

Effect of Employee demographic Characteristics and family/work conflict on organisational commitment among Police officers in Nakuru County, Kenya

Esther Lekaram¹, Dr. Dinah J. Kipkebut²,

¹Egerton University

²Senior Lecturer, Egerton University

Abstract

This paper examines the demographic characteristics and related variables on family/work conflict among the Police Officers in Nakuru County, Kenya. The participants were from eight (8) Police Division and a simple random sample of 170 was derived from a total number of 278 Officers. The level of conflict that employees perceive between their working and personal lives on organizational commitment was based on their personal characteristics which included: gender, marital status, age, level of education, tenure and number of hours worked among the police officers. The report suggested that the biographical personal characteristics suggested that those who participated there were more male officers compared to the female gender. The results showed that more female police officers experienced more stress than men which spill into their work due to the multiple roles they play as wives, mothers, care givers, family career as well as employees. The results are discussed in terms of marital status, level of education, tenure of service and numbers of hours worked per day on how they influence organizational commitment among the police officers in Nakuru County, Kenya.

Key Words: Demographic characteristics; Family-work conflict; Organizational Commitment; Police Officers.

1.1 Back ground of the Study

As many organizations strive to understanding the challenges of attracting and retaining the best talent, coupled with the rising issue of work life conflicts, it is vital that managers employ a number of approved human resource (HR) practices in order to attain organizational goals (McClellan & Collins, 2011). Subsequently, managers are now undertaking proven, Work Life Initiatives (WLI) that minimize costs, reliant motivators, competitive motivators, resource makers and commitment maximization appropriate to improve employee's commitment, do enhance employee satisfaction and performance (Boxall *et al.*, 2011).

The definition of Work life conflict based on two studies; Edwards and Rothbard, 2000 and Greenhaus and Beutell, 1985, is as a 'form of inter-role conflict in which work and family demands are mutually incompatible so that meeting demands in one domain makes it difficult to meet demands in the other'. When work and family are in conflict, attaining rewards in one domain requires trading off rewards in the other domain (Edwards & Rothbard, 2000).

Some of the studies on work-family conflict have focused on construct measurement, involving the measurement of the direction and process of interaction between work roles and family roles as found by Kossek, (2016) and Allen *et al.* (2000) that argued 'differential finding across studies in the relationship between work-family conflict and life satisfaction suggests that undetected moderator variables may be involved'. A research project by Kopelman *et al.* (1983) developed a four-item scale and then expanded it to an eight-item scale that measured work-to-family conflict with such items as "My work schedule often