

Significance of Harmony within Work and Life: A Study on Jaipur Police Personnel

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Abstract - The concept of Work-life harmony has gained importance within the modern organization in recent times. It lets a person work in such an agreement with work as well as life that he feels contented at both the places. Harmony in the work and life can be explained as a focused attention that a person offers to one situation at a time based on his priority. This research has been carried out with the aim to examine the extent to which the Police Personnel posted in Jaipur City experience harmony in their work and life. Along with this, this research laid emphasis on the concept of Work-life Harmony in brief. 150 questionnaires were distributed among the policemen posted in Jaipur City and 106 were received back. Overall 100 responses were considered to analyze the data to acquire necessary results for this study. The formulated hypotheses for the research were examined by applying One-way ANOVA Test through IBM SPSS v16 Software. Through the testing of hypotheses, it was observed that irrespective of the qualification that a policeman is having, he possessed harmony within his work and life. Moreover, the harmony of the work and life also remained unchanged when the age of the policemen was considered. It becomes relatively important for a policeman to keep a positive outlook towards the responsibilities along with the complexities attached to his job as he himself has chosen to serve and protect the public. In a nutshell, it was examined that various factors of Work-life Harmony remained indifferent to the demographic variables even after the complex nature of their work.

keywords - Harmony, Work-life Harmony, Work-life Balance, Contentment, Role, Synchronization

I. INTRODUCTION

Work Life Harmony

Harmony is said to be the soundness of things going well together in a pace. It is a basic concept within the field of music wherein different notes are combined together in order to form a melodious sound. In the similar way, Work Life Harmony can be described as a display of various functions of work life along with personal life in a manner which is in concord and harmony, combined together into a single sequence of different life events. The concept of Work-life harmony envisages different roles of work and life as being interrelated as well as reliant on one another, instead of being separate or in opposition to each other.

The idea of work-life harmony itself is very different in comparison to the concept of work-life balance. Work-life harmony can be defined as a synchronization in a person's work and life which leads to contentment from his job expectations and personal desires at the same time. On the contrary, work-life balance can be described as a strict tradeoff of work and life. Various researchers explain it as an equal division of work and life irrespective of the contemplation that job roles and life goals require individually.

Achieving Harmony within Work and Life:

In order to achieve harmony within work life and personal life, a person should aim to focus on certain points which are described as under:

- **Stop looking for Balance:** In order to be perfect and to accomplish balance within work and life, an individual divides his time and energy into two equal parts and offers them to his work-life and his personal life. However, this causes him a lot of pressure. On the other side, work-life harmony lets an individual offer his time and energy to his work and life according to the necessity of the moment so that both of the aspects can get fulfilled.
- **Be Present:** It is important for a person to be present within the moment. He should live in the specific moment and not somewhere else if he wants to have a harmonious work life and personal life. For instance, focusing on work when at work and paying attention towards family when at home. Through this, he will be able to focus more and will give his complete attention to one particular thing at a time.
- **Plan your work:** By planning the work schedule timely in advance according to the need and nature of the work, an individual can become more competent and organized while doing his tasks. Through this, he can set his priorities accordingly while allocating his time and energy along with fulfilling his different roles as an individual.
- **Make Conscious Choices:** It is not always possible to achieve what you desire, hence it is advisable that an individual make conscious choices on what he needs. However, it does not imply that an individual should give up on his goals but he should act in a way that he is able to achieve his goals with consistency and proper planning.
- **Stay Active:** Regularly exercising helps a person in not only having an energetic body but also an active mind. Moreover, it helps in easing stress levels through which a person feels that his work and life are in harmony.

- **Get Rest:** Along with staying active, it is also important for a person to take proper rest so that he can keep away from the situation of burnout due to stress and can relax his mind. As long as the mind will stay in a peaceful state, it will help a person in being more productive along with being creative as he will utilize his brain in an accurate direction.
- **Time Management:** By means of re-assessing how a person manages his time, he will have an added benefit of having extra time to complete his tasks. A person will just have to keep track of his time so that he can evaluate the time he is wasting on unnecessary things.
- **Working with Passion:** Doing the things with zest and sincerity helps a person in having harmony in work and life. A person should take his time in analyzing the things in which he is interested or the things he loves to do so that he can enjoy doing them along with making money to survive his needs.
- **Stay Welcoming:** An individual should always make an effort to keep himself as friendly as possible so that he can have a pleasant relationship with his superiors as well as co-workers. Alternatively, if he finds himself in a toxic work environment, he should either deal with the environment in a prudent manner or should maintain a suitable distance.
- **Prioritize:** It is important to prioritize while working with people and a person should always try to work with those people with whom he feels comfortable. Since the physical health and mental health of a person pretty much gets affected from the colleagues at the workplace, thus a person should always set a priority to work with those people he feels compatible with.
- **Facing Obstacles:** Success is achieved with various challenges, struggles as well as obstacles that come in between the path. Therefore, a person should not consider obstacles as negative expression but should always try to face and overcome them whenever he is working towards achieving his targets.
- **Embrace the Good:** An individual should embrace everything which is good and crosses his path. As soon as an individual keeps his perspective positive and starts to praise every good thing in his life, his life becomes easy and he becomes more contented.

