

THE IMPACT OF PERCEIVED SOCIAL SUPPORT AND WORK LIFE BALANCE ON PSYCHOLOGICAL WELLBING AMONG POLICE PERSONNEL

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ABSTRACT

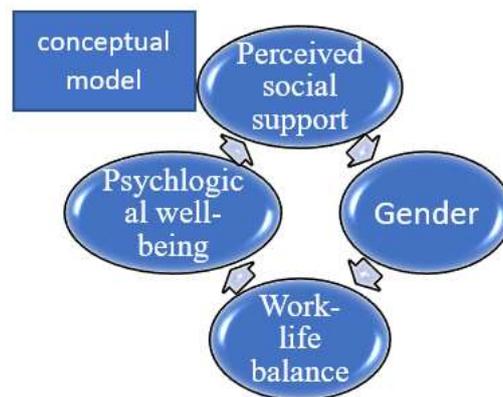
The present study was carried to assess the correlation and gender differences among perceived social support, work-life balance and psychological well-being of police personnel during world pandemic (COVID19). The population for the present study is the police personnel in Tamil Nadu. The samples (N=100) were purposefully selected, and it consists of both males (N=53) and females (N=47) police personnel. The mean age of the sample is 42.42. It is clear that in perceived social support scale, 60% reported high in family dimension. 72% reported high in friend's dimension. 59% reported high in significant others dimension. Comparing the mean scores of all the three dimensions, family (19.79), friends (22.23) and significant others (20.31), it is evident that police personnel experience more support from friends. Friends seem to be a major source of support to them. As a whole, 43% reported average level of work-life balance. This may be due to neither fixed working hours nor flexible working hours. This may also be due to low level of autonomy (majority 78%) in their work and personal life. As a whole, 56% found to have moderate level of psychological well-being. This may be due to moderate level of resources available for them to cope with the environment (Shuck, B & Reio, T. G. 2013). This can be increased by introducing gratitude programmes (Kane, S. 2019). It was found that perceived social support and work-life balance were positively correlated (+0.229) at 0.05 level. Hence H1 is proved. Further analysis helped in knowing that perceived social support and psychological well-being were positively correlated (0.433) at 0.01 level. H2 is proved. It is also found that work-life balance and psychological well-being were positively correlated (0.269) at 0.05 level. H3 is proved. t-test score for gender in perceived social support was found to be 2.232 which is significant. Hence H4 is proved. Also, t-test score for gender in work-life balance was found to be 2.161 which is significant. Hence H5 is proved. And t-test score for gender in psychological well-being was found to be 2.579 which is significant. Hence H6 is proved.

Key words: Perceived social support, Work-life balance, psychological well-being, Police personnel, World pandemic (COVID19).

INTRODUCTION

According to APA, **social support** refers to the provision of assistance or comfort to others, typically to help them cope with biological, psychological and social stressors. Support may come from any interpersonal relationship in an individual's social network, including family members, friends, neighbours, religious institutions, co-workers, caregivers, or support groups. It may take the form of practical help (doing chores, offering advice), tangible support that includes giving money or other direct material assistance, and emotional support that allows the individual to feel valued, accepted, and understood. **Work-Life Balance (WLB)** is defined as "the extent to which an individual is engaged in and Equally satisfied with his or her work role and family role consisting three components of work family balance: time balance (equal time devoted to work and family), involvement balance (equal involvement in work and family) and satisfaction balance (equal satisfaction with work and family)" (Greenhaus et al., 2003). **Psychological well-being** means inter-individual and intra-individual levels of positive functioning that involve one's relatedness with others and self-referent attitudes that involve one's sense of mastery and personal growth. (Burns, R. A. 2017). **COVID-19** is one of the dangerous viruses caused by a new corona virus first identified in Wuhan, China, in December 2019. Most people who have COVID-19 tend to show mild symptoms, but COVID-19 is capable to cause severe illness and even death. Some groups, involving older adults and people who have certain underlying medical conditions, are at higher risk of severe illness. Also,

other people like health care workers, sanitary workers, public safety officers (police) are also at a higher risk of getting affected from this virus. Hence these first-line workers are more vulnerable. More than the physiological effects caused by this infection, the mental challenges caused by this infection is much greater. The shift in the regular environment, work pressure, anxiety about getting infected, etc., all these affect the psychological health of the people. **Police personnel**, civil authority of the government. Police are responsible for maintaining public order, safety of the people, enforcing the law, preventing and detecting, and investigating criminal activities. These functions are known as policing. The role of the police is becoming more and more complex in the new social context. Now, police personnel have to be more than ever conscious of their role in safeguarding and fostering the processes of socio-economic growth and development and ensuring social justice. So, the population selected for this study is police personnel. Generally, police personnel face more pressure in their daily life, struggling to manage time. Particularly, during this pandemic, they are facing more challenges. When workers in other discipline have the option to stay home to work, police personnel do not have this option. They are more vulnerable to this viral infection since they have to deal with public. Other than this, the changes brought by the pandemic challenge police personnel like the working hours, work over-load, etc., all these make the police personnel to feel pressurized. Hence the researcher selects this specific population to study their social support, work-life balance and their psychological well-being.



