the connection between burnout and Work-Family Conflict among 427 female police officers in Tamil Nadu. According to their findings, demanding work settings and Work-Family Conflict both significantly raised burnout levels. Together, these studies show that structural obstacles stemming from patriarchal institutions, organizational culture, and gendered expectations still face women in law enforcement despite rising female involvement. Their psychological health, job happiness, and Work-Life Balance are all greatly impacted by these difficulties. However, intersectional variables including rank, marital status, family type, and support networks that may moderate or mitigate the impacts of Work-Family Conflict are still not well explored in this corpus of studies.

The present study attempts to address these research gaps through two main objectives. First, it aims to measure the level of work-family conflict among women police officers. Second, it seeks to examine the influence of demographic factors on the work-family conflict experienced by women police officers.

3. Methodology

The present study adopted a quantitative, descriptive research design to examine work-family conflict among women police officers in Chennai. The population for this study comprised women police officers working in various police stations and units located across the South Zone of Chennai City. The South Zone consists of three districts, namely Adyar, T. Nagar, and St. Thomas Mount, each of which includes multiple ranges. The Adyar District consists of AC Neelankarai, AC Adyar, AC Saidapet, and AC Guindy. The T. Nagar District comprises AC T. Nagar, AC Ashok Nagar, AC Vadapalani, and AC Teynampet. The St. Thomas Mount District consists of AC St. Thomas Mount, AC Meenambakkam, and AC Madipakkam. Each range has several police stations under its jurisdiction. The Assistant Commissioner is the officer in charge of each range, while the Deputy Commissioner is the officer in charge of the district.

There are three All Women Police Stations (AWPS) in the Adyar District, namely W19 Adyar AWPS, W20 Saidapet AWPS, and W21 Guindy AWPS. The T. Nagar District has four All Women Police Stations, namely W25 T. Nagar AWPS, W26 Ashok Nagar AWPS, W27 Vadapalani AWPS, and W24 Teynampet AWPS. The St. Thomas Mount District has three All Women Police Stations, namely W31 St. Thomas Mount AWPS, Meenambakkam AWPS, and W32 Madipakkam AWPS. Each women police station comprises approximately 10 women police officers, based on operational requirements. Each range typically has around 25 police officers. For the purpose of the present study, the researcher selected the T. Nagar District, as it has the largest number of ranges and the highest number of women police officers compared to the other districts. The T. Nagar Range alone comprises 100 women police officers.

A simple random sampling technique was employed to collect the data. Using the lottery method, the final sample consisted of 52 women police officers, including inspectors, sub-inspectors, head constables, and constables actively serving

in various branches of the Chennai Police Department. A pilot study was conducted with a small group of participants to ensure clarity and comprehension of the questionnaire items.

The Cronbach’s alpha coefficients for all scales exceeded the acceptable threshold of 0.70, indicating satisfactory internal consistency. Exploratory Factor Analysis (EFA) revealed factor loadings ranging from 0.649 to 0.866, demonstrating good construct validity.

The questionnaires were distributed personally to participants during off-duty hours to minimize disruption to their work routines. Respondents were assured of anonymity, confidentiality, and voluntary participation. All completed questionnaires were collected for analysis. Data were coded and analyzed using SPSS (Version 26). Descriptive statistics (mean, standard deviation, and frequency) were computed to summarize the demographic information.

Ethical approval was obtained prior to the study. Participants provided informed consent, and confidentiality was maintained throughout the research process. The study adhered to standard ethical guidelines for research involving human participants.

Scale Description

The study has used Work and Family Conflict Scale (WAFCS) by Haslam, D., Filus, A., Morawska, A., Sanders, M. R., & Fletcher, R. (2015). The Work and Family Conflict Scale (WAFCS) developed by Haslam, Filus, Morawska, Sanders, and Fletcher (2015) is a psychometrically validated instrument designed to measure the bidirectional nature of conflict between work and family roles. Unlike earlier unidimensional tools, this scale captures both Work-to-Family Conflict (WFC) and Family-to-Work Conflict (FWC), recognizing that interference can flow in either direction.

- The WAFCS comprises 10 items divided into two subscales:
- 1) Work-to-Family Conflict (WFC) – 5 items measuring the extent to which work demands interfere with family responsibilities (e.g., “My work prevents me from fulfilling my family responsibilities”).
 - 2) Family-to-Work Conflict (FWC) – 5 items assessing the degree to which family demands interfere with work performance (e.g., “My family responsibilities make it hard for me to do my job well”).

