



# OCCUPATIONAL STRESS AMONG GAZETTED AND NON-GAZETTED POLICE PERSONNEL

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**Abstract:** Occupational stress is the word used to describe how stress at work can cause psychological, behavioural, or physiological symptoms as well as long-term health implications. Frontline employees' levels of stress have increased significantly after the COVID 19 outbreak. Although the distribution of duties varies according to hierarchical level, stress is prevalent at all levels. The goal of this research study is to investigate the amount of occupational stress experienced by Rajasthan police officers who are gazetted and non-gazetted. This study is based on a sample of 120 participants, 60 male officers who were gazetted and 60 male who were non gazetted. The Occupational Stress Index (OSI), developed by Dr. A. K. Srivastava and A. P. Singh of the Psychology Department at Banaras Hindu University in Varanasi, was used to quantify occupational stress. In the present study the Mean, S.D and t-test were applied for data analysis. The results reveal that the t-value of gazetted and non-gazetted police personnel was not found significant at 0.05 level of confidence therefore hierarchy is not an influencing factor of occupational stress clearly indicating more power does not mean more stress. The level of occupational stress was found to be moderate in both the groups.

**Key Words:** - Occupational stress, gazetted, non-gazetted, police.

## Introduction

The effects of work-related stress are out of control in today's time. Hans Selye" first introduced the concept of stress, which he defined as the body's non-specific response to any need for change. The term stress applies to the total transaction of interactions between stressors and coping resources, over time, so that one can speak of a "stressed" system or situation. According to Lazarus, stress is a two-way process that involves both environmentally generated stressors and the individual's response to these stressors .

Walden Canon, a pioneer in the study of the relationship between emotions and physiological responses, also coined the term "homeostasis". It was he who did some of the earliest scientific research in the area of occupational stress. Job stress increases when workers feel little support from their supervisors or peers, or feel they have little control over the work process. Occupational stress refers to how stress in the work environment can result in psychological, behavioral, or physiological symptoms and long-term health effects. According to the current World Health Organization definition, (1986) "Occupational or work related stress is the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope" Beehr (1995), defined occupation stress as occurring when work characteristics (stressors) lead to poor physical or mental health (strain).Stressors are work related demands or events which lead to strain; strain is the physical or mental outcome of stress (Beehr,1995). Occupational stress results in disruption of the psychological as well as physiological homeostasis of the individuals, leading to deviant functioning in the working environment (Brief A.P., Schuler R.S., Sell Mr. 1981)

## MODELS OF OCCUPATIONAL STRESS

**Person Environment fit model:** French et al. (1974) proposed the person environment fit model of occupational stress. the model suggests that the fit between a person and their work environment is key to their health The person-environment fit model is based on the assumption that people vary in their needs, expectations, and abilities, just as jobs vary in their demands, demands, and incentives

**Demand control model:** Karasek (1979) developed a demand control model of occupational stress According to this model, stress is an interaction between job demands and personal control. The model indicates that high job demands and low control lead to work stress, which negatively affects health

**The effort reward imbalance model:** developed by Johannes Siegrist (1996) is an model of occupational stress. The foundation for this approach is the reciprocal relationship between efforts and rewards at work. It defines stress as a relationship between a person and their surroundings.

**The facet model:** Beehr and Newman (1978); This model predicts that if an employee experiences stressors following an evaluation, there may be a number of consequences

- a) Facet of human consequences: how employees may respond to stressors (health problems).
- b) Organizational consequences facet: employee responses that have implications primarily for organizational functioning. e.g. absenteeism, turnover.
- c) Adaptive responses facet- Efforts on the part of individual and organisations to respond adaptively to stressors.
- d) Time facet- that reveals that the process of individual's acuity of stressor in the environment is embedded with of time context.

