



## Adjustment Problems among the Married Women Police Personnel

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### Abstract

*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.*

**Keywords:** Adjustment problems, women police personnel, socio-economic variables and social work.

### Introduction

Adjustment is a process, which is expected to lead to a happy and contented life of a person. It creates a balance between needs and the capacity to meet these needs, persuades persons involved to change ways of life according to the demands of the situation, and gives strength and ability to bring desirable changes in the conditions of the environment. Working women have to adjust themselves at home as well as at work place. For them, adjustment is “smooth switch over from one status to other status, perceiving roles as perceived by others, and performing multiple roles with efficiency and satisfaction”.

The requirement to be self-sacrificing for the fulfillment of their subordinate gender role arises because of the demands of marriage and career<sup>1</sup>. ‘Adjustment’ is used to refer to a situation in which a woman is required to adjust herself to a situation, which is new or indifferent to her. Thus if she goes to live with orthodox in – laws, she adjusts to their ways. In doing so, a woman adopts rationalizations, which help her to accept her fate. Adjustment also takes the form of a highly developed sensitivity towards the need for manipulating others, impressions about them. They learn to wait for the proper time, circumstances and issues on which they can express their own point of view. As soon as married, the young bride is expected to look after the needs of her husband and her obligations to her in laws. Her socialization has taught her the art of bowing before elders. In effect, she practices the same art of adjustment that she learned in the household<sup>2</sup>.

Working women, especially married working women, have to play a dual role: one, rooted in the family, wife, mother and housewife, and the other as an employee. Being subjected to the dual demands of home and work, they are liable to face a crisis of adjustment. In addition to the biological function which they have to perform because of their sex and culturally defined women’s roles, they are stressed by their employment. It is felt that working women are generally not very clear about the judicious performance of their dual roles. The changed context is considered to have created role confusion for working women as a result of the new role of working outside home and earning a salary. The confusion arises due to inability on the part of a woman to strike a balance between the old role and the new role. The role conflicts to which generally the Indian working women are exposed due to entry into jobs are above all ‘inter-role conflict’<sup>3</sup>.

The new role of women sharing in the income-earning activity has come to co-exist with their primary status as mothers and housewives. Women’s occupational status is closely associated with home and the family. A clear conflict emerges between the socially approved status of women as homemakers on the one hand and status as an employed person on the other. Familial duties come in the way of employment prospects. Women face the dilemma of somewhat contradictory role perceptions. The loyalties, interests and aims differ between home and workplace, which demand two different types of individualities. When a housewife takes up the working role, she not only finds a

change in her status within the family and outside it, but she also takes upon herself increasing pressures to reconcile the dual burden of the two roles located in different sectors of the society. Employment of women implies two things; her diminished availability to others in the family and increased demand placed upon others in the family to enable successful performance of her two roles.

Yogendra Singh remarks. "The ensuing role conflict of working women who have heavy responsibilities both in the household and the office has been a subject of inquiry. The role conflict of women as mother, wife, employee, etc., demands of them not only additional resourcefulness but also wider institutional support from society. It tends deeply to affect the self-image that women have of themselves, and some studies show it to be a material element in their being motivated towards social, economic, cultural and political equality. Gorwaney found self-image to be an important subjective element in the value profile of women students. It contributed to their objective search for social equality<sup>4</sup>. Other studies have analyzed aspects of role conflict among women in different domains of responsibilities<sup>5,6,7,8,9,10</sup>.

## Material and Methods

**Objectives:** i. To study the socio-economic status of the respondents, ii. To study the level of adjustment problems namely, health, emotion, self, home social aspects and overall adjustment problems among the respondents, iii. To find out the association between the selected socio-economic variables and the adjustment problems namely, health, emotion, self, home social aspects and overall adjustment problems.

**Hypothesis:** i. There is a significant difference between the type of family and overall adjustment problems of the respondents, ii. There is a significant variance between the various nativity and overall adjustment problems of the respondents, iii. There is a significant variance among the various religion and overall adjustment problems of the respondents, iv. There is a significant variance among the various area of working and overall adjustment problems of the respondents, v. There is a significant relationship between selected variables (age, total family members, total family income, years of experiences and the number of children) and overall adjustment problems of the respondents.

