

Personality, Work And Family: A Study On Police Officers

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Abstract

In recent years, work-family issue has aroused attention in academic research and practice. After the literature review, this study mainly focused on work family conflict of police. Specifically, this study attempt to find the impact of Personality on family work conflict among Police Officers. Further, while comparing with other professions police people are experiencing higher work demands like unsocial working hours, non-social support etc, which may lead inability of balancing Work and family domain responsibilities. Data were collected from police officers from eight districts in Tamilnadu, India by adopting stratified random sampling. Data were analyzed by regression analysis using SPSS and appropriate suggestions were given accordingly.

Keywords: *Work, Family, family work conflict, Personality, domain responsibilities*

Introduction

Work family conflict is the inter role conflict in which work family domain which are mutually compatible so that performance of one domain makes difficulties in the performance of another domain (Greenhaus and Beutell, 1985). It has been categorized as two types. Firstly Work-Family Conflict (Work interferes in Family), Secondly, Family Work Conflict (Family interferes Work) (Frone, et al, 1992). Psychological well being of the human can be easily affected by this inter role conflict (Allen, et al., 2000; Jansen, et al., 2003). Eby, et al, (2005) probed the impact of personality types on work family conflict. There was a strong negative relationship between work family conflict and some personality types such as conscientiousness and Agreeableness (Wayne et al, 2004). Neuroticism indentified positive relationship with work family conflict (Bruck and Allen, 2003). This study focused on the relationship between work family conflict and Big five personality dimensions. Extraversion consists of the features

such as sociability and assertiveness. Agreeableness incorporate traits like trust and kindness. Conscientiousness denotes the characteristics of thoughtfulness and goal oriented approach. A neuroticism characteristic includes easily upsetting behaviour with low emotional stability. Openness to Experience describes the experiential life with the eager of getting new experiences.

Review of Literature

Many Literatures has clearly established the impact of work-family conflict on various organizational and individual outcomes (Gutek, et al., 1991; Frone, et al., 1992). Personality is the set of psychological traits and mechanisms within the individual that are organized and relatively enduring and that influence his or her interactions with, and adaptations to, the intrapsychic, physical, and social environments (Larsen and Buss, 2005). Grzywacz and Marks (2000) found support for the relationship. In particular, a higher level of extraversion was associated with less negative spillover (both work family conflict and family work conflict) and more positive spillover (both Work Family Conflict and Family Work Conflict). Personality research has indicated that one comprehensive description of an individual's traits is known as the Big Five (McCrae and John, 1992).

Research Methodology

The target population for this research is Police Inspectors and Sub-Inspectors of Tamilnadu. There are five zones in Tamilnadu. With in this five zones, eight districts were taken randomly as the research areas. Those districts are Dindigul, Theni, Coimbatore, Salem, Kancheepuram, Cuddalore, Trichy and Chennai. In total 640 questionnaires were distributed. But, 583 was found to be fit for further analysis among the received responses of 591. The data were collected from Police Inspectors and Police sub inspectors in Tamilnadu. By adopting stratified sampling technique, the researcher personally met the police authorities in their work place or home for data collection. Work family conflict was measured by adopting the scale of Netemeyer, et al.,(1996). Big Five personality dimensions of the police officers are identified through the tested tool of Samuel, et al., (2003). Pilot study was conducted with 100 respondents

in Dindigul district and the necessary corrections were carried out in the questionnaire accordingly.

