

# Effect Of Heavy Workload On The Worklife Balance Of Police Officers In Calicut District

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## Abstract

The workload of Calicut District's civil police officers is the primary focus of the study, which is based on an analysis of data from 2020 to 2024. Participants were chosen by the use of convenient sampling. Data was gathered through interviews and a self-made questionnaire. Fifty civil police officers from certain Calicut district police stations make up the study sample. The study evaluated the workload of Calicut district's civil police personnel using crime data from 2020 to 2024. The study's primary goal is to evaluate the workload of civil police officers in the Calicut District by examining crime trends from 2020 to 2024 and identifying the years when the workload of civil police officers in Calicut Districts expanded noticeably. Based on the results of the investigation,

**Key words:** Calicut District, Police personnel, Workload, Work Life Balance

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## 1. INTRODUCTION

Crime records in police department greatly affect the amount of work police officers have to do. When crime rates and statistics go up there are more cases that need to be investigated, arrests made and prosecution carried out, which means police officers have a heavier workload. On the other hand, if crime rate is low, it can free up police officers and reduces the pressure on police duties. However, even when there are few crimes reported, the complicated nature of some offence can still take a lot of time and skill from police officers to handle. For instance, investigating cyber crimes or complicated fraud cases can be very time consuming additionally tasks like managing public orders and other administrative duties also bring work load for police officers.

## 2. OBJECTIVES OF THE STUDY

- To assess the civil police officer's workload in the Calicut district by studying crime records from 2020 to 2024
- To identify the year with significantly increased workload of civil police officers of Calicut district from 2020 to 2024.
- To analyze the types of crimes contributing most to the workload of civil police officers in Calicut district during 2020 to 2024.

## 3. RESEARCH METHODOLOGY

The data for this study was collected from secondary source. Various websites of Kerala Police are used for the data collection.

### 3.1. SECONARY DATA

Secondary data collected from various websites of Kerala Police.

## 4. REVIEW OF LITERATURE

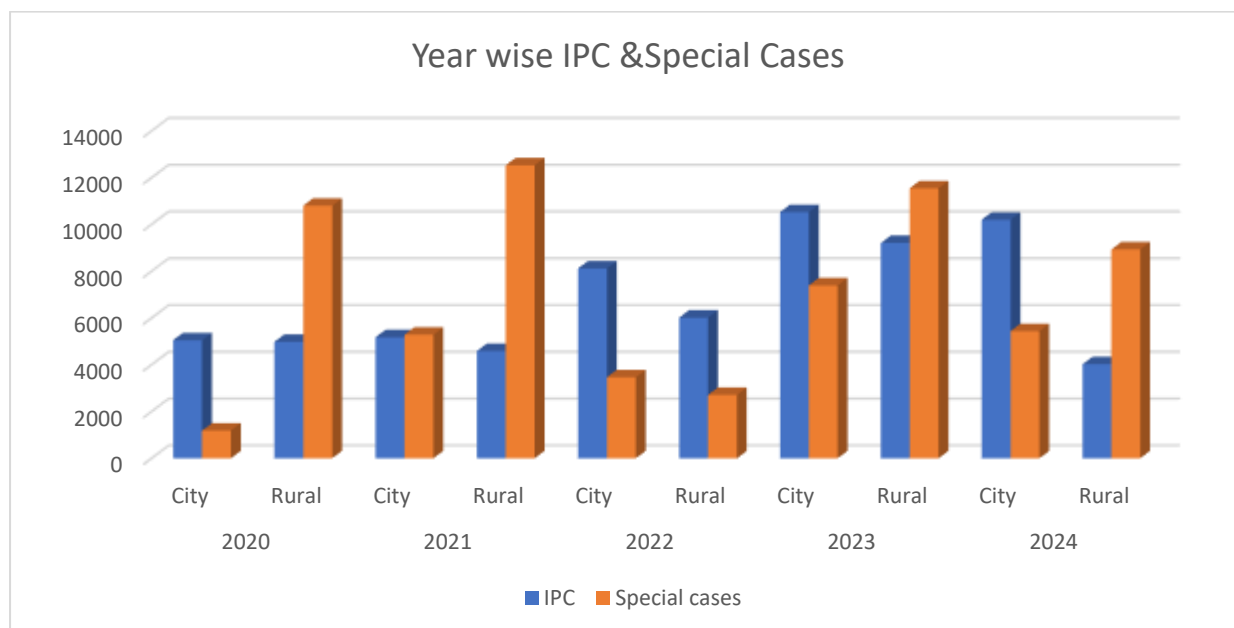
Aki Roberts, John M Roberts Jr (2016)<sup>1</sup> discussed Crime clearance and temporal variation police investigative workload: Evidence from National Incident Based Reporting System (NIBRS) data explained about relationship between police workload and crime clearance. They suggested that the police department need to think about crime clearness when making duty allocation to manage their workload of police officers. Laure Weber brooks, Alex Piquero, James Cronin (1994)<sup>2</sup> shared workload rates and police officer attitude: An examination of busy and slow precincts discussed about the relation of workload and the level of crime. For this they conducted a survey and collected response from 761 police officers. Many questions of this article focused on the police attitude and their workload. Police officers also answered questions about their background and work experience. This study covered all levels of workload of the police officers. R Dhanush, C Shobha (2025)<sup>3</sup> explained about the impact of excessive

