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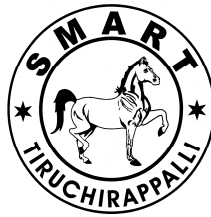
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CAUSES AND CONSEQUENCES OF FAMILY INTERFERENCE WITH WORK- A STUDY FROM POLICE SECTOR

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Abstract

In our work environment, work and family pressure are growing quite rapidly among the employees. Work and Family Demand are a known devil in today's life. Employees are experiencing signs of anxiety and burnout. Especially women employees are facing the challenge of balancing their family and work. The present study examines the causes and consequences of family interference with work among the women employees in the Police Sector. Family role characteristics are measured in terms of family demand, family exhaustion and supervisor. The findings reveal that family demand and family exhaustion and family support significantly influence family interference with work of the respondents. Family Demand is the strongest predictor, followed by Family Exhaustion on family interference with work. Family Demand and Family Exhaustion have recorded higher positive direct effect on the dependent variable, family interference with work. The Family Demand also had higher positive, indirect effect through Family Exhaustion on the dependent variable.

Keywords: *Family Role Characteristics (like family demand, family exhaustion and family support), Family Interference with Work.*

INTRODUCTION

Traditionally, work and family domains have been considered mutually exclusive. Men were the hunters who brought home the bacon and women gathered and took care of family needs. Change is inevitable. One major change in two of our most basic institutions, the family and the workforce, since World War II, has been the rapid entry of wives and mothers into the

workforce. Now majority of mothers with infants, are employed. The consequence of these widespread changes in our society is the conflict between work demands and family responsibilities. In most industrial countries, families experience stress because of the need for the care of child and elderly increases family disorder problems as dual earner families and single parent households increase.

Employment is cited as a source of tension in the family. Since working women have to perform a different role, they occupy more significant position than non-working women. With the result, they have to confront more conflicting role expectations. Working women are expected to perform all the duties as an ideal housewife. The working women may subscribe to the same egalitarian ideology as her husband but that does not mean that he does not expect her to perform family roles exactly as a non-working housewife. Too many internal and external demands, frustration and disturbance due to incompatibility of expectation arising out of different roles of working women, lead to the role interference situation.

Favorable or positive attitudes of the husband and family members towards employment and co-operation in household work, reduce the role burden in one domain. Traditional attitudes of husband produce role interference. The employment of mother with young children, number and age of children are directly related to role conflict.

Avoiding work family interference is not an easy task for any gender. Especially women are struggling from a lot of interference from work and family in their routine job with framed work time. The nature of job in Police Sector is not like other government jobs. Tomorrow's work will differ from today's work. Because police service is a necessary service, they have to serve whenever and wherever the need occurs.

On the other hand, government is struggling under adverse economic situations, mounting costs in maintenance of law and order, threatened by unwanted issues and similar

constraints, which force them to reduce costs in maintaining public service which has direct bearing on employees.

Review

Work interference with family and family interference with work, leading to inter role conflict is a concept developed in the western countries and a majority of the studies have been conducted in the IT sectors and other industries in the western countries. Only a very few studies were conducted for men and women, especially in the Army in USA. Not enough information is available to set concrete factors for work interference family and family interference work in organization. No research was conducted in the Police Sector about work interference with family and family interference with work, especially in Women Police Sector. Therefore, there is a need for study about the women police work and family interference and to fill up the gap in research.

Chiu R.K., Man J.S.W., & Thayer J. (1998) investigated the links between work demand with family, family demand with work and satisfaction among the employed respondents. They found work demand with family negatively influencing job satisfaction. Family demand with work negatively influenced family satisfaction while both work demand with family and family demand with work negatively influenced life satisfaction. Both job satisfaction and family satisfaction positively influenced life satisfaction. To illustrate these relationships, a high level of work demand with family results in reduced job satisfaction which in turn results in reduced life satisfaction while high family demand with work

results in low family satisfaction which also results in lowered life satisfaction.

Need for the study

Work interference with family and family interference with work is a primary issue in the changing scenario, which determines employee satisfaction, loyalty, commitment and productivity. As the separation between work and home life has diminished, this concept has become more relevant than ever before. Globalization, working couples, nuclear families and technology are some important factors contributing to work interference with family and family interference with work. Recession has further worsened things. Job related anxieties and domestic worries are compounded by recession - induced unconventional stress. Employees are struggling, caught between family commitments, organization expectations and personal aspirations. It is clear from the review of earlier literature that there has been no study on family interference with work among the Women Police Sector in India. Hence the Researcher has identified this issue for the present study.

Research Methodology

Respondents were selected by using simple random sampling method and the samples were divided into two strata viz., Rural and Urban in Coimbatore District, Tamil Nadu. In rural, the substrata were selected based on geographical existence (Taluk) of the police station and in the urban, the substrata were East, West and Central (North). Sample selected for the study was 300.

Scope of the Study

The present study deals with the causes and consequences of work-family interference and the impact of family role characteristics among the Women Police in Coimbatore City during 2009-2010. From the study, the Police Department can identify the areas to be improved and find ways to satisfy employees with better work, family and life satisfaction in the best possible way. The respondents could realize their multiple roles and their impact on work and family. The suggestion given in the study will help them to perform their role effectively, without affecting another role, through supervisor support, offering family-friendly policy, providing work life balance forum, HR interventions and effective counseling.

