# Work Life Balance of Haryana Police

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**Abstract**

Businesses use a variety of strategies to support the well-being and health of their workers in a variety of industries, with the least amount of work-life conflict being a major factor. Organizational issues are the primary cause of work-life conflicts, despite the fact that there are many other contributing elements. The present investigation assesses the review on correlation between work-life balance and organizational culture. Employers with perks and rules in place tend to provide their staff with a better work-life balance; but, if staff members do not utilize the policies, the overall balance will suffer. The study on the organizational predictors of work-life conflict among police officers in the Indian state of Haryana has been the main goal of this research. The main focus will be on job overload, role ambiguity, and lengthy working hours, along with the police demographic sample.

**Keywords:** Organizational culture, Work life balance, Police system in Haryana etc.

## INTRODUCTION

The absence of tension between the responsibilities of the job and the family is referred to as work-life balance. A state of equilibrium where the demands of one role do not conflict with or supersede those of the other is known as work-family balance. The aforementioned concept refers to easy and flexible work schedules and arrangements that don't interfere with personal schedules or programmes. It is a general observation that a person's employment occupies the majority of his or her life. A person's drive to advance in their career frequently causes them to lose sight of improving their personal lives.

Thus, striking a healthy balance between work and family will benefit our mental, physical, emotional, and professional well-being. A better work-family balance, according to career expert and CEO of Amplio Recruiting Chris Chancey, will have several good effects, including a decrease in stress and burnout and an improvement in employees' general wellbeing. A healthy work-family balance benefits employees' health, which in turn improves their productivity at work. From the employer's perspective, there are cost savings, lower employee absenteeism, and higher employee loyalty and performance levels within the company.

One of the main issues facing the younger generation in the twenty-first century is finding a work-life balance because of advancements in information technology, including the internet, telecom, travel, and workplace scientific research. The strategy for juggling professional and personal obligations is known as work-life balance. People these days spend far too much time in offices interacting with clients, and the stress of their jobs interferes and impacts their home lives, making it challenging to finish household chores. For many people, striking a balance between their personal and professional lives is becoming more and more important.

In reality, polls conducted in a number of nations regularly state that among young workers, work-life

balance is one of the most significant predictors of success and career advancement. The goal of work-life balance is to establish and preserve a positive, healthy work environment that will help employees manage their personal and professional obligations, boosting their productivity and loyalty in the process.

The idea of set working hours also vanishes, as does the line separating work from home. People are spending about 12 to 16 hours a day in the office, as opposed to seven or eight hours. While labour is unavoidable and hard labour is undoubtedly beneficial, maintaining our physical well-being requires striking the correct balance. It's always required to take a break; this is known as "workaholic." "Workaholics" were distinguished in that certain workers were prepared to put in additional hours in exchange for higher pay. However, other employees were putting in more hours because they had no other options and felt that the pay they were getting for this extra hour of labour wasn't worth it.

the emphasis on establishing priorities, goals, and an action plan that will assist in organizing our lives at home and at work. The benefits of technology, such as email, text messaging, and phones in particular, allow people to stay connected to their jobs even when they are not in the office, thereby integrating their personal and professional lives.

This study is a comprehensive literature review, examining recent and relevant literature that investigates the factors influencing the work-life balance of police personnel and their implications. Papers were sourced by searching Google Scholar and Sciencedirect using a combination of related keywords, namely: 'work-life balance', 'police officer', 'quality of work life', 'work-life conflicts', 'work overload', 'long working hours', and 'job stress'.

## REVIEW OF LITERATURE

According to **Rincy V. Mathew and N. Panchanatham et al. [2011][1],** the study reveals that the primary factors influencing the work-life balance of police women in India include role overload, dependent care concerns, health quality, time management issues, and a lack of appropriate social support.