workload on the work life balance of police personnel in Karnataka. They examined how a heavy workload affects the work life balance of the Karnataka state police. The study results highlight the many benefits of effective training and education for managing heavy workloads. Training helps police personnel in Karnataka to balance their work and personal live better, leading to healthier work life balance. **Jeremy R Wilson, Alexander Weiss (2014)**<sup>4</sup> shared with Police staffing allocation and managing workload demand: a critical assessment of existing practices, their study focused on the different methods to decide how many staff they need. Some of these methods include per capita, minimum staffing, authorized level and workload-based approaches. **Sarah Miller (2001)**<sup>5</sup> in their view workload measures shows that having too much work can lead to bad result like felling more tired, being less happy and making more mistakes in important situations. Working shifts and doing mandatory overtime making these problems and making less time to recover. **Theo F Meijman, Gijsbertus mulder (2013)**<sup>6</sup> discussed the Psychological aspects of workload, police officers often deal with unpredictable workloads, experiencing less time for more works, which can make it harder to manage stress and resources utilization. **V kumar, T J Kamalanabhan (2017)**<sup>7</sup> explained about Moderating role of work support in stressor -burnout relationship; An empirical investigation among police personnel's in India to manage workload we need a variety of strategies includes better manpower planning, smarter uses of resources and adding proper technology to make every task easier. These strategies not only make operations easier but also boost officer's job happiness and mental well-being. **J Liederbach, E JFritish, Charissa L Womack (2011)**<sup>8</sup> discussed in their study detective workload and opportunities for increased productivity in criminal investigations that the responsibility of police officers includes a verity of duties such as answering emergency calls, investigating crimes, keeping public order, and enforcing traffic laws. The exact nature and challenges of policework can change greatly depending upon the factors like area they perform duty, crime rates, and size of police department.

## 5. DATA ANALYSIS AND INTERPRETATION

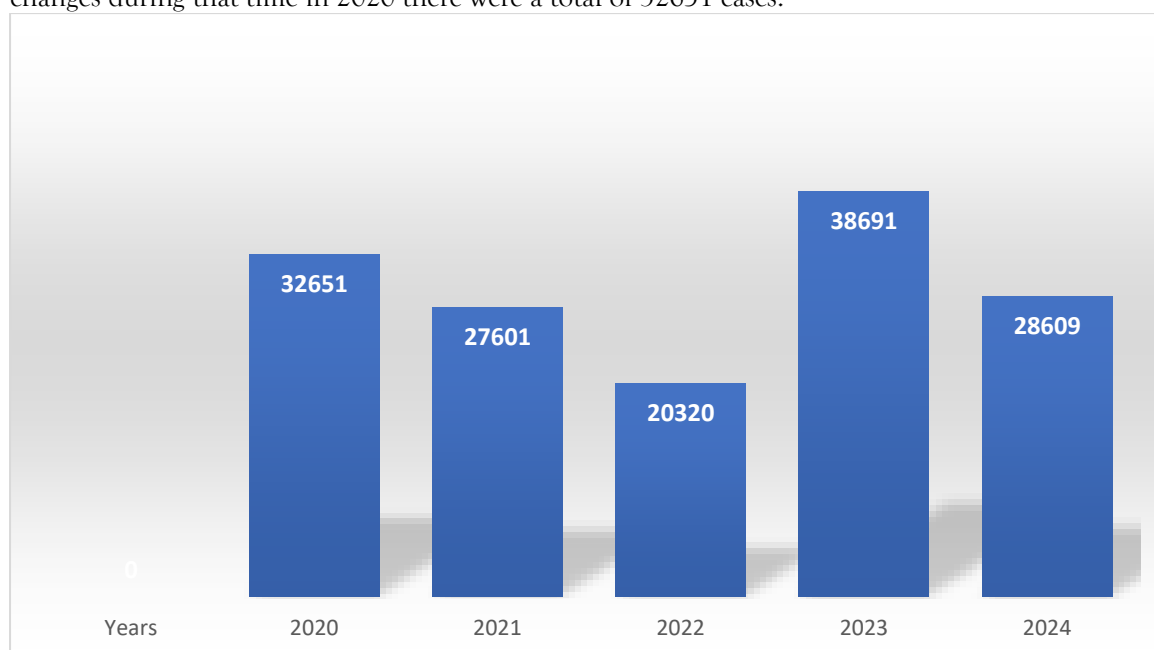
Police officers are crucial for keeping our community safe, but their work is quite challenging. one of the significant issue they face is a heavy workload, which impacts their work life balance.

