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SOURCES OF POLICE STRESS: AN ANALYTICAL STUDY WITH SPECIAL REFERENCE TO SELECTED POLICE PERSONNEL OF GUJARAT STATE

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ABSTRACT

With the recent attention on police suicide, a number of cases have been reported in the media and studies have been undertaken to review these cases and studies indicate that one of the reasons of police suicide is the high level of stress. Between 1934 and 1960 police suicide rates were half that of the general population. Between 1980 to the present, suicide rates in some departments almost approach double. Reviews and research findings showed that the main reason behind police suicide was the high level of stress. In recent times, the stress level on police seems to increase with a high speed, so there is a need to check the reasons behind the growing stress level among police personnel in Gujarat.

Police Suicide is increasing day by day with the pace of time. A number of study have been conducted in past and found that the main reasons behind the police suicide are high level of stress. But very few studies have been conducted on the sources of stress among police personnel of Gujarat. The Gujarat police have been quite satisfactory in keeping their objectives aimed at total peace for the state. The role and need of the police at the time of any types of emergency is remarkable at national level in general. But in particular they are the messengers of God during natural disasters for Gujarat people. Even in handling criminal cases they are amazing at pointing and striking out the problems. The present study made an attempt to study the various sources of stress among police personal of Gujarat.

KEYWORDS: Police Stress, Sources of Stress, Gujarat Police, Depression of Police

INTRODUCTION

The police profession is not rewarded as compared to other professions in the society. They are so important not only for an individual but also at group, regional and national levels, as providing safeguard etc but not been treated properly as per their nature of work. Their working hours are normally uncertain as compared to other professions. As compared to other professions, police personnel have a high level of threat to their life and sometimes to their family life too. One major problem in our society is that police profession is not given as much respect as it deserves. Keeping in mind all these important aspects, the number of questions has been raised like their monetary, non-monetary, professional and personal improvement which provides them a concrete guideline for their betterment.

Police stress research in India has dealt with variables like Type – A personality, anxiety, irritation, depression, emotional exhaustion, depersonalization, alienation and burnout. However, if individually focused analyses are given undue emphasis they may have the major disadvantage of diverting attention away from organizational dysfunctions and toward individual faults (Handy, 1998).

With broader social concern in focus, greater emphasis is being placed on the differing perceptions of

organizational demographic groups with reference to stressors, differing incidence of somatic symptoms (strain) and differing use of coping strategies. Perceptions of policemen would throw light on the extent to which different groups experience the various job stressors.

The major concern of the police department in the state of Gujarat is the mismatch of growth and development of population in the state vis-à-vis the number of police personnel. Populations are increasing much faster than the expected level in the state. Urbanization in the state is taking place in one of the fastest way of the country. With the rise of modernization and expansion of urban and semi urban areas the responsibilities of police personnel have increase in many fold like traffic control, criminal activities control, safety and securities of residents and public properties etc.

Due to rise in the responsibilities they are forced to stretch themselves beyond their mental and physical capacity. Even they are working more than the routine time frames which reflect that

Some where they are overloaded with the work. They major problem is that they are not paid properly as compared to the rise in responsibilities, work load, time duration and the risk. Even adhoc appointment for such a critical job is another problem for Gujarat police. Even police are expected to be more cautious in handling the case of encounter and fraudulent which needs stress free environment for better performance in the state. This papers makes an attempt to examine and evaluate the various sources of stress among police personnel of Gujarat.

REVIEW OF LITERATURE

Bano & Talib (2012)[1], concluded that in spite of the much research conducted with respect to the police personality, it is hard to extract any consistency from this research. Despite some researchers having found the same attributes to characterize police officers, the literature easily appears quite chaotic. A number of different attributes have been mentioned and in the same vein, some researchers have failed to find evidence of a thing like police personality (Mahanta & Kathpalia, 1984; Murrell, Lester, & Arcuri, 1978). Also, much of the research conducted with respect to the police personality took place between the 60s and early 80s. More research that examines the police personality is thus needed. The question still remains unanswered. Do police officers have similar traits or different traits to other non-police population? Even, if there is anything likes police personality, does it come from predispositional background or socialization process? In order to understand and define the concept of police personality traits further, there is a desperate need to examine the phenomenon more deeply and widely.

Leino T. *et al* (2011)[2], found that stress may increase alcohol consumption among those who experienced a lack of personnel, insufficient personnel and lack of training to handle violent situations, this may mean that police officers who increase their alcohol consumption at the same time feel powerless as well as more stressed. Furthermore, low resources may mean haste at work, which in turn may lead to increased exposure to critical incidents. These results also re fl ect the various long-term negative effects that violent experiences can cause. If negative effects become long-lasting they may make a police of fi cer feel more powerless and uncertain on another occasion in a similar violent situation. It may also show that training does not adequately address the effects of constantly working in traumatic conditions, because it does not provide adequate training support to meet traumatic conditions.