The study conducted by **Negi and Singh et al. [2012][2]** aims to investigate the difficulties faced by police department workers in their line of work. The report also identifies the reasons for and effects of imbalances based on development patterns, organisational level, gender, and demographics, among other factors. According to the study's findings, police departments are increasingly pursuing work-life balance, and officers perform better when they carve out time for their families and hobbies.

According to **Banu N., Uma S. et al. [2012][3],** advances in police women's management practices, particularly in terms of flexibility in work schedule and location, have been shown to promote a better work-life balance. Programmes for work-life balance have been shown to affect employee recruitment, commitment and satisfaction, turnover and retention, absenteeism, and accident rates. It is evident from the literature review that a significant amount of study has been done on job satisfaction in both Western and Indian contexts.

According to **RAJU et al. [2016][4],** there is an increasing focus on the problem of work-life balance among police department personnel. Family work and discontent are more likely to have a detrimental impact on both the family and the workplace, which lowers life happiness and increases internal conflict in both. job-family conflict is caused by variables like family size, child age, and job hours. This study looks at things like measuring the degree of satisfaction that female police officers have with the police determinant of work-life balance and figuring out the main factors that affect it for different types of

police department personnel. The findings indicate that there is a lack of work-life balance and staff dissatisfaction in the police force.

**ASTANKAR et al.[5]** This study examined the effects of work-life balance on police department employees' well-being as measured by work-family and family-work conflicts. Psychological distress, job contentment, and family satisfaction scores were used to gauge well-being. The purpose of this research article is to determine how work-life balance affects employees' well-being.

**Prema Usha Devi et al. [2018][6]** stated that this study has made an honest, comprehensive effort to examine the current situation regarding the provision of high-quality service by women in law enforcement, and its anticipated advancement in the context of work-life balance, along with in-depth assessments of the problems. The aim of this study is to examine the relationship between personal and professional lives and quality service. Based on the research findings, the study will identify relevant strategies and processes for implementation.

It has always been difficult for women to work in Indian heritage environments, and this is especially true for the large number of women who are police officers, according to research done by **Shobna P et al. [2019][7].** This study examined the difficulties faced by female police officers in Tiruchirappalli, South India. The difficulties with women police stress, family connection, and health were all covered in this study. era in which women's roles were limited to caring for their families, raising their children, and upholding the balance within the home. They are known as homemakers for this reason.

A person's life may be seriously impacted by **Thasneem, Sangeeta, et al.'s [2019][8]** study, which found that maintaining a balance between job, personal, and family life requires consistent effort and struggle. In this regard, female police officers are hardly an exception. The majority of them admit that stress in their lives has mostly come from their jobs. Women have a hard time juggling work and personal obligations because they are delicate and sensitive. The problems with work-life balance that the female police officers faced in both their personal and professional lives are documented in this study.

According to **Minz, Munda, et al. [2020][9],** women have had significant career advancement. In whichever sector they choose, they have begun to grow extremely quickly. She used to find it difficult to get by in her daily life. Managing such obstacles and problems is a daily task for women. Due to familial pressure, the majority of women are forced to quit their occupations after marriage, and the majority of them quit completely. Ultimately, women are the ones who give up everything, every time. Even they feel under pressure to think and feel that she will ultimately fail since she is unable to manage all aspects of her life. An organisation must concentrate more on updating its policies and procedures in order to provide a healthy work environment and support work-life balance. Colleagues within the company ought to respect their roles and contributions as well. Female employees should be valued for their job, not for their gender. To help women avoid having an unbalanced work-life balance, organizations should recognize the needs of every female employee and design policies appropriately.

**Thakkar et al. [2023] [10]** was seeking to see if organizational culture affected work life balance. Furthermore, research in this relationship is constrained and it became difficult to discover preceding literature at the concern. This study assesses the relationship between work-life balance and organisational culture. Employees tend to have a better work-life balance in organizations with norms and incentives in place, but the balance will deteriorate if the employees don't follow the policies. The study investigated the impact of cultural and employee work-life balance. Organizations were assessed on a scale with employee work-life balance and organisational culture. These factors were examined usi-

ng in-person interviews, a survey, and observations.

