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ORIGINAL ARTICLE

ASSESSING FREQUENCY OF OCCURRENCE OF STRESS IN POLICING

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Abstract:

Stress is the insensible groundwork to fight or escape a human being experiences when faced with any demand. Stress and burnout are generally considered to be by products of policing. Police stressors are significant relations with performance and effectiveness of the police personals. This study is based on the police constables in Tuticorin district and concentrated on eight sub divisions comprising 52 police stations and the researcher collected 600 samples from police constables Grade (II, I, III). Police stress inventory (PSI) used to measure police stress. This study helps police constables to evaluate and assess the frequency of stress faced with in last six month.

KEYWORDS-

Policing, occupational stress and frequency of stress.

INTRODUCTION-

Policing includes many numbers of stressors. Police personals are facing and experiencing occupational stress in line of duty. Policing is a physical and psychological stressful working condition filled with danger. Stress is the insensible groundwork to fight or escape a human being experiences when faced with any demand. Stress is the complex concept that does not lend itself to a simple definition. But police stress can be understood by knowing the stressors necessary for its awakening and the symptoms by which it is acknowledged. According to Carson and Kuipers stress process is divided into three levels, external sources of stress is the first level, negative effects of the stress on individuals is the second level and outcome of the stress the third level. Many research evidences shows that stressors having significant relations with performance and effectiveness of the police personals. It is very hard for the police officers to know the causes and effects of police stress. This study helps police personals to evaluate and assess the frequency of stress faced with in last six month. Also this study helps to find the possible sources and effects of police stress as well as some suggestions on how cope with the police stress. Very less research is available on stress management among police constables in India. The main objective of this research is to identify the main stressors and level of stress among the grade II police constables and find out the association between stressor and demographic profile. This research will use to develop effective stress coping strategies that will use to reduce the occupational stress. Therefore, it is important for police constables to understand the occupational stressors and relationship with demographic factors.

REVIEW OF LITERATURE

Occupational Stress

Dhillan T K Sharma (1992) examines the amount of experienced role stress among three levels of management upper, middle and lower. The analysis reveals a significant effect of hierarchical level of

management on overall role stress and its five dimensions, with the lower level mangers perceives the maximum amount of role stress followed by middle and upper level mangers. Mc Cafferty (1992) attributes suicide of police members to stressors at work. Factors that may contribute to distress include authoritarian structure, lack of participation in decision-making, poor inter-personal relationships with supervisors, lack of administrative support, unfair discipline, unfair promotion and the nature of police work. The irregularity of working hours, poor working conditions and the experience of constant fear and trauma contribute to making police members more susceptible to suicide. Working in shifts, low salaries and the dangers involved in police work seem to be related to stress and suicidal tendencies.

Srivatsava et al (1994) compares organizational role stress and job anxiety among three group of employee in a private sector organization. Result show that middle level manger faced greater stress and anxiety when compared with top level manger and workers. In a recent re-examination of Jackson and Schuler's meta analysis of role stress research, Beehr (1995) pointed out that 11 of the 15outcomes examined were psychological or emotional strains (e.g. job dissatisfaction and tension). It may be that including outcomes that are valued by the organization in role stress research has a practical advantage. Research based solely on individually valued states may provide managers a weak rationale for reducing role stress; they may ask how reduced role stress benefits outcomes for the organization as well as for the individual.

Stewart Collins (1995) research article focused upon the impact of environmental stress and demands on social work lectures. Stress is experienced as an individual phenomenon by social work lecturers, but is considered within a structural and an institutional context. In particular, it is examined against the background of recent developments in higher education generally, such as the Higher Education Funding Council quality assessment visits and the research assessment exercise. In recent years, there have been significant alterations to the shape of social work education with the establishment of the DipSW, its modification and review, and the development of Post Qualifying Consortia. Classic features of stress have been imposed on social work lectures particularly by their institutions and other organizations, leading to a lack of control, an imbalance of demands over resources, role overload and role conflict. These stressors impact negatively upon interpersonal relationships with colleagues and students. Some suggestions are made for improving the structural and especially the organizational coping resources available to social work lecturers in order to assist them to develop more effective responses to stress.