REVIEW OF LITERATURE

Naganandhini. J &Malliga. AL. (2019), conducted the study on Social & family factors influencing the work-life balance of employees in Tamilnadu police service with special reference to Dindigul district. Hypotheses are significant association between designation and demands of work interfere with family life of police- personnel; number of hours worked in a day and time allotted to take care of family; significant relationship between sex and no time to participate in social and religious functions due to work nature. Descriptive research with 307 police personnel selected through systematic random sampling technique. No association between designation and demands of work interfere with family life: also between number of hours worked in a day and time allotted to take care of family; exists significant relationship between sex and no time to participate in social and religious functions due to work. Police personnel hardly get enough time to attend their family-functions, and take care of their family.

Annink, Anne. (2017), conducted study on social support to capabilities for the work-life balance of independent professionals. Main aim is to explain how social support resources facilitate independent professionals to achieve work-life balance. Inductive, explorative comparative case study was designed and 50 independent professionals were selected through purposive sampling. The findings show cast that individual (gender and cohabitation), institutional (the ease of doing business and formal childcare), and societal factors (financial hardship and familialism) may facilitate or stop independent professionals to attain work-life balance. This study explains how social support enables independent professionals to achieve work-life balance by describing underlying conversion processes.

Drummond. S, et al., (2016), conducted research on the relationship of social support with well-being consequences via work-family conflict: moderating effects of gender, dependents and nationality.

Objective is to investigate mediating relationships between social support, work-family conflict and well-being outcomes moderated by gender, geographical region and presence of dependents in the household. Two-wave longitudinal design (12-month lag) had been followed with 2183 employees. Results indicated that social support from supervisors and family members was associated with reduced psychological strain and increased job and family satisfaction over time via reductions in work-family interference and family-work interference, and that there were differences in these relationships among males and females workers and between respondents from Australia, New Zealand and China-Hong Kong. This insisted the importance of exploring gender and national differences in work-family conflict, particularly cross-domain effects.

Kaufmann, G. M., & Beehr, T. A. (1989), conducted study on stress and social support among police personnel. In a survey of 121 police officers, it was examined that occupational stressors (under-utilization of skills, quantitative workload, and job future ambiguity) and several types of social support are linked to individual psychological strain. They found that police supervisors who have high social support experienced less stress than other police supervisors who have less social support.

METHODOLOGY

AIM

To know the relationship among perceived social support, work life balance and psychological wellbeing among police personnel.

OBJECTIVES

1. To assess the level of perceived social support, work life balance and psychological well-being among police personnel.
2. To study the relationship among social support, work life balance and psychological well-being in police personnel.
3. To assess the gender differences among perceived social support, work life balance and psychological wellbeing in police personnel.

HYPOTHESIS

- H1: There is a significant relationship between social support and work life balance among police personnel.
- H2: There is a significant relationship between social support and psychological well-being among police personnel.
- H3: There is a significant relationship between work life balances and psychological wellbeing among police personnel.
- H4: There is significant gender difference in perceived social support among police personnel.
- H5: There is significant gender difference in work life balance among police personnel.
- H6: There is significant gender difference in psychological well-being among police personnel.

RESEARCH DESIGN

In this research, **Correlational research design** was used to study the relationship among social support, work-life balance and psychological well-being in police personnel.

POPULATION

In this research, the population was **police personnel** with any rank/ designation and any district in Tamilnadu.

SAMPLE

In this research, the data were collected from **100 police personnel** from the districts of Coimbatore, ariyalur, trichy, tripur, thiruvannamalai, Madurai, dindugal, nilgris, ramnad, ramanathapuram, Chennai, sengalpattu, virudhunagar, karur, Tirunelveli, dharmapuri, krishnagiri, thanjavur, namakkal, pudhukottai, kanchipuram, thiruvarur, thoothukudi, sivangagai, vellore, salem,

kanyakumari, theni. Most of the samples were subinspector. And they were designated as constable, senior constable, head constable, sub-inspector, inspector and DSP.

