A comparative Study of Men and Women Police Job Stress

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Abstract: This paper is mostly on the same line like the study conducted by Jayanthy P Nair, only the region and population consider for the study are different. Police profession in India is suffering from different occupational stressors and the impact of these stressors are on physical, health, mental health, psychological health as well as on work performance of an individuals. The main aim of the study is to identify the association between the different job stress and the affective strain measures among men and women police personnel and compare the scale of correlation. Researcher used the standardized questionnaire called ‘Occupational Stress Inventory’ and standard strain measures. In this study populationof 500 consisting of 300 women and 200 men police personnel of different grades like constables, Assistant Inspector and Sub Inspector. Results predicts the noteworthy correlations between stressors and strains. Occupational stress and strains are commonly perceived among both the groups, but the correlation significance was differ among them. Correlation significance of the stressors and strains was notably higher among the women police that of the men police personnel. The scale of the obtained correlations was bigger in the case of the women police. Also the sources of stress having major correlations with the different strains were also more in the case of the women personnel.

Keywords: job stress, job-related strains, affective strains.

I. Introduction

Stress has become an unavoidable feature of an individuals life in modern world, the world of achievements is now a source of stress. Stress existence is starts from family, society till working organizations. Right from birth till death, a human being is consistently exposed to stress. In the past also, the people were not totally free from stress but the nature of stress was episodic. From last two decades due to drastic changes in the life style of individuals physical and psychological stress has increased suddenly. Every organization has occupational stress at certain degree at various levels. The police organization also has the occupational stress differ at different level, but the severity of occupational stress among police personnel is comparitively more. There are many professional and legal structures that restrict the policing response, which can lead to frustration and this overload with job demands causes strain and stress in individual police officers. It has been closely observe the impact of job environment on the performance of an employee and health of an employee.

Many Researchers, Research institutions and International organizations also have accepted the significance of psychological and social environment of work. Last two decades study on occupational stress reveal that job related strains are due to different sources of job stress. It has been observed that occupational stress has leads to the development of negative outcomes for the individual employee and the employing organization. According to latest literature review researchers have mentioned that job of policing is very stressful occupation. Many studies also revealed that due to occupational stress, personal, social and organizational lifes have negative impact.

Many studies reveal existence of occupational stress in police personnel, severity of occupational stress, sources of stress as well as impact on personal and professional life. But unfortunately there is very less in comparison of stress and strain on possible gender difference, especially for police personnel. However, due to the dreadful nature of work, a typical problems faced by women police in their work, those may not be experienced by other profession women.

The main motive of the study to find the correlation between the occupational stressors and strains among men and women police. And also compare the level of impact of stress on both the groups.
II. Hypotheses:

i. There is a relationship between job stress and job strains among the police personnel.

ii. There is differences in the scale of correlations between the male and the female police personnel.

III. Method

Participants: The study population was comprised of 300 women and 200 men police personnel of different grades (constables, Assistant Inspector and Sub Inspector) drawn randomly from various police stations in Pune district, Maharashtra.

Tools: Only questionnaire measures were used in the present study, and these consisted of one stress measure and six strain measures.

Stress measure:
Stress measure developed by Joseph and Dharmangadan3. ‘Occupational Stress Inventory’ exclusively designed for police personnel were used to measure the perceived job stress. Questionnaire consists of 120 items which is divided into 26 subscales 5-point scale used from ‘strongly disagree=1’ to ‘strongly agree=5’. All items are scored as high score indicates greater perceived stress. In addition to the 26 subscale scores, All data collected using cross-sectional analysis and split-half reliability test was used to find reliability of the questionnaire. This tool is already proved to have to have high reliability coefficients ranging from .67 to .97. and high validity with .93 correlation.

Strain measures: Three job-related strains and three affective strains were measured using the following scales.

Job - related strains (Job dissatisfaction, Work load dissatisfaction and Boredom):
To measure Job-related strains, “Job Dissatisfaction Scale”2”, “Work Load Dissatisfaction)”2”, “Boredom Scale”2”, “Occupation Dissatisfaction Scale”13” was used. The score of responses for each respondent are added to get total score. Highest score in each strain measure indicates highest job related strain.

Affective strains (Depression, Anxiety and Irritation):
To assess the level of depression, Anxiety , irritation among the respondents , ‘Depression Scale’ , ‘Anxiety Scale’ , ‘Irritation Scale’ developed by Cobb13 was used. The Depression scale consists of positive and negative coded items. Positive coded items are reverse scored, which will help to indicate high score means high occurrence of depression. The ‘Anxiety Scale’ consists of four items, high total score point to high level of anxiety in the work environment. The ‘Irritation Scale’ consists of three negative items. A high total score indicates high level of irritation.

