



ORIGINAL RESEARCH PAPER

Commerce

PERSONAL FACTORS AND JOB STRESS AMONG POLICE OFFICERS IN TAMIL NADU

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ABSTRACT

Stress is inevitable part of police personnel. The police occupation has been recognized as a stressful occupation. When police officers come to work, they bring their total personality, attitudes, likes and dislikes, and personal characteristics. The purpose of this study is to test the personal factors affecting stress level of the police personnel. The primary data obtained from the 450 police officers by adopting stratified random sampling method. The result revealed that the female police officers, married police officers and aged police officers were more stressed than their counterparts. This result was proved by chi-square test. Necessary counseling should be given to the female police officers to reduce their stress. Yoga and meditation should be practiced by aged and married police officers to get quality life and good health. Stress free police officers can wear many hats when fulfilling their role in society.

INTRODUCTION

Stress is inevitable part of police personnel. The purpose of this study is to investigate the personal factors affecting stress level of the police personnel. The police occupation has been recognized as a stressful occupation.¹ when police officers come to work, they bring their total personality, attitudes, likes and dislikes, and personal characteristics. These factors influence the stress they derive from their work. The studies conducted so far indicated that the police officers personal factors influence the job stress. Christina Maslach (2001)², JE Storch (1996)³, M.Martinussen (2007)⁴, TA Cornille (1999)⁵, Ronald J.Burke (2005)⁶, JC Chen (2005)⁷, S.Anderson (2002)⁸, Shira Maguen (2014)⁹ are some of the studies to confirm this aspect. Hence, in this paper, the level of job stress influenced by the personal factors such as gender, age, marital status has been analysed.

RESEARCH METHODOLOGY

The primary data obtained from the police officers with the help of questionnaire. The sample consisted of 450 police officers in Tamil Nadu police department. The sample respondents were selected by adopting stratified random sampling method. The collected data were analyzed with the help of Chi-Square test.

RESULT AND DISCUSSION

Economic globalisation and demographic changes restructure the workforce such as increasing female and youngsters' participation in police service. Marital stress induces certain groups towards police service¹⁰. Hence, the personal variables such as gender, age, and marital status influence the stress level of police officers as discussed below.

GENDER

Job stress varies according to the gender. Culturally man is the head of the family in India and he is the person to take decisions for his family members. Hence, the men are forced to work for lively good of the family even the stresses inherent in their job¹¹. According to gender the study is classified and tabulated in the following Table.1.1

Table 1.1 Gender and Levels of Job Stress

Gender	Levels of Job Stress			Total
	High	Medium	Low	
Male	125 (33.24)	161(42.82)	90 (23.94)	376 (100)
Female	31 (41.89)	35 (47.30)	8 (10.81)	74 (100)
Total	156	196	98	450

Source: Primary Data (Figures in Parentheses are Percentages)

Figure 1.1 Gender and Levels of Job Stress

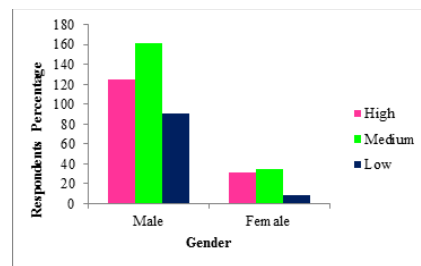


Table 1.1 and Figure 1.1 shows that the percentage of the female police officers is more in high level job stress category (41.89%) than the male police officers. The percentage of male police officers in the medium level job stress category is also higher (47.30%) when compared to the female police officers (42.82%). Besides, the percentage of female police officer is less (10.81%) in the low-level job stress category when compared to the male police officers.

It is clearly indicates that female police officers have more stress than the male police officers. With a view to test the significance of the relationship between gender and the job stress, chi-square test is applied.

H₀: Job stress is not influenced by gender

H₁: Job stress is influenced by gender

The calculated Chi-square value of 6.51 is more than table value of 5.99 for 2 degrees of freedom at 5% level of significance. Hence, the null hypothesis is accepted. It is inferred that the level of job stress is influenced by gender.

AGE

Age affects the behavior in physiological as well as psychological ways. Psychologically, young people are expected to be more energetic, innovative, risk taking, adventurous and creative. Physiologically, young people have more memory, stamina, and coordination than older. Individual job stress differs at different stages of life¹². The levels of job stress of the sample respondents at different age groups are given in Table 1.2 and Figure 1.2.

