CHAPTER II

THEORETICAL FRAMEWORK
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Two of the more prominent role theorists concerned with role performance have been Sarbin (1966) and Goffman (1959). Sarbin proposed that a very salient dimension of variation in role performance is represented by the individual’s involvement in the role being enacted. Goffman was concerned with the expressive characteristics of role performance. He termed these expressive characteristics a “front” which the actor constructs in order to impress the other with the fact that he is living up to the idealized aspects of a given role. Inwald and Shusman (1984) found that when the job performance indices were evaluated for males and females, they found that females were absent and late twice as often as were male recruits. What appears most interesting, however, is that despite these findings, females were disciplined with less frequency than their male colleagues.

Krishnamurthi (1995) opined that women in police are expected to play an entirely different role as compared to their counterparts in other profession. Natrajan (1996) suggested that in Tamil Nadu majority of women police are interested in performing an integrated role (performance of same duties as men), followed by traditional role (specialized duties) and modified role (same duties except in violent situations).

Middle range theory of Merton (1964) says - in role set theory, though single role is taken separately, they are dealt with an array of associated roles. Every person in a society occupies multiple statuses - each status having its own role. In dealing with demands of different roles (intra as well as inter role situations), one is faced with conflicting situations. Extending this theory to women police, Martin (1980) claims that female police face conflicting role
expectations because they are both police officers expected to behave according to the norms governing relations among peers, and women who are expected to adhere to the norms governing male female relations. In short, women police experience a conflicting gender role dilemma. Such conflict seems to cause family problems for both married female officers with children and socially for those women police officer who are single.

Krishnamurthi (1995) stated that in Maharashtra women police are facing role conflicts in three areas: i) In the performance of individuals role in the traditional and non-traditional role sets; ii) in the performance of domestic role in family and professional role in job and finally conflict and tension arises on account of inadequacies of managing time, energy and resources.