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A study of Demographic profile of Police Personnel in Haryana

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Abstract: *Occupational stress refers to the situation when one is unable to establish congruence between the requirements of a job profile and his own capabilities and resources to match the same. Anyone and everyone experience the job stress. But certain departments face it very frequently and police department is one such job. Police is responsible for the maintenance of laws and order and for maintaining peace in the country. In such process, police personnel may get exposed to various physical, mental and psychological problems and it may also lead to severe stress. Thus, an attempt has been made to study the demographic profile of the police department in Haryana so that further analysis can be made about whether there exists any relationship between the demographic variables and the level of stress faced by them. It is found in the study that there is dominance of male police personnel in the department of police i.e. 82 percent. Majority of the respondents are in the age-group of 40 to 50 years of age. Most of the personnel (74 percent) are married. Maximum number of candidates are posted on the lower rank of Constable and less number is placed on the highest top rank like Sub Inspectors and Inspectors.*

I. INTRODUCTION

Police Departments are one of the ubiquitous departments in the society. These are the law enforcing agencies responsible for maintenance of law and order in the country, for the implementation of rules and regulations and for prohibition and prevention of any type of criminal and illegal activities. Policing represents the side of the government of the country. Job of Police personnel are very challenging in the modern times and at the same time rewarding too. They can make a difference to the society through their acts and performance. Whenever, somebody faces danger or crisis and doesn't get to conclude what to do and what not to do and whom to call for, they look forward to the police workforce for help and assistance. This makes their job varied, complex and complicated.

Most of the time, police officers find it difficult to maintain a balance between their work and family. This leads to stress-physical, mental and psychological. Their long working hours, ambiguity in role performance, dominance by the superiors, undue political pressures, untimely presence at the accidents, documentation, testification in courts etc, contribute towards the same. Any person 18 years or above become eligible to be in the police department, irrespective of the rank. A personnel whether 18 years of 45 years or 58 years, married or single, on any designation be it constable, head constable, sub inspector, inspector etc, is exposed to chronic stress.

Here, in this research paper an attempt is being made to study the demographic variables of the police personnel (age, gender, marital status, work experience and designation) so that this data may further be used to analyze the stressors and to come up with the stress relieving strategies, necessary for the same.

HIERARCHICAL STRUCTURE OF POLICE DEPARTMENT IN INDIA METHODOLOGY



HARYANA POLICE DEPARTMENT

Haryana Police Department was formed on 1 November, 1966, when the state was bifurcated from the state of Punjab. In 2008, the state framed its own act and passed its own policies. Haryana Police comes under the control of Department of Home Affairs, Government of Haryana and headed by Home Minister. Headquarters of Haryana Police Department are located in Sector 6, Panchkula. State has in total 5 police ranges and 3 police commissionerates. Presently, the total number of police personnel working under it are 56, 747. The motto of Haryana Police is “Sewa Suraksha Sahyog”.

Everyday, police workforce perform a number of duties such as patrolling, conducting enquiries, investigation of complaints received, gathering evidences, interrogating the witnesses, complementing the documentation of case files and eventually, testifying in courts etc. a proper coordination must be established between various duties and among various posts and ranks so that work may be handled efficiently without avoidance and without duplication.

Range of duties undertaken by the police personnel are:



II. RESEARCH OBJECTIVE

The following is the research objective of the present study:

- ❖ To study the demographic profile of the police personnel working in Haryana.

III. RESEARCH METHODOLOGY

Research Design

The research design adopted for the present study is descriptive in nature. **Descriptive research designs** aims to define the attributes of the population or phenomenon systematically. It is taken into consideration because a researcher has no control over the variables. This design will only enable us to explain the present demographic profile of the respondents from the police department.

Sampling Design

Non- Probability sampling design (convenience and judgement sampling) is adopted to select the respondents so that the sample is representative of the population.

Scope of the Study

The scope of the study shall entail the police personnel (both male and female) of Haryana. The study includes the respondents from following ranks and designation- constable, head constable, assistant sub inspector, sub inspector, inspector.

Universe/Population

The Universe for the present study is the personnel working in the Department of Police, Haryana.

Sampling Unit

In this present research work, sampling units are those police personnel who are working on the following ranks- constable, head constable, assistant sub inspector, sub inspector, inspector.

