A Study on Job Satisfaction of Women Police Working In Ganjam District, Odisha, India

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Abstract: *In India, police department has traditionally been considered a male dominating profession. However, in tandem with a changing socio-cultural environment and an increase in educational opportunities, women have started recognizing their inherent potential and strength. Now days increasing number of women are joining the police department. However, in the existing familial and societal setup, police women are overtaxed and find it difficult to balance their work and life roles. Women working in law enforcement feel more stress due to work load, lack of support from family and co workers, shift duty, lack of communication. Job satisfaction of the women police influenced by promotion, salary and place of work . In this paper an attempt will be made to investigate the status of women police as a marginalized group in the Indian Police Society and the problems they face due to their gender. In this study, job satisfaction of the women police working in Ganjam district, Odisha was examined. The sample of 126 was selected and responses were collected using questionnaire method.*

Keywords: *Women police, Indian Police Society, Job satisfaction*

I. Introduction

In the traditional Indian society employment of women has been looked down upon. With the increase of urbanization and modernization this attitude has been changing. The women have to cope with double load of a housewife and worker. A woman, by virtue of her role as a home maker, it has been stated, only gives secondary importance to her job. Besides the organizational and personal variables, the family environment has also a direct bearing on their job performance and consequent job satisfaction. Thus, the status of women throughout the world and in India particular; has been changing for the better. In recent years social awakening, education, economic pressure and other factors have contributed significantly in narrowing the gap of social status and promoting social equality between men and women.

II. Women Police Department

Police is generally defined as the civil force responsible for maintain law and order without which there can be no development in civilization. The police organization, which at present is known as police department, is meant and constituted for the proper maintained of law and order to perform the different functions relating to criminal administration.

In India, police department has traditionally been considered a male dominating profession. Because, in Police department there are neither exact duty hours nor exact nature of the duty. An employee is tide up 24 hours to his duty .Police department is meant for safety and security of the society. No excuses are entertained by this department. It is aptly said of this department that "there is no question why, but you have to do or die". Thus, Service in police department is quite different and rigorous than the services in any other civil department and sectors.

Women in policing have been the subject of considerable study for the past 20 years. Service in police department is a tough job for woman. It requires masculinity more than faminity because the policing activities require physical powers. However, the gradual induction of female members in all walks of life and professions can also be seen in the police force in India. The rising trend of crimes against women, increasing involvement of women in various crime and the problems of handling juveniles has stressed the need for women police in India. The women police in now an integral part of the police forces all over the country. A number of women have joined the Indian police service and the central police organizations. The Indian police service which had refused to accept any women earlier refused to accept any women earlier, with-draw resistance after a representation from some women conditions.

III. Objectives of the study:

- To examine the socio-economic profile of the women police respondents.
- To examine the problems faced by women police force in their work environment and at home
- To examine the level of job satisfaction and dissatisfaction with them emerge from the service

IV. Literature Review

Dantzker's (1994) job satisfaction survey of twelve police departments in six states (N = 552) indicated that police officer participants had low overall job satisfaction levels. They reported the greatest dissatisfaction with the pay and the least dissatisfaction with supervisory support. Police officers between the ages of 20 and 25 were more satisfied than other age groups. The male police officers had higher job satisfaction levels than female police officers. The men were more likely to change police departments, while the women were more likely to accept a job offer different from policing. Police officers with the rank of sergeant had the lowest satisfaction level compared to other police officers.

Prior research regarding the major determinants (demographic and organizational variables) on police job satisfaction is inconsistent. Consensus has not been reached about which demographic variables significantly predict job satisfaction. Zhao et al. (1999) pointed out that there has been very limited research on the relationship the work environment has on police and their job satisfaction levels. Similarly, researchers reported inconsistent findings with gender (Aremu & Adeyoju, 2003; Bennett, 1997; Burke & Mikkelsen, 2004; Buzawa et al., 1994; Dantzker, 1994; Grant, Garrison & McCormick, 1990).

Morash, Haarr, and Kwak, (2006) found gender related work place problems, although women and men experience many of the same work-related problems, the gendered nature of police organizations causes unique stressors for women.

Hwang (2008) states that, place of work among police personnel has no influence on their job satisfaction but length of service and designation negatively affects police officer's job satisfaction .

Miller, Mire and Kim (2009) were analyzed the predictors of job satisfaction among police officers and found experience, job characteristics, autonomy and appraisal system are the important factors in predicting job satisfaction. Carlan (2007) found social contribution, pay, adventure/excitement, autonomy, peer respect, and job security has direct positive effect on the job satisfaction among the police constables.

