To Study the Influence of Personal-Variable on Stress Issues among Police Personnel

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Abstract:- **"Stress", is a state of emotional and psychological distress or conflict caused by negative or demanding circumstances. It is a situation in which we see that each item seems too crowded, overburdened and unable to cope with the critical conditions imposed on us. Nowadays the concept of job stress is very common throughout the workplace and it is inevitable among police personnel as well. The main purpose of this research paper is to identify the issues of job inequality among police personnel. A simple randomized testing procedure was used to select a sample of 240 police officers in the state of Haryana. The Operational Police Stress Questionnaire (PSQ- OP) by McCreary, D. R., and Thompson, M. M. (2013) was used for data collection. Step wise regression was used to find the significant difference or personal variable among police personnel in stress. It was found that most significant variable of stress like job status (beta=0.42), gender (beta=0.19) and marital status (beta=0.18) were on the topmost of the list and also there was significant difference among personal variable and stress among police personnel.**

Keywords:- Stress, Police Personnel and Personal Variable.

I. INTRODUCTION

Depression is a complex process. Individual stress experiences depend on a variety of factors associated with personality, atmosphere, and many other aspects of speech. Job's distress is a matter of concern within the present system of things. Police personnel play a vital role in maintaining public and legal discipline. Stress in the police personnel is accepted as a world-class concern. Political pressure, lack of family time, poor public image and low wages are major causes of stress among police officers. It has also appeared that stress is most evident on those young, highly educated, deployed rural police officers with little work experience (Bano, 2011). Numerous studies have shown that the work of the police is under great pressure. This stressful experience damages their health and leads to high levels of mental illness (Colwell, 1988; Niederhoffer and Niederhoffer, 1978; Somodevilla, 1978 and Violanti, 1992). Stress allied illnesses are a major concern and are characterized by high rates of suicide, divorce, alcoholism, decreased job satisfaction and fatigue (Curran, Finlay & McGarry, 1988; Lester, 1983; Richard and Fell's, 1975). Major stressors can have a negative impact on a person's mental and physical health (Health and Safety Manager, 2001; Cooper et al., 2001). Work-related stress is a response

that occurs when employees are provided with job requirements that are not in line with their knowledge, skills or abilities and a job that challenges their ability to cope, ie (Houtman and Jettinghoff, WHO, 2007).

Stress occurs in many different situations, but it is even more powerful when one's ability to manage work needs is threatened. Anxiety about effectiveness and fear of side effects caused by failure triggers strong negative feelings of anxiety, anger and frustration and related health consequences and increased risk (WHO, 2007). Thus, social isolation and lack of cooperation increase the risk of long-term stress at work. High levels of stress will cause negative effects on workers' physical and social well-being and ultimately reflect poor performance. (Nikam et al., 2014) .The work of the police is under great pressure as they continue to face challenges in their lives by jeopardizing daily work. A study by Johanson et al. (2005) found that the police are one of the six occupations such as a prison officer, an ambulance, a customer center - a call center, social services providing care (such as dead dictionary centers), teachers, nursing, etc. poor health and low job satisfaction. The effects of stress are harmful to individuals, communities, and organizations. The status of a police officer is a deep concern in the lives of those who have committed a criminal offense or who have been the victim of a criminal offense. At each end of the spectrum, the affected people may suffer in some way. Spending most of the day working with people who are experiencing high levels of stress will inevitably affect one's feelings. The untrue fact is that police people spend most of their time around pain, suffering and frustration (Hansen, 2014).

Objective
1. Find the effect of personal variable on stress of police personnel.
2. Mostly influencing factor of stress in police personnel.

This study seeks to understand this relationship between personal variable and stress in police employee. It uses data from the all ranges of Haryana state police department. Study forms few hypotheses based on the existing theories and findings of the previous studies. It checks the authenticity of these hypotheses using available data.

Hypotheses
1. There is no difference in stress among different age group police personnel.

2. There is significant difference in stress issues like gender, education, marital and job status of police personnel.

II. METHODOLOGY

Descriptive survey method was used for data collection. Interview technique was used to find out the reasons behind the stress among police personnel. Sample for the present study 240 police personnel were randomly selected from all police ranges of Haryana state. From each police range 48 police personnel were taken in which 24 were male and 24 were female. Police personnel from both types of job (field/desk) and with different work profile were included in the sample.