Work-life Harmony is an innovative concept. It is not only significant for employees but is equally essential for organizations also because having a contented workforce is helpful in increasing productivity of the firm. Better understanding of the concept of work and life harmony will help professionals in having more strategic, effective as well as developed work and life interventions which will further help them in controlling the various stressors of the employees working within the organization. Hence, attaining harmony within work and life is vital as it helps a person in becoming capable enough to fulfill his work and personal life roles.

II. REVIEW OF LITERATURE

Ling (2018) said that a person cannot divide work and life into two halves because they work against each other rather than being similar. Thus, as alternative employees should seek harmony within life and work and not balance. It is also important for a person to live in existing moment of time and focusing on the current things instead of thinking about the past or the things that are to be completed later. It will help a person to give his entire attention to one particular task at a time. Also, being organized is very important and helps a person to finish his various duties on time. Neglecting things that hold vital importance such as maintaining psychological strength, preserving relationships, staying healthy and focused, etc. should be avoided because it reflects directly upon the work and life of a person. Harmony is said to be attained by a person when all the components of his life thrive evenly.

According to the analysis of **Jones (2017)** the idea of achieving work and life balance by a person is spurious. This is because an individual cannot give equal magnitude to both work and life as one might need a little focus and one might require more. Therefore, people are looking forward to achieve harmony in work and life instead of balance which means that they try to coordinate their respective lives in a manner that it is in a synchrony. In the author's viewpoint, it lets them focus on every aspect of life accordingly which includes both work life as well as personal life. They are able to make priorities, conscious choices and they do their work with passion when it comes to their job. Also, they are not scared to be unsuccessful and hence do not prevent themselves while making an effort to do something innovative. Therefore, instead of dividing the attention equally on everything, a person should create harmony within life and work by arranging and performing the duties according to their level of importance.

In the views of **Awani & Tahir (2015)** the surroundings of the workplace plays a major part for an employee in the organization as most of the issues which an employee faces are related to working environment. The productivity of the employee increases considerably when he has a supportive supervisor, cordial relation with co-workers and tolerable amount of workload. In addition with these when an employee is provided with appropriate training and development facilities along with proper incentive as well as recognition plans, he gets encouraged to use his full potential at his workplace. The productivity of the employees is important to maintain as they play quite a significant role in the growth, development and progress of an organization.

According to **Al-Omari & Okasheh (2017)** work environment of an organization has an influential role in the performance level of the employees. An uncomfortable working environment such as improper ventilation and light, broken fixtures or furniture, frequent noises, insufficient space, inaccurate temperature, etc. agitates an employee and he is unable to focus on his work. Due to this, the quality of their work decreases and subsequently decreases the output of the organization. Therefore, the work environment of the organization should be given enough attention so that employees can stay motivated to work and can not only accomplish their individual goals but also the goals and objectives of the organization.

Shoraj & Llaci (2015) analyzed that motivation enhances employee performance and it helps in contributing towards a firm's successful operation. Proper communication channel, suitable salary, timely bonuses, cordial relationship among co-workers, supportive superior and work environment motivates an employee and gives them a sense of satisfaction. It is quite significant to keep them motivated as human resources are considered as an asset to the organization that's why they should be valued accordingly. Through utilizing the skills of an employee along with providing him with proper work motivation, an organization can obtain a high level of job performance. In this competitive environment, it is important for an organization to align their goals

with employees' personal goals so that it can survive various market struggles and can have a competitive advantage over other firms.

III. OBJECTIVES AND HYPOTHESES

The key objectives of the study are as below:

- To identify with the concept of Work Life Harmony
- To examine the extent to which the Police Personnel experience harmony in their work and life.

Based on the above objectives, the hypotheses of the study are as under:

H₀: The qualification of the individual has no significant impact on the level of their work life harmony.

H₁: Age has no significant impact on work life harmony of Police Personnel.

