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## A Sociological Study of Job- Stress in Dehradun Police in Uttarakhand State

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### **Abstract**

This paper presents the quantitative and qualitative analysis of stress related policemen in Dehradun district in Uttarakhand state in India. I seek to explore the factors that affect the life of police and their jobs. Police work is very challenging and stressful job that affected the entire life of their lives. Police stresses are chunks of police culture and police stresses are generally divided into one of the four set of stresses are External, Internal, and task related and individual. Stress is an inescapable fragment of police personnel. The purpose of this research is to find the bases of stress and empirically examine the socio-demographic factors affecting stress level among police personnel. Simple random sampling method was employed to select a sample 50 police personnel in Dehradun District in Uttarakhand State. Descriptive statistics find out that more than half (58 per cent) of the respondents were high-level stress and remaining 42 per cent were low level. The mean and S.D value is  $52.04 \pm 1.089$  the causes of stress among police personnel. It also emerged that stress is significantly designation has significant difference with stress level among police personnel. The findings supplement existing body of knowledge and contribute to the understanding of causes of stress and role of socio-demographic factors in affecting stress level among police personnel. Sociology is a subject matter of society and human relations, security is an essential part of a society and this security is covered by many formal agencies in modern societies such as Police forces.

**Keywords:** *Causes of Stress, Dehradun, Job Stress, Police, Socio-economic factors.*



## Introduction

The word Police is derived from a Latin word POLLITIA, which is, literally stands for the condition of a 'Polis or State'. In the past it was meant a system of governance or administration (Police state). Now it indicates an organized body of civil officers engaged in the preservation of law and order, detection of crime and enforcement of laws.

The Oxford dictionary defines the term as, "A system of official organization whose job is to make people obey the law and to prevent and solve crime".

Stress in a general term applied to the pressures people feel in life, it create a mental and Psychological pressure which converted into Physical and Behavioral problems. Workplace stress caused by an unsuitable work environment. Occupational stress is a stress involving work. According to current World Health Organization (W.H.O.) definition, 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 challenges their ability to cope.'

Lazarus and Folkman defined stress as "An internal state which can be caused by physical demands of body or by environmental and social situations, which are evaluated as potentially harmful, uncontrollable, or acceding our resources for coping."

According to David Fontana: "stress is a demand made upon the adaptive capacities of the mind and body."

The presence of stress at work is almost unavoidable in numerous occupations. Police works are more hectic due to the nature of work and the preferred role and expectations of stakeholders in the society. Work-related stress is a tremendously tough concept to define. Some causes of stress are related to the employee's role within the organization, some to career development, some to the associations at work and some to the arrangement and environment of the organization. Stress among police personnel would noticeable in the form of exhaustion, depression, and lack to concentrate, irritability and impulsive behavior. These danger signals are quite common among the Cops. Police officers are often regarded as ill mannered and imperious. Nevertheless, outsiders may not appreciate the extreme conditions under which they lead their lives. Stress similarly has a destructive effect on the health of the police-men. It makes them more vulnerable to physical ailments. Both physical and mental illness renders the employee unfit for work. It affects job satisfaction and reduces job performance. Stress is defined as an upset in the body's balance due to physical, mental or emotional stimuli. When stress arises, the body experiences numerous physiological changes and adrenaline, sugar and fat are released. Stress establishes the aforementioned in different ways, including fatigue, chronic headaches, irritability; swings in appetite or mood, low self-respect and reduced sex drive. Such adverse reactions are seen to contribute to mental and physical illness and several acts and regulations place a duty of care on employers to protect their employees. It is a tough job, which has direct influence on the constables' life as it is found that many traffic constables suffer from critical respiratory problems, partial deafness, high blood pressure and gastric problems due to irregular food habits are also frequently reported. Some attempts are being made to reduce burden on traffic constables like new



signal lights are being installed that will automatically detect the number of vehicles on the road and adjust signal duration accordingly and this should help lighten the burden and increase the efficiency of the traffic department. Stress among Policemen would manifest in the form of fatigue, depression, inability to concentrate and impulsive behavior. These danger signals are quite common among the traffic Policemen whose nature of work is such that they hardly can control their temper. During VIP visits, the patience level of a traffic cop hits the nadir as they not only have to put in more than three hours of extra duty but also are accountable to any lapse during the convoy movement. People normally complain that Policemen are rude and highhanded, but what they fail to see are the extreme conditions under which they lead their lives. Stress also has a negative effect on the health of the Policemen and makes them more susceptible to heart attacks and strokes. A number of studies were carried out in different parts of the world for understanding the level of stress among Police Personnel. Stress related with the problems of role performing and actual role playing within organizations and as well as in personnel life. The police are feared by the common man, misused by rich and powerful for their selfish ends, pilloried by the press and make a Scapegoat by the party in power

### Reviews of literature

In India, many research works had been conducted by researchers on 'Stress' among Police personnel in the country. Researchers show gender is a key explanatory factor in predicting the sources and coping strategies of stress among police officers (Pendergrass and Oastrove, 1984; Brown and Campbell, 1990). A common explanation for this male treatment of female officer is that police organizational culture, in general is adversely towards them. More over the negative side of police work may bear its mark on female police officers than their male counter parts

Bhaskar (1982)<sup>1</sup> "*Measuring job stress of the Indian police: An empirical approach*". He suggested in his study to explore the relationship between behavioral, psychological and health effects and experience of job stress among police personnel.