SAMPLING TECHNIQUE

The sampling method used in this research is **purposive and snowball sampling technique.**

INCLUSION CRITERIA

- Police personnel
- Above 21 years
- Tamilnadu police personnel
- All designation
- Voluntary participation
- Both male and female

EXCLUSION CRITERIA

- Other personnel
- Have qualification, but still under training
- Other state & country police personnel
- Police only not including jailor

MATERIALS USED

1. Socio-demographic data
2. Multidimensional scale of perceived social support questionnaire
3. Work-life balance scale
4. Psychological well-being questionnaire

DISCRIPTION OF TOOLS

1.SOCIO DEMOGRAPHIC DATA

It includes the personal socio-demographic details like like initial, age, gender, education, place of living, district, state, religion, marital status, rank/position, years of experience, family type, physical health, leisure activities engaged, hours of working during pandemic, kind of work during pandemic and extra hours of work during this pandemic.

2. THE MULTIDIMENSIONAL SCALE OF PERCEIVED SOCIAL SUPPORT (ZIMET, DAHLEM, ZIMET& FARLEY, 1988)

The Multidimensional Scale of Perceived Social support (MSPSS) was found by Zimet, Dahlem, Zimet, and Farley (1988). It comprises 12 items to identify the soical support factors perceived by the individuals. The scale consists of 3 groups depending on support source, each group comprising 4 items. These are family (FAM), friends (FRE) and significant others (SO) or special person. Each item is rated using a 7-point range scale with extremes of “very strongly disagree” (1) and “very strongly agree” (7). The sum of 4 items under each sub-scale provides the sub-scale score, while the sum of all sub-scale scores provides the overall scale score. The least score in sub-scales is 4, and the maximum is 28. The least overall scale score is 12 and the maximum is 84. MSPSS measures multiple aspects of perceived social support, around three major support sources of (Family, Friends or Significant Others) and social desirability effects have been studied and were measured to be insignificant (Dahlem, Zimet, & Walker, 1991). High scores indicate more perceived social support. The perceived social support has an excellent internal consistency, with an alpha of .90.

SCORING INFORMATION

Dimensions/sub-scales	Items	Scoring
Significant other	1, 2, 5, & 10	Sum all scores in each scale
Family	3, 4, 8 & 11	
Friends	6, 7, 9 & 12	
Total scale	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12.	

INTERPRETATION

SUB SCALES	SCORES	INTERPRETATION
	4-12	LOW
	13-20	MODERATE
	21-28	HIGH
TOTAL SCALE	12-36	LOW
	37-60	MODERATE
	61-84	HIGH

3.WORK-LIFE BALANCE QUESTIONNAIRE (UDAIPAREEK & SURABHI PUROHIT IN 2010)

Work-life (W-L) balance scale proposed by Udai Pareek and surabhi purohit (2010) consisting of 36 items have been utilized to assess the level and areas of work-life balance in an organization, as perceived by its employees. The 6 areas which are included are personal needs, social needs, time management, team work, compensation and work itself. Each item is rated using a 5-point range scale comprising if it is not true (0), if it is a little true (1), if it is somewhat true (2), if it is fairly true (3), if it is definitely true (4). The internal consistency reliability through the pilot study has shown to be .72 (social needs), .63 (personal needs), .69 (time management), .77 (team-work), .71 (compensation and benefits), .79 (work).

SCORING INFORMATION

Reversed scoring items (*)	3, 6, 7, 8, 10, 11, 15, 18, 19, 20, 22, 25, 27, 29, 30, 32, 34, 35.	0 becomes 4, 4 becomes 0, 1 becomes 3, 3 becomes 1, 2 remains 2.
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Dimensions/sub-scales	Items
SOCIAL NEEDS	1, 7, 13, 19, 25, 31
PERSONAL NEEDS	2, 8, 14, 20, 26, 32
TIME MANAGEMENT	3, 9, 15, 21, 27, 33
TEAM WORK	4, 10, 16, 22, 28, 34
COMPENSATION AND BENIFITS	5, 11, 17, 23, 29, 35
WORK	6, 12, 18, 24, 30, 36
TOTAL SCORE	All items (1-36)

