Association between Demographic Factors of Employees and Working Conditions in Police System

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Abstract: **The strength of a state depends on the efficiency of its Police force in maintaining internal peace, law and order. The Police personnel need to carry out their activities efficiently and capably. The police are expected to be the most accessible, interactive and dynamic organization. Here in this study researcher is dealing with the association between demographic variables and different work conditions in police system. Primary objective of this paper is study association between age, gender and salary, opportunity at work, work conditions, and life space occupied by work. Data has been collected by using primary source that is structured questionnaire and further analyzed by using crosstab and chi square. Results are shown that the demographic variables are associated with satisfaction towards work conditions.**

Key words: **Age, Gender, Salary, work conditions, Work opportunities, Life Space.**

I. INTRODUCTION

Maharashtra is a vast state on the western part of India. All the cities of Maharashtra are linked with excellent Air, Road and Railways. Pune is the fastest growing city in India. The transportation infra-structure and transportation systems in a city are central to providing mobility to its citizens, so that they can access services such as jobs, education and entertainment.Pune is one of the most rapidly motorizing cities in the country. The traffic police department takes much effort to maintain smooth flow of traffic. Role of the police is most important to maintain law and order in the city.

Work conditions play very important role in maintaining employee's interest in the work, keeping moral high, increasing productivity etc. Especially traffic police is such department which has great influence of different environmental situations on working of police personnel. Terms and conditions of work are designed by state government. All the work factors are not in control of police personnel. In such scenario police have to perform well to maintain law and order in the society. It has been observed that employees are unable to maintain balance between professional life and family life so it is vital for police department to concentrate on providing an environment which enables balanced work life.

II. LITERATURE REVIEW

Monga, M. L., & Maggu, A. (1981) said QWL in India's public sector is poor, and problems noted included excessive: 1. bureaucratization, 2. rule-orientation, and 3. adherence to traditional management styles. **Spinks, N. (2006)** said in his article "Working towards life quality" work life environments are linked with higher productivity and profits. **Rao, P. K., & Venugopal, P. (2009)** found that favorable work environment, personal growth and autonomy, rewarding nature of job and stimulating opportunities and co-workers are the factors of good of work life. **Dr. AjaykumarAnd K. Kalaiselvi (2012) said that** QWL in India can be improved through a variety of instrumentalities like education and training, employee communication, union participation, research projects, and appreciation of changing environment. **Dr.Vidhu Mohan & Ms. Manpreet Kaur (2013)** In their article the duo studied police stress and it remains a constant source of discussion even today, because police personnel suffer from various negative stress-related outcomes. **Indumathy. R.; Kamalraj. S. (2012):** suggested that guaranteed good quality of work conditions will attracts young and new talents, retain the existing experienced talents. Gupta, B., & Hyde, A. M. (2013) conducted a study on nationalized bank employees and said if good work conditions are provided to the employees they are unwilling to change their job. **V. Kubendran, Muthukumar.S, Priyadharshini.M (2013)** said that Quality of work life were largely associated with their age. Research done by **Anwar et al.,(2013)** revealed that, the most important drivers of good Work Life are reward, remuneration and payment, followed by career development, communication, and safety and security respectively. **Firdousiya, P C and Dr. C. Jayan (2013) said that** the degree of perceived quality of work life is reflected through one's feeling of job security, reward system at work, working conditions and the work-life balance. **Dr. D. P. Lele (2014)** carried out a rsearch for police constables regarding wellness of them. It is reported in the paper that the facilities provided to police constables are inadequate. **S. Subba, and K. Devika (2014):** The study has been conducted in Coimbatore district to find work lif e balance of police. And they found that majority of police are unable to manage their work life balance. **Dr. D. P. Lele (2014)** studied quality of work life and interpersonal relations of police personnel, and observed that interpersonal relations of police constables with their colleagues are healthy. **Bhagyalaxmi. M, Dr. Ishwara. P (2016)** carried out a study for women police employees at karnataka state and concluded

that women police are partially satisfied with their quality of working life, which includes the working conditions and work environment, working hours, wages and compensation benefits, career development and so on.