Years	Kozhikode police station (City / Rural)	IPC	Special Cases	Total
2020	City	5050	1186	32651
	Rural	4982	10803	
2021	City	5181	5290	27601
	Rural	4593	12537	
2022	City	8120	3468	20320
	Rural	6018	2714	
2023	City	10529	7397	38691
	Rural	9213	11552	
2024	City	10205	5442	28609
	Rural	4026	8936	



In the year 2020 city police station consist 15% of IPC cases and 4% special cases and Rural Police station include 15% IPC cases and 33% Special cases. In 2021, Kozhikode City Police Station handled 19% IPC cases and 19% Special cases. Kozhikode Rural Police station handled 17%IPC and 45% Special cases. In 2022 Kozhikode City Police Station handled 40% IPC cases and 17% Special Cases. Kozhikode Rural Police station handled 30% IPC cases and 13% Special Cases. In 2023 Kozhikode City Police Station handled 27% IPC cases and 19% Special Cases. Kozhikode Rural Police station handled 24% IPC cases and 30% Special Cases. In 2024 Kozhikode City Police Station handled 36%IPC and 19% Special Cases. Kozhikode Rural Police station handled 14% IPC and 31% Special Cases.

In 2023 there was a significant rise in both IPC and Special cases in both Kozhikode City Police Station and Rural Station. From 2020 to 2023 the Number of IPC cases generally went up but then dropped in 2024.the number of special cases are quite unpredictable, which might indicate changes in reporting rules, updates in how cases are categorized. Kozhikode City Police Station Experienced more consistent growth in IPC cases, while rural police station faced more ups and down, especially with special cases. The year 2022 is notable for having the fewest total cases, which might be due to under reporting or changes during that time in 2020 there were a total of 32651 cases.



The number of Special Cases was much greater than the IPC cases. Rural area had more Special Cases, reporting 10803 while cities reported only 1186. However, cities had a few more IPC cases than rural areas. In 2021 the total number of cases dropped to 27601. The city experienced a big rise in special cases reaching 12537. However, the Number of IPC cases in both City and Rural area went down.in 2022 the

total number of crimes fell to 20320 which is the lowest it has been in five years. Both urban and rural areas had fewer special cases increased to 8120 while rural area experienced a drop to 6018. In 2023, crime experienced a significant increase hitting a total of 38691 cases. This rise is mainly caused by a large uptick in both IPC and Special cases throughout the city and rural areas. In 2024 the total number of cases fell to 28609. the decrease was more noticeable in rural areas, where IPC cases went down from 9213 to 4026 compared to the previous year. Even with this drop, special cases stayed fairly high in rural regions, which suggest that there might be a problem that requires careful attention

## CONCLUSION

The data clearly shows that the number of reported crimes effects the work life. balance of Police officers in Calicut District. When crime rates rise, the officers tend to work longer hours and feel more pressure, which causes stress and reduce personal time. it is essential to help police officers to maintain a healthy work life balance for their well being and ensure effective law enforcement. This can be done by improving officer's mental health support trainings, providing regular shifts and recognizing their hard work. The excess work load of police officers significantly influences their work balance. It affects their relationships and health.

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