Each item is rated on a 7-point Likert scale ranging from 1 (strongly disagree) to 7 (strongly agree), with higher scores indicating greater perceived conflict in the corresponding domain.

Haslam et al. (2015) validated the WAFCS using large samples of working parents in Australia, demonstrating excellent internal consistency and construct validity. The Cronbach’s alpha coefficients were reported as 0.88 for the Work-to-Family Conflict subscale and 0.86 for the Family-to-Work Conflict subscale, indicating strong internal reliability. Confirmatory factor analysis (CFA) supported a two-factor correlated model, affirming that work-to-family and family-to-work conflicts are related but distinct constructs.

The Work and Family Conflict Scale (WAFCS) is grounded in Role Conflict theory (Kahn et al., 1964), which posits that individuals experience strain when the demands of one role (e.g., work) are incompatible with those of another (e.g., family). The scale also aligns with the bidirectional model of work–family interface, allowing researchers to explore how pressures from either domain affect well-being, satisfaction, and performance in the other.

The Work and Family Conflict Scale (WAFCS) has been widely used in studies examining Work–Life Balance, Occupational Stress, Job Satisfaction, and Gender differences across various professional groups. Its concise structure and strong psychometric support make it particularly suitable for organizational research. The scale enables researchers to identify whether interventions should target work-related policies (e.g., flexible schedules) or family-related supports (e.g., childcare services) to mitigate conflict.

Scores for each subscale are computed by averaging the item responses. Higher mean scores on either subscale reflect greater conflict in that direction. Researchers may analyze the two subscales independently or in combination to assess overall Work–Family Conflict levels.

4. Analysis and Interpretation

The analysis and interpretation part is divided into 3 sub-sections namely distribution of respondents based on the demographic profile, Level of Work-Family Conflict of the respondents and influence of various demographic factors on Work-Family Conflict of the respondents.

(i) Demographic details of the respondents.

Under this sub-section, age, educational qualification, designation, type of family, income, work experience and support system of the respondents were discussed and is given in Table 1.

Table 1: Distribution of the respondents based on their demographic profile

Distribution of the Sample	Sample Distribution		Percentage (%)
Age of the Respondents	21-30	15	28.85
	31-40	20	38.46
	41 & Above	17	32.69
Educational Qualification of the Respondents	UG	31	59.62
	PG	21	40.38
Designation of the Respondents	Constable	17	32.69
	Head Constable	35	67.31
Family Type of the Respondents	Nuclear	31	59.62
	Joint	21	40.38
Monthly Income of the Respondents	20000-30000	16	30.77
	31000-40000	3	5.77
	41000-50000	11	21.15
	51000 & Above	22	42.31
Work Experience of the Respondents	01-Oct	21	40.38
	Nov-20	25	48.08
	21-30	6	11.54
Support System of the Respondents	Spouse	39	75
	Parents & Spouse	6	11.54
	In-Laws & Spouse	7	13.46

In the study, 38.46% of the respondents were between 31 and 40 years of age, while 32.69% were above 41 years. The remaining 28.85% were in the 21–30 age group. More than half of the participants (59.62%) had completed an undergraduate degree. A majority (67.31%) were serving as head constables. Most respondents (59.62%) belonged to nuclear families. A considerable proportion (42.31%) earned more than ₹51,000 per month. Nearly half of the respondents (48.08%) had between 11 and 20 years of work experience. Additionally, a large majority (75%) reported that their spouse was the primary source of support within the family.

Table 2: Level of Work-Family Conflict of the Respondents

Level of WFC	Frequency	Percent
Low	13	25
Average	10	19.2
High	29	55.8
Total	52	100

Table 2 demonstrates that the more than half of the respondents (55.8%) have high level of Work-Family Conflict, whereas 25% have low level of Work-Family Conflict, and 19.2% have average level of Work-Family Conflict.

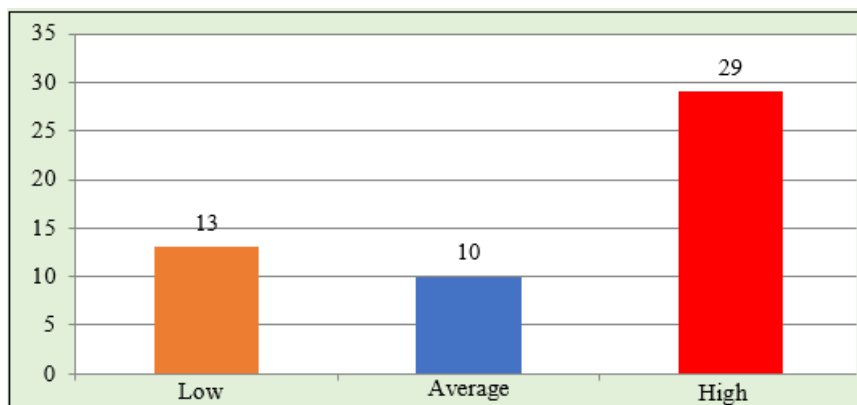


Table 3: Educational Qualification Vs Work-Family Conflict of women police in Chennai

