

## Self-regulation and Work-related Quality of life: A Study among Police Personnel

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### Abstract

The current study has explored the Self-regulation and Work-related Quality of life among police personnel of Sub-inspector rank. This study sample comprises 50 male and 50 female police officers of Sub Inspector rank in the age range of 25-40 years. The sample was selected from police stations in Ambala and Ropar police ranges. The statistical technique of Correlation and t-ratio analysis was used in the study. The results indicated significant gender differences in Work-related Quality of life among police personnel of Sub-inspector rank.

Keywords: Self-regulation, work-related quality of life, police personnel

Work-related Quality of life refers to improving working conditions, job security, and appropriate wages, and the intention of the individual to have a better work environment has a strong connection with Work-related Quality of life (Pradana et al., 2020). Work-related Quality of life is very important in the context of commitment to work, motivation, and job performance. It is a concern for improving life at work and life outside work (Geetha et al., 2020). Work-related Quality of life has been found to have a positive effect on work productivity and the organization in which one works (Saman, 2017). Yadav and Naim (2017) examined the Work-related Quality of life of police personnel. Work-family Conflict is a factor that affects Work-related Quality of life. The American Psychological Association (2018) defines Self-regulation as “the control of one’s Behavior through self-monitoring, self-evaluation, and self-reinforcement”.

Although self-regulation is a social phenomenon as well as a cognitive process. Research has shown that social and cognitive processes are beneficial in self-regulation (Blair, 2015). Self-regulation may have a significant impact on relationships, well-being, and overall performance. People who can manage their emotions and control their behaviour seem to be more able to handle stress and achieve their job goals (Cunic, 2023). Self-regulation can initiate, direct, and strategically manage goal pursuit in situations via metacognitively planning, monitoring, evaluating, and adapting one's cognition, behaviour, motivation, and affect (Greene et al., 2023).

### Research Questions

What is the relationship between Self-regulation and Work-related Quality of life?

What are gender differences in Self-regulation and Work-related Quality of life?

### Objectives

To explore the relationship between Self-regulation and Work-related Quality of life.

To explore the gender differences in Self-regulation and Work-related Quality of life.

### Method

#### Sample

A sample comprised of 50 male and 50 female police personnel (age range of 25-40 years) of rank Sub-

Inspector (Directly recruited) from Ambala and Ropar police ranges.

### Inclusion Criteria

Directly recruited police personnel of the rank Sub-inspector were taken.

Police personnel knowing the English language were taken.

### Exclusion Criteria

Police personnel who are promoted to S.I. rank were not taken.

Couple cases in Police service were excluded.

### Psychological measures

The following tools were used in the study:

**Short Form Self-Regulation Questionnaire** (Carey et al, 2004)

Short Form Self-Regulation Questionnaire is a 31-item scale. It is a 5-point Likert scale ranging from (1) Strongly disagree to (5) Strongly agree (validity = .94 and reliability = .96). High scores are the indicator of high Self-regulation.

### Work-Related Quality of Life (Easton, 2013)

It is a 23-item scale having 6 sub-scales. It is a 5-point scale (validity=0.75, reliability=.87). High scores are the indicator of high Work-related Quality of life.

### Procedure:

The investigation was carried out to explore the relationship and gender differences in Self-regulation and Work-related Quality among police personnel. 100 directly recruited (50 males and 50 female) Sub-inspectors were taken for the study. Scoring was done with the help of manuals of respective tools. After the collection of data, Pearson’s Correlation and t-ratio analysis were carried out with the help of SPSS. The results were presented in tabular form and discussed.

### Results and Discussion:

To explore the relationship between Self-regulation and Work-related Quality Pearson’s Correlation was carried out on a sample of male and female police personnel separately. The correlation coefficient came out to be  $r=.04$  which depicts that there is non-significant positive relationship between Self-regulation and Work-related Quality of life among male police personnel. Further, the correlation coefficient depicts that the increase in Self-regulation results in an increase in Work-related Quality of life and vice versa. Parameswari and Kadhiravan (2011) have reported that there is a positive correlation

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between self-regulation and quality of work-life. The correlation coefficient came out to be  $r=.55$  which depicts that there is significant positive relationship between Self-regulation and Work-related Quality of life among female police personnel. It means the increase in Self-regulation results in increase in Work-related Quality of life and vice versa. Boogar et al. (2018) have reported that there is a positive relationship between self-regulation and work-related quality of life.

with response to the variables Self-regulation can help to improve Work-related quality of life among the police personnel of S.I. rank.

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**Table 1: t-ratios of mean score across gender on Self-regulation**

Gender		n	Mean scores	Std. Deviation	t-value	p-value
Self-regulation	Male	50	101.90	14.56	1.79	.077
	Female	50	96.80	13.93		

As seen in Table 1, the t-ratio of mean scores across genders on Self-regulation was  $t=1.79$ , which is non-significant. Further, the mean scores ( $M=101.90$ ) on Self-regulation of male police personnel are higher than the mean score ( $M=96.80$ ) of Female police personnel representing that male police personnel are higher on Self-regulation than female police personnel. Some contradictory studies have reported that females are more on self-regulation than males (Dittraich and Leipald, 2014; Weis et al.,2013). Ozsoy et al. (2014) found that the average self-regulation scores of their female participants were significantly higher than those of the males in the areas of “planning and determining aims” and “lack of self-direction”.

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**Table 2: t-ratios of mean score across gender on Work-related Quality of life**

Gender		n	Mean scores	Std. Deviation	t-value	p-value
Work-related quality of life	Male	50	81.20	15.76	1.28	.201
	Female	50	85.08	14.38		
	Female	50	85.08	14.38		

As seen in Table 2, the t-ratio of mean scores across gender on Work-related Quality of life was  $t=1.28$ , which is non-significant. It depicts that the mean scores on Work-related Quality of life varies across gender. Further, mean scores ( $M=81.20$ ) on Work-related Quality of life of male police personnel are lower than the mean score ( $M=85.08$ ) of Female police personnel representing that female police personnel are higher on Work-related Quality of life than male police personnel. Study in hand has indicated that self-regulation seems to have a positive relationship with Work-related Quality of Life among police personnel across gender and Male police personnel of Sub-Inspector rank were found to be higher as compared to female police personnel of Sub-Inspector rank on Self-regulation and female police personnel were found to be higher on Work-related Quality of life as compared to male police personnel. The study has implications for the betterment of police personnel

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