**Participants and Methods:** All the women police who are married and working in Tiruchirappalli District constitute the universe for the present study. The size of the universe is 97 during the time of data collection.

The researcher collected data from all women police working in Tiruchirappalli City, by adopting census method. The

study portrays the various characteristics of women police personnel at Tiruchirappalli District and (i) It describes the socio-economic characteristics of the respondents (ii) It also describes the adjustment problems of the married women police personnel. Hence, the researcher adopted the descriptive research design for the present study.

**Tools Adjustment Problem Inventory:** Adjustment Problem Inventory, developed by Ramamurthy, was used to identify the extent of adjustment problems in the areas of health, emotion, self, home and social aspects. The same tool was also used to determine the overall adjustment problems of women police personnel. The reliability and validity were also established. The reliability of the tool is 0.845.

**Adjustment Problems:** It refers to the prevalence of problems in the areas of health, emotion, self, home and social as measured by Adjustment Problems Inventory developed by Ramamurthy

**Components of Adjustmental Problems:** By using the median, the scores have been divided into two categories namely, less and high adjustment problems in the areas of health, emotion, self, home and social and overall adjustment problems.

## Results and Discussion

**Socio-economic Background:** The socio-economic variables show that the majority of the respondents belong to grade II (66%), followed by head constables (21.6%). Majority of them belong to the age group of 25-35 years (76.3%). The average age of the respondents is 31.64 years (SD=6.85). The minimum age is 21 and the maximum age is 53 years. Majority of them have 4-6 members (59.7%). The mean family members of the respondents is 4.98 and SD=4.93. The mean income of the respondents is Rs.6158/-. Majority of the respondents are having 5-10 years of experience (65%) (mean=8.77, SD=5.275). The respondents have studied Higher Secondary School (40.2%), SSLC (20.6%), Under Graduates (20.6%), Post Graduates (16.5%), and M.Phil (2.1%). Vast majority of the respondents belong to Hindu Religion (79.4%). More than half of them belong to backward community (58.8%). Since all the respondents are married, they are living in a joint family system (55.7%) and hail from rural background (68%). More than one third of the respondents (39.2%) have only one child. The range of age at marriage is between 18 to 32 years and the majority got married in the age group of 20-25 years (mean= 24.17, SD=3.704). As far the police range is concerned, City (43.3%), Rural (40.2%) and TSP(16.5%). More than half of them are holding as head of the family (55.7%) and vast majority of them are living with their family members (92.8%).

**Table- 1**  
**Distribution of Respondents by Various Dimensions of Adjustment Problems**

S. No.	Various Dimensions of Adjustment Problems	No. of Respondents (n = 97)	Percentage
1	<b>Health adjustment problems</b>		
	Low	31	32.0
	High	66	68.0
	<b>Emotional adjustment problems</b>		
2	Low	40	41.2
	High	57	58.8
3	<b>Self adjustment problems</b>		
	Low	42	43.3
	High	55	56.7
	<b>Home adjustment problems</b>		
4	Low	29	29.9
	High	68	70.1
5	<b>Social adjustment problems</b>		
	Low	46	47.4
	High	51	52.6
	<b>Overall Adjustment problems</b>		
6	Low	37	38.1
	High	60	61.9

It is evident from the table 1 that 68 per cent of respondents have high health adjustment problems and 32 per cent have low health adjustment problems. More than half respondents have high (58.8 per cent) and 41.3 per cent have low level of emotional adjustment problems. Similarly more than half of the respondents (56.7 per cent) have high self-adjustment problems, 43.3 per cent of the respondents have low level of self-adjustment problems. Majority of respondents (70.1 per cent) have high home adjustment problems, 29.9 percent of respondents have low home adjustment problems. 52.6 percent of respondents have high social adjustment problems, 47.4 have low social adjustment problems. 61 per cent of respondents have high overall adjustment problems and 38.1 per cent of the respondents have low overall adjustment problems. The above table highlights that majority of respondents have high adjustment problems in all their dimensions, including overall adjustment problems. Women police have to work throughout day and their nature of job is more tiring. Hence they are prone to high adjustment problems. Among all the adjustment problems, very high percent of adjustment problems are with home. This may be due to the fact that they have less time to meet out their family needs. The majority of women police has high family adjustment problems<sup>11</sup>. Women police have higher adjustment problems than male police<sup>12</sup>. Both studies support the present one.