Makowska (1995) attempted to identify psychosocial determinants of stress and well being in occupationally active women. The significance of the work related stressors was evidently greater than that of the stressors associated with the family function, although the relationship between family functioning, stress and well – being was also significant. Sahu and Misra (1995) attempted to find out the relationship between life stress and burn out. Results indicate that female teachers experienced more stress due to their employment hours, occupation and family responsibilities, such as childcare and weekly housework, significantly affect self-reported health status of employed Latinos. Pestonjee and Singh (1998) investigated the type-A pattern of behavioral disposition on the relationship between role stresses and state-trait anxiety. The findings revealed that stresses, type-A behavior, state and trait anger were correlated positively and most of the coefficients of correlation were statistically significant.

RESEARCH METHODOLOGY

The research design chosen is descriptive as the study reveals the existing facts. This study is based on the police constables in Tuticorin district and concentrated on eight sub divisions comprising 52 police stations and the researcher collected 600 samples from police constables Grade (II, I, III). The researcher used convenience sampling for the study. The researcher prepared structured questionnaires for data collection for this study. The questionnaires included questions on demographic profile and police stress inventory (PSI). PSI was developed by Pienaar and Rothmann (2006) and it includes 44 sources of police stress. Primary data were collected through the questionnaire directly from the respondents and the secondary data were collected from government records, books, journals and the Internet. The researcher used descriptive analysis for data analysis.

ANALYSIS AND INTERPRETATION

Table 1: Gender of the respondents

Sl. No	Gender	No. of respondents	Percentage
1.	Male	326	54.30
2.	Female	274	45.70
	Total	600	100

The above table indicates that 326 constables forming 54.3per cent of the total constables were male gender and the rest of 274 constables forming 45.7per cent of the total constables were female gender.

Table 2: Age of the respondents

Sl. No	Age	No. of respondents	Percentage
1.	20-29 years	299	49.80
2.	30-39 years	191	31.80
3.	40-49 years	94	15.70
4.	50-59 years	16	2.70
	Total	600	100

Table indicates that 299 constables forming 49.8per cent of the total constables were in ages 20-29 years, 191 constables forming 31.8per cent of the total constables were in ages 30-39 years, 94 constables forming 15.7per cent of the total constables were in ages 40-49 years, and 16 constables forming 2.7per cent of the total constables were in ages 50-59 years.

Table 3: Educational qualification of the respondents

Sl. No	Educational qualification	No. of respondents	Percentage
1.	School level	97	16.20
2.	UG	417	69.50
3.	PG	78	13.00
4.	Professional	8	1.30
	Total	600	100

The above table narrates that 97 constables forming 16.2per cent of the total constables were having school level education, 417 constables forming 69.5per cent of the total constables were having under graduate level education, 78 constables forming 13per cent of the total constables were having post graduate level education, and the rest of 8 constables forming 1.3per cent of the total constables were having professional education.

Table 4: Religion of the respondents

Sl. No	Religion	No. of respondents	Percentage
1.	Hinduism	462	77.00
2.	Islam	100	16.70
3.	Christianity	38	6.30
	Total	600	100

The table depicts that 462 constables forming 77per cent of the total constables were following Hinduism religion, 100 constables forming 16.7per cent of the total constables were following Islam religion, and 38 constables forming 6.3per cent of the total constables were following Christianity religion.

Table 5: Community of the respondents

Sl. No	Community	No. of respondents	Percentage
1.	Other castes	280	46.70
2.	Backward castes	143	23.80
3.	Most backward castes	48	8.00
4.	Scheduled castes	129	21.50
	Total	600	100

The above depicts that 280 constables forming 46.7per cent of the total constables were belonging to other castes, 143 constables forming 23.8per cent of the total constables were belonging to backward castes, 48 constables forming 8per cent of the total constables were belonging to most backward castes, and 129 constables forming 21.5per cent of the total constables were belonging to scheduled castes.