III. OBJECTIVES

Primary objective of the research is to find association between demographic variables and work conditions.

1. To find association between Age and satisfaction towards salary and opportunity at work.
2. To study association between Gender and satisfaction towards work conditions, and life space occupied by work.

IV. HYPOTHESIS

H1: Age is associated with satisfaction towards salary.

H2: Age is associated with satisfaction towards opportunity at work.

H3: Gender is associated with satisfaction towards work conditions.

H4: Gender is associated with satisfaction towards the life space occupied by work.

V. RESEARCH METHODOLOGY

This research has conducted for police constable working in traffic department. Researcher has considered primary data to undertake this study. Structured questionnaire was used to collect the data. It was distributed to the respondents in their regional language. Each element of work condition comprises subset of 4 to 5 questions. Sample size for the study is 111

respondents. Tools used for data analysis are cross tabulation and chi square test.

VI. VARIABLES UNDER STUDY

Independent variables: Only two independent variables are considered in the study. That is Age and Gender. Age is further is divided in to sub categories.

Dependent variables: Following dependent variables are considered in the study.

Appropriate and Fair Salary: It talks about just, fair and equitable salary structure. It should ensure reasonable wages to employees so that they can keep a desirable standard of life.

Opportunities at work: The employees must be given an opportunity to use their skills, abilities and initiative in planning and implementing the work. Seniors can keep a watch on them.

Work conditions: The employees should get better safe and healthy work conditions.

Life Space Occupied by Work: Sometimes employees are required to work for late hours or are frequently transferred or have to do a lot of travelling as a part of their duty.

Limitations: This paper has some limitations which are mentioned below:

1. No. of demographic variables considered in this study are very less.
2. Study has been carried out for traffic department only.

VII. RESULTS AND DISCUSSION

Table 1: Shows cross tabulation between Age and Salary.

Crosstab

			AFS			Total
			Dissatisfied	**Neutral**	**Satisfied**	
Age	20 -025 years	Count	14	1	0	15
		% within Age	93.3%	6.7%	0.0%	100.0%
	26-30 years	Count	19	0	0	19
		% within Age	100.0%	0.0%	0.0%	100.0%
	31-35 years	Count	20	4	0	24
		% within Age	83.3%	16.7%	0.0%	100.0%
	36-40 years	Count	8	6	0	14
		% within Age	57.1%	42.9%	0.0%	100.0%
	41-50 years	Count	11	15	1	27
		% within Age	40.7%	55.6%	3.7%	100.0%
	more than 50	Count	1	10	1	12
		% within Age	8.3%	83.3%	8.3%	100.0%
Total		Count	73	36	2	111
		% within Age	65.8%	32.4%	1.8%	100.0%

Pearson's chi square value: 0.000

Above table shows the association between age and satisfaction towards appropriate and fair salary. In all the age groups the respondents are dissatisfied about the salary which they are getting. In the age group of 31 to 50 maximum that is 60% are dissatisfied. And near about 40% are neutral. Group of respondents having age more than 50 years do not want to tell anything about salary. 83% of total respondents are neutral. In total only 2% are satisfied, 65% are dissatisfied.

Table 2: Shows cross tabulation between Age and satisfaction towards Opportunity at work

Crosstab

			OAW				Total
			Highly Dissatisfied	Dissatisfied	Neutral	Satisfied	
Age	20 -025 years	Count	0	15	0	0	15
		% within Age	0.0%	100.0%	0.0%	0.0%	100.0%
	26-30 years	Count	2	17	0	0	19
		% within Age	10.5%	89.5%	0.0%	0.0%	100.0%
	31-35 years	Count	0	22	2	0	24
		% within Age	0.0%	91.7%	8.3%	0.0%	100.0%
	36-40 years	Count	1	8	2	3	14
		% within Age	7.1%	57.1%	14.3%	21.4%	100.0%
	41-50 years	Count	1	5	17	4	27
		% within Age	3.7%	18.5%	63.0%	14.8%	100.0%
	more than 50	Count	0	0	4	8	12
		% within Age	0.0%	0.0%	33.3%	66.7%	100.0%
Total		Count	4	67	25	15	111
		% within Age	3.6%	60.4%	22.5%	13.5%	100.0%

Pearson's chi square value: 0.000

In the above table association between age and opportunity at work is discussed. Respondents' who have age between 20-25 years are dissatisfied. Near about 90% of respondents from the age of 26 – 35 years are also dissatisfied. Majority of respondents i.e. 63% of total, from the age of 41-50 are neutral. More than 65% of respondents from more than 50 years age group are satisfied. In totality 60% of total are dissatisfied.

