

Definition Of The Concepts

Mental State - Mental health inventory in the social science research developed by A.K. Srivastava has been found to be a very useful tool meant for a psychological investigation. It consists of total 55 numbers of statements related to one's feeling about oneself in every day life situations. The development of the psycho-dynamics and psycho-social frame works over the past century, have provided concept and techniques for dealing with the confusion, worries and anxieties and personality problems of people who could hardly be called or would see themselves as demented or insane.

Job Satisfaction- Job satisfaction is very important in organizational behavior because it was assured that high satisfaction leads of high employee performance. Job satisfaction directly related to individual productivity and morale. Victor H. Vroom examined the relationship, between job satisfaction and certain aspect of job behavior, turnover, absenteeism and accident and job performance. He found that "the higher an employee's satisfaction the less opt he is to leave his job". Although the general 'human relation' notion is that a satisfied worker is a more productive worker. R.M. Staggill has noted that "the outputs of organizations are group's integration and production, moral satisfaction of individual expectation result in integration and cohesiveness but it is not necessarily group's structure." **Organizational Climate**- organizational climate serves as the guideline for dealing with people, as a major influence on motivation and productivity of individuals as well as total working group. Climate is refer to as the average course or condition of whether at a place or a period of years as exhibited by temperature, wind velocity and precipitation. Campbell at al define organizational climate as at set of attributes specific to a particular organization deals with its members and its environment. For the individuals members and its environments for the individuals members within the organization climate take the from of a set of attitude and expectancies which describe the organization in terms of both static's characteristics and behavior out comes and out come-out come contingencies when organizational climate is defined in this way, many kinds of organizational factors are relevance contributors to it.

Research Methodology

The present study namely job satisfaction, mental condition in service period and organization climate among police employee especially lower strata as constabulary aim to collect the data from them. For which above mentioned co-categories of police personnel were approached out of them the head constable, constable, and other lower categories of police organization. Thus all these subjects were approached individually and requested to fill up questionnaire meant for measuring job satisfaction, mental satisfaction and organizational climate as per their convenience. However, these subjects were categorically instructed to take a rest of at least 15 minutes to fill up the questionnaire. The entire respondents were literate so they did not have any problem in responding to questionnaire. A total number of 100 police personnel were selected by survey method in all over the district. All the police personnel therefore requested to follow the standard instruction given before each questionnaire.

Object Of The Study

The objects of the present study are as follows-

- To assess the degree of Mental State among working police personnel
- To determine the degree of Job Satisfaction among the working police personnel
- To determine the extent of perception about Organizational Climate among the police personnel

Hypothesis

- To assume that police personnel will influence a different degree of Mental State
- To assume that police personnel will influence a different degree of Job Satisfaction (Social)
- Police personnel will have a bearing on the degree of perception about the Organizational Climate

Sample

A purposive sample N=100 were randomly selected from Aligarh district comprising head constable, constable, traffic constable etc.

Statistical Analysis

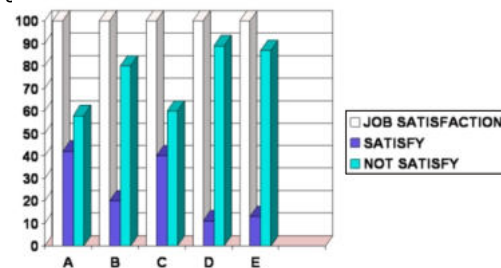
The obtained and scored data was subjected to statistical analysis for finding out the main objectives of the study.

Result And Interpretation

The purpose of the present study was to assess the job satisfaction, mental health and organizational climate among constabulary in police department. The result of the present investigation find as given below-

Mental State among the Police Personnel- Result shows that the mental condition in service period of police personnel found to be insignificant and this condition result in to rejection of hypothesis. Mental health of different police personnel is not same. It was due to the hard working condition, low status job and police personnel not able to take proper time for their family life and to themselves which directly effects their mental state. As person grows older he become less motivated and feels those situations are continuous in favour of him. If job bring additional reward, recognition and respect them it built their confidence and result in to clear perception of mental health. When the person is dissatisfied with their job due to lack of reward and appreciation it will have adverse effect on mental health and not able to work properly in the work place and not able to fully utilize their abilities in performing different duties. They view responsibility as burden on them and due to confuse mental state and picture of themselves they developed inferiority complex and feels anxious and nervous most of time. Thus the result of mental health in police personnel is not satisfactory as chart given below-

Figure 1: Job Satisfaction on Mental State



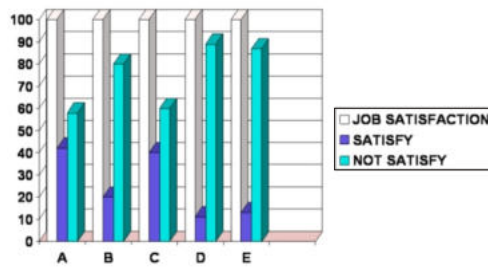
A= Time for family, B= Respected job, C= Officer Behavior, D= Discrimination in dept, E= Reward, F= Hardness of duty