Hans Selye, the father of stress concept stated in 1978, that the police job is ranked as one of the most dangerous professions, a thought echoed similarly by Fennell (1981) who identified policing as “the most risky job in the world emotionally” Occupation stress in the police can also lead to high absenteeism and turnover and can endanger the life of the police personnel and their colleagues (Irawanto et al, 2015). Police officers face a variety of challenges, including long duty hours with inadequate working conditions, long distance travel with insufficient time and space to relax, and an excessive amount of work and accountability. Police personnel are also responsible for preserving law and order in their jurisdictions as well as to prevent and investigate crime in their areas. A well-functioning police machinery is crucial to peace in the country. So, police stress can have an influence on the wellbeing of the general public.

## Method:

### STATEMENT OF PROBLEM

The problem to which this study has been directed was to examine the occupational stress of male police officers In addition, this study examined the difference in occupational stress of police personnel with respect to their hierarchy. Moreover, this kind of study was conducted on the population of Rajasthan police and this study can certainly assist the various police reforms in Rajasthan.

### OBJECTIVES OF THE RESEARCH

The objective of the study was:

To examine the occupational stress level among the male police officers.

To examine the difference in occupational stress level with respect to hierarchy.

### HYPOTHESIS

On the bases of research questions, the following hypotheses was formulated:

H0: There is no significant difference between the occupational stress of gazetted and non-gazetted police personnel.

## Sample:

A sample of 120 was taken, the data were collected from the sample using convenient sampling technique. There were 60 gazetted and 60 non gazetted males. The respondents were asked to fill a form with occupational stress index and socio demographic details. The respondent belonged to ASI, SI, constable, Dy. S.P and Add. S.P. ranks.

## Materials

**Demographic Questionnaire** The demographic questionnaire was self-prepared and included questions like name (optional), age, gender, service, place of posting, department, designation etc. The information collected from this questionnaire helped in sample categorization.

**Occupation Stress Index (OSI):** The English version of the OSI was originally developed by Srivastava and Singh (1984) at Banaras Hindu University, Uttar Pradesh (UP), India. The scale purports to measure the extent of stress which employees perceive from various constituents and conditions of their job. The scale may be administered to the employees of every level operating in context of industries or other non-production organizations. The scale consists of 46 items, comprising 28 'true-keyed' and 18 'false-keyed' and each of which is rated on a five-point scale. The items are related to almost all relevant components of job life which cause stress in some way or other. The reliability of the scale was measured through split half (odd-even) method and the Cronbach's alpha coefficient for the scales as a whole was found to be 0.935 and 0.90, respectively

## Results:

The data was computed using SPSS 26. From the list of statistical functions, T test formula was chosen. The p value was chosen as 0.05. The mean, variance, degrees of freedom, t stat value, t critical for two tail as well as p value for two tails were computed by the program. The table for it is given below:

Hierarchy	N	Mean	Std. Deviation	T score
Gazetted	60	132.0667	22.61158	-1.948
non gazetted	60	140.9833	27.30648	

Level of Significance at .05 Level= 1.98

On comparing the means of the two groups on all the indices of occupational stress, it is found that the groups are not statistically significant: there is not enough evidence to reject the null hypothesis that there is no significant difference between the means of gazetted and non-gazetted officers' occupational stress ( $p > 0.05$ ). Hence, the null hypothesis is not rejected.

## Discussion:

The above-mentioned results clearly show that the level of occupational stress among police personnel is moderate. The Indian police system is hierarchically structured, and while various ranks carry a variety of duties, the variance in occupational stress levels in different hierarchal positions is essentially very low. In contrast to some older literature that is available, which found that work stress was higher in sub-inspectors than constables and officers (A.P. Singh, 2017). Police officers are now able to develop a coping mechanism for stress due to increased awareness of mental health and measures taken by both the government and individuals. The risky nature of the work keeps these authorities alert and prepared to act all the time, which is hazardous for the person's physical and psychological health. The above data suggest that in order to keep occupational stress levels as low as feasible, police officers' quality of work life needs to be improved to some extent.

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