Table 3: Shows cross tabulation between Gender and satisfaction towards Work conditions.

Crosstab

			WC			Total
			Dissatisfied	Neutral	Satisfied	
Gender	Male	Count	47	38	8	93
		% within Gender	50.5%	40.9%	8.6%	100.0%
	Female	Count	12	6	0	18
		% within Gender	66.7%	33.3%	0.0%	100.0%
Total		Count	59	44	8	111
		% within Gender	53.2%	39.6%	7.2%	100.0%

Pearson's chi square value: 0.286

Above table shows that 50.5% of total male respondents are dissatisfied. 40% of total male are neutral and nearly 9% are satisfied. 67% of total female is dissatisfied and 33% of them do not want to tell anything, means they have not raised any concern. In total 53% of respondents are dissatisfied, 40% of the total are neutral and only 7% are satisfied.

Table 4: Shows cross tabulation between Gender and satisfaction towards life space occupied by work.

Crosstab

			LS			Total
			Dissatisfied	Neutral	Satisfied	
Gender	Male	Count	59	30	4	93
		% within Gender	63.4%	32.3%	4.3%	100.0%
	Female	Count	14	4	0	18
		% within Gender	77.8%	22.2%	0.0%	100.0%
Total		Count	73	34	4	111
		% within Gender	65.8%	30.6%	3.6%	100.0%

Pearson's chi square value: 0 .419

In the above table majority of male respondents that is 63% of total mare are dissatisfied, 32% are neutral and 4% of total male are satisfied. 78% of total female respondents are dissatisfied, 22% are neutral and no one is satisfied. In totality only 3% are satisfied, 66% are dissatisfied and 30%of total respondents are neutral.

VIII. HYPOTHESIS TESTING

H1: The **"Chi-Square"** value mentioned in the Table 1 for the association between age and satisfaction towards salary is (p = .000). This tells us that there is statistically significant association between Age and Salary. That is all the age groups of respondents prefer good salary as they are dissatisfied about salary.

H2: The **"Chi-Square"** value mentioned in the Table 2 for the association between age and satisfaction towards opportunities at work is (p = .000). This tells us that there is statistically significant association between Age and opportunities at work. That is all the age groups of respondents prefer good opportunities at work.

H3: The **"Chi-Square"** value mentioned in the Table 3 for the association between gender and satisfaction towards work conditions is (p = .286). This tells us that there is no statistically significant association between gender and work conditions.

H4: The **"Chi-Square"** value mentioned in the Table 4 for the association between gender and life space occupied by work is (p = .419). This tells us that there is no statistically significant association between gender and life space occupied by work.

IX. CONCLUSION

In the case of a public system like the Police system, the need and responsibility of policepersonnel is more crucial. Only a highly rejuvenated and dynamic police force can play its avowed role in the society and contribute to the society qualitatively and quantitatively. Police is an important element to maintain law and order in the society. It inculcates the discipline in the behavior of people. As police personnel performs their duty towards the society. So that researcher wanted to study the work onditions offered to the police personnel and association of it with demographic variables. Demographic variables studied in this paper are age and gender. Different work conditions considered are salary, work conditions, opportunity at work and life space occupied by work. More or less most of the respondents are dissatisfied about work environment situations. Many of them did not give any opinion about the different work conditions. Satisfaction towards these situations is very less. There is significant association between age and salary, age and opportunity at work. Association is not significant in gender and work conditions, gender and life space occupied by work. Unfortunately scenario is not good. To keep the employees motivated department has to take some steps forward to improve the scene.

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