Table 1: Job Satisfaction on Mental State

Sr. No.	Matter of satisfaction	No. of Respondent	Satisfy	%	Not satisfy	%
A	Time for family	100	13	13%	87	87%
B	Respected job	100	07	07%	93	93%
C	Officer Behavior	100	18	18%	72	72%
D	Discrimination in dept.	100	12	12%	88	88%
E	Reward	100	02	02%	98	98%
F	Hardness of duty	100	19	19%	81	81%

Job Satisfaction among the Police Personnel- Respondent shows their view on job satisfaction is not adequate. As result come the job satisfaction is lower in the police personnel. It is found that job satisfaction is more of an attitude. An internal state some police personnel may be satisfied with certain aspect of their work and dissatisfied with other aspects like remuneration, some dislike work, working process, living condition, etc. it also has been said that attitudinal difference may be due to many other factors. As chart given below-

Figure 2: Job Satisfaction on Social Condition



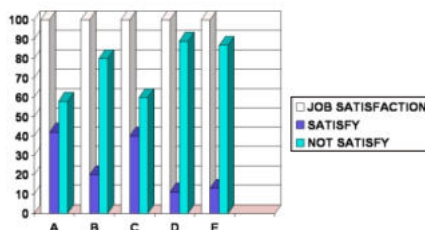
A=Salary, B=Working condition, C=Process of work, D=Living condition, E=Departmental facilities

Table 2: Job Satisfaction on Social Condition

Sr. No.	Matter of satisfaction	No. of Respondent	Satisfy %	Not satisfy %
A	Salary	100	42%	58%
B	Working condition	100	20%	80%
C	Process of work	100	40%	60%
D	Living condition	100	11%	89%
E	Departmental facilities	100	13%	87%

Organization Climate of Police Personnel- as we know that organizational climate serves as the guidelines for dealing with people or it means as total working group. Environmental measurement is very important to understand the working process and living condition of the police personnel. The present finding of the study reveals that the organizational climate of police department is very heat and mental mania is common in almost all the police personnel. It is clear that when organizational climate is appropriate and have offered all required facilities to the police personnel it will enhance their performance and so satisfaction will also be increased. All new technologies is require for their work place and helpful for proper functioning of the police personnel. If organization is able to develop sound organizational climate which include its formal structure, size, nature, personnel policies and procedures, relation with co-workers, supervision style of leadership and external and internal working conditions. If all this facilities are provided to police personnel obviously they will be hard work. It is said that organizational climate is highly correlate and also influence mental health of police personnel in many aspects. Thus empirical finding of the present study in this regard is presenting the derived data as given below-

Figure 3: Job Satisfaction on Organizational Climate



A= Infrastructure of the dept., B= Strength in dept., C= Supervisory style, D= Interfere of political leaders, E= Corruption in dept., F= Co-worker

Table 3: Job Satisfaction on Organizational Climate

Sr. No.	Matter of satisfaction	No. of Respondent	Satisfy %	Not satisfy %
A	Infrastructure of the dept.	100	42%	58%
B	Strength in dept.	100	36%	64%
C	Supervisory style	100	29%	71%
D	Interfere of political leaders	100	07%	93%
E	Corruption in dept.	100	25%	75%
F	Co-worker	100	58%	42%

Conclusion And Suggestion

Thus it can be concluded from above discussion that job satisfaction in the police personnel is low or it can say that they are highly dissatisfied with their job and in relation to mental health it has been seen that their mental state is not appropriate and it is true that they are satisfied with their job but than also due to increased responsibility at higher status result in to confused mental state and not able to adopt themselves towards their needs and sometimes confused about the role which they have to portray in functioning in their workplace. This also indicate that mental health of police personnel especially constabulary level is up to the level end this will effect their mental state and thus it can be said that job satisfaction and mental health concomitant this may be due to some organizational climate provided to them and which will influence their mental state equally this indicate that if person is satisfied with their job than his mental state is appropriate and perception of police personnel will clear but according to the values mental health is at correlate state from the value of score.

On organizational climate this can be concluded that among constables, organizational climate is provided to them is slightly less advance compare to the police officers. It also indicates that corruption is acceptable at on concerning level. Working condition of police personnel basically lower strata is worst in condition. Field workers have to work in the field for longer hours and which will directly influence job satisfaction. Thus is can be concluded on whole that are job satisfaction, mental health and organizational climate of police personnel are considerable and it left the question for police department. Present analytical study reveals on the point of suggestion that first it is the duty of the government to initiate the program and policies for welfare for the police personnel. There should be good medical facilities for the police personnel. Living condition must be improved. Working condition of the police personnel must be in limit hour and human in nature. It is acceptable that the present functioning of the police system has been the result of all types of compromises and adjustments and in fact, some pressure groups have obstructed police functioning at all level. Thus it also may be check by the governmental interfere.

Second problem is in present that the public do not trust the police. This lack of public faith not only affects the performance of the police but ultimately affect the mental health of the police personnel. So it is very important that public must be cooperative of police and faith in them.

Third, corruption is almost affecting the organizational climate of proper function of the police department. Political interfere might be increases the corruption in police department. It should be less interfere for proper functioning of the police department.

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