**Safariningsih et al. [2024] [11]** aims to present in-depth insights into how organizational culture, work life balance, resilience, Psychological Structure and Organizational Culture and Employee Wellbeing are applied in organizations derived from literature. The method used is qualitative by reviewing papers related to variables that exist for the duration of this paper within eight years. The presentation is related to the paper with the variables in this paper by seeing whether there have been findings in the application paper regarding the variables in this variable. Based on the above considerations, it is crucial to examine the factors influencing work-life balance and the implications of these factors for police officers. This study aims to summarize and review the findings from previous research concerning the determinants and effects of work-life balance on police personnel.

## OBJECTIVES

The following is the objective of the present study:
- To identify the factor of the organizational culture influencing woke life balance of Haryana police personnel.
- To find out the impact of organizational culture on the work-life balance of Haryana police personnel.

## SCOPE

### Work Life Balance

Establishing a way of life that strongly balances work and life is crucial. A poor work-life balance contributed to psychological distress. The work-life balance of an individual has an impact on their overall health and happiness. Employees find it easier to maintain a work-life balance when family-friendly rules are implemented. Because of technology improvements, some employees still may not have a great work-life balance, even in the presence of regulations that promote families. The work-life balance of individuals is not only impacted by the rise in gender diversity, dual income households, and single parent households, but it is also made easier to work from home after hours by the ongoing advancements in technology. Leadership is asking employees to work from different places outside of the office; as a result, there are less barriers between work and home, which leads to increased overlap and friction.

Employees are under increasing pressure to work longer and harder hours as a result of all these developments, which is negatively affecting their work-life balance. The personal need, desire, or demand of employees to quit the job is impacted by these stresses and tensions. It's not always in the best interests of the company or the individual employee when they stay late and put in more hours. Even though a worker puts in more hours and earns more money as a result, contentment does not always follow suit. Alternatively, a solid work-life balance could be more advantageous to the company. The work-life balance and general well-being of the staff and the company will both improve.

Nevertheless, organizations may not always achieve the favorable work-life balance they aim for when policies are put in place. Many organizations stress the value of having a healthy work-life balance, but few actually implement rules that support this balance. For instance, some workers might receive time off in accordance with corporate policy, but due to company culture, conventions, and policies, they might not really take the time off, indicating a lack of organizational support. .

## Organizational Culture

Establishing a healthy work environment and a strong work-life balance for employees is largely dependent on the organizational culture. An organization's founder establishes its culture, but as it develops over time as the organisation grows, subcultures emerge, and supervisors change—the culture will also shift. In order to build a stronger organization, it is critical to assess and adjust an organization's culture as it evolves over time.

An organization must be thoroughly assessed before its culture can be changed. There are numerous approaches to assessing organizational culture. Three levels should be considered when assessing an organization's culture: artefacts, stated ideas and values, and fundamental underlying presumptions. An organisation can ascertain what the general values are, what the employees think of the workplace, and what other people think of the workplace through these three levels of evaluating culture. An organization can evaluate its entire culture using these three levels, and alterations can be made in accordance with these assessments. high work-life balance is often supported more by companies that place a high emphasis on culture than by those whose primary goals are achieving success, making a profit, and delivering results. Apart from assessing tangibles, publicly held convictions and ideals, and fundamental presumptions, four leadership philosophies can also be used to assess culture. The four distinct leadership cultures are adhocracy, market, hierarchy, and clan. These leadership philosophies comprise the framework of conflicting values and aid in identifying the kind of leadership style that influences an organization's general culture. The head of the hierarchy culture is someone who believes in a regulated workplace with centralized decision-making, specialized roles, and norms. In most cases, a complex web of tiers and levels of management and leadership collaborate to develop official guidelines and procedures in addition to long-term objectives of organizational stability. The hierarchy leadership style is authoritarian, with the leader functioning as an organizer, monitor, and coordinator in most cases. Being efficient and in charge is the general principle of effectiveness in a hierarchical leadership style. Market culture leadership is the next form of leadership. This culture is highly competitive, driven to create a product, and aspirational. Profit is the primary objective of this leadership style, which is typically goal-achieving. All things considered, success and reputation are among the most significant values since workers strive tirelessly to satisfy management by delivering the greatest possible product.

