

**DETERMINANTS OF FAMILY SUPPORT AND JOB SATISFACTION AMONG
WOMEN POLICE - WITH SPECIAL REFERENCE TO THE GREATER CHENNAI**

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ABSTRACT

In recent years, the participation of women in the police force has seen a gradual increase, reflecting the changing socio-cultural landscape and the growing emphasis on gender equity in law enforcement. While some findings conform to existing research on job satisfaction in police organizations across the world, the study also arrives at contrasting results, which can be attributed to the unique organizational culture of police in India. The primary data was gathered from the women police in the Greater Chennai. In this present study the researcher adopted the convenient sampling method and the study's sample size is limited to 86 respondents. There are certain fixed responsibilities commitments to women Police. Many times, they have sacrificed of women helps to maintain peace and order in society.

Key Words: *Family Support, Job Satisfaction, Self - Esteem, Women Police and Greater Chennai.*

INTRODUCTION

In recent years, the participation of women in the police force has seen a gradual increase, reflecting the changing socio-cultural landscape and the growing emphasis on gender equity in law enforcement. However, women police officers continue to face unique challenges stemming from societal expectations, work-related stressors, and the demands of balancing professional duties with family responsibilities. In such a context, family support plays a pivotal role in enhancing job satisfaction and overall well-being. Job satisfaction among women police personnel is influenced by several interrelated factors, including emotional stability, work-life balance, and recognition, both at home and in the workplace. The presence or absence of family support be it emotional, instrumental, or moral can significantly impact their motivation, performance, and long-term career commitment. Particularly in urban environments like Greater Chennai, where the pressures of urban policing are intense and multifaceted, understanding the dynamics of family support becomes even more crucial. This study aims to identify and analyse the key determinants of family support and their influence on job satisfaction among women police officers in the Greater Chennai area. It explores how familial encouragement, shared responsibilities, and understanding can contribute to reduced stress and increased satisfaction at work. The findings of this study are expected to provide valuable insights for policymakers, police departments, and support organizations to develop strategies that enhance the welfare of women in policing roles.

REVIEW OF LITERATURE

Rathi, N. and Barath, M. (2013) This quantitative study examines the impact of work-family conflict both work-to-family and family-to-work on job and family satisfaction among 148 police personnel in India. Findings reveal that both conflict types are negatively associated with job satisfaction. Additionally, social support from co-workers significantly moderates the relationship between work-family conflict and family satisfaction. The study highlights the importance of workplace social support in managing role conflicts. However, it is limited by its cross-sectional design, reliance on self-reported data, and a homogenous sample, which may affect the generalizability of the results.

Otu, S.E., et al., (2021) This study explores the relationship between internal support (from supervisors and peers), job satisfaction, and voluntary assistance among Nigerian police officers, with a focus on the mediating role of work - family conflict. Data collected from officers in Ebonyi State were analyzed using structural equation modeling (SEM). Findings reveal that supervisor and peer support positively influence job satisfaction. However, only peer support indirectly encourages voluntary assistance by increasing work-family conflict. Interestingly, higher peer support correlates with more conflict, which in turn enhances helping behavior. The study fills a critical research gap in understanding police support dynamics in the African context.

Singh, R. and Nayak, J.K. (2015), This study investigates the impact of work-family conflict (WFC) on job stress and its subsequent effect on job satisfaction among police officials in New Delhi. Data from 599 officers across 20 police stations were analyzed using hierarchical regression. Results revealed that job stress significantly mediated the relationship between WFC and job satisfaction. Additionally, organizational social support moderated the negative effects of job stress on satisfaction. The findings highlight the importance of stress management and supportive workplace environments in policing.

Li, J.C.M., et al., (2019) This study explores how demands from society, workplace, and family, along with resources at individual, family, and supervisory levels, influence occupational stress and work engagement among Hong Kong police officers. Data from 514 officers were analyzed using multivariate regression. Family-work conflict and organizational demands significantly increased work stress and reduced engagement. Constructive coping strategies heightened stress while lowering engagement. The findings highlight the complex interplay between external demands and internal coping in shaping police well-being.