Variable	Edu.Ql. of the Respondents	N	Mean	Std. Deviation	t test	Level of Significance
Work-Family Conflict	UG	31	2.39	0.844	0.849	NS
	PG	21	2.19	0.873		

From Table 3, it is evident that the obtained significance value (0.849) is higher than the threshold value (0.05). Hence, the hypothesis is accepted. This indicates that there are no significant differences in work-family conflict among

women police officers in Chennai based on their educational background. This implies that work-family conflict affects women police officers similarly, regardless of whether they hold a degree or not.

Table 4: Designation Vs Work and Family Conflict of women police in Chennai

Variable	Designation of the Respondents	N	Mean	Std. Deviation	t test	Level of Significance
Work and Family Conflict	Constable	17	2.23	0.91	0.03	S
	Head Constable	35	2.47	0.717		

From Table 4, it is clear that the obtained significance value (0.030) is less than the threshold value (0.05). Hence, the hypothesis is rejected. This indicates that there is a significant difference in work-family conflict among women police

officers in Chennai based on their designation. This implies that power dynamics associated with rank and role influence the work-family conflict experienced by women police officers in Chennai.

Table: 5 Type of Family Vs Work and Family Conflict of women police in Chennai

Variable	Family Type of the Respondents	N	Mean	Std. Deviation	t test	Level of Significance
Work and Family Conflict	Nuclear	31	2.55	0.768	0.48	NS
	Joint	21	1.95	0.865		

From Table 5, it is clear that the obtained significance value (0.480) is higher than the table value (0.05). Hence, the hypothesis is accepted. Based on the type of family, there are no appreciable differences in Work-Family Conflict among female police officers in Chennai. This implies that Work-Family Conflict affects all women police officers, regardless of whether they belong to nuclear or joint families.

Table 6: Income Vs Work and Family Conflict of women police in Chennai

Monthly Income of the Respondents	N	Mean	Std. Deviation
20000-30000	16	2.44	0.727
31000-40000	3	3	0
41000-50000	11	1.82	0.874
51000 & Above	22	2.36	0.902
Total	52	2.31	0.853

	Sum of Squares	df	Mean Square	F	Sig.	Level of Significance
Between Groups	4.412	3	1.471	2.161	0.105	NS
Within Groups	32.665	48	0.681			
Total	37.077	51				

From the above table, it is evident that the obtained significance value (0.105) is greater than the table value (0.05). Hence, the hypothesis is accepted. With respect to the monthly income of the respondents, there are no notable differences in Work-Family Conflict among female police officers in Chennai. This indicates that Work-Family Conflict impacts women police personnel uniformly, regardless of whether they have higher or lower income levels.

Table 7: Work Experience Vs Work and Family Conflict of women police in Chennai

Work Experience of the Respondents	N	Mean	Std. Deviation
01-Oct	21	2.19	0.814
Nov-20	25	2.28	0.936
21-30	6	2.83	0.408
Total	52	2.31	0.853

	Sum of Squares	df	Mean Square	F	Sig.	Level of Significance
Between Groups	1.965	2	0.983	1.371	0.263	NS
Within Groups	35.111	49	0.717			
Total	37.077	51				

From Table 7, it is evident that the obtained significance value (0.263) is greater than the table value (0.05). Hence, the hypothesis is accepted. Considering the work experience of the respondents, there are no meaningful differences in Work-Family Conflict among female police officers in Chennai. This suggests that Work-Family Conflict influences women police officers similarly, irrespective of whether they have more or less work experience.

Table 8: Support System Vs Work and Family Conflict of women police in Chennai

Support System of the Respondents	N	Mean	Std. Deviation
Spouse	39	2.41	0.85
Parents & Spouse	6	1.83	0.753
In-Laws & Spouse	7	2.14	0.9
Total	52	2.31	0.853

	Sum of Squares	df	Mean Square	F	Sig.	Level of Significance
Between Groups	1.951	2	0.975	1.36	0.266	NS
Within Groups	35.126	49	0.717			
Total	37.077	51				

From Table 8, it is evident that the obtained significance value (0.266) is higher than the table value (0.05). Hence, the hypothesis is accepted. Based on the level of social support received by the respondents, there are no notable differences in Work-Family Conflict among female police officers in Chennai. This suggests that Work-Family Conflict affects women police personnel similarly, regardless of whether they have a strong support system or limited support.