Methods and Sources of Data Collection

The present study uses both primary and secondary data in the light of the requirement of the present study. The primary data is collected directly from the police personnel (male and female both) who are working in the Department of Police, Haryana, through a well-designed selfstructured questionnaire comprising the demographic variables. As far as secondary data is concerned, it is collected from different sources like-

- Journals, magazines, periodicals and publications
- Newspapers having information in these fields
- Websites like haryanapolice.gov.in
- Through Internet

IV. ANALYSIS AND INTERPRETATION OF THE RESEARCH OBJECTIVE

Here, data is collected from the respondents related to their personal profile viz., gender, age group, work experience, marital status and designation using close ended questions. Then, data is analysed using frequency tables and pie charts are drawn for the same.

Gender	Frequency	Percent
Male	82	82
Female	18	18
Total	100	100

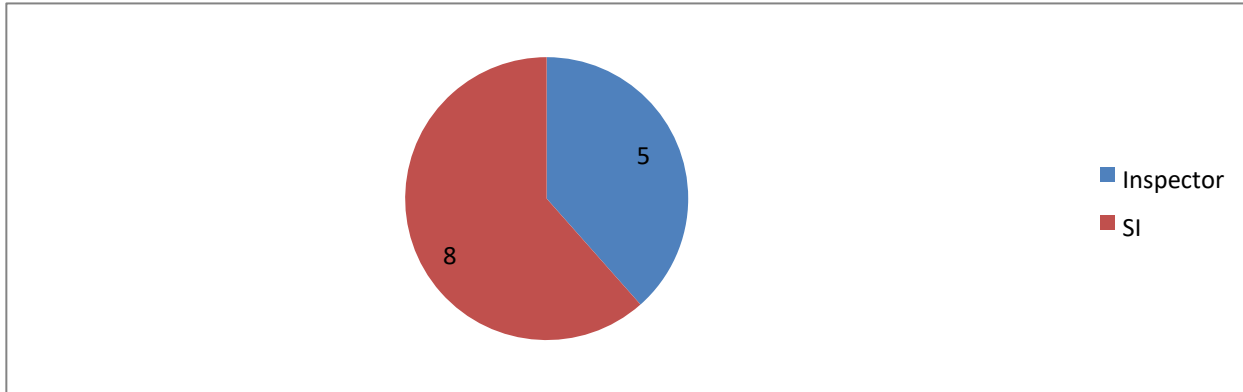


Table 1 undertakes the gender-wise distribution of the police respondents in the sample by calculating their frequency and percentage. It reveals that in the sample undertaken for study, there is a higher number and percentage of male police personnel i.e. 82 percent whereas females are only 18. Thus, we can say that males in the police force have dominance over women.

Age Group	Frequency	Percent
Less than 30	06	6
30 to 40	31	31
40 to 50	44	44
Above 50	19	19
Total	100	100

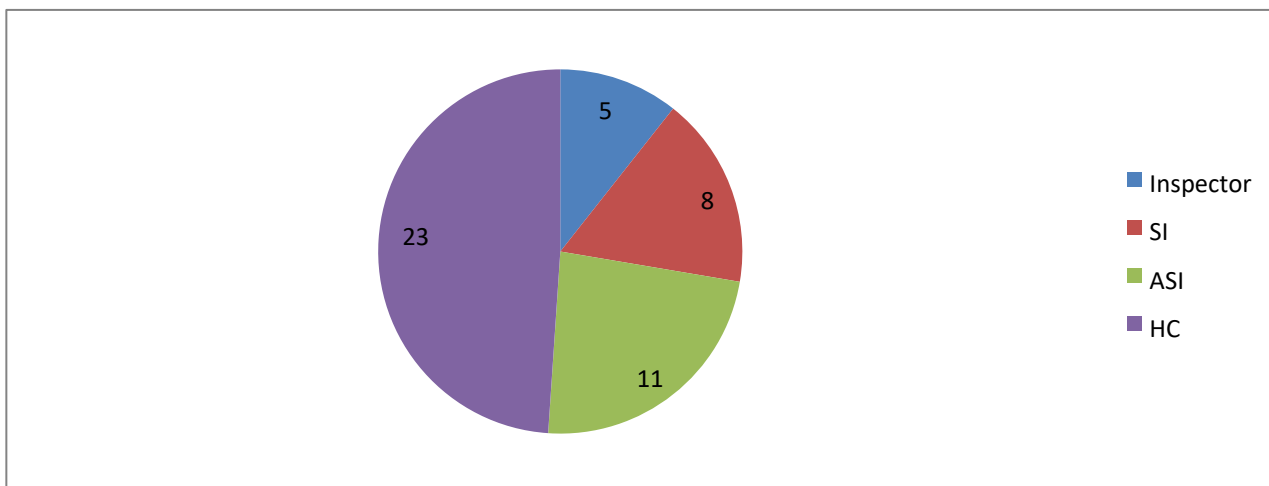


Table 2 represents the age-wise distribution of police workforce in the sample by calculating their frequency and percentage. It can be seen here that only six percent personnel are in the age-group of less than 30 years and 31 percent are in the category of 30 to 40 years of age whereas 44 percent respondents of police department lie in the bracket of 40 to 50 years of age. This imbalanced figure or curve highlights that there is lack of young officers and young blood in the department which is much needed.