Shim, M., et al., (2025) This study explores how evolving work arrangements in the public sector influence Public Service Motivation (PSM) and its connection to job satisfaction. Utilizing self-determination theory and data from the 2023 Perception of Public Officials Survey in Korea, the research examines the effects of work autonomy, communication effectiveness, and training and development (T&D) on PSM. Results show that in traditional office settings, all three factors significantly enhance PSM. However, in hybrid work environments, only T&D had a strong impact on PSM, while communication had

no effect and autonomy was only marginally significant. Notably, PSM had a stronger positive influence on job satisfaction among hybrid workers than office-based employees. These findings highlight the shifting dynamics of motivation and satisfaction in flexible public work settings.

Krutova, O. (2025), This study explores the relationship between part-time work, employee well-being, and work attractiveness in the context of organisational restructuring. Using data from the European Working Conditions Survey (1991–2015), with 5,646 Finnish respondents, the research applies a Generalised Linear Model (GLM) to assess the impact of workplace changes. Findings indicate that workers in restructured organisations report lower satisfaction with working conditions. Negative effects are more pronounced when working hours (OR 1.15), salary (OR 1.14), and job influence (OR 1.15) have recently changed. These associations persist even after adjusting for part-time work. The study highlights how organisational changes can undermine employee well-being and job appeal.

Choi, M., et al., (2025) This study explores how transformational leadership by chiefs and supervisors influences turnover intentions among 13,072 U.S. law enforcement officers. Using structural equation modeling, it finds that leadership styles significantly impact job satisfaction and organizational commitment, which in turn reduce turnover intentions. Chiefs' transformational leadership has both direct and indirect effects on lowering turnover intention. Conversely, the influence of supervisors' leadership is fully mediated by job satisfaction and commitment. These findings highlight the importance of leadership at different levels in retaining police personnel through enhanced organizational attitudes.

Lampaki, A., et al.,(2025) This study examines how emotional work demands (EWDs) impact job satisfaction among nurses, considering varying levels of work passion. Data from 267 nurses across three time points were analyzed using polynomial regression. Results show an inverted U-shaped relationship between EWDs and job satisfaction. Job satisfaction peaks at moderate EWDs, especially for nurses with low work passion. For highly passionate nurses, satisfaction rises at moderate-to-high EWDs. However, a slight decrease in satisfaction is seen at low-to-moderate EWDs for this group. These findings suggest work passion moderates the emotional demand-satisfaction link. Tailored support strategies are needed to maintain satisfaction across passion levels.

Abukhalifa, A.M.S., et al., (2025) This study explores how High-Involvement Work Practices (HIWPs) influence job satisfaction, with job crafting as a mediator. Grounded in the Job Demand-Resource (JD-R) Model and Conservation of Resource (COR) Theory, it investigates psychological mechanisms behind employee engagement. Data were collected in two waves from 270 employees across 30 nonprofit organizations. Structural Equation Modelling (SEM) was used to test the hypothesized relationships. Results revealed a strong positive link between HIWPs and both job crafting and job satisfaction. Job crafting also significantly enhanced job satisfaction among employees. Moreover, job crafting was found to partially mediate the relationship between HIWPs and job satisfaction. The study highlights the importance of empowering work practices and proactive employee behavior in improving workplace outcomes.

SIGNIFICANCE OF THE STUDY

In common understanding the word family support and job satisfaction among the women police in Greater Chennai. The researcher selected this topic to know the socio-demographic characteristics, duty condition, family support factor, job satisfaction factor and self - esteem factor among the women police.

OBJECTIVE OF THE STUDY

1. To identify the personal profile of the women police in the Greater Chennai.
2. To examine the underlying dimensions of Family Support and Job Satisfaction Variables.
3. To analyse the influence between Family Support Factor (FSF), Job Satisfaction Factor (JSF) and Self - Esteem Factor (SEF).