Arial M. *et al*'s (2010)[3], objective of research was to identify work related stressors that are associated with psychiatric symptoms in a Swiss sample of policemen and to develop a model for identifying officers at risk for developing mental health problems. The research study design was cross sectional. A total of 354 male police officers answered a

questionnaire assessing a wide spectrum of work related stressors. Psychiatric symptoms were assessed using the "TST questionnaire". Logistic regression with backward procedure was used to identify a set of variables collectively associated with high scores for psychiatric symptoms. The study showed that many operational and organizational stressors are associated with symptoms of mental health problems in police officers. Prevention should target tasks with high mental and intellectual demand, problems related to inadequate work schedule, lack of support from the supervisor or the organization, and self perception of bad quality work. The implementation of flexible working schedules could also contribute to reduce stress due to constraining working time.

Belur J., (2009)[4], concluded that the police use of deadly force in Mumbai has been widely accepted, without question, as the correct and effective response to controlling increased organized crime. However, encounters that were once prized and acknowledged as individual and organizational achievements (during the period under study, 1993–2003) are now, gradually, being questioned; are they employed as a last resort to control crime or are other motives, like corruption and self-interest/aggrandizement, dominating? Since this change of attitude towards police violence has occurred in the recent past, it is difficult to ascertain the precise reasons for the change, especially since no particular incident can be identified as having provoked it. Factors such as increasing public awareness of human rights issues as a result of greater activism on the part of Human Rights Commissions and the Courts, changing political equations, conclusion of trials in older cases of encounters that ended in conviction of a few police officers, more awareness on the part of the media and change in police leadership might have been responsible for the change. The research suggests that, for a number of years, police encounters in Mumbai were unquestioned and the police operated in an atmosphere lacking rigorous accountability to either the rule of law or the public. The justifications put forward by police officers for the use of deadly force to control organized crime at a time when it was rampant, might well be grounded in the perceived necessity provoked by the prevailing circumstances in

The city. However, nowadays, the wider structural, organizational, socio-cultural and individual factors that facilitate the use of deadly force present real challenges for the Mumbai police and need to be addressed if there is to be effective control on encounters.

OBJECTIVE OF THE STUDY

- To identify the key sources of stress the reasons of its occurrence and its impact on police ersonnel in Gujarat

- To check whether or not unresolved issues strengthen the level of stress among police personnel of Gujarat

- To study the impact of depression if any on the level of stress among police personnel of Gujarat

RESEARCH METHODOLOGY

Research Design

The research design of this study is Descriptive and Analytical in nature. It is Descriptive as it has fact finding characteristics and describes the concept of stress and its relationship with police personnel in Gujarat and to establish the relationship between the level of stress among police personnel in Gujarat and demographic profile theoretically. The study is Analytical as it involves a sound and scientific analysis of data with the help of measures of central tendency, measures of variation, hypothesis testing and regression analysis.

Data Collection, Sampling Techniques and Sample Size

Primary method of data collection with the help of close ended structured non disguised questionnaire has been used for this particular study. Purposive sampling techniques with the combination of cluster and snow ball have been used to identify the respondents across the Gujarat state. Sample size for this study is 1291 police personnel of Gujarat state.

The Model

To measure the sources of stress, the model developed by the Smith & Venter, 1996 has been used in this particular study. The sources of stress include the 7 items of personal sphere developed by Smith & Venter in 1996 i.e. struggle to make decisions, worried about my health, burdened with unresolved issues of the past, suffer from depression, unmotivated to take up challenges and have to adapt to a new life style. There are 5 items of interpersonal sphere, developed by Smith & Venter in 1996 i.e. difficulty in communicating, lost interest in others, difficulty in controlling my anger, am a perfectionist in my expectations of others and see that others use me as a doormat. There are 10 items of work sphere developed by Smith & Venter in 1996 i.e. feel overloaded with work, struggle to meet deadlines, carry a lot of responsibilities, struggle to get along with superior-subordinates and peers, have to tolerate a lot of frustration, working long hours, no control over my work schedule, dissatisfied with my salary, my work is boring and not challenging, perfectionist in execution of my task. One additional attribute has been used which is not a part of the model developed by Smith and Venter in 1996 that is post retirement departmental issues. There are 4 items of recreational sphere developed by Smith & Venter in 1996 i.e. spend a lot of time under the influence of drugs and alcohol, do not have any free time, too tired to use my free time constructively and have free time but no interest/activities to fill it with.

Hypothesis of the Study

- **H01:** Unresolved issues do not strengthen the level of stress among police personnel.

