



ORIGINAL RESEARCH PAPER

Psychology

EFFECT OF OCCUPATIONAL STRESS ON JOB SATISFACTION AMONG POLICE

KEY WORDS: Occupational Stress, Job Satisfaction, Police, Age.

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ABSTRACT

Police job is one of most risky profession. The main responsibility of the police is to protect public and to serve the country. The police job is physically demanding as well as mentally challenging. Occupational stress is the stress related to one’s job. Job satisfaction refers to officer’s attitudes or orientations toward their job. Participants of the study were 60 police officers from different police stations in Malappuram and Kozhikode district, Kerala. Objectives of the study were to study the impact of occupational stress among police, to examine the job satisfaction among police and to assess the relationship between occupational stress and job satisfaction among police. Occupational stress inventory and job satisfaction scale were used to obtain the data. Study revealed that there is a significant relationship between occupational stress and job satisfaction, and age has no impact on both of the variables.

INTRODUCTION

In any city, a common man’s life moves along with crime, traffic and other unsuspected factors. For them life becomes smooth and less stressful, if these are under control. The police organization plays an important role in this regard. The police men’s physical and psychological wellbeing is a crucial factor for enhancing their work efficiency .For proper management of criminal activities and traffic , there are many hindrances, which might come into the way of efficient service delivery.

The police job is physically demanding as well as mentally challenging. How efficiently one will deliver service depends on a number of factors like interest, benefits received, proper coordination and cooperation among the staff etc. If somebody works out of compulsion, then the output is not expected to be very high in terms of quality and resulting into stress which further leads towards less job and life satisfaction among police men.

The occupational stress may include shift works, mental problems etc. psychologist in industrial settings did and still do investigate the degree to which workers’ job satisfactions are affected by the shift work, and their abilities to cope with these changes in work schedules. The functions of police force include the maintenance of internal security, enforce the laws and orders of the law abiding citizens , arrest , investigate and charge /or prosecute all the offenders in law courts; the police had since adopted three shift work schedules covering from Sunday to Saturday of every week . This may lead to high stress.

An investigation reveals that police personnel actually do have job satisfaction on their job; and /or experience stress in their day to day hassles while working. This study therefor tends to investigate whether these police officers while enforcing all these laws and more, will actually experience stress. Although researchers have come to agree that stress is found in every organization, industries and in every day’s live of all human existence ;many factors have been advanced by theorists to affect individual’s job satisfaction. Paramount amongst them is occupational stress. Organizational changes coupled with economic meltdown and depression has produced its causalities at both organizational and individual level resulting in stress and conflict.

Job satisfaction or employee satisfaction has been defined in many different ways. Some believe it is simply how content an individual is with his/her job, in other words, whether or not they like the job or individual aspects of facets of jobs, such as nature of work or supervision others believe it is not as simplistic as this definition suggests and instead that multidimensional psychological responses to one’s job are involved. Research has also noted that job satisfaction measures vary in the extent to which they measure feelings about the job (affective job satisfaction) or cognitions about the job (cognitive job satisfaction).

It also describes how contend and individual with his/her job. The happier people are within their job, the more satisfied they are said to be. Job satisfaction is not same as motivation, although it is clearly linked. Job design aims to enhance job satisfaction and performance; methods include job rotation, job enlargement and job enrichment other influences on satisfaction include the management style and culture, employee involvement, empowerment and autonomous work position. Job satisfaction is very important attribute which is frequently measured by organizations.

Job satisfaction has been defined as a pleasurable emotional state resulting from the appraisal of one’s job: an affective reaction to one’s job and an attitude towards one’s job. Weiss (2002) has argued that job satisfaction is an attitude but points out that researchers should clearly distinguish the objects of cognitive evaluation which are affect (emotion), benefits and behaviors. The definition suggests that we form attitudes towards or jobs by taking into account our feelings, or beliefs and our behaviors.

If a person has problems then he may not be able to concentrate on work. In this context the present study made its effort to explore the job satisfaction and occupational stress among police.

OBJECTIVES OF THE STUDY

- To study the impact of occupational stress among police.
- To examine the job satisfaction among police.
- To assess the relationship between occupational stress and job satisfaction among police.

HYPOTHESES

- There is no significant relationship between occupational stress and job satisfaction among police.
- There is no significant difference in occupational stress among police with different age groups.
- There is no significant difference in job satisfaction among police with different age groups.