INTERPRETATION

SCORES	INTERPRETATION
50 AND BELOW	BELOW AVEREGE
51-64	AVEREGE
65 AND ABOVE	GOOD

4. THE RYFF’S SCALES OF PSYCHOLOGICAL WELL BEING (RYFF & KEYES 1995)

The Ryff’s Scales of Psychological Well-Being is a theoretically proper tool that focuses on assessing multiple aspects of psychological well-being (subjective psychological well-being, Ryff & Keyes 1995). The 18 items tool includes six subscales: (a) Positive Relations with Others (quality relationships with friends, partners, and other people in one’s life) (b) Self-Acceptance (the positive evaluation of oneself and one’s life) (c) Autonomy (self-determination and control) (d) Environmental Mastery (effectively facing one’s life and the surrounding world) (e) Personal Growth (the feeling that one is growing and developing as a person) (f) Purpose in Life (the attitude that one’s life has purpose and meaning). The six-dimensional conceptualization has gathered considerable support and acceptance by the experts in the field structure (Abbott et al. 2006; Springer and Hauser 2006; Ryff and Keyes 1995) which emphasizes that it is a standard measure of psychological well-being. Each

subscale comprises 7 items and participants rate on a 6- point scale that ranges from “strongly disagree” (1) to “strongly agree” (6). Responses are summed up for each of the six dimensions. The reliability and validity of the psychological well-being was found to be reasonably satisfactory.

SCORING INFORMATION

REVERSED SCORING ITEMS	1, 2, 3, 8, 9, 11, 12, 13, 17, 18	7 becomes 1, 6 becomes 2, 5 becomes 3, 4 becomes 4, 3 becomes 5, 2 becomes 6, 1 becomes 7.
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Dimensions/sub-scales	Items	Scoring
The Self-Acceptance	1, 2, 5.	Sum all scores in each dimensions/ scales
The Purpose in Life	3, 7, 10	
Positive Relations with Others	6, 13, 16.	
Personal Growth	11, 12, 14	
Environmental Mastery	4, 8, 9	
Autonomy	15, 17, 18	
TOTAL SCORE	All items (1-18)	

INTERPRETATION

	SCORES	INTERPRETATION
SUB SCALES	3-9	LOW
	10-15	MODERATE
	16-21	HIGH
TOTAL SCALE	18-54	LOW
	55-90	MODERATE
	91-126	HIGH

METHODS OF DATA COLLECTION

Both Google forms and offline questionnaire have been used in order to collect data.

PROCEDURE

Police department around the districts of Tamil Nadu have been approached in order to conduct the study. An official mail has been sent to SP of all the districts. Two of the districts responded. All the questionnaires have been sent through Google forms with clear instructions and informed consent in order to collect data online. And in some places, Inspector of particular police station have been approached in person and asked for permission. With their cooperation and consent, questionnaires have been given and data have been collected from them. Some traffic police personnel have also been asked permission and data have been collected from them too. Both online Google form and offline questionnaire were made sure that they are similar and clear instructions have been mentioned in order to avoid bias. By all these means, data from 100 police personnel have been collected in which 53 were males and 47 were females. The questionnaire had demographic details like initial, age, gender, education, place of living, district, state, religion, marital status, rank/position, years of experience, family type, physical health, leisure activities engaged, hours of working during pandemic, kind of work during pandemic and extra hours of work during this pandemic. Consent form has been attached with this.

The first section contains multidimensional scale of perceived social support questionnaire. The instructions for this questionnaire are as follows. “In this section, 12 statements are related to your family, friends and colleagues. Read each statement carefully and rate your feelings in numbers (if the statement best suits you, give it as 7. According to your agreement and disagreement of the statement, you have to give a mark to that statement). Responses, namely 1- Very strongly disagree, 2 - Strongly disagree, 3- Mildly disagree, 4- Neutral, 5- Mildly agree, 6- Strongly agree, 7- Very strongly agree. There is no right or wrong answer, so do not omit any item and there is no time limit but try to complete as soon as possible. The responses provided by you will be kept confidentially, so please respond appropriately.”

Second section is work-life balance scale. The instructions for this questionnaire are as follows. “In this section, 36 statements are related to your work and family. Read each statement carefully and select one number which is appropriate to you the most (for example, if the statement describes you exactly, you will give it as 4, otherwise you rate, according to your appropriateness). Responses, namely 0- if it is not true, 1- if it is a little true, 2- if it is somewhat true, 3- if it is fairly true, 4- if it is definitely true. There is no right or wrong answer, so do not omit any item and there is no time limit but try to complete as soon as possible. The responses provided by you will be handled with confidentiality. Please respond appropriately.”