- **H02:** There is no relationship between Depression and Stress.

- **H03:** There is no correlation between level of stress and level of anger (short temper).

- **H04:** Sources of Stress at Work Place are independent of Dissatisfaction with Salary

- **H05:** Overloaded with work and working long hours are independent of each other.

DATA ANALYSIS & INTERPRETATION

Demographic Profile of the respondents indicate that almost 75% of the respondents are 35 years of age or less while 36 years or above contains only 25% of the respondents. The maximum numbers of respondents were in the age range of 25 – 30 years while the minimum respondents fell between 58 and above or retired police personnel. The data confirms the gender bias towards police force as far as the total respondents are concerned. Female police personnel (2.9%) are less in comparison to male police personnel (97.1%). Level of education among the respondents shows unequal distribution as was expected. In the police force recruitment, education is not considered a major criterion for the new entrant. 82% respondents were graduates or below while the post graduate and others had only 18% respondents which confirm that majority of the police personnel were not highly educated. In this study, rank of the police force has been divided into four categories. The Lowest category of the police force comprises of PSI, Jamadar, Head Constable and Constable. The data indicates that 84% respondents belong to that category. The highest category comprises of DG, Add.

DG, IG, Spl. IG, DIG and only 0.2% respondents belonged to this category. As they hold the top position, their responsibilities are higher than the other categories so they don't have enough time to respond.

In this study, four different variables have been identified to measure the sources of stress namely Personal Sphere, Interpersonal Sphere, Work Sphere and Recreational Sphere. Work Sphere as one of the sources of the stress has a direct or positive impact on personal and interpersonal sphere as a sources of stress.

Table 1: Descriptive Statistics [Sources of Stress; Personal Sphere]

Attributes	Very Low		Low		Moderate		High		Very High		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Struggle to make Decision	527	40.8	252	19.5	308	23.9	136	10.5	68	5.3	1291	100.0
Worried about my health	262	20.3	476	36.9	295	22.9	151	11.7	107	8.3	1291	100.0
Burdened with unresolved issue in the	358	27.7	383	29.7	339	26.3	148	11.5	63	4.9	1291	100.0
Suffer from low self esteem	375	29.0	372	28.8	330	25.6	149	11.5	65	5.0	1291	100.0
Suffer from Depression	404	31.3	284	22.0	378	29.3	167	12.9	58	4.5	1291	100.0
Unmotivated to take up Challenge	366	28.4	329	25.5	318	24.6	216	16.7	62	4.8	1291	100.0
Have to adapt to a new life style	374	29.0	315	24.4	317	24.6	197	15.3	88	6.8	1291	100.0
Sources: SPSS (Version 20) Output of Primary Data Based on Questionnaire												

The struggle to make a decision has been used as one of the attributes to measure the personal sources of stress among the respondents. Out of the total respondents (1291), 40% of the respondents reported that they struggle to make decisions towards moderate to higher level and 60% respondents have reported that they experience low level of difficulty in making decisions. 43% respondents reported moderate to higher level of worry about their health, whereas 57% respondents are occasionally worried about their health. 41% respondents reported that they feel high level of stress due to unresolved issue in the past and its burden on them and 59% of the respondents are less sensible towards burden and unresolved issues in the past.

Depression, an extreme level of stress is mainly caused by the inability to take correct decision, frequent worry about health and not being able to resolve long pending issues successfully. Almost half of the respondents suffer from moderate to high level of depression. Unmotivated behavior to take up new challenges, many a times, forces towards the adoption of a new life style. The responses in Table 1 validate a similar trend for unmotivated behavior and adoption of a new life style.

Table 2: Descriptive Statistics [Sources of Stress; Interpersonal Sphere]

Attributes	Very Low		Low		Moderate		High		Very High		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Difficulty in communicating	480	37.2	389	30.1	252	19.5	114	8.8	56	4.3	1291	100.0
Lose interest in others	340	26.3	420	32.5	297	23.0	191	14.8	43	3.3	1291	100.0
Difficulty in Controlling my anger	332	25.7	388	30.1	324	25.1	174	13.5	73	5.7	1291	100.0
Perfectionist in my expectations of others	283	21.9	363	28.1	405	31.4	176	13.6	64	5.0	1291	100.0
See that other use me as a doormat	387	30.0	346	26.8	293	22.7	185	14.3	80	6.2	1291	100.0
Sources: SPSS (Version 20) Output of Primary Data Based on Questionnaire												

Communication in this globalized era has proved to be one of the important elements for success at the personal as well as interpersonal level in the professional life. Innovation in communication tools and techniques has converted whole world in a global village. Five attributes have been identified to measure the interpersonal sources of stress as shown in Table 2. 32% respondents reported that they felt moderate to high level of difficulty in communicating. 41% of the respondents reported not having any interest in others whereas 59% showed some proximity and interest in others. Out of the total respondents (1291), 43% of the respondents felt that they found difficulty in controlling their anger and 57% respondents reported that usually they were able to control their anger. Half of the respondents responded of being a perfectionist in their expectation of others as one of the major sources of interpersonal stress. Exploitation by others (others use me as a door mat) leads to various mental and physical problems like frustration, aggressive outburst, loss of motivation, poor self esteem, blood pressure and disturbed sleep. 43% respondents reported that they are moderately to highly exploited by others and 57% respondents are either less exploited by others or not at all and experience this in their inter personal behavior.