Work Experience	Frequency	Percent
Less than Five years	06	06
Five to ten years	42	42
Ten to Fifteen years	44	44
More than Fifteen years	08	08
Total	100	100

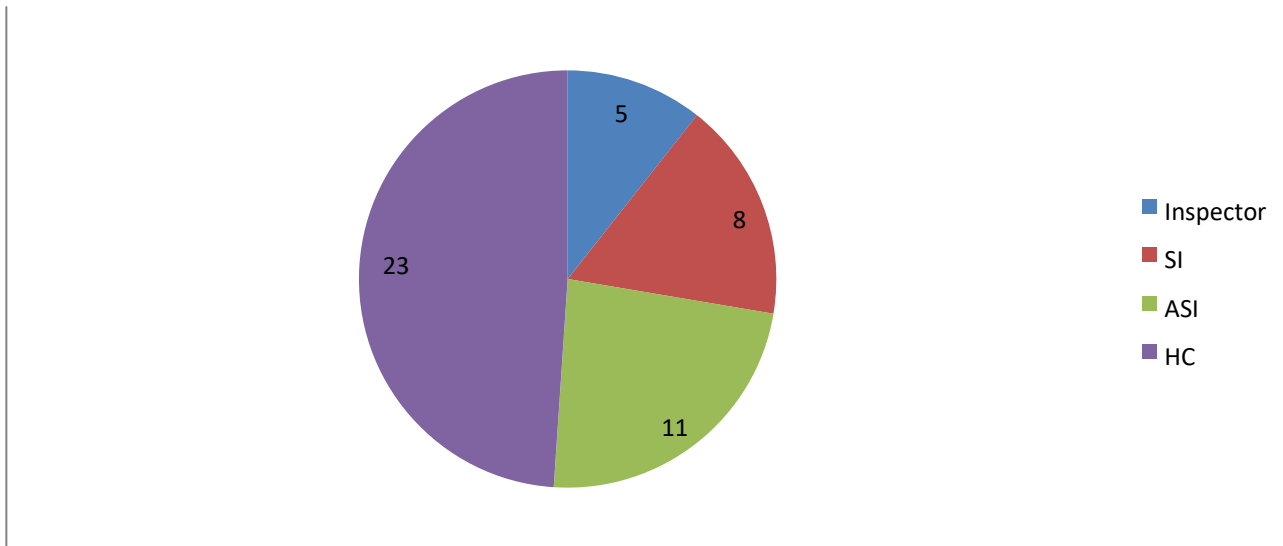
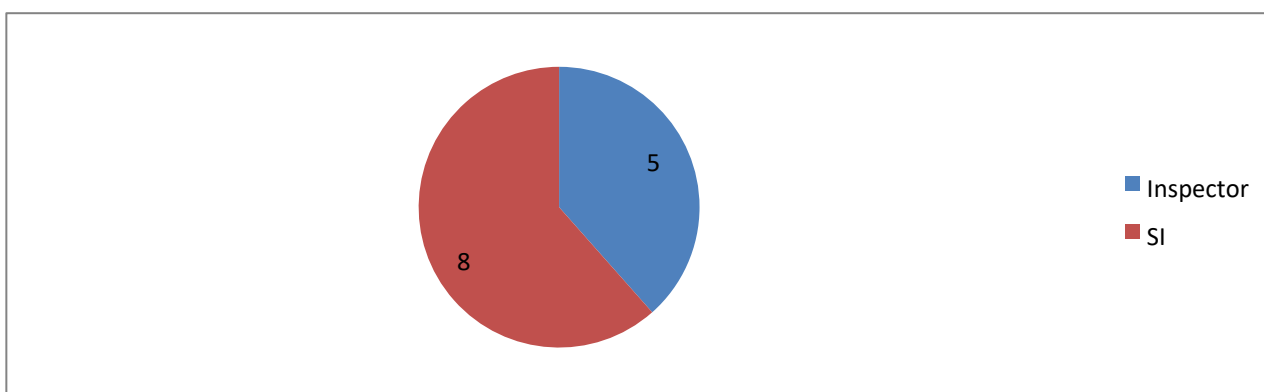


Table 3 analyses the work experience of the police respondents using frequency and percentage. It is seen that maximum number of police personnel are having 10 to 15 years of working experience. Only 6 percent are experienced for less than 5 years when 8 percent are working for more than 15 years of experience. This may be concluded from the above data that most of the working personnel have only moderate number of years' experience in the department.

