Job Satisfaction: A Comparative Study Among Male and Female Police Officers in Kerala

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Abstract: Policing in India is often characterized by high stress, excessive workloads, prolonged working hours, and a challenging work environment. While numerous studies have examined the job satisfaction of women police officers, limited attention has been paid to their male counterparts, leaving a critical gap in understanding gender-based differences in this domain. This study seeks to evaluate and compare the level of job satisfaction among male and female police officers in Kerala, focusing on personnel ranging from sub-inspector to police constables in the law and order wing. Employing a mixed-methods approach, the study analyzes primary data collected from 120 officers in kerala using a structured questionnaire. Statistical tools such as mean, standard deviation, and chi-square tests were utilized to interpret the data. Findings from this research aim to assist policymakers in designing gender-sensitive strategies to enhance the overall job satisfaction of police personnel.

I. INTRODUCTION

Policing is regarded as a challenging profession worldwide, and in India, it is particularly demanding due to factors such as prolonged working hours, high levels of stress, insufficient resources, and external pressures. Police officers serve as the first line of defence and the most accessible representatives of the government during emergencies and crises. Despite the critical nature of their work, job satisfaction among police personnel often suffers due to the unique challenges of the profession.

In Kerala, where societal expectations and public interactions with the police are significant, understanding job satisfaction among officers is crucial. Most existing research has focused primarily on the work-life balance and job satisfaction of women in policing, underlining gender-specific challenges. However, the job satisfaction of male officers, who form a substantial portion of the police workforce, remains largely unexplored.

This study bridges the gap by conducting a comparative analysis of job satisfaction levels between male and female police officers in Kerala. By focusing on personnel from sub-inspector to constable ranks, the study provides an understanding of their experiences. The findings are expected to contribute valuable insights for policymakers and stakeholders to improve the working conditions and satisfaction of police officers, irrespective of gender.

II. REVIEW OF LITERATURE

Manju Sing & Praveen Sing(2023) conducted study on *"Role of Police in Changing Society,"* explores how the evolving dynamics of society impact the functions and practices of police forces. The study examines the historical evolution of policing, the influence of societal changes such as urbanization, technological advancements, and shifting social norms on police operations. The researcher also address contemporary challenges such as maintaining public trust, ensuring accountability, and adapting to new technologies. By analyzing case studies, including those from specific regions like Kerala, the research aims to provide a comprehensive understanding of how police roles and practices must adapt to meet the demands of a rapidly

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changing societal landscape. Key findings highlight that societal changes such as urbanization, technological advancements, and shifting social norms significantly impact police operations and public expectations . The study reveals that while traditional policing methods are increasingly challenged by these changes, adaptive strategies such as community-oriented policing and the integration of new technologies are proving effective. Findings also indicate a growing need for enhanced transparency and accountability to maintain public trust. Suggestions include implementing more robust community engagement practices, investing in ongoing officer training to handle emerging challenges, and adopting technologies that promote both efficiency and ethical use. The paper emphasizes the importance of continuous adaptation in police strategies to effectively address the complex and evolving demands of modern societies, with specific recommendations tailored for regions like Kerala to address local problems.

Srinivasan, S. (2024, June 21). Kerala cop suicide rate stays high; support group takes fight to mental trauma. In response to the high rate of suicide among police officers, the Ernakulam Rural division has pioneered a support group aimed at addressing mental health challenges within the force. This initiative, potentially the first of its kind in Kerala, was launched by Ernakulam Rural police chief Vaibhav Saxena and is overseen by the additional district superintendent of police (ADSP) and the Ernakulam Range DIG Putta Vimaladitya. The support group offers counseling, resolves service-related issues, and provides de-addiction support, addressing problems like family stress, alcoholism, and financial difficulties. With a focus on ensuring timely leave and fair treatment, the group responds quickly to complaints and supports officers facing severe personal and professional challenges. This proactive approach aims to improve the well-being of police personnel and mitigate the factors contributing to their high suicide rates, with plans to expand similar support groups across all police districts in Kerala.

➢ *Statement of the Problem*

Generally policing is considered to be a serious, stressful and excess workload occupation in India. Prolonged working hours, managing conflicts of a nation, inadequate resources, extra-legal pressures and a poor public image are seems to be the factors that may affect job satisfaction of police personnel.

In the situation of any danger or any crisis or some other need, people find police to be the most dependable person irrelevant of their gender as they are the representatives of the Government.

Most of the study conducted in this field are concentrated on the work life balance and job satisfaction of women police, but ignored the satisfaction level of male police. So the study intents to examine and compare job satisfaction among male and female police officers in Kerala.