Table 6: Place of the residence of the respondents

Sl. No	Place of residence	No. of respondents	Percentage
1.	Rural	433	72.2
2.	Urban	167	27.8
	Total	600	100

The able designates that 433 constables forming 72.2per cent of the total constables were belonging to rural areas, and 167 constables forming 27.8per cent of the total constables were belonging to urban areas.

Table 7: Marital status of the respondents

Sl. No	Marital status	No. of respondents	Percentage
1.	Married	276	46.00
2.	Unmarried	284	47.30
3.	Divorced	18	3.00
4.	Separated	22	3.70
	Total	600	100

Table specifies that 276 constables forming 46per cent of the total constables were married, 284 constables forming 47.3per cent of the total constables were unmarried, 284 constables forming 47.3per cent of the total constables were unmarried, 18 constables forming 3per cent of the total constables were divorced, and 22 constables forming 3.7per cent of the total constables were separated.

Table 8: Number of dependents of the respondents

Sl. No	Number of dependents	No. of respondents	Percentage
1.	One member	73	12.20
2.	Two members	359	59.80
3.	Three members	148	24.70
4.	Four members	17	2.80
5.	Five members	2	0.30
6.	Six members	1	0.20
	Total	600	100

Table indicates that 73 constables forming 12.2per cent of the total constables were having one dependent member in their family, 359 constables forming 59.8per cent of the total constables were having two dependent members in their family, 148 constables forming 24.7per cent of the total constables were having three dependent members in their family, 17 constables forming 2.8per cent of the total constables were having four dependent members in their family, 2 constables forming 0.3per cent of the total constables were having five dependent members in their family, and 1 constable forming 0.2per cent of the total constables were having six dependent members in their family.

II. JOB PROFILE

The table below shows the classification of police constables based on their designation. The designations given to police constables were grade I, II and III.

Table 9: Designation of the respondents

Sl. No	Designation	No. of respondents	Percentage
1.	Grade I	200	33.30
2.	Grade II	250	41.70
3.	Grade III (HC)	150	25.00
	Total	600	100

The above table shows that out of the total 600 police constables of the study, 250 police constables forming 41.7per cent were grade II, 200 police constables forming 33.3per cent were grade I, and the rest of the 150 police constables forming 25per cent were grade III (HC).

Table10: Years of experiences of the respondents

Sl. No	Experiences	No. of respondents	Percentage
1.	Less than 5 years	169	28.20
2.	6-10 years	184	30.70
3.	11-15 years	141	23.50
4.	16-20 years	73	12.10
5.	More than 20 years	33	5.50
	Total	600	100

The ensuring table depicts that 169 constables forming 28.2per cent of the total constables were having a service less than 5 years, 184 constables forming 30.7per cent of the total constables were having a service of 6 years to 10 years, 141 constables forming 23.5per cent of the total constables were having a service of 11 years to 15 years, 73 constables forming 12.2per cent of the total constables were having a service of 16 years to 20 years, and 33 constables forming 5.5per cent of the total constables were having a service more than 20 years.

Table 11: Monthly income of the respondents

Sl. No	Monthly income	No. of respondents	Percentage
1.	Rs.5200-20200 plus grade pay Rs.2400	200	33.30
2.	Rs.5000-20000 plus grade pay Rs.1900	250	41.70
3.	Rs.5200-20200 plus grade pay Rs.2800	150	25.00
	Total	600	100

The above table shows that out of the total 600 police constables of the study, 250 police constables forming 41.7per cent were grade Ii and had a salary slab of Rs.5000-20000 plus grade pay Rs.1900, 200 police constables forming 33.3per cent were grade I and had a salary slab of Rs.5200-20200 plus grade pay Rs.2400, and the rest of the 150 police constables forming 25per cent were grade III (HC) and had a salary slab of Rs.5200-20200 plus grade pay Rs.2800.