Occupational stress researchers comprehensively use all the above measures. All these measures have high reliability and validity coefficients mentioned by many researchers3, 17-20.

Procedure:
By using Stratified Sampling Technique, the respondents were selected. Data was collected from different police station in pune districts without considering the gender difference. After data collection of around 600 police personnel , sorted out the valid questionnaire as per gender. From this, sorted data, women police personnel representative number of participants belonging to each job level were taken for consideration. Men police personnel also representative number of participants belonging to each job level.

IV. Results and Discussion

Below table describes the coefficients of correlation obtained between the different sources of stress and the job related strains. Table describes that 152 are significant in the case of the women police while only 101 correlations are significant in the case of the men police out 182 correlations obtained,. The scale of the obtained correlations is also greater in the case of the women police personnel. Job dissatisfaction has significant correlation with more than 84% of the stress factors. Out of those 84% significant correlations, 90% are significant at the.01 level, wherever in case of men police are concerned, only 61% stress factors has significant correlations and out of that 61% also only few are major correlations. There is a clear indication from the above result that gender differences are not only in the scale of the relationships but also job dissatisfaction due to the sources of stress that are correlated with it. Women police are under high time pressure in sight of their domestic duties and work responsibilities due to the nature of their job - long hours of duty, emergency calls, lack of vacation or holidays, unprescribed working time, and the like23.

Except interpersonal relations and lack of promotions, all the other stress measures have significant correlations with regard to work load dissatisfaction, 22 of the significant correlations are significant at the.01 level. However, the scale of these correlations are comparably low to that of job dissatisfaction. But work load dissatisfaction is found to have significant correlations in the case of men police. From the below result we can conclude that various job stresses number and the scale of the correlations predicts that job dissatisfaction and work load dissatisfaction are greater for the women than the men police personnel. And also sources of stress are also differ in both the gender which are related to workload dissatisfaction.
Table 1: Correlations between stress and job related strains

<table>
<thead>
<tr>
<th>Stress Variables</th>
<th>Job Disatisfaction</th>
<th>Work Load Dissatisfaction</th>
<th>Boredom</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Women</td>
<td>Men</td>
<td>Women</td>
</tr>
<tr>
<td>Quantitative overload</td>
<td>.36**</td>
<td>.07*</td>
<td>.37**</td>
</tr>
<tr>
<td>Qualitative overload</td>
<td>.21**</td>
<td>.06</td>
<td>.19**</td>
</tr>
<tr>
<td>Role ambiguity</td>
<td>.17**</td>
<td>.13</td>
<td>.23**</td>
</tr>
<tr>
<td>Role conflict</td>
<td>.15**</td>
<td>.24**</td>
<td>.16**</td>
</tr>
<tr>
<td>Lack of participation</td>
<td>.02</td>
<td>.35**</td>
<td>.09*</td>
</tr>
<tr>
<td>Lack Autonomy</td>
<td>.30**</td>
<td>.17</td>
<td>.28**</td>
</tr>
<tr>
<td>Group pressure</td>
<td>.27**</td>
<td>.26**</td>
<td>.13**</td>
</tr>
<tr>
<td>Lack of challenges</td>
<td>.00</td>
<td>.28**</td>
<td>.08*</td>
</tr>
<tr>
<td>Lack of control</td>
<td>.08*</td>
<td>.11*</td>
<td>.17**</td>
</tr>
<tr>
<td>Interpersonal relationship</td>
<td>.03</td>
<td>.24*</td>
<td>.04</td>
</tr>
<tr>
<td>Problems with court</td>
<td>.60**</td>
<td>.08</td>
<td>.25**</td>
</tr>
<tr>
<td>Responsibility</td>
<td>.16**</td>
<td>.23**</td>
<td>.12**</td>
</tr>
<tr>
<td>Promotions</td>
<td>.13**</td>
<td>.21**</td>
<td>.007</td>
</tr>
<tr>
<td>Job security</td>
<td>.29**</td>
<td>.27**</td>
<td>.30**</td>
</tr>
<tr>
<td>Victimization</td>
<td>.43**</td>
<td>.44**</td>
<td>.18**</td>
</tr>
<tr>
<td>Negative public attitude</td>
<td>.69**</td>
<td>.29**</td>
<td>.42**</td>
</tr>
<tr>
<td>Alienation</td>
<td>.69**</td>
<td>.17</td>
<td>.39**</td>
</tr>
<tr>
<td>Perceived status</td>
<td>.68**</td>
<td>.42**</td>
<td>.42**</td>
</tr>
<tr>
<td>Strenuous working condition</td>
<td>.12**</td>
<td>.10</td>
<td>.12**</td>
</tr>
<tr>
<td>Emergency situation</td>
<td>.33**</td>
<td>.03</td>
<td>.25**</td>
</tr>
<tr>
<td>Inadequate grievance representation</td>
<td>.62**</td>
<td>.18</td>
<td>.32**</td>
</tr>
<tr>
<td>Rigid rules</td>
<td>.006</td>
<td>.23**</td>
<td>.10**</td>
</tr>
<tr>
<td>Inadequate pay</td>
<td>.51**</td>
<td>.25**</td>
<td>.41**</td>
</tr>
<tr>
<td>Transfer policies</td>
<td>.43**</td>
<td>.34**</td>
<td>.18**</td>
</tr>
<tr>
<td>Schedules of working time</td>
<td>.81**</td>
<td>.23**</td>
<td>.43**</td>
</tr>
<tr>
<td>Home-work pressure</td>
<td>.55**</td>
<td>.19**</td>
<td>.41**</td>
</tr>
</tbody>
</table>