Tool and Technique

The Operational Police Stress Questionnaire (PSQ-OP) by McCreary, D. R., and Thompson, M. M. (2013) was used for collection of data and find out the opinion of police personnel on issues of stress. In this questionnaire 20 questions were asked from police personnel related to stress. Responses were recorded into three categories mild, moderate and severe.

Data collection

Data was collected by personally visiting the different police ranges. Interview technique was used for data collection.

Statistical Techniques

A simple statistical technique i.e. Regression method was used for analyze the sample. Multi-line linear regression analysis is fundamentally similar to the simple linear model, with the exception that multiple independent variables are used in the model. The statistical representation of multi-line linear regression is:

$$Y = a + bX_1 + cX_2 + dX_3 + \epsilon$$

Where:
- **Y** – Dependent variable
- **X_1, X_2, X_3** – Independent (explanatory) variables
- **a** – Intercept
- **b, c, d** – Slopes
- **ϵ** – Residual (error)

An alpha level of .05 and .01 were used as the level for significance in different statistical tests.

III. RESULTS

Table throws light on the results of stepwise regression model. The regression analysis unveils that age; gender, education, marital status and job status were significant predictors for causing variance in stress of police personnel.

Table 1: Step-wise regression to predict the influence of personal- variable on stress of police personnel

Personal variables	B	SEB	Beta	t-value	R	Adjusted R^2	Regression sum of squares	F-value
Step I.								
(Constant)	2.26	.108		20.819*	.044	.002	.185	0.46
Age	.037	.055	.044	0.67				
Step II.								
(Constant)	2.729	.152		17.984*	.272	.066	7.144	9.46*
Age	.060	.053	.071	1.125				
Gender	.342	.080	.270	4.293*				
Step III.								
(Constant)	2.667	.181		14.730*	.275	.064	7.292	6.42*
Age	.059	.053	.070	1.12				
Gender	3.45	.080	.272	4.31*				
Education	.035	.057	.039	.62				
Step IV.								
(Constant)	2.291	.218		10.489*	.330	.094	10.545	7.195*
Age	.057	.052	.068	1.095				
Gender	.413	.082	.326	5.045*				
Education	.028	.056	.031	.508				
Marital status	.462	.155	.192	2.980				
Step V.								
(Constant)	2.991	.220		13.61*	.52	.26	26.46	17.64**
Age	.002	.048	**.003**	0.05				
Gender	.248	.078	.195	3.20				
Education	.021	.050	.023	0.41				
Marital status	**.445**	.140	.185	3.18				
Job status	.544	0.75	.429	7.28				
Note: *Significant at 5% level.								

Age in step 1 alone contributed to .0.18 percent of variance in stress. Next when gender of respondents was entered in the analysis with age, it accounted for 7.14 percent variance. In step III regression analysis when education entered the analysis with age and gender, it produced 7.29 percent variance. In step IV regression analysis when marital status entered the analysis with age, gender and education it produced 10.54 percent variance. In step V regression analysis when job status entered the analysis with age, gender, education and marital status it produced 26.46 percent variance in stress among police personnel. The analysis of variance of hierarchical regression data produced F ratio value significant at 0.05 percent level of significance. On the whole, model showed that job status was the strongest reason of causing stress followed by gender and marital status of police personnel.

IV. CONCLUSION AND SUGGESTIONS

The current study revealed that there are a number of flexible employees facing stress among police personnel. Therefore, in order for the police department, as well as the police staff, to do more, we need to put more effort into reducing the sources of stress. In the above conclusion of the research paper, most of the sources of stress at work are related to workplace problems and therefore changes can be made within the police department to prevent stress and its effects. Outstanding diversity of staff in a work environment that directly affects stress should be addressed as soon as possible and it is recommended that changes be made in the workforce given to police officers according to their work status of police personnel to prevent stress among police personnel.

Schedule training programs, counseling sessions and regular yoga management classes for police personnel through these police service interviews, coping skills and communication skills can be improved. These programs will also help them to identify their negative attitudes and learn to recognize their negative reactions and how to deal with them. Mental health programs should be designed and used to treat stress-related problems of police personnel. The police force is also introducing measures to improve the public image of police officers. It can also help them to increase their social status. So this kind of pressure that drives training and mentoring programs should always be planned. Stress is a broad concept and therefore it is suggested that there should be a balance for bank employees, lawyers, doctors, teachers, students and many others.

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