III. OCCURRENCE OF STRESS/BURNOUT:

Number of days on which the event occurred during past 6 months

Table 12: Variables	Very frequently	Frequently	Rarely	Total Sum	Mean	Rank
Job demand						
Assignment of disagreeable duties	180(30.00)	259(43.17)	161(26.83)	1219	2.03	2
Assignment of new or unfamiliar duties	160(26.67)	227(37.83)	213(35.50)	1147	1.91	14
Performing tasks not in job description	160(26.67)	230(38.33)	210(35.00)	1150	1.92	13
Periods of inactivity	163(27.17)	220(36.67)	217(36.17)	1146	1.91	14
Assignment of increased responsibility	184(30.67)	231(38.50)	185(30.83)	1199	2.00	4
Competition for advancement	165(27.50)	208(34.67)	227(37.83)	1138	1.90	16
Frequent changes from boring to demanding activities	175(29.17)	214(35.67)	211(35.17)	1164	1.94	10
Shift work	186(31.00)	215(35.83)	199(33.17)	1187	1.98	6
Delivering a death message or bad news to someone	177(29.50)	221(36.83)	202(33.67)	1175	1.96	7
Attending to incidences of domestic violence	156(26.00)	227(37.83)	217(36.17)	1139	1.90	16
Reorganization and transformation within the organization	153(25.50)	253(42.17)	194(32.33)	1159	1.93	11
Killing someone in the line of duty	202(33.67)	191(31.83)	207(34.50)	1195	1.99	5
Handling hard situations	257(42.83)	175(29.17)	168(28.00)	1289	2.15	1
Having to handle a large crowd/mass demonstration	191(31.83)	190(31.67)	219(36.50)	1172	1.95	8
A forced arrest or being physically attacked	186(31.00)	183(30.50)	231(38.50)	1155	1.93	11
Having to go to court	179(29.83)	210(35.00)	211(35.17)	1168	1.95	8
Having to deal with the media	174(29.00)	194(32.33)	232(38.67)	1142	1.90	16
Seeing criminals go free	201(33.50)	214(35.67)	185(30.83)	1216	2.03	2

Table 12 shows that number of days on which the event occurred during past 6 months due to Job Demand, in that "Handling hard situations" is the high stressful activity with the mean value of 2.15, "Assignment of disagreeable duties and Seeing criminals going free" are the second most stressful activities due to job demand with the mean value of 2.03. "Competition for advancement, Attending to incidences of domestic violence and having to deal with the media" is the low stressful activities that are faced by the police constables during the last six months.

Table 13: Variables	Very frequently	Frequently	Rarely	Total Sum	Mean	Rank
Lack of resources						
Lack of opportunity for advancement	163(27.17)	208(34.67)	229(38.17)	1134	1.89	11
Fellow workers not doing their job	161(26.83)	210(35.00)	229(38.17)	1132	1.89	11
Inadequate support by supervisor	163(27.17)	224(37.33)	213(35.50)	1150	1.92	6
Lack of recognition for good work	188(31.33)	192(32.00)	220(36.67)	1168	1.95	5
Inadequate or poor quality equipment	161(26.83)	206(34.33)	233(38.83)	1128	1.88	13
Inadequate salary	181(30.17)	217(36.17)	202(33.67)	1179	1.97	3
Difficulty getting along with supervisor	150(25.00)	238(39.67)	212(35.33)	1138	1.90	8
Insufficient personnel to handle an assignment	180(30.00)	186(31.00)	234(39.00)	1146	1.91	7
Lack of participation in policy-making decisions	190(31.67)	207(34.50)	203(33.83)	1187	1.98	2
Poor or inadequate supervision	166(27.67)	209(34.83)	225(37.50)	1141	1.90	8
Noisy work area	169(28.17)	202(33.67)	229(38.17)	1140	1.90	8
Insufficient personal time (for lunch and break)	199(33.17)	186(31.00)	215(35.83)	1184	1.97	3
Poorly motivated co-workers	145(24.17)	206(34.33)	249(41.50)	1096	1.83	14
Staff shortages	214(35.67)	204(34.00)	182(30.33)	1232	2.05	1

Table 13 shows that number of days on which the event occurred during past 6 months due to Lack of resources, in that "Staff Shortage" is the high stressful activity faced by the constables. "Lack of participation in policy-making decisions" is second ranked stressful activity and "Insufficient personal time" is the third ranked stressful activity due to Lack of resources. "Inadequate or poor quality equipment and Poorly motivated co-workers" are the least ranked stressful activities with the mean value of 1.88 and

1.83.