The clan culture fosters teamwork in the workplace. In general, leaders serve as mentors, team builders, and facilitators, providing additional assistance as needed.

Employees typically get along well with one another, and executives are viewed as father figures or mentors. Clan cultures are typified by an emphasis on teamwork and rewards for working together, as well as loyalty and tradition. In general, a clan culture is one that feels that organizations will be most successful and effective when people participate and grow as individuals. It is through adaptability and creativity that new resources are created. Organizational charts are generally not used in adhocracy cultures since such cultures must be flexible and quick to seize new chances. Employees are appointed and reassigned to be the leader of certain projects based on the demands of the project and their competence because projects are constantly changing. In general, innovators and risk-takers who support personal initiative, independence, and creativity are considered leaders. .

## POLICING IN INDIA & HARYANA: AN OVERVIEW

Despite being largely the result of British colonial rule, the current police system is modeled after the

methodology used by the Indian Police Service. The government oversees a large number of law enforcement organizations, such as the border police squad, the central bureau of investigations, and metropolitan police forces in various major cities. A metropolitan police force, which is made up of officers from several law enforcement agencies around the nation, such as the border security force (BSF) and the central agency of investigations (CBI), exists in some large cities. On the other hand, India's 28 state-level police groups handle the majority of the nation's policing duties. This is a brief summary from an Indian police department to help put the current study and its findings in context with earlier studies on the topic. The senior administrators who manage the activities of regional, state, and federal law enforcement organizations and organizations are hired and appointed by the federal government. To serve as senior-level command officers in the military, college graduates must pass the civil service exam and complete the necessary national training. The state government in India has substantial control over the police force because they hire and train police officers.

The 1981 Journal of Positive School Psychology states that each state government isled by a director-general of police who is responsible for overseeing and managing all state-wide local police units. The state's police force is further divided into districts, each of which is overseen by a district superintendent of police who is also divided into districts. Districts are typically further divided into sub districts, which are then further divided into police circles, each of which contains a number of police stations. Major cities employ metropolitan police units, which are commanded by a director general. Constable is the primary job held by officers in the Indian police force. This is a line post that most organizations classify as where most officers start their careers. The Indian criminal justice system comprises various components, the most notable and well-recognized of which being the police force. In India, becoming a police officer is a physically and mentally taxing job.

In no way, shape, or form do labour unions represent officers. Indian police officers typically work more than ten hours a day and are always ready to be called into action. There may be occasions when the Indian community finds the police department's public interactions with them difficult. Caste and religious divides have been the source of public square disruptions, which the authorities are trying to stop. Some Indians consider that the police should not be serving the needs of the ordinary public; instead, they should be serving the interests of the powerful and wealthy. Haryana is a state in northern India that borders New Delhi, the capital of the country, and is regarded as reasonably rich. The population density is 573 people per square kilometre (1,485 people per square mile), which is higher than the national average for India, which is 382 people per square mile (i.e., 382 individuals per square mile). Up until 2007, the Haryana police were governed under the Indian Police Act (1861). The state of Haryana passed the Haryana Police Act in 2007 to enable new legislation and management to better meet the needs of the state's general populace. In compliance with the new law, the Haryana Police Department has introduced a number of distinctive professional development initiatives. The Haryana Police Department launched an online portal named Harsamay, where residents can avail themselves of thirty-one services, including reporting lost items and registering complaints.

