ABSTRACT

Work-family life balance is an emergent issue in the expanding Indian economy. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations.

In the current scenario, there are many challenges of maintaining a balance between work and family life has grown significantly. Police personnel face work overload, increasing time pressure and growing obstacles in satisfying both work and family demands. Such conditions are inconsistent with a productive and satisfied police force and also it is found from the study that arbitrary changes in duty shifts and working hours are the factors often leading to complaints and job dissatisfaction.

Keeping in mind the above facts relating to the various aspects of the family and work life balance of the working individuals, therefore, the present study focused exclusively on balance between work and family roles of police personnel in Punjab.

This study will be useful for police personnel whose occupation is generally perceived as highly stressful, caught between the increasing threat of violence on our streets, high public demand and a mounting focus on police efficiency and probity. The police must be provided Congenial Environment to work. The superiors should appreciate and recognize the work of their subordinates and give them morally support from time to time. The grievances of the lower level police personnel should be paid attention and action should be taken to redress them. Therefore, if the above given suggestions are properly looked into by the organisation, the level of satisfaction in police department will rise steeply and quickly and improve the work-family life balance among police personnel.