Table 14: Variables	Very frequently	Frequently	Rarely	Total Sum	Mean	Rank
Police stresses/occupational stress						
Working overtime	151(25.17)	236(39.33)	213(35.50)	1138	1.90	9
Dealing with crisis situations	169(28.17)	205(34.17)	226(37.67)	1143	1.91	7
Experiencing negative attitudes toward the organization	168(28.00)	218(36.33)	214(35.67)	1154	1.92	6
Making critical on-the-spot decisions	162(27.00)	220(36.67)	218(36.33)	1144	1.91	7
Personal insult from customer/consumer/colleague	179(29.83)	238(39.67)	183(30.50)	1196	1.99	3
Frequent interruptions	153(25.50)	218(36.33)	229(38.17)	1124	1.87	12
Excessive paperwork	190(31.67)	193(32.17)	217(36.17)	1173	1.96	4
Meeting deadlines	158(26.33)	217(36.17)	225(37.50)	1133	1.89	10
Covering work for another employee	167(27.83)	226(37.67)	207(34.50)	1160	1.93	5
Conflicts with other departments	167(27.83)	201(33.50)	232(38.67)	1135	1.89	10
Too much supervision Stressful Job-Related Events	208(34.67)	218(36.33)	174(29.00)	1234	2.06	2
A fellow officer killed in the line of duty	242(40.33)	186(31.00)	172(28.67)	1270	2.12	1

Table 14 shows that number of days on which the event occurred during past 6 months due to Occupation. In that "A fellow officer killed in the line of duty" is the top ranked stressful activity due to occupation with the mean value of 2.12, "Too much supervision Stressful Job-Related Events" is the second top stressful activity and "Personal insult from customer/consumer/colleague" is the third ranked stressful activity faced by the police constables during last six month because of occupational stress.

"Frequent interruptions, Meeting deadlines and Conflicts with other departments" are the least ranked stressful activities occurred during last six months.

FINDINGS

Findings of Demographic Characteristics

· It was found that 326 constables forming 54.3per cent of the total constables were male gender and the rest of 274 constables forming 45.7per cent of the total constables were female gender.

· It was shows that 299 constables forming 49.8per cent of the total constables were in ages 20-29 years, 191 constables forming 31.8per cent of the total constables were in ages 30-39 years, 94 constables forming 15.7per cent of the total constables were in ages 40-49 years, and 16 constables forming 2.7per cent of the total constables were in ages 50-59 years.

· It was narrates that 97 constables forming 16.2per cent of the total constables were having school level education, 417 constables forming 69.5per cent of the total constables were having under graduate level education, 78 constables forming 13per cent of the total constables were having post graduate level education, and the rest of 8 constables forming 1.3per cent of the total constables were having professional education.·It was depicts that 462 constables forming 77per cent of the total constables were following Hinduism religion, 100 constables forming 16.7per cent of the total constables were following Islam religion, and 38 constables forming 6.3per cent of the total constables were following Christianity religion.

· It was depicts that 280 constables forming 46.7per cent of the total constables were belonging to other castes, 143 constables forming 23.8per cent of the total constables were belonging to backward castes, 48 constables forming 8per cent of the total constables were belonging to most backward castes, and 129 constables forming 21.5per cent of the total constables were belonging to scheduled castes.

· It was designates that 433 constables forming 72.2per cent of the total constables were belonging to rural areas, and 167 constables forming 27.8per cent of the total constables were belonging to urban areas.

· It was specifies that 276 constables forming 46per cent of the total constables were married, 284 constables forming 47.3per cent of the total constables were unmarried, 284 constables forming 47.3per cent of the total constables were unmarried, 18 constables forming 3per cent of the total constables were divorced, and 22 constables forming 3.7per cent of the total constables were separated.

