

GRG TRUST RESEARCH PROJECT

An Analytical Approach towards Workaholics state and Work life Imbalance: A Self Determination Perspective among Women Constable

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Amount Sanctioned: Rs.45000

Year: 2019 -2020

Project outcomes:

Modern society with the advancement in science and technology influences the working condition of women in terms of the nature of work, increase in work pressure, long working hours and speedy day to day challenges and so on. In the midst of today's competitive world toil of work has increased especially for women workforce. Today working women are sacrificing their personal life like relationship, marriage, family, social lives and even health. This pertains to women working in the service sector especially the police personals. Millions of workers including police personal are workaholics as they are passionate towards their job. Women police officials face the challenges due to unexpected complex social problems. To succeed professionally women are ready to push aside their own well-being. In this project an attempt is made to identify the workaholic nature of female Police Personnel.

The multiple regression analysis with work engagements, work involvement, feeling driven to work as independent variables and Work life imbalance as dependent variable revealed that work engagement and feeling driven to work were having positive relationship with work life imbalance. About 50 percent of variation in work life imbalance is caused due to work engagement and feeling driven to work.

Two factors work engagement and work drive are considered and confirmed through SEM. The model confirms that there is a relationship between work engagements, drive to work on work life imbalance. High work engagement and high drive to work will make the female constables to experience work life imbalance. By working long hours and being unable to disengage from work, workaholics on one hand lack sufficient time and opportunity to recover from work. To bring in proper work life balance for female constables and to increase their self determination, Government efforts play a vital role. Government should understand the women constable needs and provide mentoring when challenges are encountered. Support system can be extended for their physical and emotional wellbeing.

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- ❖ Publications:3
 - ❖ Conference/ Seminar/ Workshop: International Conference -1
 - ❖ Books: Nil
 - ❖ Any other achievements: Nil
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