Gyamfi (2014) was found that physical environment, role ambiguity, work overload, lack of superior support and coworker support leads to high stress among the police officers and arises out of these factors has positive significant influence on their satisfaction towards their job. The author suggested leadership of Police administration should pay much attention to the psychological and physiological needs of their police officers to improve upon the job satisfaction among the officers.

V. Sample Design

The Ganjam district has been selected for the study. Ganjam district has 35 police stations including 1 women police station at Berhampur (HQ). There are 52 women police, working at women police station exclusively including 1 Sub-Inspector, 3 Assistant Sub-Inspector and 48 Constables. In the remaining Thirty four police stations around 74 total police women are working including 4 Sub-Inspector, 9 Assistant Sub-Inspector and 61 Constables. Thus, a total of 126 policewomen has been selected for the purpose of the study.

VI. Data Analysis and Interpretation

In this study Percentage analysis was used for analyzing the data collected for the present study. Accordingly a questionnaire was designed to gather relevant feedback on "Job Satisfaction" from the women police force. Data was collected both from the primary and secondary sources. Apart from collecting first information through questionnaire, secondary sources of data used to include records, reports, brouchers and other published & unpublished material relevant to the topic.

- **Socio-economic profile of the women police respondents**

The study was intended to identify the difficulties faced by the women police and its association with selected demographic variables. In the present study the obtained data were tabulated, organized, analyzed and interpreted based on the objectives of the study. The findings were presented on tables as follows

Table 1: Distribution of Respondents by Age, designation, days of work in a week, hours of work in a day, marital status, shift work and time spend in travelling to work place

Characteristics	Category	No. of respondents	Percentage
Age (Years)	21 – 26	56	44.44
	27 – 35	35	27.78
	36 – 42	17	13.49
	43 - 50	14	11.11
	above 50	4	3.18
Designation	Constable	109	86.5
	Assistant Sub – Inspector	12	9.52
	Sub – Inspector	5	3.98
Days of work in a week	Less than 5 days	-	
	5 days	-	
	6 days	-	
	7 days	126	100.00
Hours of work in a day	7 – 8 hours	42	33.33
	8 – 9 hours	35	27.78
	9 – 10 hours	19	15.08
	10 – 12 hours	18	14.29
	More than 12 hours	12	9.52
Marital status	Single	48	38.09
	Married	78	61.9
Shift work	General/day shift	66	52.4
	Night shift	30	23.8
	Alternative shift	30	23.8
Time spend in travelling to work place	Less than half an hour	13	10.31
	Nearly one hour	76	60.33
	Nearly two hours	22	17.46
	More than two hours	15	11.9
Total		**126**	**100.00**

The result indicates that 44.44 percent of the respondents were in the age group of 21 – 26 years followed by 27.78 percent in the age group of 27 – 35 years, 13.49 percent in the age group of 36 – 42 years, 11.11 percent in the age group of 43 – 50 years and 3.18 percent of the respondents were in the age group of above 50 years. Regarding designation, 86.5 percent of the respondents were police constables, 9.52 percent were Assistant sub-inspectors and 3.98 percent were sub - inspectors. All the respondents (100 percent) work for seven days of the week. Majority of the respondents 33.33 percent work for 7 – 8 hours a day, 27.78 percent of the respondents work 8 – 9 hours a day, 15.08 percent of them work 9 – 10 hours a day, 14.29 percent of the respondents work 10 – 12 hours a day and 9.52 percent of the respondents work more than twelve hours a day. The study indicates that 61.9 percent of the respondents were married and 38.09 percent of the respondents were unmarried. Majority of the respondents (52.4 percent) work in general/day shifts, 23.8 percent of the respondents work in night shifts and 23.8 percent of them work in alternative shifts.

Regarding the time spend in travelling to work place, 60.33 percent of the respondents spend nearly one hour to reach their work place, 17.46 percent of them travel nearly two hours to reach their work place, 11.9 percent of them spend more than two hours in travel to reach the work place and 10.31 percent of them spend less than half an hour to reach their work place.

- **Problems faced by women police force in their work environment and at home**
    Women thus, are facing conflicting situation due to (i) inner conflict of dual commitment and (ii) the practical difficulty of combining work with their household activities. The conflicting situation of working women could be solved only if the traditional notion of society towards women changes. While simultaneously recognizing the contribution of women to economic development, it is essential to examine the environment where women work and the conditions under which they become significant members contributing to economic growth. In this context, the following tables have attempted to examine the work-family challenges faced by women police.