Table 3: Descriptive Statistics [Sources of Stress; Work Sphere]

Attributes	Very low		Low		Moderate		High		Very high		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Feel Overloaded with work	410	31.8	287	22.2	300	23.2	180	13.9	114	8.8	1291	100.0
Struggle to meet deadline	323	25.0	378	29.3	323	25.0	186	14.4	81	6.3	1291	100.0
Carry a lot of responsibility	330	25.6	356	27.6	339	26.3	172	13.3	94	7.3	1291	100.0
Struggle to get along with superior	328	25.4	374	29.0	369	28.6	159	12.3	61	4.7	1291	100.0
Have to tolerate a lot of frustration	356	27.6	363	28.1	368	28.5	143	11.1	61	4.7	1291	100.0
Work Long Hours	303	23.5	312	24.2	329	25.5	205	15.9	142	11.0	1291	100.0
No Control over my work schedule	300	23.2	329	25.5	340	26.3	204	15.8	118	9.1	1291	100.0
Dissatisfied with my salary	249	19.3	280	21.7	256	19.8	218	16.9	288	22.3	1291	100.0
My work is boring and not challenging	375	29.0	342	26.5	335	25.9	173	13.4	66	5.1	1291	100.0
Perfectionist in the execution of my task	313	24.2	349	27.0	324	25.1	210	16.3	95	7.4	1291	100.0
Post retirement departmental issues	134	30.7	109	25.0	94	21.6	65	14.9	34	7.8	436	100.0

Sources: SPSS (Version 20) Output of Primary Data Based on Questionnaire

Work Sphere sources of stress are considered to be one of the key variables to study job stress. A total of eleven attributes have been identified to measure the Work sphere sources of stress. The eleventh attribute, Post retirement departmental issues, was responded by 436 respondents only. Out of the total respondents (1291), 46% respondents responded that they felt overloaded with work more frequently. But some of the respondents occasionally felt or never felt overloaded with work. In professional life, finishing the task within an allotted time frame shows the ability, efficiency and the sense of responsibility of an individual in general but particularly from police force, these attributes are expected more with a high level of precision. The roles of police force are so crucial and important in terms of finishing their allotted task within the time frame so that it needs a proper execution of the allotted task, otherwise it may create serious problems. The responses of the respondents showed (Table 3) that 45% struggled to meet a deadline, while rest of the respondents successfully completed their allotted task within the deadline. Table 3 indicates that respondents struggle to meet a deadline due to inefficiency, excessive work allotment and demand supply gap in the police force.

Generally it has been observed that a proper blend of discipline, code of conduct and healthy HR practices increases the efficiency of a person in particular and organisation in general. But in police force, presence of discipline and code of conduct are imposed with unproductive HR practices that lead to non-cordial and unhealthy environment. Half of the respondents who struggle to get along with their superiors, subordinates and peers, confirm the above statement.

Working long hours has been identified one of the attributes to measure the work sphere sources of stress. In general, it refers to excess workload, inefficiency, demand supply gap and sometimes mismatch of vacancies. Out of the total respondents, 52% work long hours which indicate that they are allotted excess work, they are inefficient, and supply is less than the demand of police force or mismatch of vacancies which leads to no control over work schedule of police force. Descriptive statistics of Table 3 shows that 2/3 respondents are moderately to very highly dissatisfied with their salaries which leads to making their job less interesting and challenging. 52% of the respondents reported that they were imperfect in the execution of their task. It may be due to the dissatisfaction with the salary and vice versa. Out of the total 436 respondents in this category, 45% of the respondents believed that post retirement departmental issues are sources of stress from moderate to a very high level.

Table 4: Percentile among Variables

		PSSS	IPSSS	WSSS
N	Valid	1291	1291	1291
	Missing	0	0	0
Percentiles	33	12.00	9.00	20.00
	66	20.00	14.00	31.00
PSSS = Personal Sphere of Sources of Stress; IPSSS = Interpersonal Sphere of Sources of Stress; WSSS = Work Sphere of Sources of Stress;				
Sources: SPSS (Version 20) Output of Primary Data Based on				

To find out the rate of response, the data is divided into three groups on the basis of percentile. The overall responses of the respondents are divided into three categories i.e. Low, Moderate and High. Low Category has been defined as 33% or below of the total score while the moderate has been defined as 66% or below of the total score & More than 66% is considered as high level of response.