Kroes (1985)<sup>2</sup> found that bad administration policies, job related conflict, moonlighting, under load-overload work, shift work and line of duty situations, courts and negative public image are some important factors and stressors which affect police family life negatively.

Barling (1990)<sup>3</sup> studied the relationship between job experiences and marital functioning and found that positive work experiences (i.e. job satisfaction) are associated with positive marital functioning where is negative work experiences (i.e. work stress ) are associated with marital dysfunction.

Mathur, Pragya (1999)<sup>4</sup> has stated the fact in her book that 'Police in India' is showing clear sign of work related stress and experiencing its negative impact on mental and psychological health. Various segments of police hierarchy differ in their experience of their work stress. She also appeals that we should not look beyond the surface of negative image of the police and discover the underlying stress that exists. Mathur has mentioned that police culture is the particular set of values that police officers develop. Police stress is parts of Police culture and



Police stresses are usually divided into one of the four set of stresses. (a) External (b) Internal (c) task related (d) individual

Tripathi et al. (1993)<sup>5</sup>They gave a scope for a large and more representative sample in future studies in police. Their study was conducted on four districts of Uttar Pradesh state.

Bushara Bano (2011)<sup>6</sup>she makes a research on “Job Stress among Police Personnel” in Aligarh in Uttar Pradesh.

The purpose of her research is to identify causes of stress and also empirically investigate the socio-demographic factors affecting stress level among police personnel. Multistage random sampling method was employed to select a sample 65 police personnel in Aligarh (Uttar Pradesh).

Findings revealed that political pressure, lack of time for family, negative public image and low salary were the primary causes of stress among police personnel. It also emerged that stress is significantly more pronounced among those police personnel who are younger, more educated, posted in rural areas and have less work experience.

The findings supplement existing body of knowledge and contribute to the understanding of causes of stress and role of socio-demographic factors in affecting stress level among police personnel.

### **Objectives of the study**

The study aims to understand and describe the reality of stress, among police personnel. The study also aims to identify the influence of personality traits on the level of stress among police personnel. The objectives of the present study is to identify causes of job-related stress and to empirical investigation of the socio-demographic factors affecting stress level among police workforces in Dehradun district in Uttarakhand state.

### **Research Methodology**

The research Design is Chosen for study is as Descriptive. Descriptive Research is the Study, which describes the characteristics of a individual groups or an individual. The variables for study are selected as Stress. Data were collected from 50 police personnel including officers at all levels in district Dehradun district of Uttarakhand state in India. Dehradun is the capital city of Uttarakhand. Simple random sampling method was used to select police personnel at all level. A structured questionnaire which based on Likert Scale containing relevant questions related to stress and socio-demographic factors was administered to selected police personnel. Primary data was collected through questionnaires directly from the respondents from different Police stations & Police Chowkies of Dehradun. All the collected data was digitized into SPSS 20 version and simple frequency table generated and percentage were calculated accordingly. Student ‘t’ test and one-way ANOVA ‘f’ test analysis was also performed using the SPSS 20 version to empirically investigate the socio-demographic factors affecting stress level among police personnel.



### Data analysis and interpretation

**Table No – 1: Socio-economic profile of the respondents**

<b>Personal profile</b>	<b>No.of respondents (n=50)</b>	<b>Percentage (100%)</b>
<b>Gender</b>		
Male	41	82
Female	09	18
<b>Age</b>		
Below 30yrs	21	42
31 to 40yrs	14	28
41 to 50yrs	08	16
50 to 60yrs	07	14
<b>Educational Qualification</b>		
Below Hsc	06	12
UG	33	66
PG	11	22
<b>Designation</b>		
Dy.SP/DCP/ACP	02	04
PI	09	18
PSI/Jamadar/Head-Constable/Police Constable	39	78
<b>Place of position</b>		
Urban	36	72
Rural	14	28
<b>Service tenure</b>		
<10yrs	09	18
10 to 20yrs	22	44
21 to 30yrs	14	28
Above 30yrs	05	10

Source: Primary data

Percentage analysis table shows that majorities (82 per cent) were male and remaining 18 per cent were female. Nearly half (42 per cent) of the respondents were above 30years of age group, 28 per cent were 31 to 40years, 16 per cent were 41 to 50years and remaining 14 per cent were 50 to 60years. Majorities (66 per cent) of the respondents were qualified in Under Graduate, 22 per cent were in Post Graduate and remaining 12 per cent were below High School. The Vast majorities (78 per cent) of the respondents were designed as PSI/Jamadar/Head-Constable/Police Constable, 18 per cent were worked in PI and remaining 4 per cent were designed as Dy.SP/DCP/ACP. Vast majorities (72 per cent) were positioning in urban and remaining 28 per cent were rural. Nearly half (44 per cent) of the



respondents were between 10 to 20yrs of service tenure, 28 per cent were 21 to 30yrs, 18 per cent were below 10yrs and remaining 10 percent were above 30yrs.