Table – 3: Distribution Of Respondents By Problems Faced At Home

Problem faced	No. of Respondents	Percentage
Hamper the family relationship	10	7.94
Hindrance to carry out the responsibility of a wife / daughter	20	15.87
Inadequate time to look after family affairs	33	26.19
Too much of responsibility	18	14.28
Inadequate time for personal work	22	17.46
No time to participate in social and religious functions	23	18.26
Total	**126**	**100.00**

From the view point of problems faced by the respondents at home, the study indicates that majority of the respondents 26.19 percent find inadequate time to look after family affairs, 18.26 percent of them find no time to participate in social and religious functions, 17.46 percent of them find inadequate time for their personal work, 15.87 percent of them are unable to carry out their responsibility as a daughter / wife, 14.28 percent of the respondents are over burdened with responsibility and 7.94 percent of the respondents find that their family relationship is hampered.

Table – 4: Distribution Of Respondents By Problems Faced At Work Place

Problem faced	No. of Respondents	Percentage
Unsatisfactory working conditions	11	8.73
Hard work	32	25.4
Bad atmosphere	12	9.52
Health hazard	14	11.11
Over work	20	15.87
Increased stress and burn out	37	29.37
Total	**126**	**100.00**

From the view point of problems faced by the respondents at work place, the study reveals that 29.37 percent of the respondents are left with increased stress and burn out, 25.4 percent of them are exposed to hard work, 15.87 percent of the respondents are left with over work, 11.11 percent of the respondents are affected by health hazard, 9.52 percent of them find the working atmosphere as bad and 8.3 percent of them are not satisfied with the working conditions.

- **On Job- Satisfaction**

    Where the women police under study were satisfied with their job or not was verified by putting them the questions represented in the following two tables. The tables show that all the respondents were satisfied and not satisfied with their job due to various reasons.

Table 5: Reasons Of Being Satisfied On This Job

Reasons	No. of Respondents	Percentage
Handsome salary, allowances and perks	9	7.14
Complete job security	17	13.49
Safe working conditions	8	6.36
Recognition for good work	18	14.29
No individual risk	19	15.07
Good social prestige	20	15.87
Unlimited powers	21	16.67
Considerate treatments from upper officers	14	11.11
Total	**126**	**100.00**

From the view point of reasons being satisfied on this job, the study reveals that 16.67 percent of the respondents have feeling of unlimited powers on their job, 15.87 percent respondents are satisfied on their job due to good social prestige. Whereas, 15.07 respondents views was they have no individual risk according to their job. 14.29 percent respondents are satisfied for getting recognition for good work, 13.49 percent respondents are satisfied due to complete job security. Similarly, 11.11 percent respondents are satisfied upon their job due to considerate treatments from upper officers. 7.14 percent respondents are satisfied due to the reason of handsome salary, allowances and perks and 6.36 percent respondents are satisfied with the safe working conditions in work place.

Table 6: Reasons for not being satisfied on this job

Reasons	No. of Respondents	Percentage
Feminity is sacrificed	11	8.73
Poor salary	21	16.67
Uncertain working hours	44	34.92
Stressful job	38	30.16
More harassment	12	9.52
Total	**126**	**100.00**

From the above table reasons being not satisfied by the respondents on this job, the study reveals that 34.92 percent of the respondents are not satisfied due to uncertain working hours, 30.16 percent respondents are not satisfied due to stressful job, 16.67 percent respondents are not satisfied due to poor salary, 9.52 percent respondents are not being satisfied on this job due to more harassment and 8.73 percent respondents are not satisfied on their job due to feminity is sacrificed.

- **Dimension between the Job Satisfaction (Overall)**

Table 7: Overall Job Satisfaction

Particulars	No. of Respondents	Percentage
Highly satisfied	19	15.08
Satisfied	54	42.86
Moderate satisfied	27	21.43
Dissatisfied	15	11.9
Extremely dissatisfied	11	8.73
Total	**126**	**100.00**

The above table shows that majority (42.86%) of the respondents were Satisfied, (15.08%) of the respondents highly satisfied, (21.43%) of the respondents Moderate satisfied, (11.9%) of the respondents dissatisfied and remaining (8.73%) of the respondents were extremely dissatisfied.

VII.   Conclusion

The work of the Women Police may not be easily compared with women working in other walks of life. She plays a dual role as to do family commitments as well as police job. But at the same time the job security and working environment in unorganized sectors do not facilitate the proper job satisfaction among the employees and especially women police who undergo for work pressure, poor work support, lack of lucrative wages, inconvenience and so on. Due to the reason the job satisfaction among women police turned to be inconsistent. In order to understand the issues of women police, the job satisfaction among them, the reason for job satisfaction and dissatisfaction, the present literature review study was done.

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