Data Analysis and Interpretation

Objective: To find the relationship between family work conflict and Personality

Table 1 : Regression Analysis for Family Work Conflict and Personality

	Unstandardized Coefficients		Standardized Coefficients	t
	B	Std. Error	Beta	
Constant	4.787	0.413		11.600
Extroversion	-0.099	0.050	-0.082	-1.981*
Agreeableness	-0.358	0.115	-0.183	-3.116*
Conscientiousness	0.160	0.102	0.095	1.566
Openness	-0.029	0.053	-0.024	-0.550
Emotional Stability	-0.003	0.030	-0.004	-0.103

* - Significant at 5% level; Dependent Variable: Family Work Conflict

Model	R	R ²	Adjusted R square	Std. Error of the estimate	F
1	0.402a	0.161	0.153	1.08261	70.323*

* - Significant at 5% level

This table 1 shows the regression analysis for family work conflict and personality. The measure of strength of association in the regression analysis is given by the co-efficient of regression determination denoted by adjusted R². The adjusted R² value is 0.153 which implies 15.3 percent of the variation on the family work conflict. To check whether R² is statistically significant, ANOVA is used. The F value obtained is 70.323 (P<0.000) and ascertained that there is a significant relationship between dependent and independent variables.

It can be ascertained from this table that personality is clearly not the only determinant factor of family work conflict, (84.7percent of variations in family work conflict are still not explained), but appears to play a significant role, regardless of the personality of the respondents.

An examination of *t* – values shows that ‘Extroversion’ (*t* = -1.981), contributed negatively and significantly to the prediction of family work conflict, while ‘Agreeableness’ (*t* = -3.116) also has a negative significant relationship with family work conflict.

It appears that extrovert respondents are very talkative and they are the dashing, fun-loving heroes, expressing their love in beautiful words and noble actions. Because of their enthusiastic nature and energetic character, respondents may balance work and family pressures easily. Hence, ‘Extroversion’ has a significant negative relationship with family work conflict.

The negative standardized beta coefficient of ‘Agreeableness’ implies that as respondents are sympathetic and warm in character and due to their non-quarrelsome character, they may easily manage the over load of family responsibilities as it cannot affect the work responsibilities. They are usually warm, friendly, and tactful. They generally have an optimistic view of human nature and get along well with others in family and work place. Hence, ‘Agreeableness’ has a significant negative relationship with family work conflict. Correspondingly, the research findings of Bruck and Allen, (2003) and Wayne, et al., (2004), have already found a significant negative relationship between agreeableness and family work conflict.

From table 1 the following regression equation is formed.

$$\text{Family Work Conflict} = 4.787 - 0.099 (\text{Extroversion}) - 0.358 (\text{Agreeableness}).$$

Family work conflict’ is estimated to decrease by 0.099 unit, assuming that all other variables are constant. Similar explanation can be made for other variables.

Findings

Results of this study confirm that extroversion influences family work conflict, which is similar to Boyar and Mosley, (2003). Also this equation reveals that if ‘Agreeableness’ increases by 1 unit, ‘family work conflict’ is estimated to decrease by 0.358 unit, assuming that all other variables are constant. ‘Extroversion’ contributes negatively and significantly to the prediction of

family work conflict, while 'Agreeableness' also has a negative significant relationship with family work conflict.

Suggestions

Over burdening of family responsibilities which affect the work performance may lead to Family work conflict. Among five dimensions of personality, Extraversion and agreeableness negatively related to family work conflict. That means. Respondents who possess these two characteristics could resist family work conflict. By sociability characteristics, respondents may create strong bonds among family members through which responsibilities can be shared. By talkativeness trait, respondents can communicate frequently and bring solution effectively to all family related pressures. Through their effective emotional expressions, they can balance both the domain roles properly, Work and Family. Their assertiveness of handling family responsibility in time, they can perm their work role effectively without the overlapping of role pressures. Agreeableness can bring mutual trust among the family members through which family support in performing the family responsibilities can be effectively reached.

Conclusion

By carefully investigating the relationship between family work conflict and the personality dimensions of the respondents, the suitable skill development programs should be determined exclusive for police department. If the police officers are stress free, their job commitment might be in the summit, which is need of the hour in our society. Policing is essentially a service organization for maintaining peace of the society. Psychological well being state may give greater courage to the police officers to serve for the society whole heartedly as the police motto is "to strive to serve". Family members of the police officers are sharing and performing most of the family responsibilities as they have well understanding about the prestigious nature of the policing job. The future studies can explore the relationship between personality and family work conflict among operating level employees on police organization.

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