**Table No – 2: Opinion about various causes of stress**

Sl.no	Factors	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	Working condition	2(4%)	6(12%)	8(16%)	7(14%)	<b>27(54%)</b>
2	Non-cooperation from public	13(26%)	21(42%)	6(12%)	6(12%)	<b>4(8%)</b>
3	Negative public image	20(40%)	4(8%)	14(28%)	7(14%)	<b>5(10%)</b>
4	Political pressure	9(18%)	5(10%)	6(12%)	18(36%)	<b>12(24%)</b>
5	Lack of time for family	2(4%)	8(16%)	6(12%)	9(18%)	<b>25(50%)</b>
6	Lack of govt. support	20(40%)	15(30%)	7(14%)	3(6%)	<b>5(10%)</b>
7	Torture by senior officers	4(8%)	14(28%)	5(10%)	18(36%)	<b>9(18%)</b>
8	Excessive job / Time pressure	4(8%)	5(10%)	8(16%)	16(32%)	<b>17(34%)</b>
9	Personal problem	5(10%)	4(8%)	8(16%)	21(42%)	<b>12(24%)</b>
10	Low salary	21(42%)	5(10%)	4(8%)	8(16%)	<b>12(24%)</b>
11	Lack of organizational / departmental support	4(8%)	5(10%)	21(42%)	12(24%)	<b>8(16%)</b>
12	Work overload	9(18%)	4(8%)	6(12%)	7(14%)	<b>24(48%)</b>
13	Make decisions without proper information	20(40%)	5(10%)	6(12%)	7(14%)	<b>12(24%)</b>
14	Frequent transfer	21(42%)	5(10%)	5(10%)	11(22%)	<b>9(18%)</b>
15	<b>Excessive supervision &amp; pressure from higher authorities</b>	<b>20(40%)</b>	<b>5(10%)</b>	<b>7(14%)</b>	<b>6(12%)</b>	<b>12(24%)</b>

Source: Primary data

The above percentage in the table indicates that more than half (54 per cent) of the respondents were strongly agreed about working condition, 42 per cent of the respondents were disagreed about non-cooperation from public, 40 per cent were strongly disagree about negative public image, 36 per cent were agreed about political pressure, 50 per cent were strongly agreed about lack of time to spend for family, 40 per cent were agreed about lack of government support, 36 per cent were agreed about torture by senior officers, 34 per cent were strongly agreed about excessive job/time pressure, 42 per cent were agreed about personal problem, 42 per cent were strongly disagreed about low salary, 42 per cent were neutrally agreed about lack of organizational/departmental support, 48 per cent were strongly agreed about work overload, 40 per cent were strongly disagreed about make decisions without proper information, 42 per cent were strongly disagreed about frequently



transfer, 40 per cent were strongly disagreed about excessive supervision & pressure from higher authorities.

**Table No – 3: Opinion about overall stress**

Particulars	No. of respondents (n=50)	Percentage (100%)
Low	21	42
High	29	58
<i>Min.: 21 / Max.: 71 / Mean: 52.04 / S.D.: 1.089</i>		

Descriptive statistics reveals that more than half (58 per cent) of the respondents were high-level stress and remaining 42 per cent were low level. The mean and S.D value is 52.04±1.089.

**Table No – 4: Difference between police designation and their overall stress**

Overall stress	N	Mean	S.D	Statistical inference
Dy.SP/DCP/ACP	02	50.89	0.984	<b>f=13.327</b> <b>0.012&lt;0.05</b> <b>Significant</b>
PI	09	49.74	0.868	
PSI/Jamadar/Head-Constable/Police Constable	39	51.81	0.712	

H<sub>0</sub>: There is no significant difference between police designation and their overall stress.

One-way ANOVA 'f' test indicates that the mean and S.D value is Dy.SP/DCP/ACP (n=02) 50.89±0.984; PI (09) 49.74±0.868 and PSI/Jamadar/Head-Constable/Police Constable (n=39) 51.81±0.712 and their overall stress. The calculated value is less than table value (p<0.05). Therefore, there is significant difference between police designation and their overall stress. H<sub>0</sub> is rejected.

### Conclusion

From our study, we came to the conclusion that the sample size was very small therefore, the conclusion can not be generalized. The study identified political pressure, lack of time for family; negative public image, non cooperation by seniors, over workload, lack of proper information and low salary as well as posting of their work as soft and hard corners are the primary causes of stress among police personnel. Further, it empirically investigated that designation has significant difference with stress level among police personnel; it was found by the researcher during empirical study that police job is not a sound job and twenty-four hours work imbalanced their lives. There is much more differences in gender related stress.



### Suggestions

The research study recommends a regular basis start up the training programs, counseling and yoga sessions for stress management of police personnel. Coping behavior management programs can reduce the boredom and job stress in police.

The pay scales, promotions, leaves, over workload pressure, free from organizational and political pressures, postings of jobs and status of the police force are need an upward revision. Psychological and aptitude tests should be conducted by government to assess police employees sincerely well matched for police work.

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