RESEARCH METHODOLOGY

The research is based on a survey method and is empirical. The primary data was gathered from the women police in the Greater Chennai. In this present study the researcher adopted the convenient sampling method and the study's sample size is limited to 86 respondents. Books, journals, magazines, periodicals, and websites were used to gather secondary data. The tools and techniques used are percentage analysis, exploratory factor analysis (EFA), regression analysis and confirmatory factory analysis (CFA).

QUESTIONNAIRE DESIGN

TABLE - 1
QUESTIONNAIRE DESIGN

Section	Particulars	Nominal Scale	5-point Likert Scale	Total
I	Personal Profile	4	-	4
II	Family Support and Job Satisfaction (FSJS)	-	15	15
Total		4	15	19

RESULTS AND ANALYSIS

TABLE - 2
PERSONAL PROFILE OF WOMEN POLICE

Demographic Profile (N = 86)	Description	Frequency	Percentage
Age	Below 30 Years	41	47.7
	30 - 35 Years	30	34.9
	35 - 45 Years	8	9.3
	Above 45 Years	7	8.1
Marital status	Unmarried	57	66.3
	Married	29	33.7
Educational background	UG	41	47.7
	PG	17	19.8
	Others	28	32.6
Experience	Below 4 years	39	45.3
	4-7 years	28	32.6
	Above 7 years	19	22.1

Table 2 indicates that majority of the respondents are below 30 years (47.7%), majority of the respondents are unmarried (66.3%), majority of the respondents are UG (47.7%) and majority of the respondents are below 4 years (45.3%).

TABLE - 3.1

EXPLORATORY FACTOR ANALYSIS OF (FSJS) FACTORS

FSJS	Mean	SD	MSA	Communalities
FSJS (01)	4.169	0.806	0.860	0.482
FSJS (02)	4.021	0.866	0.845	0.532
FSJS (03)	4.272	0.884	0.885	0.476
FSJS (04)	4.221	0.875	0.896	0.408
FSJS (05)	4.012	0.937	0.833	0.445
FSJS (06)	3.939	0.874	0.834	0.557
FSJS (07)	4.312	0.839	0.869	0.594
FSJS (08)	4.277	0.922	0.830	0.491
FSJS (09)	4.223	0.897	0.914	0.432
FSJS (10)	4.183	0.875	0.875	0.485
FSJS (11)	3.805	1.086	0.810	0.591
FSJS (12)	3.981	0.968	0.801	0.543
FSJS (13)	4.099	0.918	0.894	0.498
FSJS (14)	4.124	0.855	0.906	0.447
FSJS (15)	4.016	0.896	0.903	0.484

Table 3.1 indicates that high mean value of family support and job satisfaction among women police. The standard deviation values are very low. FSJS (01)Mean=(4.169), SD=(0.806) followed by FSJS (07)Mean=(4.312), SD=(0.839); FSJS (08)Mean=(4.277), SD=(0.922); FSJS (03)Mean=(4.272), SD=(0.884); FSJS (09)Mean=(4.223), SD=(0.897); FSJS (04)Mean=(4.221), SD=(0.875); FSJS (10)Mean=(4.183), SD=(0.875); FSJS (14)Mean=(4.124), SD=(0.855); FSJS (13)Mean=(4.099), SD=(0.918); FSJS (02)Mean=(4.021), SD=(0.866); FSJS (15)Mean=(4.016), SD=(0.896); FSJS (05)Mean=(4.012), SD=(0.937); FSJS (12)Mean=(3.981), SD=(0.968); FSJS (06)Mean=(3.939), SD=(0.874) and FSJS (11)Mean=(3.805), SD=(1.086).