Table 9: Analysis of Work- Family Conflict items

WFC Items	Very strongly disagree		Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Very strongly agree	
	F	%	F	%	F	%	F	%	F	%	F	%	F	%
Work prevents quality time with family									8	15.4	19	36.5	25	48.1
No time left at the end of the day									21	40.4	16	30.8	15	28.8
Family misses because of work commitments					1	1.9			7	13.5	25	48.1	19	36.5
Work has a negative impact on family life			3	5.8	18	34.6			11	21.2	13	25	7	13.5
Working often makes me irritable or short tempered at home			2	3.8	6	11.5			35	67.3	7	13.5	2	3.8
Work performance suffers because of my personal and family commitments			9	17.3	38	73.1			5	9.6				
Family related concerns or responsibilities often distract me at work			3	5.8	13	25			24	46.2	12	23.1		
If I did not have a family, I'd be a better employee	2	3.8	10	19.2	23	44.2	8	15.4	6	11.5	3	5.8		
My family has a negative impact on my day-today work duties	1	1.9	17	32.7	34	65.4								
It is difficult to concentrate at work because I am so exhausted by family responsibilities	1	1.9	15	28.8	14	26.9			21	40.4	1	1.9		

The analysis of Work- Family Conflict items is given in table: 9. It is evident that the majority of respondents (48.1%) strongly agree that their jobs impede them from spending quality time with their families. There isn't enough time left at the end of the day to do the task at home, 40.4% of respondents agreed. The majority of respondents (67.3%) agree that I am frequently irritated or short-tempered at home due to my employment. The vast majority of respondents (73.1%) disagree that my personal and family commitments have an adverse effect on my ability to perform well at work. Around 46.2% of those surveyed concur that their obligations or worries relating to their families frequently cause them to get distracted at work. The majority of respondents (44.2%) don't agree that they would be happier if they didn't have a family. The majority of respondents (65.4%) don't think that their family interferes with their daily work obligations. About 40.4% of the respondents agree that it is difficult to concentrate at work because they are exhausted by family responsibilities.

Table 10: Item analysis of work-family-conflict scale

Work-Family-Conflict Scale Items	N	Mean	Std. Deviation	
Work prevents quality time with family	52	6.33	0.734	1
No time left at the end of the day	52	5.88	0.832	3
Family misses because of work commitments	52	6.17	0.81	2
Work has a negative impact on family life	52	4.65	1.62	5
Working often makes me irritable or short tempered at home	52	4.87	1.048	4
<u>Item analysis of family-work-conflict scale</u>				
Work performance suffers because of my personal and family commitments	52	3.02	0.754	4
Family related concerns or responsibilities often distract me at work	52	4.56	1.259	1
If I did not have a family, I'd be a better employee	52	3.29	1.194	3
My family has a negative impact on my day-today work duties	52	2.63	0.525	5
It is difficult to concentrate at work because I am so exhausted by family responsibilities	52	3.54	1.379	2
Work-to-family conflict	52	27.9038	3.95196	
Family-to-work conflict	52	17.0385	3.60262	
Work and Family Conflict	52	44.9423	6.33513	

Work-to-Family Conflict: The results showed that items with a higher mean score had more work-to-family conflict, according to the results. The majority of police officers strongly agreed that work interferes with spending quality time with family. The next is missing family events because of work responsibilities. At the end of the day, there was no more time. At home, I'm frequently agitated or angry from work. Family life is negatively impacted by work.

Family -to Work Conflict: The results showed that items with higher mean scores had more family-to-work conflict. The majority of police officers concurred that having family-related worries or obligations can distract me from my profession. The next is that I have trouble focusing at work

since I am so worn out from taking care of my family. I would perform better at work if I didn't have a family. Professional performance suffers due of my personal and family commitments. My daily work obligations are negatively impacted by my family.

The mean value of Work-to-Family Conflict (27.9038) is higher than the mean value of Family-to-Work Conflict (17.0385). So, it can be concluded that among female police officers in Chennai, Work-to-Family Conflict is more prevalent than Family-to-Work Conflict.