Growth in the textile and apparel industries is being driven by favourable policies and increased government focus. The textile industry had a rise in foreign direct investment (FDI) from US$ 1,424.9 million in FY14 to US$ 1,587.8 million in FY15. By putting more emphasis on initiatives like the Technology Upgradation Fund Scheme, the Ministry of Textiles is promoting investment (TUFS). The government has designated 12 areas to establish apparel parks for exports in an effort to boost the export of clothing. The government intends to allocate US$ 4.25 billion for textiles as part of the 12th Five

Year Plan. Exports will also be boosted by the planned agreement with the European Union and free trade with ASEAN nations.

With a history spanning several centuries, the textile industry in India is among the country's oldest. With almost 11% of all exports coming from the textile industry, India's textile industry continues to be one of the biggest contributors to exports. One of the biggest employers and one with a high labour intensity is the textile sector. According to Texprocil, the Cotton Textiles Export Promotion Council, the industry realized export revenues worth US$ 41.4 billion in 2014–15, a growth of 5.4%. There are two main sectors of the textile industry. First, small-scale, traditionally operated handloom, handicraft, and sericulture businesses make up the unorganized sector. They also use traditional equipment and techniques. The second is the organized sector, which includes the spinning, clothing, and apparel segments. These industries use contemporary equipment and methods including economies of scale.

With the capital-intensive sophisticated mills sector at one end of the spectrum and the hand-spun and hand-woven textiles sector at the other, the Indian textiles industry is incredibly diverse. The major portion of the textile industry is made up of the decentralised power looms, hosiery, and knitting sectors. The Indian textile industry is distinct from the industries of other nations due to its tight ties to agriculture (for raw materials like cotton) and the nation's long-standing textile-related culture and customs. The textile sector in India is capable of producing a broad range of goods that are appropriate for various market niches both domestically and internationally.

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## WORK-LIFE CONFLICTS: CONCEPT & DEVELOPMENT

When a person's two roles are irreconcilable, then their individual obligations are incompatible. Participating in one position increases the difficulty of participating in the other, and vice versa. It may be challenging to meet the demands of another role when time is spent on the demands of one position, stress arises from involvement in a role, or a job necessitates a particular set of habits. Research on work-life conflicts has typically focused on the conflicts that arise between people's careers and other facets of their lives. When job obligations clash with family obligations and work obligations clash with family obligations, the job-Life Conflict occurs. There are numerous varieties of WLC that originate from diverse origins. Complicated workplace issues like managing change, leadership, technical and supervisory skills, roles and responsibilities, and so on are the main source of WLC.

Employees had to balance competing expectations at work since they were under a lot of stress in both their personal and professional life. They were consequently forced to reconcile a conflict between these two facets of their lives. A study looked at family-work conflict, which occurs when work interferes with family life, and work-to-family conflict, which occurs when work interferes with work. The primary causes of work-family conflict (WFC) are job expectations, and there is a strong correlation between family demands and familywork conflict (FWC). Both had a great deal of autonomy over the other and were distinct from one another. In today's fiercely competitive and globalised world, it is expected of both men and women to contribute to the financial well-being of their families. Research that examined the effects of both full-time and part-time employment on women's experiences with work-life balance examined how these two job options affected working women's work-life balance. In addition to being examined in connection to their perceived work-life balance, academic accomplishment, age of the youngest child, and hours worked, excessive workloads and free childcare help were also looked into. It is expected of working women to share household duties with their husbands; failing to do so can lead to friction in the workplace and between the home and work, which

throws the work-life balance off. According to OSHA (Occupational Safety and Health Administration), a person's performance at both work and home is negatively impacted when they are unable to meet and satisfy the expectations of both places.
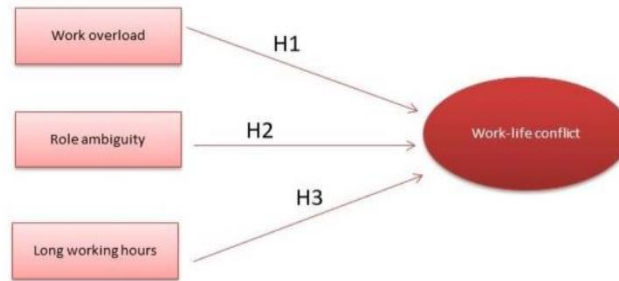