Table 5: Cross Tabulation [Sources of Stress; Personal Sphere vs. Demographic Profile]

		LOW		MODERATE		HIGH		Total	
		N	%	N	%	N	%	N	%
Age	Below 25	147	45.8	101	31.5	73	22.7	321	100.0
	25 -30	192	41.6	155	33.6	114	24.7	461	100.0
	31 -35	35	19.0	83	45.1	66	35.9	184	100.0
	36 – 40	23	20.2	53	46.5	38	33.3	114	100.0
	41 -45	6	8.6	32	45.7	32	45.7	70	100.0
	46 – 50	12	15.6	18	23.4	47	61.0	77	100.0
	51 -58	15	26.8	14	25.0	27	48.2	56	100.0
	58 & above Retd.	4	50.0	2	25.0	2	25.0	8	100.0
Gender	Male	416	33.2	444	35.4	394	31.4	1254	100.0
	Female	18	48.6	14	37.8	5	13.5	37	100.0
Qualification	up to HSC	34	10.0	120	35.4	185	54.6	339	100.0
	Graduate	332	46.0	240	33.2	150	20.8	722	100.0
	Post graduate	66	30.1	93	42.5	60	27.4	219	100.0
	Others	2	18.2	5	45.5	4	36.4	11	100.0

Category	General	149	28.5	171	32.7	203	38.8	523	100.0
	SEBC	90	21.0	191	44.5	148	34.5	429	100.0
	SC	154	65.8	62	26.5	18	7.7	234	100.0
	ST	41	39.0	34	32.4	30	28.6	105	100.0
Marital Status	Married	334	35.3	333	35.2	280	29.6	947	100.0
	Unmarried	95	32.9	103	35.6	91	31.5	289	100.0
	Divorced	2	5.0	18	45.0	20	50.0	40	100.0
	Others	3	20.0	4	26.7	8	53.3	15	100.0
Experience	UP TO 5	223	34.8	262	40.9	156	24.3	641	100.0
	6 -10	144	40.0	96	26.7	120	33.3	360	100.0
	11 – 15	18	11.4	60	38.0	80	50.6	158	100.0
	16 – 20	20	31.7	18	28.6	25	39.7	63	100.0
	21 – 25	15	50.0	4	13.3	11	36.7	30	100.0
	26 -30	9	30.0	15	50.0	6	20.0	30	100.0
	Above 30	5	55.6	3	33.3	1	11.1	9	100.0
Income in Rupees	Below 1,00,000	250	34.4	275	37.9	201	27.7	726	100.0
	1,00,001 - 2,25,000	106	43.8	57	23.6	79	32.6	242	100.0
	2,25,001 - 3,00,000	41	21.7	72	38.1	76	40.2	189	100.0
	3,00,000 - 5,00,000	22	22.0	45	45.0	33	33.0	100	100.0
	above 5,00,000	15	44.1	9	26.5	10	29.4	34	100.0
Sources: SPSS (Version 20) Output of Primary Data Based on Questionnaire									

In personal sources of stress 461 respondents out of 1291, belong to the age group of 25 – 30 years, out of them 114 respondents have reported a high rate of response while 192 respondents have reported a low rate of response to personal sources of stress. Out of 77 respondents in the age group of 46 – 50, 47 respondents reported a high rate of response to personal sources of stress while 12 respondents reported a low rate of response. The level of rate of response is indifferent to gender as shown in the Table 5. The educational qualification of the respondents and their rate of response towards personal sources of stress vary from each other. Up to HSC category, out of 339, 185 respondents have reported a high rate of response while 34 respondents have reported a low rate of response. Among the graduate respondents the number of response and the level of rate of response are inversely related. In the caste category 523 respondents belong to the general category, out of which 203 respondents reported high rate of response for personal source of stress, followed by SEBC category as shown in Table 5. In SC category out of 234, 154 respondents reported a low rate of response followed by the ST category. Regarding marital status of the respondents in each category, a majority of the respondents reported moderate and high rate of response towards personal sources of stress. The number of dependents on the respondents and the response rate for moderate and high level in personal sources of stress are directly related with each others. Among the respondents, those who have only two dependents, 96 respondents out of 215 reported a moderate rate of response for personal sources of stress. Respondents who fall in the below Rs 1,00,000 income category respond in a similar way in all the three levels of the rate of response for personal sources of stress whereas with an increase in income from Rs 2.25 lakhs and above the response rate in high rate of response are increasing.