TABLE - 3.2

RELIABILITY ANALYSIS OF FSJS FACTORS

FSJS FACTORS	ALPHA VALUE	NO OF VARIABLES
Family Support Factor (FSF)	0.799	8
Job Satisfaction Factor (JSF)	0.625	5
Self - Esteem Factor (SEF)	0.617	2
FSJS FACTORS	0.835	15

Table 3.2 indicates that The Cronbach's Alpha values for the variables in the Family Support Factor (FSF) are 0.799, Job Satisfaction Factor (JSF) are 0.625 and Self - Esteem Factor (SEF) are 0.617. All of the FSJS variables have an overall Cronbach's Alpha of 0.835. The FSJS Construct scale is deemed to be highly reliable.

TABLE - 3.3

KMO and Bartlett's Test of FSJS

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		0.809
Bartlett's Test of Sphericity	Approx. Chi-Square	3806.127
	Df	92
	P value	0.000

Table 3.3 reveals that the Bartlett's Test of Sphericity, at the five percent significance level, with an approximate chi square value of 3806.127, df = 92, and p = 0.000. The value of the Kaiser-Meyer-Olkin Sampling Adequacy Measure is 0.809.

TABLE - 3.4

TOTAL VARIANCE EXPLAINED IN (FSJS) VARIABLES

Component	Rotation Sums of Squared Loadings		
	Total	% Of Variance	Cumulative %
1	3.064	20.424	20.424
2	2.064	13.762	34.186
3	1.937	12.913	47.099

Table 3.4 shows that total variance explained by each component in family support and job satisfaction among women police variables. The fifteen variables are reduced into three factors using factor analysis which account for 47.099 % of total variance.

TABLE - 3.5

FACTOR LOADING OF FAMILY SUPPORT FACTOR (FSF)

SL.NO	PVF relating to FSJS Variables	Factor Loading	Eigen Value	Variance Explained
FSF1	FSJS (07)	0.768	3.063	20.424
FSF2	FSJS (08)	0.659		
FSF3	FSJS (03)	0.604		
FSF4	FSJS (10)	0.550		
FSF5	FSJS (13)	0.546		
FSF6	FSJS (04)	0.532		
FSF7	FSJS (14)	0.472		
FSF8	FSJS (09)	0.418		

Table 3.5 shows family support factor is the pre dominant and most important factor of WL BW consisting of ten statements with factor loading namely, FSJS (07), FSJS (08), FSJS (03), FSJS (10), FSJS (13), FSJS (04), FSJS (14) and FSJS (09). It has been labelled as “**FAMILY SUPPORT FACTOR (FSF)**”.

TABLE - 3.6

FACTOR LOADING OF JOB SATISFACTION FACTOR (JSF)

SL.NO	CF relating to FSJS Variables	Factor Loading	Eigen Value	Variance Explained
JSF1	FSJS (02)	0.682	2.064	13.762
JSF2	FSJS (06)	0.668		
JSF3	FSJS (05)	0.547		
JSF4	FSJS (01)	0.538		
JSF5	FSJS (15)	0.523		

Table 3.6 shows Job Satisfaction Factor is the pre dominant and most important factor of WLBW consisting of ten statements with factor loading namely, FSJS (02), FSJS (06), FSJS (05), FSJS (01) and FSJS (15). It has been labelled as **“JOB SATISFACTION FACTOR (JSF)”**.

TABLE - 3.7

FACTOR LOADING OF SELF - ESTEEM FACTOR (SEF)

SL.NO	CF relating to FSJS Variables	Factor Loading	Eigen Value	Variance Explained
SEF1	FSJS (11)	0.742	1.936	12.912
SEF2	FSJS (12)	0.705		

Table 3.7 shows self - esteem factor is the dominant and most important factor of FSJS consisting of four statements with factor loading namely, FSJS (11) and FSJS (12). It has been labelled as **“SELF - ESTEEM FACTOR (SEF)”**.