**Fig 1: Work Life Hypothetical Model**

### Work-Life Conflicts & Police

The police have a vital role in both society and the economy. It is their duty to maintain public safety. Police work is extremely difficult and stressful because of the constant attention to active vigilance and surveillance that is required of them. Because policing life and society is a challenging and time-consuming job, particularly in the ever-changing modern world, the general public is not fully aware of it. Police personnel and their organizations, police departments, are putting more effort than ever into addressing the integration of work and non-work-related domains because of the changing nature of work, the varying nature of families, and the changing character of police personnel. The modernization of society has also led to a rise in crime rates. These changes have left Indians with more complex job and non-work obligations than ever before, which makes it difficult to achieve work-life balance in today's culture.

Thus, the work-life conflict has been and still is regarded as a crucial area of study in the field of organizational psychology. This idea is predicated on a multitude of interactions that transpire between an individual and their workplace. As per the study, there can be a bidirectional conflict between work and family duties, which imply that work might clash with family responsibilities and the family can clash with work roles.

WFC researchers have mostly examined how stresses lead to strain, which leads to the creation of WFC, using theoretical models. According to source attribution, people start to see the domain or source negatively because they believe that it is to blame for the disputes that have occurred. Researchers studying police personnel have become interested in WFC, and the results of these researches have continued to centre on the effects of police people's work-related activities. Officers are required to fulfill a wide range of job requirements. These pressures may have negative effects on their personal lives, which could lead to marital strain and conflict. Officers in New Zealand and Norway were shown to have higher WFC in terms of antecedents when faced with emotional issues arising from their occupations and work-related hassles. Workplace variables that have been found to be negatively correlated with composite measures of work-family conflict for Canadian police and a strain-based WFC measure for Indian police include job control, psychological benefits, organizational justice, instrumental communication, and high-quality supervision. Indian police officers' job stress was significantly reduced by workplace conflict that was based on strain, conduct, and family, but not by

time-related conflict. We plan to look into the connection between work overload and long working hours in order to gain a better understanding of the interaction between role ambiguity, long working hours, and work overload in the police workforce..

**Reason for Conflicts Related To Work Life Work Overload**

Work overload can be caused by a variety of factors that influence workplace demands, including time pressure (tight deadlines) and the quantity of work completed overall. Work overload has been identified as one of the most consistently accurate markers of work-life conflict, and this study looks at it. When an individual's job demands are greater than their capacity to handle them, they experience a situation known as work overload

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**Role Ambiguity**

The absence of precision, assurance, and predictability in a job's behaviour that one could have anticipated (due, for instance, to a vague or poorly defined job description and undefined organizational objectives) is referred to as role ambiguity. Role ambiguity is the degree to which a person is unclear about the requirements for their line of work. "When a person does not know exactly what to do, he or she may become confused about job or family responsibilities." Stated differently, it could lead to a conflict between work and home life. As a result, the researcher came up with the following alternate theory.

**Long Working Hours**

According to the 2019 Status of Policing in India Report (SPIR), police officers work an average of 14 hours a day, with nearly 80% of them putting in more than 8 hours. These kinds of hours can and frequently do involve working on the weekends, on holidays, and even through the night. It's fairly uncommon to be required to put in extra hours at work. Work-life problems are more likely to occur when someone works long hours (full-time). People who work long hours are more prone than those who don't to experience work-life conflict.

