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**K Shenbaham**  
Asst. Professor,  
PG & Research Department of  
Social Work Shrimati Indira  
Gandhi College, Trichy-2,  
Tamil Nadu, India.

**S Dhivya S**  
Mphil. Scholar, PG & Research  
Department of Social Work  
Shrimati Indira Gandhi  
College, Trichy-2, India

## A study on job satisfaction among women police

**K Shenbaham, S Dhivya S**

### Abstract

Women in policing have been the subject of considerable study for the past 20 years. While women perform as well as men in various patrol assignments and situations, they still face a significant amount of disapproval from the male police personnel population. Citizens, however, have shown a greater acceptance of women in this male-dominated occupation and a greater confidence in women's abilities to effectively perform difficult patrol tasks. In India, according to the latest statistics of the home ministry, women constitute 5.3 per cent of the country's police forces. Tamil Nadu, Maharashtra and Chandigarh have a relatively better representation of women in the police. In 1997, the authorities in Tamil Nadu took advantage of the labour legislation to ensure that 33 per cent of the new police recruits were women. Female police officers comprise 29 per cent of the force in South Africa, 14 per cent in the United States of America, almost 30 per cent in Australia and 18 per cent in Canada. The purpose of the present research is to analyze the job satisfaction and problems of Women Police in Trichy City.

**Keywords:** job satisfaction, working women problems

### 1. Introduction

The status of women in India has been subject to many great changes over the past few millennia. From equal status with men in ancient times through the low points of the medieval period to the promotion of equal rights by many reformers, the history of women in India has been eventful. In modern India, women have held high offices in India including that of the President, Prime Minister, Speaker of the Lok Sabha and Leader of the Opposition.

### 2. Working Women in India

Women's health in India can be examined in terms of multiple indicators, which vary by geography, socioeconomic standing and culture. To adequately improve the health of women in India multiple dimensions of wellbeing must be analyzed in relation to global health averages and also in comparison to men in India. Health is an important factor that contributes to human wellbeing and economic growth. Currently, women in India face a multitude of health problems, which ultimately affect the aggregate economy's output. Addressing the gender, class or ethnic disparities that exist in healthcare and improving the health outcomes can contribute to economic gain through the creation of quality human capital and increased levels of savings and investment.

### 3. Women Police

Police is generally defined as the civil force responsible for maintain law and order without which there can be no development in civilization. The police organization, which at present is known as police department, is meant and constituted for the proper maintained of law and order to perform the different functions relating to criminal administration. The job of police was to maintain law and order, prevent the commission of crime and if crime has taken place, apprehend the culprit, bring him before the court of law and him convicted. It is very interesting to note that in the earlier days the duties and functions of the police has limited sphere of activities as street playing, lighting, scavenging and sanitation. Indian police system was a creation of the British. But its best in those days in India and was operated very effectively. The term police broadly denote the purposeful maintained of public order and protection of persons and property from the hazards of the public accidents and the commission of unlawful acts. Policing in India has traditionally been considered a male

**Correspondence**  
**K Shenbaham**  
Asst. Professor,  
PG & Research Department of  
social work Shrimati Indira  
Gandhi College, Trichy-2,  
India

domain because the policing activities require physical powers. However, the gradual induction of female members in all walks of life and professions can also be seen in the police force in India. The rising trend of crimes against women, increasing involvement of women in various crime and the problems of handling juveniles has stressed the need for women police in India. The women police in now an integral part of the police forces all over the country. A number of women have joined the Indian police service and the central police organizations. The Indian police service which had refused to accept any women earlier refused to accept any women earlier, with-draw resistance after a representation from some women conditions. The Indian police service acquired its first women police officer in 1976 and within year it had seven police officers.

#### 4. The First Women Police Officers

The utility of women in preventing crime and maintaining public order on the streets was seen by some senior police officers. Indeed, the Commissioner paid for a small number of the women's patrols. As can be seen in his 1918 report, the Commissioner was keen to stress that while this work was 'not strictly the duty of the police, [it] is yet closely allied to it'. He proposed to bring the women patrols under the control of the Metropolitan Police, using the supervisor of the NUWW, Mrs Sophia Stanley, to superintend their work. In a subsequent letter the Commissioner explained how he envisaged the women police functioning.

#### All women police stations and Induction year

1. Cantonment – 1993
2. Fort– 2002
3. Srirangam– 2003
4. Ponmalai– 2004

Mangaleswaran R. (2012) <sup>[1]</sup> the nature of job of police is very complex to work. It requires fullest dedication and commitment on employing people. While working they face several hardship from both in job as well with family life. Though there might be many problems they face on day to day life, but there can be numerous adjustment problems they faced, that to the married women. They need to take care the profession and family. In this connection, an attempt has been made to study the adjustment problems of married women police personnel and their association with socio-economic variables. The data were collected using Ramamurthy Adjustment Inventory. It consists of five dimensions namely, health, home, emotional, self and social adjustment problems. The study was descriptive in nature. The data was collected from all the married women police personnel available during the time of data collection in Tiruchirappalli District. The scoring was classified as low and high using median score. The findings show that almost in all dimensions and overall adjustment problems, the respondents have high level of adjustment problems. It may be due to the dual role performed by the individuals. There is a need for counseling and recreational centre exclusively for women police personnel. Mangaleswaran, R. (1995) <sup>[2]</sup> the study on adjustment problems among police personnel at Tiruchirappalli was conducted with the aim of studying the socio-demographic characteristics and the adjustment problems of police personnel in the areas of health, emotions, social, self and home. An attempt was also made to study its association with selected socio-demographic variables. The researcher used descriptive cum diagnostic design for the