➢ *Significance of the Study*

This study may helps the policy makers to design appropriate policy programmes for the benefit of police department in general and male and female police officers in particular.

➢ *Scope of the Study*

This study intends to evaluate the job Satisfaction of police officers ranging from sub inspector to police constable from the law and order wing in kerala. All other higher ranks and departments in this regard are left out.

➢ *Objective of the Study*

To determine and compare the level of job satisfaction of male and female police officers in Kerala.

➢ *Hypothesis*

There is no significant difference in the level of job satisfaction among male and female police personnel.

III. METHODOLOGY

The present research work is analytical and descriptive and based on both primary and secondary data. The secondary data for the present study was collected from study reports, research articles and reports of expert committee and publications of various institutions. The primary data required for the study have been collected from 130 police personnel consisting of 82 male police and 48 female police based on convenience sampling method using a structured questionnaire. However, filling the name and place of police station details was kept optional to the respondents. The rationale behind it was that the respondents should not feel threatened by revealing their personal details. The statistical tools used for quantitative analysis are mean, standard deviation and chi-square test.

➢ *Analysis and Interpretation*

Table 1: Job Satisfaction of Employees

Gender	Job Satisfaction					Total
	Highly Satisfied (5)	**Satisfied (4)**	**Neutral (3)**	**Dissatisfied (2)**	**Highly Dissatisfied (1)**	
Male	28	11	15	19	9	82
Female	11	5	6	19	7	48
Total	39	16	21	38	16	130

Source : Primary Data

Table 1 shows the job satisfaction of male and female police personnel in Kerala. Among male officers, 28 reported the highest satisfaction level (5), followed by 11 for level 4, 15 for level 3, 19 for level 2, and 9 for level 1. This distribution indicates that a notable proportion of male officers have higher satisfaction levels, though a significant number also fall into the middle and lower satisfaction categories. For female officers, 11 reported the highest satisfaction level (5), while 19 reported level 2, suggesting a tendency toward lower satisfaction levels. The remaining responses were distributed as 5 for level 4, 6 for level 3, and 7 for level 1. Overall, male officers show a broader spread across satisfaction levels with a higher concentration at level 5, whereas female officers display a clustering toward lower satisfaction levels.

➢ *Hypothesis Testing*
- H0: There is no significant difference in the level of job satisfaction among male and female police personnel.

p Value	0.002649
chi square value	0.999999

The chi-square test result provides a p-value of **0.002649** which is less than the significance level ($\alpha = 0.05$). This indicates that the researcher reject the null hypothesis (H_0) that there is no significant difference in the level of job satisfaction among male and female police personnel. The result suggests that the observed differences in job satisfaction levels between male and female officers are statistically significant and unlikely to have occurred by chance. This implies that gender may play a role in influencing job satisfaction.

IV. FINDINGS

- The chi-square test revealed a statistically significant difference in job satisfaction levels between male and female police personnel (p-value = 0.002649). Male officers tended to report higher satisfaction levels, with more clustering at level 5 (the highest), while female officers showed a tendency toward lower satisfaction levels, with a notable concentration at level 2.
- Among male officers, the highest proportion reported the highest satisfaction level (28 officers at level 5), whereas among female officers, the highest proportion reported a low satisfaction level (19 officers at level 2). This disparity points to potential workplace challenges affecting female officers disproportionately.
- The lower satisfaction levels among female officers may indicate systemic issues such as unequal opportunities, work-life balance challenges, lack of support, or discrimination in the workplace.

V. SUGGESTIONS

- Implement measures to improve the work environment for all officers, with a focus on equity, fairness in promotions, workload distribution, and professional development opportunities.
- Organize regular training sessions to promote gender sensitivity among police personnel at all levels.
- Establish mentorship programs, grievance redressal mechanisms, and support networks to address the unique challenges faced by female officers.

VI. CONCLUSION

This study highlights significant differences in job satisfaction levels between male and female police personnel in Kerala, with male officers reporting higher satisfaction levels and female officers exhibiting lower satisfaction, often concentrated in dissatisfaction categories. The findings suggest that gender plays a critical role in shaping job satisfaction. Addressing these disparities in job satisfaction is essential for fostering a supportive and inclusive work environment. Implementing gender-sensitive policies, equitable promotions, workload management, and targeted support mechanisms can significantly enhance job satisfaction across genders. Regular training programs to build gender sensitivity and mentoring initiatives for female officers can further help mitigate workplace challenges.

By adopting these measures, policymakers and law enforcement agencies can ensure the holistic well-being of police personnel, improving not only job satisfaction but also the overall efficiency and morale of the force. This study underscores the importance of continuous evaluation and intervention to create a fair and equitable police system in Kerala.

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