**Stress and Police**

There isn't a single profession in the highly industrialized world that isn't impacted by stress. There is stress at work in practically every organization, regardless of hierarchy. This is an inevitable fact that police organizations around the world are not immune to. According to research, becoming a police officer is the world's most mentally hazardous job. "It is a well-known fact that police work involves an unparalleled level of stress and pressure compared to other professions." One of the internal and external factors of police stress is the work environment. Organizational structure-related elements are present in the internal work environment. For police officers, the atmosphere within the organisation can be a major source of stress. Police officers deal with a variety of organizational stressors, including shift schedules, poor relationships with supervisors, politics within departments, limited opportunities for promotion or transfer, limited autonomy in carrying out duties, and a lack of recognition for work accomplishments. Despite all of the department's constraints, particularly those related to staffing levels and infrastructure, police officers are essential to upholding law and order in society.

The researchers used confrontation efficacy and creative efficacy, two intrinsic components of role efficacy, in their investigation. One of the study's key conclusions was that roleefficacy, the two aspects

under investigation, could accurately predict educators' stress levels when used in tandem or separately. Nurses who held strong views in their own role-efficacy, on the other hand, reported feeling that they were treated fairly by the organization they worked for, even if they thought that they received very little informational support. Furthermore, they reported that feelings of inequality were associated with symptoms of burnout.

This study is a comprehensive literature review, examining recent and relevant literature that investigates the factors influencing the work-life balance of police personnel and their implications. Papers were sourced by searching Google Scholar and Science direct using a combination of related keywords, namely: 'work-life balance', 'police officer', 'quality of work life', 'work-life conflicts', 'work overload', 'long working hours', and 'job stress'. Based on these aspects, several factors influencing the work-life balance of police officers can be deduced, and its implications for both personal life and the organization are depicted in Figure 1 below:
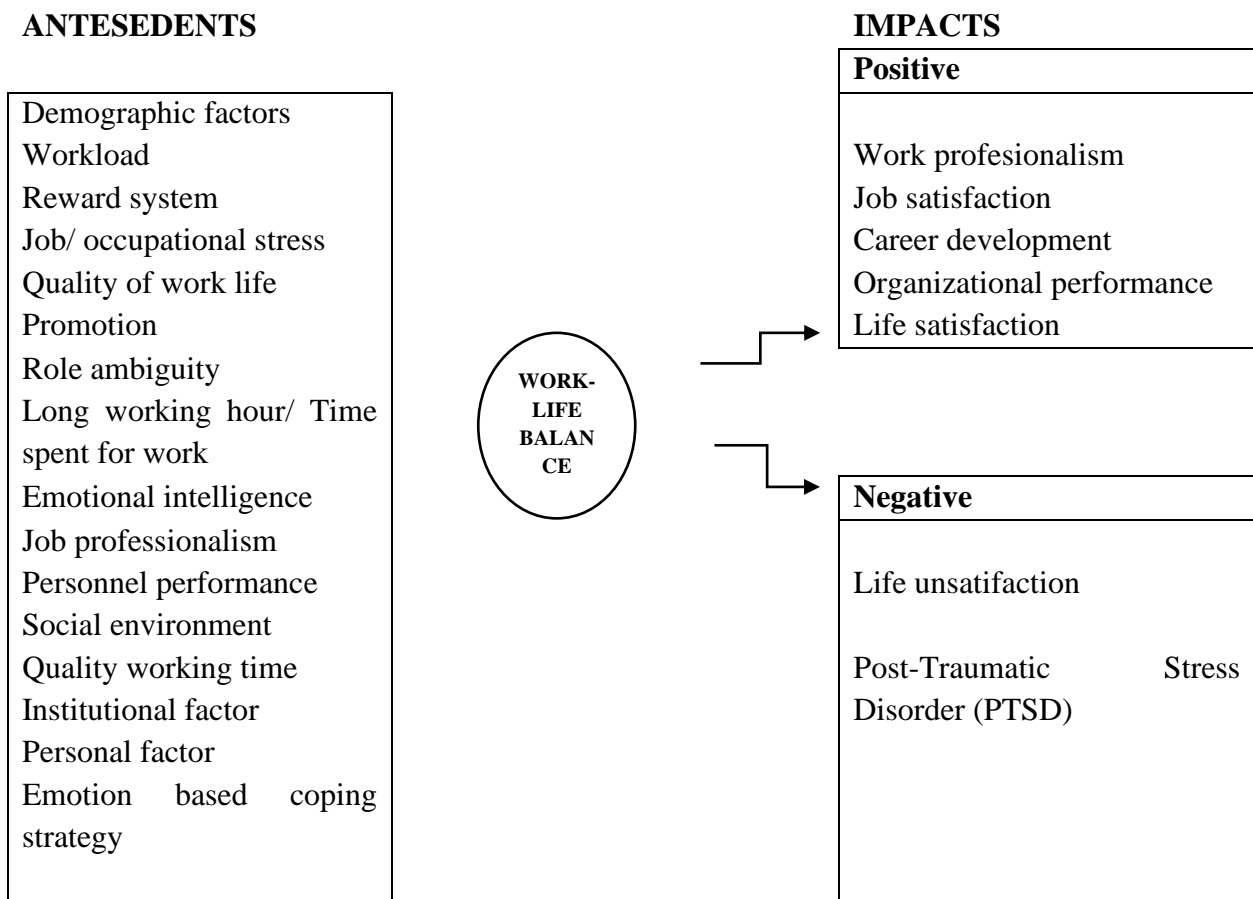