study. The universe of the study constituted of 270 police personnel. The researcher selected 54 respondents using simple random (lottery) method. The Ramamurthy adjustment Inventory (1968) was used to collect the data. The finding of the study revealed that female respondents had higher adjustment problems than the male respondents. SIMON HOLDAWAYS: 2011 using data from a survey conducted within a northern constabulary, women officers' experience of police employment is discussed. It is argued that it is necessary to take into account both wider structural, engendered inequalities and occupational cultural processes to explain differences between men and women officers' experience of employment. Evidence of women officers' apparent acceptance and reinforcement of views associated with the police occupational culture is presented. These views were not directly constrained by the ascendancy of men's definitions of police employment. It is also suggested, however, that men's views of the wider role of women, as parent, for example, constrained and engendered the ways in which women experienced police employment.

#### 5. Significance of the Study

In common understanding the word job satisfaction among the women police in Tiruchirappalli District. The researcher selected this topic to know the socio-demographic characteristics, duty condition and problems, psychological problems among the women police.

#### 6. Objectives of the Study

1. To describes the socio-demographics characteristics of the respondents.
2. To observe the duty conditions and problems faced by women police on duty.
3. To offer suitable suggestions to overcome the psychological problems.

#### 7. Hypothesis

- There is no significance difference between levels of Income and Job Satisfaction.
- There is no significance difference between level of Education and level of job satisfaction.
- There is no significance association between level of welfare measure and level of job satisfaction.

#### 8. Research Design

The research has used descriptive research design for the study. The main aim for having used this design was to analysis the problem precisely as well as to increase the knowledge of the researcher about the magnitude of the problems, hence descriptive design was adopted for the present study.

#### 9. Sampling and Universe

The Women Police who are working in the commissioner of Police at Tiruchirappalli District constitute the Universe for the Present study. The size of the universe is 95. The researcher collected data from 50 women police those who are attend the CCTNC meeting in commissioner Office at Tiruchirappalli District; hence the researcher selected all the respondents for data collection by adopting census method.

#### 10. Tools for Data Collection

The tools used by the researcher are questionnaire. To collect the relevant information, the question was prepared by the

researcher. The questions consists of 50 respondents of various dimension related to the women police.

**Distribution of Respondents by Their Educational Qualification**

S.no	Educational qualification	Respondents N=50	Percentage 100%
1	PG	5	10
2	UG	20	40
3	HSLC	15	30
4	SSLC	10	20
	Total	50	100

**Sources**

The above table shows that Qualification wise (40 percent) of the respondents are UG, (30 percent) of the respondents are HSLC, (20 percent) of the respondents are SSLC, Remaining (10 percent)of the respondents are PG.

**Distribution of Respondents by Their Marital Status**

S.No	Marital Status	Respondents N=50	Percentage 100%
1	Married	40	80
2	Unmarried	10	20
	Total	50	100

**Sources**

The above table shows that Married wise (80 Percent) of the respondents married, Remaining (20 Percent) of the respondents Unmarried.

**Dimension between the Job Satisfaction (Overall)**

S.no	Particulars	No. of respondents	Percentage
1	Highly satisfied	10	20
2	Satisfied	35	70
3	Moderate satisfied	3	6
4	Dissatisfied	1	2
5	Extremely dissatisfied	1	2
	TOTAL	50	100

**Sources**

The above table (NO.10) shows that majority(70%) of the respondents were Satisfied,(20%) of the respondents highly satisfied, (6%) of the respondents Moderate satisfied, remaining (2%)of the respondents dissatisfied and extremely satisfied.

**11. Findings**

- Majority of respondents (50 percentages) half of the age group of the 25-30.
- Majority of respondents (30 percentage) of the Grade-II
- Majority of the (40 percentage) of the UG
- More than half of the percentage (60 percentage) were Hindus
- More than half of the parent (60 percentages) was in SC caste.
- Moderate level of the parent (80 percentage) were married
- Moderate level of the percentage(80 percentage) of the Nuclear family
- The majority of the respondents (50 percentage) are Rural

- Moderate level of the respondents (80 percentage) police range in city
- There is no significance difference between levels of Income and Job Satisfaction.
- There is no significance difference between level of Education and level of job satisfaction.
- There is no significance association between level of welfare measure and level of job satisfaction.

**12. Suggestions**

- ❖ Promotion policy may be modified in such a way that the two important variables, Education and experience are given Equal Important.
- ❖ There is General Feeling among the respondents specially Grade-II police have the opinion that scale of pay is not progress able changed accordingly to the Increase in price level. So, suitable chances may be made in wage policy.
- ❖ The may introduce more number of counseling programmes for women police to overcome the unwanted issues both family and occupation.
- ❖ Need and support services from the public to solve the social issues, for women police.
- ❖ To encourage the members of friends of police to avoid the burden of women police.

**13. Conclusion**

The work of the Women Police may not be easily compared with women working in other walks of life. There are certain fixed responsibilities commitments to Women Police. Many times they have scarified of women helps to maintain peace and order in society. There sincerity and executing discharge of duty goes a long way and maintain order in the society. This study is dedicated to Women Police who Labour day and Night for peaceful life of other people.

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