METHOD

PARTICIPANTS

The study consists of 60 police officers from different police stations in Malappuram and Kozhikode district, Kerala. Sample included 60 male police officers with different age groups, ranging from 30-40, 40-50, 50-60 years.

MEASURES USED

1. Occupational Stress Inventory:

Occupational stress inventory revised and adopted version was developed by Joseph.M.J, Jayan and Dharmangadan.B. In original version consists of 26 subtests, where as in adapted version it was cut short to 15 subtests. The questionnaire consists of 77 statements in total, which is divided in 15 sub- variables: Quantitative overload, Qualitative overload, Role ambiguity, Role

conflict, Lack of participation, Lack of autonomy, Group pressure, Lack of challenges, Lack of control, Interpersonal relations, Responsibilities, Promotion, Job security, Alienation and Strenuous physical working conditions.

2. Job Satisfaction Scale:

The scale was developed by Jayan and Dharmangadan in 1993. It includes 10 variables regarding job satisfaction, they are: security, salary, status, promotion, working conditions, worker, other benefits, super vision, intrinsic aspect and company policies and management.

STATISTICAL TECHNIQUES USED

Statistical techniques used in the study were Pearson’s Product moment correlation and one-way ANOVA.

RESULTS AND DISCUSSION

To know how the variable occupational stress is related to job satisfaction of the subjects, Pearson product moment correlations were calculated and the results are presented in table 1.

HYPOTHESIS-1

H1: There is no significant relationship between occupational stress and job satisfaction among police.

TABLE 1
Correlation between occupational stress and job satisfaction

Variables	Occupational stress	Job satisfaction
Occupational stress		0.669**
Job satisfaction	0.669**	

*significant at 0.05 level
**significant at 0.01 level

When analyzing the table, it can be seen that, correlation between occupational stress and job satisfaction is 0.669 which is significant at 0.01 levels. Also the correlation between these two variables is positive. That is, when occupational stress increases job satisfaction also increases. Hence, the first hypothesis, there is no significant relationship between occupational stress and job satisfaction is rejected.

HYPOTHESIS-2

H2: There is no significant difference in occupational stress among police officers with different age groups.

TABLE 2
ANOVA table showing significance of occupational stress among police officers with age groups, 30-40, 40-50, 50-60.

Variable	Between groups		Within groups		F	Sig
	Df	Mean square	Df	Mean square		
Occupational stress	2	595.615	57	952.178	0.626	0.539

By analyzing the result, it shows that the two groups yield no significant f-value. This indicates that there is no significant differences exist between police officers with different age groups in occupational stress. From the above table, the mean square of within group is greater than that of between groups. But it cannot be considered since they are not significant. Here the p-value is greater than 0.05. This suggest the possibility that the age group is not having any effect on occupational stress, so it can concluded that police officers with different age groups are similar in their experience of occupational stress. Hence, the second hypothesis, there is no significant difference in occupational stress among police officers with different age groups is supported by the result. Hence, the second hypothesis is accepted.

HYPOTHESIS-3

H3: There is no significant difference in job satisfaction among police officers with different age groups

TABLE 3
ANOVA table showing the significance of job satisfaction among police officers with different age groups, 30-40, 40-50, 50-60.

Variable	Between group		Within group		F	Sig
	D f	Mean square	D f	Mean square		
Job satisfaction	2	244.067	57	323.159	0.755	0.475

The results obtained after the comparison of age groups, that is 30-40, 40-50 and 50-60, show that the two groups yield no significant f-value. This indicates that no significant differences exist between police officers with different age groups in job satisfaction. From the result, it can be seen that mean square of within group is greater than that of between groups. This suggests the possibility that the age group have no effect on job satisfaction. So it can be concluded that police officers with different age groups are similar in their experience of job satisfaction. So the third hypothesis, there is no significant difference in job satisfaction among police officers with different age groups is supported by the result. Hence, the third hypothesis is accepted.

CONCLUSION

Police job is one of most risky profession. The police men’s physical and psychological wellbeing is a crucial factor for enhancing their work efficiency. Occupational stress is the stress related to one’s job. Job satisfaction refers to officer’s attitudes or orientations toward their job. The inter correlation among the components of self esteem and student engagement are positively correlated. All the variables are found to be significant at 0.01 and 0.05 level of significance. In correlation analysis, it is clear that there is a significant relationship between occupational stress and job satisfaction. In analysis of variance (ANOVA), occupational stress and job satisfaction have no impact among police officers with different age groups.

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