

**EXECUTIVE SUMMARY OF  
UGC SPONSORED MAJOR RESEARCH PROJECT  
ON  
WORK LIFE BALANCE: A STUDY OF SELECT PROFESSIONS**

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1. The research study concludes that Work Life Balance by the Doctors and Police Personnel is vital for the welfare of both the employees and the organizations/departments. It is accomplished that more the work – family conflict experienced by both the doctors and police personnel the less they are satisfied with their work life and family living.
2. In view of the significant role of work-life balance in the work place of both the doctors and police personnel, the findings of the present study have vital implications to every department or organization. This study further concludes that constructing an organizational culture that supports work life balance is a long-term process for outsized organizations like police department and professional doctors. Both the doctors and police personnel should be allowed to share their opinion on improvement of the working process and should be accepted positively and allowed to participate in decision making with respect to their role. The police department and medical organizations / hospitals should take measurement for career development of the employees and also produce career path with progression planning.
3. Finally, it can be concluded that the departments or organizations should take necessary steps for creating healthy and safety working conditions as these factors have greater influence on the performance and productivity of the employees. From the findings of the study, it has been identified both the positive and negative factors which influence the way the doctors and the police personnel distinguish the quality of work life.
4. The following recommendations are organized under two broad sections i.e Life and Work, as these are the central themes of the study which influence each other, to either create balance or imbalance. The life related recommendations are attempted first, followed by work and work environment.
  - a. Both the professions have to plan towards spending time with family members by listing out certain tasks where they would possibly participate in activities specifically related to certain relationships. As an example, task with young children like being part of their swimming activity, play games etc. Another such example would be to spend time with elders at home by taking them to a walk, preparing something special for them, discuss with them current and past issues and create opportunities to meet friends and relatives occasionally.
  - b. Effort may be made keeping themselves fit by doing necessary workouts, participation in interested household activities like gardening, cleaning and continue to perceive the preferred hobby.

The work related recommendations are identified as following

- a. Both Hospital Managements and Police Department should recognize the fact that overloading these professionals with extra time, assigning more number of tasks by tempting them with extra pay/ perks or discipline/code of conduct may be discouraged as this could be not only an unhealthy practice but this could lead to disruption of quality in services and eventually lead to negative image of the professions. This snowballing factor would have an impact on community as a whole.
- b. Both the categories of organizations have to use their discretion and take feedback from employees and clients in order to revise for the benefit of clients and society. Serving the clients has to be the primary motive of these organizations rather than image or commercial benefits.
- c. Work culture in a hospital need to be such that they promote health and wellbeing of not only their patients but also employees. Service consciousness should be part of their cultural framework. Similarly the Police Department shall conduct frequent health check-ups along with take measures for the health of their officers.
- d. Effort may be made by the management to provide facilities like gym, to play games, swimming, if they cannot provide such facility, atleast they may outsource them.
- e. Both Hospital's Management and Police Department shall periodically invite persons who would deliver special lectures and conduct workshops on maintenance of work life balance.
- f. Doctors may be made to understand the fact that making money and becoming rich is not the only goal to achieve in life, pleasing kith and kin around the person is also one of the goals to be accomplished for well-being and otherwise "A man may end up being rich but will be lonely".
- g. As part of corporate social responsibility the Doctors may be involved in structural, well planned need based programs with the community so as to extend their expertise to the marginalized societies in the country, similarly the programmes in Police Department with the concept of friendly police not only help the officers to better reach the society but also better understand their work and life requirements.

Sd/-

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