Table 6: Cross Tabulation [Sources of Stress; Interpersonal Sphere vs. Demographic Profile]

		LOW		MODERATE		HIGH		Total	
		N	%	N	%	N	%	N	%
Age	Below 25	145	45.2	109	34.0	67	20.9	321	100.0
	25 -30	210	45.6	140	30.4	111	24.1	461	100.0
	31 -35	47	25.5	65	35.3	72	39.1	184	100.0
	36 – 40	21	18.4	49	43.0	44	38.6	114	100.0
	41 -45	9	12.9	26	37.1	35	50.0	70	100.0
	46 – 50	10	13.0	24	31.2	43	55.8	77	100.0
	51 -58	24	42.9	14	25.0	18	32.1	56	100.0
	58 & above Retd.	3	37.5	2	25.0	3	37.5	8	100.0
Gender	Male	448	35.7	417	33.3	389	31.0	1254	100.0
	Female	21	56.8	12	32.4	4	10.8	37	100.0
Qualification	up to HSC	56	16.5	112	33.0	171	50.4	339	100.0
	Graduate	326	45.2	240	33.2	156	21.6	722	100.0
	Post graduate	86	39.3	75	34.2	58	26.5	219	100.0
	Others	1	9.1	2	18.2	8	72.7	11	100.0
Category	General	161	30.8	184	35.2	178	34.0	523	100.0
	SEBC	123	28.7	157	36.6	149	34.7	429	100.0
	SC	133	56.8	68	29.1	33	14.1	234	100.0
	ST	52	49.5	20	19.0	33	31.4	105	100.0
Marital Status	Married	347	36.6	327	34.5	273	28.8	947	100.0
	Unmarried	115	39.8	82	28.4	92	31.8	289	100.0
	Divorced	7	17.5	12	30.0	21	52.5	40	100.0
	Others	0	.0	8	53.3	7	46.7	15	100.0
Experience	UP TO 5	270	42.1	210	32.8	161	25.1	641	100.0
	6 -10	126	35.0	104	28.9	130	36.1	360	100.0
	11 – 15	16	10.1	72	45.6	70	44.3	158	100.0
	16 – 20	22	34.9	24	38.1	17	27.0	63	100.0
	21 – 25	20	66.7	3	10.0	7	23.3	30	100.0
	26 -30	11	36.7	14	46.7	5	16.7	30	100.0
	Above 30	4	44.4	2	22.2	3	33.3	9	100.0
Income in Rupees	Below 1,00,000	276	38.0	232	32.0	218	30.0	726	100.0
	1,00,001 - 2,25,000	104	43.0	68	28.1	70	28.9	242	100.0
	2,25,001 - 3,00,000	53	28.0	72	38.1	64	33.9	189	100.0
	3,00,000 - 5,00,000	17	17.0	49	49.0	34	34.0	100	100.0
	above 5,00,000	19	55.9	8	23.5	7	20.6	34	100.0

Sources: SPSS (Version 20) Output of Primary Data Based on Questionnaire

Out of total respondents (1291), majority of the respondents have reported moderate and high rate of response for interpersonal source of stress and the same trend continues with an increase in the age of respondents as shown in Table 6. In the category of male respondents, more number of respondents within the group has reported low rate of response followed by moderate and high rate of response for inter personal sources of stress. In the category of educational qualification i.e., upto HSC 171 (out of 339) respondents have reported high rate of response for inter personal sources of stress whereas in graduate and post graduate category, more number of respondents, within the group, have reported low rate of response for inter personal sources of stress. Among other category's 8 respondents out of 11 have reported a high rate of response for inter personal sources of stress. Among the caste category of the respondents, a majority of the

respondents have reported moderate and high rate of response for inter personal sources of stress whereas in the SC & ST category, a majority of the respondents within the group have reported a low rate of response for inter personal sources of stress.

Regarding the marital status of the respondents in each category, the majority of respondents reported moderate and high rate of response towards personal sources of stress. The number of dependents on the respondents and the number of respondents towards moderate and high rate of response for interpersonal sources of stress are directly related with each other. The income categories and the number of respondents in the various levels of inter personal stress are varied. 276 respondents whose income fall below Rs. 10,000 have reported low rate of response followed by moderate and high rate of response for inter personal sources of stress. Respondents belonging to the income category of 2.25-5.0 lakhs, a majority of the respondents have reported moderate and high level of rate of response for interpersonal sources of stress.