Third section is Ryff’s scale of psychological well-being. The instructions for this questionnaire are as follows. “In this section, 18 statements are related to you and your life. Read each statement carefully and kindly choose one option which is appropriate to you the most. Responses namely, 1-Strongly agree, 2- Somewhat agree, 3- A little agree, 4-Neither agree nor disagree, 5- A little disagree, 6- Somewhat disagree, 7-Strongly disagree. There is no right or wrong answer, so do not omit any item and there is no time limit but try to complete as soon as possible. The responses provided by you will be kept very confidentially, so please respond appropriately.”

Once data have been collected, results are tabulated. Statistical analyses like correlation, frequency and percentage have been done. Hypotheses were tested and discussion is made. Conclusions are drawn.

ANALYSIS OF DATA

Using SPSS-20, the following statistical techniques were used for analyzing the data.

1. Descriptive statistics – Frequency, Means, and Percentages
2. Correlational analysis - Pearson’s correlation analysis
3. Gender differences – T test
4. Reliability tests using Cronbach’s Alpha

RESULTS

TABLE 1 THE SOCIO DEMOGRAPHIC DATA AMONG POLICE PERSONNELS

VARIABLES	CATEGORY	FREQUENCY	PERCENTAGE(%)
GENDER	MALE	53	53
	FEMALE	47	47
AGE (IN YEARS)	MEAN AGE = 42.42		
	50-53	35	35
	45-49	15	15
	40-44	11	11
	30-39	26	26
	21-29	13	13
MARITAL STATUS	MARRIED	83	83
	SINGLE	13	13
	WIDOWED	2	2
	SEPARATE	2	2
EDUCATION	SSLC	11	11
	HIGHER SECONDARY	33	33
	GRADUATE	45	45
	POST GRADUATE	9	9
	PH. D	1	1
	BA. LITERATURE	1	1
PLACE OF LIVING	URBAN	51	51
	SUB-URBAN	24	24
	RURAL	24	24

	METROPOLITAN	1	1
RELIGION	HINDU	72	72
	CHRISTIAN	14	14
	MUSLIM	14	14
	NUCLEAR	75	75
FAMILY TYPE	JOINT	25	25
	CONSTABLE	11	11
RANK	HEAD CONSTABLE	20	20
	SENIOR HEAD CONSTABLE	10	10
	SUB INSPECTOR	44	44
	INSPECTOR	14	14
	DSP	1	1
	FAMILY	67	67
LEISURE ACTIVITY	FRIENDS	16	16
	WATCHING TV	10	10
	READING	5	5
	SLEEP	1	1
	GAMES	1	1
	HEALTHY	66	66
PHYSICAL HEALTH	MODERATE HEALTHY	25	25
	UNHEALTHY	8	8

TABLE 2 THE LEVEL OF PERCEIVED SOCIAL SUPPORT AMONG POLICE PERSONNELS (N=100).

DIMENSION	CATEGORY	FREQUENCY	PERCENTAGE (%)
FAMILY	MEAN SCORE=19.79		
	LOW	23	23
	MODERATE	17	17
	HIGH	60	60
FRIENDS	MEAN SCORE=22.23		
	LOW	12	12
	MODERATE	16	16
	HIGH	72	72
SIGNIFICANT OTHERS	MEAN SCORE=20.31		
	LOW	18	18
	MODERATE	23	23
	HIGH	59	59
TOTAL	MEAN SCORE=62.33		
	LOW	13	13
	MODERATE	25	25
	HIGH	62	62

Table 2 reveals that 13% samples were have low level of perceived social support, 25% samples were have moderate level perceived social support and 62% samples were have high level of perceived social support.

TABLE 3 THE LEVEL OF WORK LIFE BALANCE AMONG POLICE PERSONNEL

DIMENSION	CATEGORY	FREQUENCY	PERCENTAGE (%)
SOCIAL NEED	MEAN SCORE=53.39		
	BELOW AVERAGE	39	39
	AVERAGE	37	37

	GOOD	24	24
PERSONAL NEED	MEAN SCORE=48.37		
	BELOW AVERAGE	50	50
	AVEREGE	33	33
	GOOD	17	17
TIME MANAGEMENT	MEAN SCORE=46.86		
	BELOW AVERAGE	53	53
	AVEREGE	30	30
	GOOD	17	17
TEAM WORK	MEAN SCORE=48.09		
	BELOW AVERAGE	54	54
	AVEREGE	27	27
	GOOD	19	19
COMPENSATION AND BENEFITS	MEAN SCORE=41.48		
	BELOW AVERAGE	67	67
	AVEREGE	24	24
	GOOD	09	09
WORK	MEAN SCORE=59.60		
	BELOW AVERAGE	22	22
	AVEREGE	39	39
	GOOD	39	39
TOTAL	MEAN SCORE=48.82		
	BELOW AVERAGE	39	39
	AVEREGE	43	43
	GOOD	18	18

Table 3 reveals that 39 % samples were have below average level of work-life balance, 43% samples were have average level of work-life balance and 18% samples were have good level of work-life balance.

