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Assessment of Work Stress among Police Personnel in Haryana

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Abstract: The term "stress" refers to a condition of mental or emotional strain or tension caused by harsh or demanding circumstances. Nowadays, job stress is prevalent in many professions and is unavoidable among police personnel. They are believed to be social elites. They are under much pressure in their lives. As a result, police personnel must understand the causes of stress in their lives and how to manage it. This study investigates that stress is substantially more apparent among Haryana police personnel who are younger, highly educated, assigned to rural regions, and have less working experience. The findings of the study enhance the quantity and quality of knowledge and contribute to a better understanding of the causes of stress and the role of socio-demographic variables in influencing stress levels among police personnel.

Keywords: Police, police personnel, Causes of stress, Haryana.

I. INTRODUCTION

The job of the police is to safeguard people and property. It conducts criminal investigations. Its position entails several hurdles, such as dealing with feared elements when investigating crimes. These duties expose police officers to various work settings that need a variety of physical and mental abilities to deal with problems forcefully and efficiently. Many studies have been conducted in various regions of the world better to understand the nature of stress among police officers. The reasons for stress are numerous; long working hours, a lack of time for family, irregular eating habits, the necessity to make difficult decisions, sleepless nights, terrible living circumstances, abuse by elders, a damaged personal life, and diminishing public trust in the police force. In today's fast-paced world, cops face greater stress at every level of their careers than ever before. Law enforcement employees face higher stress levels and various stressful situations than other occupations. Stress appears to be an unavoidable cost of a career in the police force (Barry, 1978; Colwell, 1988), with high rates of stress-related disease, death, divorce, and suicide found when compared to other jobs (Capland, 1984; Mayers, 1982). Social change, economic situations, police organisations, the entire criminal justice system, and the demands placed on police officers' time with their families all contribute to stress (Grencik, 1975). In particular, insufficient time for family has been identified as the highest ranking stressor (Kumar, 1995; Kroes et al., 1974), with work overload as the second highest ranking job-related stressor (Mathur 1993). According to Mathur (1999), longitudinal studies would be far more effective in determining the effects of police performance on individual behaviour.

According to Dhaliwal (2003), most police forces are overwhelmed with work. They live away from their families and children for extended periods, frequently leading to family difficulties and arguments. According to a review of the extant literature, there is too little Indian research on various aspects of stress among police forces. As a result, there is a significant research void. Little information is available on stress among police personnel, notably in Haryana. In this context, the scarcity of similar attempts in Haryana has supplied the research basis for the present effort and a small attempt in this area with the following objective.

II. OBJECTIVE

❖ To identify the factors influencing stress levels among police personnel.

III. DATA AND METHODOLOGY

Data were gathered from 200 police personnel, including officers from the Sonipat district of Haryana. The method of multistage random sampling was adopted. Selected police officers were given a standardised questionnaire on stress and socio-demographic characteristics. The obtained data were analysed with SPSS 25, creating a basic frequency table. The SPSS was also used to conduct a logistical analysis to evaluate the socio-demographic parameters influencing stress levels among police personnel.

IV. RESULTS AND DISCUSSION

A. Causes of Stress

According to respondents, the primary sources of stress include political pressure (71.2 per cent), a lack of time for family (68.2 percent), lack of cooperation from the public and a terrible public image (62.1 per cent), and a low pay (57.6 per cent). Furthermore, a large number of them cited other causes such as a lack of government support (48.5 percent), work overload (48.1 per cent), frequent transfers (48.5 per cent), excessive work (36.5 per cent), a lack of organisational/departmental support (36.4 percent), torture by senior officers (30.3 per cent), and so on (Exhibit 1).

EXHIBIT 1: CAUSES OF STRESS AS PERCEIVED BY POLICE PERSONNEL (%)

Causes of stress	%	Ranking
Excessive job/time pressure	35.6	7
Excessive supervision & pressure from higher authorities	26.4	10
Frequent transfer	47.6	5
Irregular & long working hours	24.9	11
Lack of govt. Support	47.6	5
Lack of organisational/departmental support	35.5	8
Lack of time for family	67.3	2
Low pay	56.7	4
Make decisions without proper information	18.8	13
Negative public image	61.2	3
Personal problem	20.3	12
Political pressure	70.3	1
Torture by senior officers	29.4	9
Work overload	47.2	6
Working condition	18.8	13

Source: Primary survey

B. Socio-Demographic Factors Causing Stress among Police Personnel

Exhibit 2 shows the results of a binary logistic regression with stress as the dependent variable and socio-demographic characteristics as the independent variables. The summary statistics show that the model is a pretty good match. The model's chi-square score is 28.05, which is significant at the 1% level (p 0.01), and Nagelkerke R^2 (R2N = 0.619) suggests sufficient goodness of fit. The estimated logit model predicted 82.2 percent of respondents' opinions properly.

EXHIBIT 2: LOGISTIC REGRESSION-DEMOGRAPHIC FACTORS HAVING STRESSON POLICE PERSONNEL

Particulars	B	S.E.	Wald	Sig.	Exp(B)
Age (1 if <30 years, 0-otherwise)	3.299	1.420	5.399	**0.020****	27.081
Education (1 if non-graduate, 0-Graduate/PG)	-2.846	1.060	7.209	**0.007***	0.058
Marital Status (1 if married, 0 otherwise)	0.529	1.506	0.123	0.726	1.697
Service Tenure (1 if <10 years, 0-otherwise)	2.945	1.426	4.266	**0.039****	19.003
Place of posting (1 if rural, 0 urban)	4.219	1.814	5.410	**0.020****	67.977
Living with family (1 if not living with family, 0 otherwise)	-0.807	1.166	0.479	0.489	0.446

Constant	-3.681	2.276	2.615	0.106	0.025
-2 Log likelihood	34.134				
Nagelkerke R Square	0.619				
Cox & Snell R Square	0.464				
Chi-square	28.049*				
Percentage Correct pridiction (%)	82.22				

Source: Primary survey

According to the findings, stress is substantially more prevalent among police personnel who are younger (less than 30 years), better educated (graduate and P.G.), assigned to rural regions, and less experienced (less than10 years working experience). Living with the family, job, and marital status of police employees had no substantial influence on their stress level.

V. CONCLUSION

According to the analysis, the major reasons for stress among police personnel are political pressure, a lack of time for family, a negative public image, and low pay. Furthermore, it was experimentally explored if age, education level, and job experience in the same sector significantly correlate with stress levels among police employees. As a result, considerable measures to eliminate occupational stress causes are essential for the smooth operation of the police personnel. In conclusion, most of the revealed reasons for stress are connected to workplace difficulties. Thus, improvements within the police department to prevent stress may be made.

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