Table 7: Cross Tabulation [Sources of Stress; Work Sphere vs. Demographic Profile]

		LOW		MODERATE		HIGH		Total	
		N	%	N	%	N	%	N	%
Age	Below 25	150	46.7	110	34.3	61	19.0	321	100.0
	25 -30	191	41.4	144	31.2	126	27.3	461	100.0
	31 -35	50	27.2	79	42.9	55	29.9	184	100.0
	36 – 40	21	18.4	42	36.8	51	44.7	114	100.0
	41 -45	9	12.9	25	35.7	36	51.4	70	100.0
	46 – 50	12	15.6	23	29.9	42	54.5	77	100.0
	51 -58	22	39.3	18	32.1	16	28.6	56	100.0
	58 & above Retd.	3	37.5	4	50.0	1	12.5	8	100.0
Gender	Male	435	34.7	435	34.7	384	30.6	1254	100.0
	Female	23	62.2	10	27.0	4	10.8	37	100.0
Qualification	up to HSC	43	12.7	171	50.4	125	36.9	339	100.0
	Graduate	353	48.9	187	25.9	182	25.2	722	100.0
	Post graduate	61	27.9	83	37.9	75	34.2	219	100.0
	Others	1	9.1	4	36.4	6	54.5	11	100.0
Category	General	171	32.7	173	33.1	179	34.2	523	100.0
	SEBC	87	20.3	186	43.4	156	36.4	429	100.0
	SC	163	69.7	45	19.2	26	11.1	234	100.0
	ST	37	35.2	41	39.0	27	25.7	105	100.0
Marital Status	Married	346	36.5	308	32.5	293	30.9	947	100.0
	Unmarried	106	36.7	107	37.0	76	26.3	289	100.0
	Divorced	6	15.0	23	57.5	11	27.5	40	100.0
	Others	0	.0	7	46.7	8	53.3	15	100.0
Experience	UP TO 5	232	36.2	245	38.2	164	25.6	641	100.0
	6 -10	151	41.9	94	26.1	115	31.9	360	100.0
	11 – 15	25	15.8	59	37.3	74	46.8	158	100.0
	16 – 20	21	33.3	26	41.3	16	25.4	63	100.0
	21 – 25	13	43.3	7	23.3	10	33.3	30	100.0
	26 -30	13	43.3	11	36.7	6	20.0	30	100.0
	Above 30	3	33.3	3	33.3	3	33.3	9	100.0
Income in Rupees	Below 1,00,000	254	35.0	301	41.5	171	23.6	726	100.0
	1,00,001 - 2,25,000	112	46.3	60	24.8	70	28.9	242	100.0
	2,25,001 - 3,00,000	52	27.5	56	29.6	81	42.9	189	100.0
	3,00,000 - 5,00,000	26	26.0	18	18.0	56	56.0	100	100.0

Table 7: Contd.,							
above 5,00,000	14	41.2	10	29.4	10	29.4	34	100.0

Sources: SPSS (Version 20) Output of Primary Data Based on Questionnaire

Out of the total respondents, a majority of the respondents have reported moderate to high rate of response for Sources of stress at work place in all categories of age. In the age group of 41-45 and 46-50, only 9 and 12 respondents have reported a low rate of response within the group of sources of stress at work place respectively.

In the category of gender, 819 male respondents reported moderate to high rate of response for sources of stress at work place whereas among the female, a majority of the respondents have reported low rate of response for sources of stress at work place. 171 respondents out of 339 having educational qualification up to HSC, have reported a moderate level of rate of response for sources of stress at work place followed by high rate of response (125 respondents).

Among the graduate respondents, the response rate of the respondents are similarly divided in two levels i.e. low (353 respondents) and Moderate to high (369 respondents) as shown in Table 7. In the caste category i.e., General category; respondents' response rate is uniformly divided among three categories whereas in SEBC category 186 respondents out of 429 have reported moderate level of rate of response for the sources of stress at work place followed by a high level of rate of response. Among SC category a majority of the respondents have responded low rate of response while in ST category of the respondents more number of respondents reported moderate level of rate of response within the group of sources of stress at work place followed by low level in the rate of response by the respondents. It was observed that majority of the respondents reported moderate to high rate of response in all the categories of marital status. A majority of the respondents, having no dependents on them have reported low level of rate of response for sources of stress at work place whereas, more number of respondents have reported moderate to high rate of response in case of respondents having dependents on them. As experiences of the respondents increase the respondents rate of response for moderate to high also increases. It has been observed that more respondents having experience up to five years, have reported, within the group, moderate level of rate of response for sources of stress at work place followed by low level of rate of response. A large number of respondents having an income of Rs. 2.25-5.0 lakhs, have reported high level of rate of response for sources of stress at work place whereas more number of respondents having an income below Rs. 1 Lakh have reported moderate level of rate of response followed by low level in the rate of response within the group.