It is inferred from the table 2 that there is a significant difference between the nuclear family and joint family system with respect to the home adjustment problems, further the mean score value shows that respondents belonging to nuclear family system have high level of home adjustment problems (mean score= 6.56, SD=1.259) than the respondents belonging to joint family system. The same table also depicts that there is no significant difference between the nuclear family and joint family with regard to various dimensions of adjustment problems, namely, health, emotional, self, social and the overall

adjustment problems. Hence the family systems do not have the difference in the adjustment problems except on home adjustment problems. The research hypothesis 1 is rejected and the null hypothesis is accepted.

It is found from the table-3 that there is no significant difference among the various nativity of respondents with regard to the dimensions of adjustment problems, namely, health, emotional, self, home, social adjustment problems and overall adjustment problems. Hence it can be observed that respondents from rural, urban and semi-urban were having an equal level of adjustment problems in all the dimensions, including the overall adjustment problems. Based on the above result, the null hypothesis for research hypothesis 2 is accepted.

It is found from the table 4 that there is no significant difference among the various religion of respondents with regard to the dimensions of adjustment problems, namely, health, emotional, self, home, social adjustment problems and overall adjustment problems. Hence it can be observed that respondents from Hindu, Christian and Muslim were having an equal level of adjustment problems in all the dimensions, including the overall adjustment problems. Looking into the above result, the null hypothesis for research hypothesis 3 is accepted.

It is evident from the table 5 that there is a significant difference among the various ranges of police stations with regard to adjustment problem in the dimension of home adjustment problems. Further the mean score shows that police working in rural limits (mean=6.69) have more home adjustment problems than those working in the Tamilnadu Special Police Force and urban police limits. However, there is no significant difference among the various range of police stations, with regard to adjustment problems in the dimension of emotional adjustment, self-adjustment, social adjustment and overall adjustment problems.



**Table-4**  
**One-Way Analysis Of Variance among Religion of the Respondent and Dimensions of Adjustment problems**

S.No	Dimension	Standard	Df	SS	MS	$\bar{X}$	Statistical Inference
1	Health adjustment problem	Between Group	2	.192	.096	S1=6.56	F=0.049
		Within Group	94	183.931	1.957	S2=6.44 S3=6.00	P>0.05 Not Significant
2	Emotional adjustment problem	Between Group	2	1.712	.856	S1=6.94	F=0.501
		Within Group	94	160.453	1.707	S2=6.89 S3=6.00	P>0.05 Not Significant
3	Self adjustment problem	Between Group	2	.964	.482	S1=7.61	F=0.682
		Within Group	94	117.923	1.254	S2=7.72 S3=7.00	P>0.05 Not Significant
4	Home adjustment problem	Between Group	2	2.998	1.499	S1=6.35	F=1.101
		Within Group	94	128.032	1.362	S2=6.00 S3=5.50	P>0.05 Not Significant
5	Social adjustment problem	Between Group	2	1.467	.734	S1=7.53	F=.446
		Within Group	94	154.780	1.647	S2=7.28 S3=8.00	P>0.05 Not Significant
6	Overall Adjustment problem	Between Group	2	13.034	6.517	S1=34.99	F=0.368
		Within Group	94	1662.987	17.691	S2=34.33 S3=33.00	P>0.05 Not Significant

S1=Hindu

S2=Christian

S3=Muslim

**Table- 5**  
**One-Way Analysis Of Variance among Area of working of the Respondent and Dimensions of Adjustment problems**