IV. RESEARCH METHODOLOGY

A data of 100 policemen which included both female and male police officials was collected for this research. These police officials were posted in different police stations of Jaipur city. The post of the police officials selected for this research was inspector, sub-inspector, assistant sub-inspector, head constable and constable. These officials were selected through the method of convenience sampling. The data for this research was collected through both primary as well as secondary sources of data. The primary source of data collection was done through developing and distributing a structured questionnaire to 150 policemen. The questionnaire was designed in an approach that the respondent just had to confirm his level of agreement towards the stated statement with the help of Likert scale ranged as Always, Often, Sometimes, Rarely and Never. Out of the 106 responses which were collected back, 100 responses were chosen for analysis with the help of SPSS as they were filled properly. After checking the reliability of the chosen data, SPSS further helped in generating significant results for this study. One-way ANOVA was applied to examine the hypotheses. Other than this, various journals and articles available on the web along with books related to this subject were the secondary sources of data collection. The official website of Jaipur Police was also accessed for required information.

V. ANALYSIS AND INTERPRETATION

The demographic profile of the respondents is shown in tabular representation:

Table 1: Demographic Profile

Variable	Description	Number of Respondents
Age	21-30	29
	31-40	30
	41-50	35
	51 & above	6
Qualification	Graduate	44
	Post Graduate	41
	Others	15

Table 2: Hypothesis 1
ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
I stay up late within the office premises	Between Groups	.207	2	.103	.116	.891
	Within Groups	86.543	97	.892		
	Total	86.750	99			
My job demands most of my time	Between Groups	2.780	2	1.390	1.447	.240
	Within Groups	93.220	97	.961		
	Total	96.000	99			
I feel that my job makes me so exhausted that I am left with no energy for other tasks	Between Groups	3.547	2	1.773	1.667	.194
	Within Groups	103.203	97	1.064		
	Total	106.750	99			
It is possible for me to take time off from my job to take care of a sick family member	Between Groups	.675	2	.338	.265	.768
	Within Groups	123.485	97	1.273		
	Total	124.160	99			
I feel that Job Stress level can be reduced by achieving harmony	Between Groups	1.560	2	.780	.656	.521
	Within Groups	115.350	97	1.189		
	Total	116.910	99			
I feel that it is necessary to have Work-life Harmony, for better performance and higher productivity	Between Groups	2.492	2	1.246	1.818	.168
	Within Groups	66.498	97	.686		
	Total	68.990	99			
	Between Groups	.191	2	.096	.086	.918

I feel that it is necessary to have an equilibrium between personal and professional life	Within Groups	107.999	97	1.113		
	Total	108.190	99			
At times, I have sacrificed my personal responsibilities due to my work commitments	Between Groups	2.706	2	1.353	1.088	.341
	Within Groups	120.684	97	1.244		
	Total	123.390	99			
I feel that my family is happy and pleased with me	Between Groups	4.253	2	2.126	1.226	.298
	Within Groups	168.187	97	1.734		
	Total	172.440	99			
I feel that for having better physical and psychological wellbeing, it is necessary to have harmony in work and life	Between Groups	1.666	2	.833	1.318	.272
	Within Groups	61.294	97	.632		
	Total	62.960	99			
I am extremely passionate about my work	Between Groups	.685	2	.343	.432	.651
	Within Groups	77.025	97	.794		
	Total	77.710	99			
My job profile gives me unnecessary stress and anxiety	Between Groups	1.945	2	.973	.586	.559
	Within Groups	161.015	97	1.660		
	Total	162.960	99			
I feel that level of job satisfaction can be enhanced by attaining Work-life Harmony	Between Groups	1.937	2	.969	.920	.402
	Within Groups	102.103	97	1.053		
	Total	104.040	99			
I feel that having Work-life Harmony increases the sense of job security among employees	Between Groups	.539	2	.270	.319	.728
	Within Groups	82.051	97	.846		
	Total	82.590	99			
I feel that Work-life Harmony helps in controlling absenteeism and turnover in the organization	Between Groups	4.630	2	2.315	1.752	.179
	Within Groups	128.130	97	1.321		
	Total	132.760	99			
At times, I have sacrificed my food and sleep due to my work	Between Groups	1.905	2	.953	1.555	.216
	Within Groups	59.405	97	.612		
	Total	61.310	99			

It can be observed from the above table that all the significant values are greater than **0.05** which means that Null Hypothesis for this study has been **Accepted**. Through this, it can be concluded that the qualification of the individual has no significant impact on the level of their work life harmony.