· It was indicates that 73 constables forming 12.2per cent of the total constables were having one dependent member in their family, 359 constables forming 59.8per cent of the total constables were having two dependent members in their family, 148 constables forming 24.7per cent of the total constables were

having three dependent members in their family.

Findings of Job Profile

·   It was shows that out of the total 600 police constables of the study, 250 police constables forming 41.7per cent were grade II, 200 police constables forming 33.3per cent were grade I, and the rest of the 150 police constables forming 25per cent were grade III (HC).

·   It was depicts that 169 constables forming 28.2per cent of the total constables were having a service less than 5 years, 184 constables forming 30.7per cent of the total constables were having a service of 6 years to 10 years, 141 constables forming 23.5per cent of the total constables were having a service of 11 years to 15 years, 73 constables forming 12.2per cent of the total constables were having a service of 16 years to 20 years, and 33 constables forming 5.5per cent of the total constables were having a service more than 20 years.

·   It was shows that out of the total 600 police constables of the study, 250 police constables forming 41.7per cent were grade Ii and had a salary slab of Rs.5000-20000 plus grade pay Rs.1900, 200 police constables forming 33.3per cent were grade I and had a salary slab of Rs.5200-20200 plus grade pay Rs.2400, and the rest of the 150 police constables forming 25per cent were grade III (HC) and had a salary slab of Rs.5200-20200 plus grade pay Rs.2800.

Findings of occurrence of Stress/Burnout

·   It was identify that number of days on which the event occurred during past 6 months due to Job Demand, in that "Handling hard situations" is the high stressful activity with the mean value of 2.15, "Assignment of disagreeable duties and Seeing criminals going free" are the second most stressful activities due to job demand with the mean value of 2.03. "Competition for advancement, Attending to incidences of domestic violence and Having to deal with the media" is the low stressful activities that are faced by the police constables during the last six months.

·   It was found that number of days on which the event occurred during past 6 months due to Lack of resources, in that "Staff Shortage" is the high stressful activity faced by the constables. "Lack of participation in policy-making decisions" is second ranked stressful activity and "Insufficient personal time" is the third ranked stressful activity due to Lack of resources. "Inadequate or poor quality equipment and poorly motivated co-workers" are the least ranked stressful activities with the mean value of 1.88 and 1.83.

·   It was found that number of days on which the event occurred during past 6 months due to Occupation. In that "A fellow officer killed in the line of duty" is the top ranked stressful activity due to occupation with the mean value of 2.12, "Too much supervision Stressful Job-Related Events" is the second top stressful activity and "Personal insult from customer/consumer/colleague" is the third ranked stressful activity faced by the police constables during last six month because of occupational stress. "Frequent interruptions, Meeting deadlines and Conflicts with other departments" are the least ranked stressful activities occurred during last six months.

DISCUSSIONS AND CONCLUSION

The main aim of this study is assess the frequency of occurrence of stress in police constables. The results of the above study show that handling hard situations is the top ranked stressful events in job demand. Policing is the full of unexpected situations. Policing doesn't have any described work patterns. Police department must provide training to the police personals regarding how to handled unexpected situations. Next assignment of disagreeable duties is also top ranked job demand stressors. Duties can be assigned based on the skills and experience of the police personals. Tamil nadu police population ratio is 1:632, so shortage of police personal is the top rated stressor comes under lack of resources. Number of police personals can be increased. India is having different cultural diversifications. Handling crowd during carnivals and festival times makes high amount of stress. This problem can eliminate by solving shortage of police personals. Most of the decisions in police department are taken by top level people without any participation of low level police constables. Lack of participations creates operational problems. Participation management and team building will helps to increase the effectiveness of the police constables. A fellow officer killed in the line of duty is top rated occupational stress activity. Police constables must identify the risk factors and effects. Supervision is the main factor of job satisfaction. Police constable getting too much of supervision by the superior then effectiveness of the job can be reduced. Positive relation between superior and subordinate create satisfied organizational culture. Police constables will have a better attitude towards work will be much more supportive of their career in law enforcement.

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