Table 11: Correlations among Work-to family conflict and Family to work Conflict

Correlations among Work-to family conflict and Family to work Conflict		Work-to-family conflict	Family-to-work conflict
Work-to-family conflict	Pearson Correlation	1	0.405**
	Sig. (2-tailed)		0.003
	N	52	52
Family-to-work conflict	Pearson Correlation	0.405**	1
	Sig. (2-tailed)	0.003	
	N	52	52

** . Correlation is significant at the 0.01 level (2-tailed).

The table 11 shows that the correlation value 0.405 shows that there is a positive association exist among the Work-to family conflict and Family to work Conflict. Hence, it could be concluded that there is significant association exist among the Work-to family conflict and Family to work Conflict of the Chennai's female police officers.

5. Results and Discussion

The data analysis has yielded sufficient findings to support the hypothesis of the study that there is no significant association between the various demographic factors and the Work-Family Conflict of the respondents' hypothesis. The hypothesis is accepted with relation to educational background and Work-Family Conflict because the obtained significant value (0.849) is higher than the table value (0.05). This suggests that Work-Family Conflict affects all types of female police officers, whether or not they have degrees. When we look at the data based on how the respondents designated themselves, the derived significance value (0.030) is lower than the value in the table (0.05). Hence the hypothesis is rejected. The mean value of the head constables is little higher (2.47) than the constables. This suggests that the Work-Family Conflict of Chennai's female police officers are influenced by power relations. The acquired significant value (0.480) is greater than the table value with reference to the respondents' family type and Work-Family Conflict (0.05). The hypothesis is therefore accepted. Which means that all types of female police officers- nuclear or joint families- experience Work-Family Conflict.

The obtained significance value (0.105) for the respondents' income is greater than the value in the table 6 (0.05). The hypothesis is therefore accepted. Which means that regardless of whether they make more money or less, Work-Family Conflict impacts all sorts of women police officers. When discussing the work experience and the work family conflict of the respondents the obtained significance value (0.263) is higher than the table value (0.05). Hence the hypothesis is

accepted. It suggests that regardless of whether they have more or less work experience, Work-Family Conflict impacts all sorts of women police officers. The calculated significant value (0.266) for is greater than the table value in terms of the respondents' support systems and the conflict between their career and family lives (0.05). Hence the hypothesis is accepted. Which means that all types of women police officers experience Work-Family Conflict, whether they have a support system or not.

The majority of respondents revealed throughout the analysis of the Work-Family Conflict items that the nature of their jobs inhibits them from spending quality time with their families. At the end of the day, they claim, there isn't enough time left to complete the duty at home. They continued by saying that because of their jobs, they regularly become agitated or irritable at home. A noteworthy finding is that the vast majority of respondents (73.1%) reject the idea that their obligations to their personal and family lives have a negative impact on their capacity to perform effectively at work. They are adamant that their family never interferes with their career. They also mentioned how their responsibilities and obligations to their families frequently interfere with their employment.

Even though the majority of police officers experience significant Work-Family Conflict, they do not concur that not having a family will make them happier. They also said that they didn't believe their family duties affected their daily work obligations. They really feel that sometimes it is challenging to focus at work since they are worn out from taking care of their families. The aggregate findings show unequivocally that the vast majority (55.8%) of police officers are currently experience with significant Work-Family Conflict. Particularly, work-to-family conflict is more prevalent than family-to-work conflict. Also, there is a positive correlation between Work-to family conflict and Family to work Conflict. Hence, it could be concluded that there is significant association exist among the Work-to family conflict and Family to work Conflict of the Chennai's female police officers

6. Limitations

- The brief duration of the study led to a relatively small sample size, limiting the scope for an in-depth assessment.
- The study focuses exclusively on female police officers working in Chennai.
- The study faced a major limitation due to the difficulty in reaching police officers for participation.

7. Conclusion

The results of this study provide valuable information for enhancing work-life balance. The findings clearly show that, regardless of their demographics, female police officers in Chennai face significant levels of Work-Family Conflict. Maintaining stability in their personal and professional life is crucial for them as important members of society. In order to mitigate the risk of conflicts between work and family obligations, measures including strengthening administrative directives, improving support from superiors, and setting up stress-relieving programs should be used.

In order to feel more connected to both spheres and perform better at work, female police officers also require appropriate training on how to balance work and family obligations. The role that individual background disparities have in Work-Family Conflict. should also receive more consideration. The government must act empathetically when conflict escalates by enacting laws that assist the police and bolstering social support networks. In the end, both police officers and the communities they serve gain from a good and encouraging work environment.

The present study highlights that Work-Family Conflict is a major concern for female police officers in Chennai. However, due to certain limitations, it may be considered preliminary. Future research can be broadened by including larger samples from various departments and incorporating both male and female personnel to obtain more comprehensive results.

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