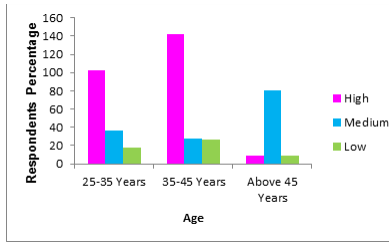
Table 1.2 Age and Levels of Job Stress

Age (Years)	Levels of Job Stress			Total
	High	Medium	Low	
25-35 Years	102 (40.31)	142 (56.12)	9 (3.55)	253 (100)
35-45 Years	36 (25.00)	28 (19.44)	80 (55.55)	144 (100)

Above 45 Years	18 (33.96)	26 (49.05)	9 (16.98)	53 (100)
Total	156	196	98	450

Source: Primary Data
(Figures in Parentheses are Percentages)

Figure 1.2 Age and Levels of Job Stress



It is clear from the Table 1.2 and Figures 1.2 the percentage (40.31) of in the age group of 25-35 years are more in high level job stress category than others. The percentages (56.12) of the police officers in the age group of 25-35 years are more medium level of job stress category. In low level job stress category, the (3.55%) percentage of police officers in the age group of 25-35 years is less when compared to others. It indicates that the police officers 25-35 years have more stress when compared to other category officers.

To examine the significance of the relationship between age and job stress Chi-square test is applied.

H0: Job stress is not influenced by age
H1: Job stress is influenced by age

The calculated value of Chi-square is 149. This is greater than the table value of 9.48 for 4 degree of freedom at 5% level of significance. Based on the above result the alternative hypothesis related to the age is accepted. It is inferred from the alternative hypothesis that the level of job stress is influenced by age.

MARITAL STATUS

Marriage is a social contract between a man and a woman, which has existed since ancient time. Man and woman are united by the society in the special form if dependence for the purpose of founding and maintaining a family. It makes men and women responsible to earn more money to maintain the expected standard of living of the family. Maintaining family is closely related to his job. Marital status alters job stress because married people may have stress and commitment to the family. They are tempted to give priority to home rather to job. Table 1.3 and Figure 1.3 show that the levels of job stress of married, unmarried police officers.

Table 1.3 Marital Status and Levels of Job Stress

Marital Status	Levels of Job Stress			Total
	High	Medium	Low	
Married	81 (36.00)	114 (50.66)	30 (13.33)	225 (100)
Unmarried	75 (33.33)	82 (36.44)	68 (30.22)	225 (100)
Total	156	196	98	450

Source: Primary Data (Figures in Parentheses are Percentages)

Figure 1.3 Marital Status and Levels of Job Stress

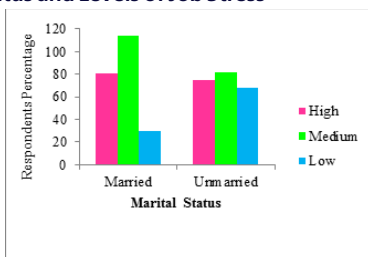


Table 1.3 and Figure 1.3 show that the percentage of the married police officers in high level job stress category (36.00%) is more than the unmarried police officers. The percentage of the married police officers in the medium level job stress category is also higher (50.66%) when compared to the unmarried police officers (36.44%). Besides, the percentage of married police officer is less (13.33%) in the low-level job stress category when compared to the unmarried police officers.

It can be inferred that married police officers have more stress than the unmarried police officers.

To find out whether there exists a significant relationship between marital status and job stress Chi-square test is applied.

H0: Job stress is not influenced by the marital status of the police officers.
H1: Job stress is influenced by the marital status of the police officers.

The calculated value of Chi-square 20.18 is more than the table value 5.99 for 2 degrees of freedom at 5% level. Hence, the alternative hypothesis is accepted. It is proved that the level of job stress influenced by marital status of the police officers.

CONCLUSION

The study revealed that the female police officers were more stressed than the male police officers it was proved by Chi-square test. The level of job stress declined with the advancement of age. The calculated chi-square value showed that the level of job stress was influenced by age. Married police officers were more stress in their job than unmarried police officers. The chi-square test revealed that the level of job stress was significantly associated with the marital status of police officers.

Necessary counseling should be given to the female police officers to reduce their stress. Men and women age 50 and over can reap great benefits from yoga, regardless of their age and current physical condition¹³. Yoga and meditation should be practiced by aged and married police officers to get quality life, good health. Besides, it enhances spirituality and reduces stress. Stress free police officers can wear many hats when fulfilling their role in society. In particular, stress free police officers can interestingly indulged in community building and crime prevention. The police officer will also be devoted to public outreach and proactive problem-solving.

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