TABLE 4 THE LEVEL OF PSYCHOLOGICAL WELLBEING AMONG POLICE PERSONNEL

DIMENSIONS	CATEGORY	FREQUENCY	PERCENTAGE (%)
SELF ACCEPTANCE	MEAN SCORE=15.29		
	LOW	10	10
	MODERATE	42	42
	HIGH	48	48
PURPOSE IN LIFE	MEAN SCORE=15.19		
	LOW	6	6
	MODERATE	50	50
	HIGH	44	44
POSITIVE RELATIONSHIP WITH OTHERS	MEAN SCORE=16.33		
	LOW	5	5
	MODERATE	34	34
	HIGH	61	61
PERSONAL GROWTH	MEAN SCORE=11.25		
	LOW	40	40
	MODERATE	45	45
	HIGH	15	15
	MEAN SCORE=11.81		
	LOW	33	33

ENVIRONMENTAL MASTERS	MODERATE	49	49
	HIGH	18	18
AUTONOMY	MEAN SCORE=14.93		
	LOW	5	5
	MODERATE	54	54
	HIGH	41	41
TOTAL	MEAN SCORE=84.80		
	LOW	2	2
	MODERATE	56	56
	HIGH	42	42

Table 4 reveals that 2% samples were have low level of psychological well-being, 56% samples were have moderate level of psychological well-being and 42% samples were have high level of psychological well-being.

TABLE 5 SHOWS CORRELATION VALUES OF SOCIAL SUPPORT, WORK LIFE BALANCE AND PSYCHOLOGICAL WELL BEING AMONG POLICE PERSONNEL

Variable (correlation exist)	Pearson Correlation
Perceived social support & Work-life balance	+ 0.229 (0.05 level)
Perceived social support & Psychological well-being	+ 0.433(0.01 level)
Work life balance & Psychological well-being	+ 0.269 (0.05 level)

TABLE 6 SHOWS T VALUES OF SOCIAL SUPPORT, WORK LIFE BALANCE AND PSYCHOLOGICAL WELLBEING AMONG POLICE PERSONNEL

Variables	Gender	N	Sig (2-tailed)	Relationship
Perceived social support	Male	53	0.028*	Significant
	Female	47		
Work life balance	Male	53	0.018*	Significant
	Female	47		
Psychological well-being	Male	53	0.011*	Significant
	Female	47		

*** 0.05 significant level**

Table 6 reveals that p value of variables namely perceived social support, work life balance, psychological well-being is found to be highly significant at 5% level of significance. Hence the hypothesis H4, H5 AND H6 are accepted and inferred that there is highly significant gender difference between mean scores of these three variables and gender.

DISCUSSION

The present study was carried to assess the correlation and gender differences among perceived social support, work-life balance and psychological well-being of police personnel. The population for the present study is the police personnel in Coimbatore, Madurai, Thanjavur, Chennai, Sengalpattu, Ariyalur, Dindigul, Karur, Ramnadd, Nilgiris, Thiruvallur, Tirupur, Trichy, Tirunelveli, Virudhunagar, Krishnagiri, Kanyakumari, Namakkal, Dharmapuri, Thoothukudi, Theni, Pudhukottai, Sivagangai, Vellore, Kanchipuram, Cuddalore, Salem, Ramanadhapuram, Thiruvannamalai districts. The samples (N=100) were purposefully selected, and it consists of both males (N=53) and females (N=47) police personnel. The mean age of the sample is 42.42.

