

To study of Job Stress among Police Personnel

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Abstract: An unavoidable aspect of the police workforce is tension. The goal of this study is to recognize the causes of stress and also empirically examine the sociodemographic variables among police personnel that influences stress levels. A multi-stage random sampling procedure was used to assemble a sample of 50 police personnel in Buxar (Bihar). Findings found that the main causes of tension for police officers were political pressure, lack of time for families, poor public perception, and low pay. Stress for those police officers, who are younger, more trained, stationed in rural areas, and have limited job experience has also been observed to be substantially more pronounced. The results support the current body of information and add to the awareness of the causes of stress and the role of sociodemographic variables among police staff in influencing the level of stress.

Keywords: Police, stress, Bihar etc.

Introduction

One of the most difficult professions is police. Protecting life and property is the responsibility of the police. It carries out investigations of offences. Its role entails several obstacles, such as meeting feared elements when coping with crimes. These positions subject police officers to multiple job conditions that involve varying physical and mental capacities to cope with situations strongly and efficiently (Anshel, 2000; Rollinson, 2005; Morash et al., 2006). To understand the essence of tension among police officers, a variety of studies have been carried out in various parts of the world. The causes for tension include multiple negative working circumstances; lengthy working hours, loss of family time, erratic food patterns, impossible choices, sleepless nights, bad housing conditions, torture of elderly people, disrupted personal life and declining public trust in the police force (Water and Ussery, 2007; Malach- Pines and Kienan, 2007, McCarthy et. al, 2007). In addition to the above, organizational factors such as management style, poor communication, lack of support, insufficient resources and job overload can cause stress (Kop et. al, 1999). In the form of fatigue, exhaustion, failure to focus, irritability and impulsive conduct, tension between policemen will manifest. Such signs of risk are very common among police officers. Sometimes, police officers are seen as arrogant and highhanded. The harsh circumstances in which they lead their lives, however, might not be understood by outsiders. Stress has a detrimental impact on the health of police officers as well. This makes them more vulnerable to physical illnesses. The worker is unavailable for work due to both physical and mental illness. It affects work satisfaction and lowers job productivity. Several studies on 'stress' among police personnel in the country have been performed in India by researchers.

- (1) Dangwal et al. (1982) - He analyzed a study containing only three states and subordinate police officers. They proposed a more diverse survey of more states and even the incorporation of all police leadership tiers.
- (2) Bhaskar (1982) - He also proposed investigating the link between the implications of behavioral, social and health impacts and the perception of police work tension.
- (3) Pillai (1987)- His research proposed discussing the need for frequent stress diagnosis and accompanying symptoms to strengthen the system's enhanced functioning and increase police workers wellbeing and work satisfaction.
- (4) Ramchandaran (1989) – He indicated the need for a more thorough analysis to illustrate insights into behavioral dynamics at other hierarchical levels.
- (5) Tripathi et al. (1993) – In future police reports, they offered a selection for a wider and more representative study. His analysis was focused on four districts throughout the state of UP.
- (6) Suresh (1992)- He has recognized the need for research to broaden the effects of his research to police officers in various geographical and cultural contexts.
- (7) Mathur (1999) - He indicated that it would be very good to identify the effect of police work on people by longitudinal research. He also indicated that in upcoming reports, family members of police officers could also be considered.

Objectives

The broad goals of the present study are to establish causes of job-related stress and to empirically examine the sociodemographic variables among police personnel that influence the level of stress.

Data and Methodology

Data were collected from 50 police personnel including officers at all levels in district Buxar (Bihar). A multistage random sampling method was used to select police personnel at all levels. An Operational Police Stress questionnaire containing relevant questions related to stress and socio-demographic factors was administered to selected police personnel. All the collected data were digitized into SPSS 11.5 and a simple frequency table generated and the percentage was calculated accordingly. The logistical analysis was also performed using the SPSS 11.5 to empirically investigate the socio-demographic factors affecting

stress levels among police personnel. The demographic profile of the overall sample is shown in Table 1. The age composition of the sample shows a normal distribution with an average age of 37 years. The educational profile of the sample shows that above 40 percent of respondents are graduate; 50 percent are having education intermediate and high school levels. 64 percent of respondents reported being married. Most of the survey participants were found to be posted in urban areas. The sample comprises a good composition of different work profiles and experienced police personnel. About half of the respondents positioned as constables levels. About 38 percentage respondents experienced more than 20 years while some 26 percentage have less experience of below 10 years. 60 percentage police respondents reported to be staying with family.

