

**EFFECT OF POLICE SERVICE CULTURE ON WORK- LIFE BALANCE  
AMONG FEMALE POLICE OFFICERS IN CENTRAL REGION KENYA**

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of Chuka University**

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## DECLARATION AND RECOMMENDATIONS

### Declaration

This thesis is my original work and has not been presented for an award of diploma or conferment of degree in this or any other university.

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### Recommendations

This thesis has been examined, passed and submitted with our approval as University supervisors.

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## **DEDICATION**

I dedicate this work to my Spouse Fredrick and children Wayne Gabriel, Britney Nyambura and Kendrick Kamau for the support that they awarded me while doing this Research. I entirely gave myself to this Research that they got little time. In this, they were patient with me until the end.

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## ABSTRACT

The Culture within Police service tends to reflect male dominance, with qualities such as strength, authority, and power being highly valued. This is largely due to the nature of police work, which demands officers handle multiple tasks to meet societal needs. The complex roles officers must take on often lead to an imbalance between their professional duties and personal lives, making it difficult to maintain a proper balance. Achieving a work-life balance involves keeping personal and professional responsibilities separate, without one negatively impacting the other. In many cases, the culture of the police service tends to prioritize work over personal life, particularly for female officers. The emphasis on traits such as bravery, perfectionism, and professional success often drives officers to overlook their personal well-being. Work-life balance ideally refers to an individual's ability to manage both their work and other significant aspects of life equally. This study aimed to explore the work-life balance within the police service culture, specifically focusing on female officers in the Central Region of Kenya. The study's objectives included examining how masculine mindsets, warriorlike culture, organizational norms, and gender discrimination affect the work-life balance of female police officers in this Region. The target population for this study was divided into four groups: Superintendents, Inspectors, Non-Commissioned Officers, and Constables. A descriptive survey research design was utilized, with a total population of 163 individuals, including 158 female police officers from five police stations and five certified therapists from the National Police Service. All female officers from the selected stations were interviewed. Data collection was carried out using questionnaires with a rating scale and interview guides for therapists. To ensure reliability, the test-retest method was applied, while data validation was conducted through feedback from supervisors at Chuka University and other experts. A pilot study took place in Embu County, Eastern Region. The qualitative data was analyzed using descriptive statistics through Statistical package for Social Sciences (SPSS) version 22. The Research findings of the study were further analyzed using and presented descriptively for quantitative data analysis. The Research findings concludes that Masculine psyche, warrior Culture, Organizational culture and Gender discrimination affect work-life balance among Female Police Officers in the Central Region of Kenya. The study recommends inclusion of female values and culture in the police force. The outcome of the study would be useful to Government of Kenya, National Police Service, Kenya Police Service and Administration Police Service in addressing the Police Service Culture to accommodate Female Values from the on start of Recruitment and training.