On analysing table 2, it is clear that in perceived social support scale, 60% reported high in family dimension. This shows that police personnel perceive adequate support from family. Proper communication is essential in experiencing support from family. Specifically, emotional support can

be provided by families (Donovan, J. 2020). Still 40% experience much lesser support from families. In order to modify this, social support interventions including police personnel and their families can be designed and executed. Education with spouse support (Blanke, Stanek & Stacy. 1990) is one such intervention. 72% reported high in friend's dimension. This is interpreted as police personnel experience sufficient support from friends. This results in better health physically and mentally. Support from friends helps people cope with stress (Cohen, 1985). Still 28% experience much lesser support from friends. Hence social support can be increased through interventions involving friends too. Regular visits with friends have great impact on increasing social support from friends (Vann, M. R. 2009). 59% reported high in significant others dimension. This is inferred as police personnel experience high levels of support from their significant others. Significant others can include co-workers, higher officers, sub-ordinates, others too. This results in more peace in their lives. People with a big social group tend to be more at peace, which leads to better health (Howe, T. R. 2002). Comparing the mean scores of all the three dimensions, family (19.79), friends (22.23) and significant others (20.31), it is evident that police personnel experience more support from friends. Friends seem to be a major source of support to them. This means that they are still in need of support from other sources like family and significant others. On noting the overall scores, it is found that 62% reported to have high level of perceived social support. During stressful times, social support aids people alleviate psychological distress (anxiety or depression) (Taylor, S.E. 2011). Interventions can be designed and implemented in order to increase opportunities for police personnel to experience more social support. Social skills training can be effective in providing these opportunities. Social skills play a role in increasing social support (Romanciuc, N. 2020).

On analysing the table 3, it is found that in work-life balance scale, 39% reported below average in social needs. This means that police personnel find it difficult to prioritize these needs that results in imbalance in work and family life. 50% reported below average in personal needs. This is inferred as police personnel find no opportunities to fulfil their activities of interest which lead to poor work-life balance. 53% reported below average in time management. This is interpreted as police personnel experiences difficulty in managing time which could be an important factor for difficulty in meeting social and personal needs. 54% reported to experience below average level of team work. This again contributes to difficulty in managing both work and family life properly. 67% reported below average in compensation & benefits. This is the dimension wherein majority of police personnel experience difficulty. Hence there is an urgent need to communicate this to the department in order to take steps in increasing compensation & benefits to police personnel. This is an important contributing factor in managing both work and family life. 39% reported good level of work which means police personnel has no difficulties in amount of work given, amount of effort they have to give, project management. This is a good sign that supports them in positively managing work and family life. As a whole, 43% reported average level of work-life balance. This may be due to neither fixed working hours nor flexible working hours. This may also be due to low level of autonomy (majority 78%) in their work and personal life. Kossek & Lambert (2005) study found that greater autonomy and flexibility is important to achieve work-life balance. Sometime this would result in psychological stress, but through their social support they can manage it well. This can be improved by using some techniques such as improving social support and social skills, balancing time spend with work and family through taking self-care.

On analysing the table 4, it is found that in psychological well-being scale, 48% of police personnel have high level of self-acceptance. This is inferred as they accept every aspect of themselves. This improves their well-being as a whole. Mindfulness practices can be practiced in order to increase self-acceptance in all the police personnel. Mindfulness increases self-acceptance (Carson, S. H. 2006). 50% reported to have moderate level of purpose in life. This states that police personnel seem to have purpose in their lives and this paves way to greater well-being. 61% reported that high in positive relationships with others. This leads to psychological well-being. Positive relations with proved to mediate the relationship between social skills and all measures of psychological well-being (Segrin, C. & Taylor, M. 2007). 45% found to have moderate level of personal growth. Robitschek &

Kashubeck, (1999) suggest that high level of personal growth is related with high level of well-being and minor level of distress, depression and anxiety. Moderate level of personal growth can be increased by training programs that focus on self. 49% reported to have moderate level of environmental mastery. This shows that police personnel feel competent to meet the demands of their situation to a moderate extent. Since they can be given self-confidence training programmes in order to increase environmental mastery. This leads to increase in overall well-being. 54% reported to have moderate level in autonomy. They are independent, self-reliant, can think for themselves to a certain extent but not always. Awareness programs related to importance of autonomy can be conducted in order to make them realize their power. This paves way for increased autonomy and resulting in increased well-being. On noting the mean scores, it is found that police personnel scored 15.29, 15.19, 16.33, 11.25, 11.81 and 14.93 in self-acceptance, purpose in life, positive relationships with others, personal growth, environmental mastery and autonomy. Hence they scored highest in positive relationships with others. This may be related to their social support. As a whole, 56% found to have moderate level of psychological well-being. This may be due to moderate level of resources available for them to cope with the environment (Shuck, B & Reio, T. G. 2013). This can be increased by introducing gratitude programmes (Kane, S. 2019).