Analysis

Various statistical analyses were performed to test the different hypotheses framed for the research. The result of the study is presented in three sub sections. The first section studies correlation, second section analyses regression and third section, path analysis.

Objectives

To examine the impact of family interference with work by family role characteristics

To analyze the causes of family interference with work by family role characteristics

To measure the overall relationship between the selected variables

These objectives were examined by testing hypotheses with correlation, regression and path analysis. This was done to show the existing relationship among the study variables such as family demand, family exhaustion and family support on family interference with work.

Testing hypotheses

The relationship between family interference with work and selected variables was tested by the following hypotheses.

H0: Family role characteristics do not significantly influence FIW

H1: Family role characteristics significantly influence FIW

Table-1 explains that family demand ($r = 0.607$, $P < 0.01$) and family exhaustion ($r = 0.589$, $P < 0.01$) are positively correlated with family interference with work. But family support ($r = -0.326$, $P < 0.01$) is negatively correlated with family interference with work among the Women Police. Under family exhaustion, family demand is positively ($r = .363$, $p < 0.01$) correlated and family support ($r = -.223$, $p < 0.01$) is negatively correlated with it. The significant (p) value gives an indication of the impact of each predictor variable like family demand ($t = 10.534$, $p < 0.01$) and family exhaustion ($t = 9.901$, $p < 0.01$). A big absolute t value and p value suggest that predictor variable does have a large impact on the criterion variable.

Table-2, examines the beta coefficient and the multiple regressions model results indicate that family demand and family exhaustion significantly influence family interference with the work of respondents. The statistical significance is found to be in the directions hypothesized. Family demand is the strongest predictor, followed by family exhaustion on family interference with work. It also indicates that out of the 3 explanatory variables, two variables, namely, family demand and family exhaustion, significantly contribute to family interference with work. The coefficient of determination R^2

value shows that these variables put together explained the variations of family interference with work to the extent of 52.5 %.

Table-3 explains that among the three explanatory variables, two variables, namely, family demand and family exhaustion, recorded higher positive direct effect on the dependent variable, family interference with work. The family demand also had higher positive indirect effect through family exhaustion on the dependent variable. Similarly family exhaustion also exercised higher positive indirect effect on the dependent variable. Hence the two explanatory variables, namely, family demand and family exhaustion, are substantially important as contributing variables for family interference with work.

Findings and Implication

Correlation Analysis found that family demand and family exhaustion are positively correlated with family interference with work. Family Support is negatively correlated with family interference with work among Women Police. Further, family demand and family exhaustion resulted in higher FIW. Family related sources of time based conflict are experienced more by married women than by those who were unmarried.

The regression analysis in respect of FIW found that family demand is the strongest predictor, followed by family exhaustion, on family interference with work. The path analysis results found that the family demand had higher positive indirect effect through family exhaustion on the family interference with work. Similarly family exhaustion also had higher positive indirect effect on the family interference with

work. Hence the two explanatory variables, namely, family demand and family exhaustion, substantially contribute to family interference with work.

Implications

In order to balance the work family demand, the Police Department can conduct some development programme, stress overcoming class and yoga for reducing mental stress in work and family. The organization needs to design work place and human resource policies that would enable workers with family to carry on both family and work responsibility. The Government can create Work-Life Fund with the five years commitment to address the employees' issues. The State Government could adopt policies to fit in with not just the nature of organization, profile of work force and other such factors but also with the local culture and environment. They can provide child care centers either on-site or off-site and school for their children within the campus or in the neighbourhood, subsidized or free of cost. Provisions of a supportive home environment by spouse/ relatives may have a positive impact on spillover between family and work life.

Conclusion

The future research can extend the present work by focusing on guilt scale, gender influence and cultural values, beliefs and effects of programme, affecting work life balance. This research was carried out only on women police personnel. In future, research could be done on Male Police also to find gender influence on work interference.

Expecting organization support and government policy alone does not help women to play their role effectively, in the absence of

support from the family members and spouse. Facilitating cooperation and support in all aspects from the family members, would help the working women to lessen their burden and respond to their complicated multiple roles.

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**Table-1
Correlation Analysis Results**

<i>Variables</i>	<i>Family Demand</i>	<i>Family exhaustion</i>	<i>Family support</i>	<i>Family interference with work</i>
<i>Family demand</i>	1.000			
<i>Family exhaustion</i>	.363**	1.000		
<i>Family Support-</i>	.447**	-.223**	1.000	
<i>Family interference With work</i>	.607**	.589**	-.326**	1.000

**** - Significant at 1 % level**

**Table-2
Regression Analysis Results**

<i>Variables</i>	<i>Regression Coefficient</i>	<i>Beta Coefficient</i>	<i>t-value (df=297)</i>
<i>Constant</i>	-.130		
<i>Family demand</i>	.302	.607	10.534**
<i>Family exhaustion</i>	.640	.425	9.901**
<i>R²</i>	.525		
<i>Adjusted R²</i>	.522		
<i>F value</i>	164.063		

**** - significant at 1% level.**

**Table-3
Path Analysis Results**

<i>Variables interference</i>	<i>Family demand</i>	<i>Family Exhaustion</i>	<i>Family support</i>	<i>Family with family</i>
<i>Family demand</i>	0.438	. 0.153	-0.116	0.607**
<i>Family exhaustion</i>	0.159	0.422	. 0.088	0.589**
<i>Family support</i>	-0.196	-0.094	-0.036	-0.326**

**** - significant at 1% level.**