** Significant at the 0.01 level

From above table we can noticed that one more strain boredom is having significant correlations with all of the stress variables except role ambiguity and interpersonal relations in the case of women police personnel. Out of these 90% are significant at 0.01 level. Whereas for men police only 61% are significant which indicates that job boredom is not play a key role on the job stress for the men police personnel compared to the women personnel. Job boredom has major correlation with stress variables like schedules of working time, victimization, lack of participation, group pressures, negative public attitude, role conflict, interpersonal relationships, inadequate pay, lack of challenges and role ambiguity.

From the below table, we can reveal that for women police personnel affective strains depression is having significant positive correlations with most of the stress measures. More that 76% are significant at the .01 level. The consequences of job stress like “Depression” among women police is strongly associated with the stress factors like schedules of The working time, home-work pressure, alienation, negative public attitude, inadequate pay, problems with courts, inadequate grievance representation, perceived status, and lack of autonomy. In the case of men police, only 50% correlations are found to be significant where as out of 50% only 46% are significant at the .01 level.

Table 2: Correlations between stress and affective Strains

<table>
<thead>
<tr>
<th>Stress Variables</th>
<th>Depression (women)</th>
<th>Anxiety (women)</th>
<th>Irritation (women)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quantitative overload</td>
<td>.28**</td>
<td>.09</td>
<td>.12**</td>
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<td>.25**</td>
</tr>
</tbody>
</table>

** Significant at the 0.01 level
** Significant at the 0.01 level; * Significant at the 0.05 level

Most of the stress variables in women police having significant correlations with Anxiety. Total 24 correlations out of 26 are found to be significant; 20 correlations significant at the .01 level, and 4 correlations at the .05 level. Job security and inadequate grievance representation doesn’t have significant relationships with anxiety. The scale of the relationships between stress and anxiety show that most of the correlations are significant, but only one between lack of control and anxiety is above .30. Only nine correlations are found to be significant in the case of men police personnel, which means that the relationships obtained between the stress variables and anxiety are not strong. It indicates that anxiety is not an significant result of job stress in men police, according to the above sources of stress. The affective strain of irritation is having significant positive correlations for the women police with most of the stress variables. 61% correlation is significant at the .01 level. But in the case of men police, only 50% correlation is found to be significant at .01 level. It represents that for both the female and male police personnel the affective strains of depression and irritation are major correlates of job stress. Many researchers also reported that depression and irritation as major correlates of job stress in police.

Thus, the outcome of the study indicate that job stress is considerably related to the various job related and, affective strains. An evaluation of the scale of the correlations between the different stress measures and the strain measures show that they are dissimilar for the different measures. Researcher Burke et al. also noted in there study that not only the level of stress, but the type of stress also can decide the effect of stress.

### Conclusion

The outcomes of the present study have emphasized the predominance of various job stresses in policing and their effects in terms of job - related and affective strains. More than issues inherent to the job such as role conflict, role ambiguity, overload, etc., the women police are more affected by psychosocial aspects of the job such as negative public attitude, victimization, schedules of working time, strenuous working conditions, home-work pressures, etc., in terms of their consequences. Many of these sources of job stress can be treated with by making correct policy decisions. It is very necessary that steps to kick-off to better police- public relations in order to make changes in the public’s attitudes toward police, and also to guard the police from victimization.
References


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