On analysing the table 5, it was found that perceived social support and work-life balance were positively correlated (+0.229) at 0.05 level. Hence H1 is proved. There is a significant relationship between social support and work life balance among police personnel. This is supported by other findings. Mathew & Panchanatham (2011) discovered that dependent care issues, poor time management and decreased family support, were important factors creating imbalance in family and work life. Work-life balance is improved in the workplace as a result of positive effect of social support on the working roles (Carlson & Perrewew, 1999; Tavassoli & Sune, 2018). Hence from this it is evident that if police personnel were given proper training in order to create opportunities for experiencing more social support, then it will positively result in high work-life balance of their lives. With the help of social support, police personnel will be able to manage both work and family life.

Further analysis helped in knowing that perceived social support and psychological well-being were positively correlated (0.433) at 0.01 level. H2 is proved. There is a significant relationship between social support and psychological well-being among police personnel. This is found to be in line with other studies. Social support can be a protective factor and plays an essential role in psychological well-being (Emadpoor, L., et al. 2016). Suldo and Schaffer studied mental well-being among youth and insisted that peer support correlate negatively with other indicators of internalizing psychopathology and co-occur with psychological wellness (Suldo, S. M., & Shaffer, E. J. 2008). Hence this emphasized the importance of social support in playing the role in psychological well-being of police personnel. Therefore, police department can take initiatives to provide a supportive environment to police personnel that would result in increased psychological well-being. It is also found that work-life balance and psychological well-being were positively correlated (0.269) at 0.05 level. H3 is proved. There is a significant relationship between work life balances and psychological wellbeing among police personnel. This is supported by other findings. A perceived great balance between work and personal life indicates psychosocial well-being (Gröpel P, Kuhl J. 2009). Decreased work-life balance was related to poor psychosocial well-being even after controlling for some essential confounding factors (Yang, J. W. et al 2018). Therefore, training programmes can be conducted in order to facilitate police personnel to manage work and family life effectively which results in greater psychological well-being.

On analysing the table 6, t-test score for gender in perceived social support was found to be 2.232 which is significant. Hence H4 is proved. There is significant gender difference in perceived social support among police personnel. Also, t-test score for gender in work-life balance was found to be 2.161 which is significant. Hence H5 is proved. There is significant gender difference in work-life balance among police personnel. And t-test score for gender in psychological well-being was found to be 2.579 which is significant. Hence H6 is proved. There is significant gender difference in psychological well-being among police personnel.

Multidimensional perceived social support scale was developed by Zimet, Dahlem, Zimet & Farley(1988). In previous study, the internal consistency coefficient, Cronbach's alpha, values for the 12 items of the MSPSS have demonstrated excellent internal reliability that have used a variety of subject's samples: $\alpha = .91$ (Dahlem et al., 1991); $\alpha = .87 \pm .94$ (Stanley et al., 1998); $\alpha = .93$ (Canty-Mitchell & Zimet, 2000). In this present study, the internal consistency of the scale for the police is calculated using cronbach's alpha reliability. The result reveals that the internal consistency of this scale is of 0.94 i.e., which indicates that this scale is reliable to use in this given population. Work life balance scale was developed by Udai pareek and Surabhi purohit in 2010. This scale was earlier developed and standardized with the population of 113 IT professionals and scale had reliability value of 0.825 (Rashmi Bharti and Uma Warriar, 2015). In this present study, the internal consistency of the scale for the police is calculated using coronbach's alpha reliability. The result reveals that the internal consistency of this scale is of 0.80 i.e., which indicates that this scale is reliable to use in this given population. Psychological wellbeing questionnaire was developed by Ryff & Keyes in 1995. This scale was earlier developed and standardized with the population of 474 nurses and scale had reliability value of 0.88 (Opree, Buize and Reijmersda, 2018). In this present study, the internal consistency of the scale for the police is calculated using coronbach's alpha reliability. The result reveals that the internal consistency of this scale is of 0.83 i.e., which indicates that this scale is reliable to use in this given population.

CONCLUSION

In this present study, the level of Perceived social support, work life balance and psychological well-being have been assessed during this COVID19 pandemic among police personnels.

This study found that there is a positive correlation exists in the variables perceived social support (+ 0.229, 0.05 level), work life balance (+ 0.433, 0.01 level) and psychological well-being (+ 0.269, 0.05 level) during this COVID19 pandemic among police personnels.

In the variables perceived social support (p-0.028, 0.05 level), work life balance (p-0.018, 0.05 level) and psychological well-being (p-0.011, 0.05 level), there is significant differences exists based on gender during this COVID19 pandemic among police personnels.

The internal consistency of multidimensional perceived social support scale is 0.94, work life balance scale is 0.80 and psychological well-being questionnaire is 0.83.

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