**Figure 2: Antecedents and Impacts of Work-Life Balance of Police Officers**

Figure 2 reveals that a myriad of conditions – personal, work environment, and social environment – can influence the extent of work-life balance among police officers. A positive work-life balance can lead to beneficial outcomes, such as enhanced work professionalism, job satisfaction, career development, life satisfaction, and improved organizational performance. However, poor work-life balance can result in negative impacts, including the development of post-traumatic stress disorder (PTSD) and life dissatisfaction, which can detrimentally affect the overall organizational performance. It is crucial for police institutions to prioritize the balance between professional duties and personal lives of their

members to ensure optimal mental and physical well-being. Efforts to bolster work-life balance can be achieved through the implementation of flexible working hour policies, setting realistic job expectations, and providing sufficient psychological support.

Based on the above discourse, we synthesize that factors affecting work-life balance can be categorized into three main factors:

a. Demographic factors encompassing gender, age, marital status, and educational level.
b. Work-related factors including workload, reward system, job stress, promotion, role, working hours, initiatives taken by the organization, job professionalism, and quality of work life, and weekend assignments.
c. Personal-related factors such as emotional intelligence, social background, sleep duration, opportunities for family gatherings, and leisure hours.

## CONCLUSION

Members of the police force play a vital role in society. They protect us from a lot of unfortunate events, but it is never emphasized what cultural issues they deal with or how their lives become unbalanced. For police officers, work-life balance and organizational culture are crucial to establish. It is not a one-dimensional concept with its roots in the working environment of law enforcement. Rather, it's a multifaceted concept that employees perceive and embody differently. Thorough testing and evidence will be gathered to support the multicultural perspective on culture as organizational phenomena. Another concept that is crucial to the subject of police is job satisfaction. It encompasses all forms of satisfaction emotional, physical, and mental. This work provides only review related with work life balance among police personnel.

Based on survey, it can be concluded that several factors influence the quality of the work-life balance of police personnel. These factors have been categorized into three groups: demographic factors, personal-related factors, and work-related factors. Drawing from the literature review, we have formulated a conceptual framework to guide future research. In the end, work-life balance will be achieved through job satisfaction, which lowers stress, turnover, and workplace conflict. Generally speaking, studies on work-life balance and organizational culture have looked at how these aspects appear in police officers and how they interact with other aspects of police officers.

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