TABLE - 4
DESCRIPTIVE STATISTICS AND TEST OF NORMALITY

FSJS	Mean	SD	Variance	Skewness	Kurtosis	Kolmogorov-Smirnova		Shapiro-Wilk	
						Statistic (df = 86)	Sig.	Statistic (df = 86)	Sig.
FSF	33.711	4.557	20.775	-1.067	1.353	0.109	0.000	0.926	0.000
JSF	20.157	2.727	7.441	-0.432	0.118	0.097	0.000	0.971	0.000
SEF	7.786	1.748	3.057	-0.818	0.486	0.197	0.000	0.913	0.000

Table 4 demonstrates the importance of descriptive statistics in the analysis of job satisfaction. More precisely, higher mean values and lower standard deviations imply a regular distribution of the data. The Shapiro-Wilk and Kolmogorov-Smirnova normalcy tests indicate that the data are suitable for use in higher-order multivariate analysis and are normal. The distribution of family support and job satisfaction among women police is normal in terms of variance, skewness, kurtosis, mean, and standard deviation.

TABLE - 5
REGRESSION ANALYSIS OF (FSJS)

Dependent Variable	Significant Predictors	Mean (SD)	F-Value	R	R ²	Adjusted R ²	β (t-Value)	Sig.
FSF		33.711 (4.557)	133.231	0.621	0.386	0.383	-	
	JSF	20.157 (2.727)					0.464 (11.498)	0.000*
	SEF	7.786 (1.748)						
Notes: *Significant @ 5% Level.								

Table 5 above displayed in are $R = 0.621$, $R^2 = 0.386$, and R Square Adjusted = 0.383. This suggests that the independent variables, the JSF and SEF, have an impact on the

dependent variable, the Family Support Factor (FSF) of women police regarding family support and job satisfaction. The above table indicates that $F = 133.231$ and $P = 0.000$ are statistically significant at the 5% level. Therefore, one could argue that there is enough data regarding dependent variables to support an exploratory analysis of the FSF of women police. A strong regression fit indicates the existence of individual impact over the dependent components. Therefore, when it comes to work life balance, it can be said that Family Support Factor (FSF), Job Satisfaction Factor (JSF) and Self - Esteem Factor (SEF).

CONFIRMATORY FACTORY ANALYSIS - (FSJS)

The construct validity of the family support and job satisfaction among women police scale is tested using the Confirmatory Factor Analysis (CFA) in conjunction with the Structure Equation Model (SEM). A relationship between the observed variables and their underlying pre-defined latent construct or constructs of family support and job satisfaction among women police is tested by the CFA model.