TABLE 1: DEMOGRAPHICS PROFILE OF RESPONDENTS

	N	%
Age (years)		
<30	10	20.0
30-40	20	40.0
41-50	15	30.0
50-60	5	10.0
Total	50	100.0
Education		
High School	10	16.70
Intermediate	20	33.30
Graduate/P.G.	30	50.00
Total	50	100.0
Marital status		
Unmarried	18	36.0
Married	32	64.0
Total	50	100.0
Place of posting		
Urban	28	56.0
Rural	22	44.0
Total	50	100.0
Work profile/ Designation		
Driver/cleaner	8	16.0
DSP	2	4.0
Constable	30	60.0
Inspector`/SI/ASI	10	20.0
Total	50	100.0
Service Tenure		
<10 years	13	26.0
10-20 years	18	36.0
20-30 years	14	28.0
>30 years	5	10.0
Living with family		
Yes	30	60.0
No	20	40.0
Total	50	100.0

Results and Discussion

A. Causes of Stress

The main cause of stress as perceived by the respondents are Political pressure (71.2%), lack of time for family (68.2%), non cooperation from public and negative public image (62.1%) and low salary (57.6%). In addition, a large number of them also referred other causes like lack of govt. support (48.5%), work overload (48.1%), frequent transfer (48.5%), excessive job (36.5%), lack of organizational/departmental support (36.4%), torture by senior officers (30.3%) and so on (Table 2).

TABLE 2: CAUSES OF STRESS AS PERCEIVED BY POLICE PERSONNEL (%)

Causes of stress	%	Ranking
Working condition	19.7	13
Non cooperation from public/ Negative public image	62.1	3
Political pressure	71.2	1
Lack of time for family	68.2	2
Lack of govt. Support	48.5	5
Torture by senior officers	30.3	9
Irregular & long working hours	25.8	11
Excessive job/time pressure	36.5	7
Personal problem	21.2	12

Low salary	57.6	4
Lack of organizational/departmental support	36.4	8
Work overload	48.1	6
Make decisions without proper information	19.7	13
Frequent transfer	48.5	5
Excessive supervision & pressure from higher authorities	27.3	10

B. Socio-Demographic Factors Causing Stress among Police Personnel

Table 3 illustrates the results of the binary logistic regression using the stress as dependent variable and the independent variables of socio-demographic factors. The model is a reasonably good fit as indicated by the summary statistics. The chi-square statistic for the model is 28.05, which is significant at 1 percent level ($p < 0.01$) and Nagelkerke R² ($R^2_N = 0.619$) indicates an adequately goodness of fit. The estimated logit model correctly predicted 82.2 percent of respondent's views.

TABLE 3: LOGISTIC REGRESSION-DEMOGRAPHIC FACTORS HAVING STRESS ON POLICE PERSONNEL

	B	S.E.	Wald	Sig	Exp(B)
Age (1 if <30 years, 0-otherwise)	3.299	1.420	5.399	0.020**	27.081
Education (1 if non-graduate, 0-Graduate/PG)	-2.846	1.060	7.209	0.007*	0.058
Marital Status (1 if married, 0 otherwise)	0.529	1.506	0.123	0.726	1.697
Post (1 if lower position, 0 higher position)	1.443	1.240	1.355	0.244	4.233
Service Tenure (1 if <10 years, 0-otherwise)	2.945	1.426	4.266	0.039**	19.003
Place of posting (1 if rural, 0 urban)	4.219	1.814	5.410	0.020**	67.977
Living with family (1 if not living with family, 0 otherwise)	-0.807	1.166	0.479	0.489	0.446
Constant	-3.681	2.276	2.615	0.106	0.025
-2 Log likelihood	34.134				
Nagelkerke R Square	0.619				
Cox & Snell R Square	0.464				
Chi-square	28.049*				
Percentage Correct prediction (%)	82.22				

*significant at 1% level **significant at 5% level

The results indicate that stress is significantly more prominent in those police personnel who are younger (<30 years), more educated (preferably graduate and P.G.), posted in rural areas and less experienced (< 10 years working experience). Living with family, post and marital status of police personnel have no significant impact on stress level of police personnel.

Conclusion

The study identified political pressure, lack of time for family; negative public image and low salary are the primary causes of stress among police personnel. Further, it empirically investigated that age, education level and work experience in the same field has significant association with stress level among police personnel. The study suggests to regularly organizing the training programmers, counseling and yoga classes for stress management of police personnel.

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