S.No	Dimension	Standard	Df	SS	MS	$\bar{X}$	Statistical Inference
1	Health adjustment problem	Between Group	2	.904	.452	S1=6.48	F=0.232
		Within Group	94	183.220	1.949	S2=6.51 S3=6.75	P>0.05 Not Significant
2	Emotional adjustment problem	Between Group	2	4.865	2.432	S1=6.74	F=1.454
		Within Group	94	157.300	1.673	S2=7.18 S3=6.69	P>0.05 Not Significant
3	Self adjustment problem	Between Group	2	3.059	1.529	S1=7.62	F=0.294
		Within Group	94	115.828	1.232	S2=7.77 S3=7.25	P>0.05 Not Significant
4	Home adjustment problem	Between Group	2	14.143	7.071	S1=5.86	F=5.687
		Within Group	94	116.888	1.243	S2=6.69 S3=6.31	P<0.05 Significant
5	Social adjustment problem	Between Group	2	.744	.372	S1=7.48	F=0.225
		Within Group	94	155.503	1.654	S2=7.44 S3=7.69	P>0.05 Not Significant
6	Overall Adjustment problem	Between Group	2	41.314	20.657	S1=34.17	F= 1.188
		Within Group	94	1634.707	17.390	S2=35.59 S3=34.69	P>0.05 Not significant

S1=City

S2=Rural

S3=T.S.P

**Table – 6**  
**Inter correlation matrix**

	Age	Total family members	Gross income	Total family income	Yrs of Exp	Age at marriage	OAP	HeAP	EAP	SeAP	HAP	SAP
Age	1											
Total family members	-.065	1										
Gross income	.665**	.018	1									
Total family income	.580**	.091	.794**	1								
Yrs of exp	.689**	.023	.691**	.588**	1							
Age at marriage	.036	-.152	-.123	-.091	-.061	1						
OAP	.022	.135	.003	.041	-.071	-.123	1					
HeAP	.136	.135	.166	.236*	.075	-.097	.720**	1				
EAP	.124	.104	.078	.114	.044	-.106	.818**	.665**	1			
SeAP	-.111	.143	.098	-.078	-.091	-.059	.537**	.141	.299**	1		
HAP	-.067	-.031	-.017	-.017	-.115	.021	.597**	.213*	.366**	.192	1	
SAP	-.186	.093	-.132	-.156	-.175	-.159	.646**	.279**	.342**	.252*	.267**	1

OAP= overall adjustment problems, HeAP= health adjustment problems, EAP= emotional adjustment problems, SeAP= self adjustment problems, HAP = home adjustment problems, SAP=social adjustment problems

**Suggestion and Social Interventions:** Based on the findings of the study, it is indicated that there is a high level of adjustment problems among the respondents in the all the dimensions of adjustment problems and overall adjustment problems. Further, the home adjustment problem is high when compared to the other dimensions of adjustment. Therefore it is necessary to highlight the family interaction among the respondents. The family members should be brought closer to them. More attention can be given to the welfare of their family members.

Family recreational activities need to be imparted to them. Though they counsel the general public on various women related issues, but they fail to concentrate on their self, hence it is mandatory to have a counseling unit at major cities.

Case work and group work practices can be done with women police personnel to adjust better with health, home, self, emotional and social aspects of their life.

The current trend of practicing strength based social work has to be promoted for their well-being<sup>13</sup>.

**Conclusion**

It is obligatory to have women police personnel in our country to deal exclusively with women related issues. At present many women are also involved in other areas of operations such as law and order, crime and confidential matters. They are more prevalent in several uniformed services. Since married women are involved in such services as men do, they encounter with several adjustment problems. Hence, this study was undertaken to find out their level of adjustment problems. The result also shows they do have high level of adjustment problems in various dimensions of adjustment such as health, home, self, emotional and social features. The findings also show their home adjustment problems are very high when compared to other dimensions. Further the adjustment problems have no relationship with socio-economic variables, Hence, the adjustment problem exists as unique and do not depend on the other factors. The problems are closely associated with the job they perform. Based on the results concrete suggestions and need for social work interventions is provided to better adjust in their profession and life.

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