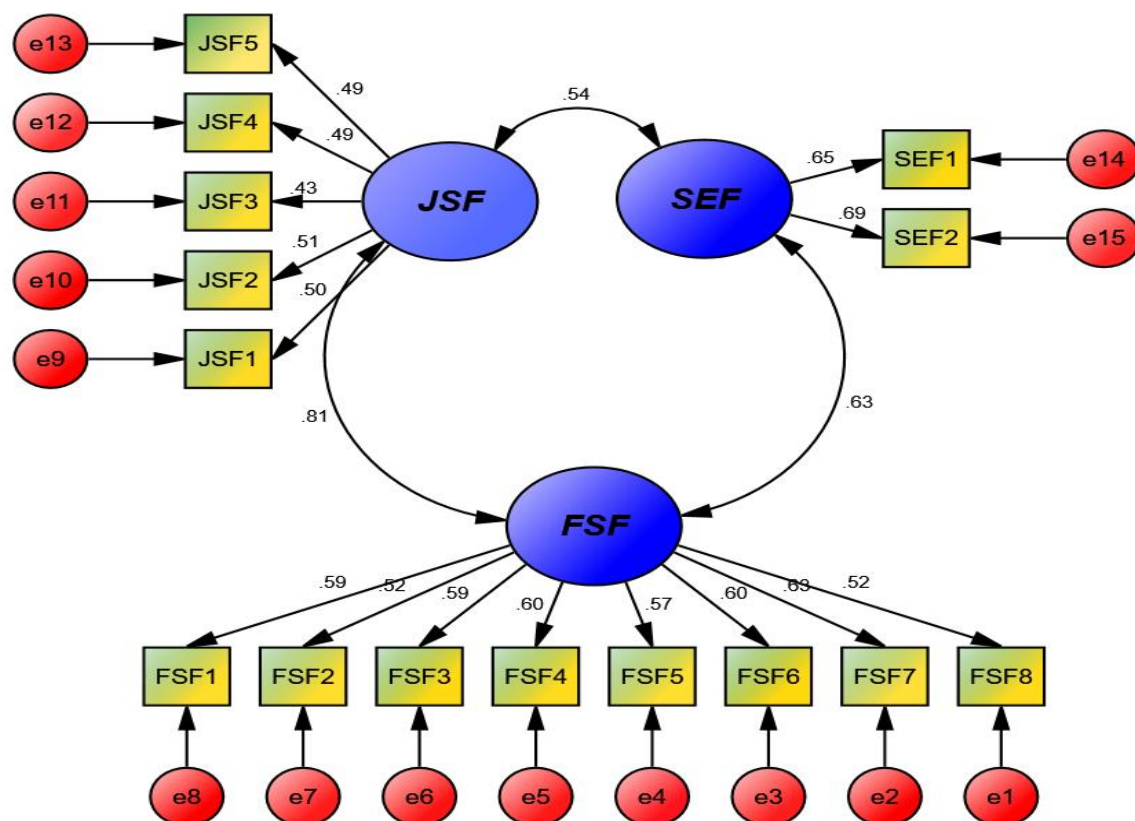


Fig. 6.1 CFA Model for FSJS Factor

The fig.1. displays a representation of the CFA chart for female faculty members' work-life balance. It shows that every model fit statistic, including PClose (0.001), RMSEA (0.057), RMR (0.039), CMIN/DF (3.708), and CFI (0.957). At the one percent level, all but the Chi-square fit statistic ($\chi^2 = 3676.476$, $DF = 92$, $p < 0.000$) are highly significant. According to the chi-square statistic and relative chi-square, the previous seven-factor structure of FSJS is a good fit model. All fit indices that are associated with fit indices also support a good model fit. Therefore, it is determined that the three-factor CFA model for FSJS is appropriate.

TABLE - 6
REGRESSION WEIGHTS OF FSJS

ITEM DESCRIPTION			SW	USW	S.E.	C.R.
FSJS09	<---	FSF	0.521	1.000		
FSJS14	<---	FSF	0.626	1.145	0.128	8.968***
FSJS04	<---	FSF	0.599	1.122	0.128	8.746***
FSJS13	<---	FSF	0.567	1.115	0.132	8.460***
FSJS10	<---	FSF	0.601	1.126	0.129	8.760***
FSJS03	<---	FSF	0.588	1.112	0.129	8.644***
FSJS08	<---	FSF	0.525	1.036	0.129	8.049***
FSJS07	<---	FSF	0.589	1.059	0.122	8.659***
FSJS02	<---	JSF	0.503	1.000		
FSJS06	<---	JSF	0.513	1.029	0.146	7.039***
FSJS05	<---	JSF	0.430	0.925	0.147	6.296***
FSJS01	<---	JSF	0.488	0.903	0.132	6.832***
FSJS15	<---	JSF	0.494	1.015	0.148	6.879***
FSJS11	<---	SEF	0.653	1.000		
FSJS12	<---	SEF	0.687	0.938	0.124	7.564***

The table: 6 displays functional values for the following five subdimensions: Family Support Factor (FSF), Job Satisfaction Factor (JSF) and Self - Esteem Factor (SEF).

CONCLUSION

Women police officers' emotional health and professional success are largely dependent on their families. As important as systemic changes within the police force are, personal support networks that enable women to handle the demanding nature of their jobs are just as important. It is feasible to improve job satisfaction and performance among women in law enforcement by creating a welcoming and understanding atmosphere at home and at work. It might be difficult to compare the work of female police officers to that of women in other professions. Women police officers are subject to certain set duties. They frequently scarify women who contribute to preserving social harmony and order. Their sincerity and effective performance of their duties go a long way toward upholding social order. This study is dedicated to women police officers who work around the clock to ensure that people live peaceful lives.

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