Table 3: Hypothesis 2
ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
I stay up late within the office premises	Between Groups	1.636	3	.545	.615	.607
	Within Groups	85.114	96	.887		
	Total	86.750	99			
My job demands most of my time	Between Groups	3.822	3	1.274	1.327	.270
	Within Groups	92.178	96	.960		
	Total	96.000	99			
I feel that my job makes me so exhausted that I am left with no energy for other tasks	Between Groups	2.646	3	.882	.813	.489
	Within Groups	104.104	96	1.084		
	Total	106.750	99			
It is possible for me to take time off from my job to take care of a sick family member	Between Groups	5.381	3	1.794	1.450	.233
	Within Groups	118.779	96	1.237		
	Total	124.160	99			
I feel that Job Stress level can be reduced by achieving harmony	Between Groups	5.497	3	1.832	1.579	.200
	Within Groups	111.413	96	1.161		
	Total	116.910	99			

I feel that it is necessary to have Work-life Harmony, for better performance and higher productivity	Between Groups	3.275	3	1.092	1.595	.196
	Within Groups	65.715	96	.685		
	Total	68.990	99			
I feel that it is necessary to have an equilibrium between personal and professional life	Between Groups	3.429	3	1.143	1.047	.375
	Within Groups	104.761	96	1.091		
	Total	108.190	99			
At times, I have sacrificed my personal responsibilities due to my work commitments	Between Groups	3.737	3	1.246	.999	.397
	Within Groups	119.653	96	1.246		
	Total	123.390	99			
I feel that my family is happy and pleased with me	Between Groups	6.203	3	2.068	1.194	.316
	Within Groups	166.237	96	1.732		
	Total	172.440	99			
I feel that for having better physical and psychological wellbeing, it is necessary to have harmony in work and life	Between Groups	3.202	3	1.067	1.715	.169
	Within Groups	59.758	96	.622		
	Total	62.960	99			
I am extremely passionate about my work	Between Groups	.633	3	.211	.263	.852
	Within Groups	77.077	96	.803		
	Total	77.710	99			
My job profile gives me unnecessary stress and anxiety	Between Groups	9.440	3	3.147	1.968	.124
	Within Groups	153.520	96	1.599		
	Total	162.960	99			
I feel that level of job satisfaction can be enhanced by attaining Work-life Harmony	Between Groups	4.607	3	1.536	1.483	.224
	Within Groups	99.433	96	1.036		
	Total	104.040	99			
I feel that having Work-life Harmony increases the sense of job security among employees	Between Groups	2.380	3	.793	.950	.420
	Within Groups	80.210	96	.836		
	Total	82.590	99			
I feel that Work-life Harmony helps in controlling absenteeism and turnover in the organization	Between Groups	5.399	3	1.800	1.356	.261
	Within Groups	127.361	96	1.327		
	Total	132.760	99			
At times, I have sacrificed my food and sleep due to my work	Between Groups	2.782	3	.927	1.521	.214
	Within Groups	58.528	96	.610		
	Total	61.310	99			

Through the above table, it is seen that all the significant values are greater than **0.05**. Therefore, Null Hypothesis for this study has been **Accepted** which means that age has no significant impact on work life harmony of Police Personnel.

VI. FINDINGS AND DISCUSSION

The research has been conducted on various dimensions that contribute in creating work-life harmony among the police personnel. The descriptive table and the statistical test supported in finding out the level to which the organizational culture help in formulating a feeling of harmony in both personal as well as professional lives of the individuals. The descriptive table was a result of the responses gathered from police personnel posted in different police stations of Jaipur city. A use of One-way ANOVA as the key statistical test in the study was made. Demographic factors like age and qualification were taken as the base to test the perspective of respondents to judge the level of harmony in their work and life.

Through the analysis conducted in the study, it was noted that the concept of harmony has appeared in the limelight in relation to the management concept in recent times. Even though harmony in work and life is of utmost importance for a person, there is a dearth in research conducted on the topic. The result of the test also revealed that the demographic variables do not impact the level of work-life harmony among individuals. Irrespective of the age and the education that a person possesses, attaining harmony at workplace as well as in the personal life is vital for each and everyone.

VII. CONCLUSION

Harmony is nothing but a synchronization that tries to fulfill all the aspects of life. The combination of the terms work and life along with harmony means getting things done smoothly and efficiently. The work of a person is impacted by various organizational factors. These factors sometimes act as a hurdle in attainment of goal and sometimes can be a support that leads to motivation among the employees. Hence, it is necessary for all the employees to take into consideration the factors that can help them grow and positively impact their productivity within work. This will ultimately lead to an internal satisfaction resulting into a harmonious life.

This small scale research was conducted so as to observe and evaluate the extent to which the Police Personnel experience harmony in their work and life. Through this study, it was seen that the demographic differences of people like age as well as the qualification have no significant impact on the level of their work and life harmony. The key noting through the study was seen that even after the complex nature of the work of the policemen, they seemed to possess a certain level of harmony between their work life and personal life.

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