Marital Status	Frequency	Percent
Married	74	74
Single/Widow/Divorced	26	26
Total	100	100



In table 4, distribution of the respondents has been done according to their marital status and has been analysed then accordingly. It is observed that 74 percent of the police personnel are married when compared with single/widow/divorced who

are only 26. Here, it can be said that those since there are more number of married respondents, they may also face work-family conflict issues.

Designation	Frequency	Percent
Inspector	5	5
SI	8	8
ASI	11	11
HC	23	23
Constable	53	53
Total	100	100

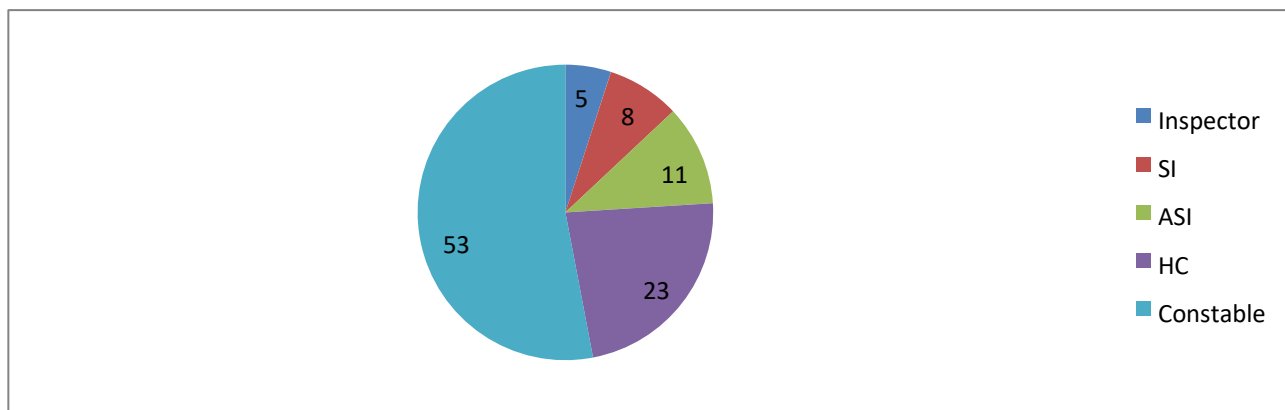


Table 5 analyses the number of police personnel as per their designation. From the table, it is inferred that only 5 percent respondents are on the rank of Inspector, 8 are Sub Inspectors, 11 are Assistant Sub Inspectors, 23 are Head Constables and 53 are Constables. This shows that maximum number of respondents are on the lower rank when talked about their designation, thus they may experience more of stress in their jobs.

V. DISCUSSION AND CONCLUSION

From the above study, it has been found there is dominance of male police personnel in the department of police i.e. 82 percent. Majority of the respondents are in the age-group of 40 to 50 years of age when compared to other categories of age stating that there is lack of young blood and freshers in the job. Though most of the personnel (74 percent) are married but still that may also create problems like work-family conflict. 10 to 15 years of experience is most gained upon by the workforce and at the same time, maximum number of candidate are posted on the lower rank of Constable and less number is placed on the highest top rank like Sub Inspectors and Inspectors.

Thus, it can be concluded and suggested here the unfilled, vacant seats must be filled as soon as people so that more of enthusiastic young learners and officers may showcase their talent. Number of female police personnel must be increased, and this can be done by reserving more seats for them or fixing their quota. A proper promotion and appraisal policy must be immediately framed and implemented so that people with moderate years of experience may move upward in the hierarchy.

VI. FEATURE SCOPE OF THE STUDY

- The present study has been done in the state of Haryana, it may be expanded to other states of the country as well and the results may be generalized.
- Only the demographic variables of the police personnel are studied here, an attempt can also be made to study their stressors and stress levels.

- An effort may be done to compare their statistics with the statistics of the respondents from the similar departments like Income Tax, CBI, Defence forces etc.

VII. LIMITATION OF THE STUDY

The limitations of the study are as follows:

- The study is limited to the geographical boundaries of Haryana only, so the results cannot be generalized.
- Only a small sample has been undertaken for the purpose of study due to constraints of time and money.

The study has considered only police personnel, the scope may be enhanced to the other such departments as well.

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