Table 8: Testing of Hypothesis & Results

Sr. No.	HYPOTHESIS	VARIABLES		Beta Value	T Value	P Value	Decision
		Independent	Dependent				
H01	Unresolved issues do not strengthen the level of stress among police personnel.	Unresolved Issues	Level of Stress among police personnel	.460	18.615	.000	Reject
H02	There is no relationship between Depression and Stress.	Depression	Stress	.729	38.187	.000	Reject
H03	There is no correlation between level of stress and level of anger (short temper).	Level of Anger (Short Temper)	Level of Stress	.586	25.945	.000	Reject
H04	Sources of Stress at Work Place are independent of Dissatisfaction with Salary	Dissatisfied with Salary	Sources of Stress Work Place	.680	33.339	.000	Reject

Table 8: Contd.,

H05	Overloaded with work and working long hours are independent of each other.	Overloaded with Work	Working Long Hours	.576	25.302	.000	Reject

FINDINGS & CONCLUSIONS

The results are evaluated vis-à-vis the objectives and have been justified with the support of data. Therefore the objectives of the study are highlighted once again before the discussion of the results. The study has 3 objectives comprising of

- *To identify the key sources of stress and the reasons of its occurrence and its impact on police personnel in Gujarat.*

It has been found that the average severity index of personal sources of stress is 4.36 out of 14, it means 31% of personal sources of stress have been found amongst the police personnel of Gujarat. The average severity index of inter personal sources of stress is 3.01 out of 10, it means 30% of inter personal sources of stress were found among the police personnel of Gujarat. The average severity index of sources of stress at work place is 7.14 out of 20, it means 35.9% of the sources of stress at work place were found among the police personnel of Gujarat. The average severity index of recreational sources of stress is 2.18 out of 08, it means 27.3% of the recreational source of stress were found among the police personnel of Gujarat. The mean factors for sources of stress at work place identified are dissatisfaction with the salary; feel overloaded with work, long working hours and no control over work schedule. These four factors contribute 58% in sources of stress at work place. Moreover, some other factors have also been noticed as sources of stress at work place like perfectionist in the execution of task, carry a lot of responsibilities and struggle to meet deadline. The important impact of sources of stress on police personnel in Gujarat is low level of cordial relationship among superiors, subordinates and peers. Further, it detoriates the relationship with family, physical and mental health of the police personnel in Gujarat and hence it further adversely affects the work environment of the police personnel.   If the same phenomenon continues over a longer period of time, it leads to a rise in the various sources and symptoms of stress.

- *To check whether or not unresolved issues strengthen the level of stress among police personnel of Gujarat.*

The finding of the study shows that there is a low positive association between unresolved issues and the level of stress among police personnel of Gujarat. A 100% change in unresolved issues leads to 46% variations in the level of stress among police personnel of Gujarat.

- *To study the impact of depression if any on the level of stress among police personnel of Gujarat.*

It was found that there is a strong positive association between depression and the level of stress among police personnel of Gujarat. A 100% change in the level of depression leads to 72.9% variation in the level of stress among police personnel of Gujarat.

CONCLUSIONS

Among interpersonal sources of stress, the expectations for accurate and perfect discharge of duties are one of the major sources of stress. The lack due to non-fulfilling of this attribute, leads to the emotional instability like difficulty in controlling anger. This in turn affects and deteriorates the cordial environment of the personal and professional life of the police personnel. Due to upsets in the personal and professional life, a rise in symptoms and sources of a stress among

police personnel is imminent. To overcome this phenomenon, there is an urgent need for proper counseling and it is also expected that superiors convey their expectations in advance. Among the attributes, dissatisfied with salary is one of the most important reasons of sources of stress at work place among others. Dissatisfaction with salary leads to unwillingness to work and indulgence into malpractices. Unwillingness towards job may be the cause of working long hours and the struggle to meet deadlines. Keeping in mind the rising general inflation and the cost of living the police department and the policy makers should restructure the pay scales of the policepersonnel. They should also keep in mind while restructuring the pay scale, the salary structure of other corporate, other countries' pay scale of police personnel and the risks attached with the duties.

There is a general observation that police department hire new work force on temporary and daily wages basis and that wages are not competitive. There is a lack of commitment towards their jobs because of the temporary nature of the assignment or job. Due to this, they are either unmotivated or less motivated to perform their assignments and accept new assignments too. Policy makers should think about converting daily wagers into pay role systems and provide social security. The finding of the study shows that no control over work schedule is another important source of stress at work place among police personnel in Gujarat. Uncontrolled work scheduled situation arises due to the demand supply gap of police personnel and/or mismatch between allotment of the work and the skill of the police personnel. This could be the reason working long hours. To tackle this situation, policy makers and the police organization should asses the need of the police personnel required, considering quantum of work, population of the area and the geographic locations. The same phenomenon can be wiped out with the help of reallocation of work among the police personnel of Gujarat.

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