

An Emprical Study on Stress Management in Police Officials with Special Reference to Erode District

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Abstract – Stress among police is often viewed as an unlucky, but expected part of police work. Police are like a real heroes, but most of people are unaware the amount of stress that police face every day. Police work involves protection of life, safeguarding property through vital patrol techniques, enforcement of laws and ordinances in the place for which the Police station is responsible. Police who are out in the street, every day during their duty are struggle police. They are the first's line of protection between the criminals and the society. During their duty, unexpectedly they may encounter situations involving major crisis without any warning. There are several factors like 24 hours availability, administration problem were involved and make police as a most stressful job. This study basically deals with Tamil Nadu police department and the Tamil Nadu has a Police population ratio of 1: 632.

Index Terms – Distorted reward& punishment, Absence of vertical mobility, Lack of effective leadership, Lack of social status, Political interference.

1. INTRODUCTION

There has been a lot of research on the negative effects of stress on people in general. I am sure you know that police work is one of the top rated professions for job stress next to air traffic controllers and dentists. A good way to start this presentation, I think, is to give a good working definition of police stress I have seen the following definition around enough to realize that many who are reading this are already familiar with this excellent definition. What I like about the following definition is that it is not just scientific, but gives an idea of what stress is, relates very well to the police job, and can even give us an idea of what cops may need to do to help themselves with stress. With the growing diversity of family structures represented in the workforce in the new millennium, it is important that human resource professionals better understand the interface of work and family relationships and the resulting impact in the workplace.

2. OBJECTIVES OF THE STUDY

- To explore the problems faced by the officials in balancing the work.
- To suggest the key points to relieve themselves from stress

3. REVIEW OF LITERATURE

The study identified work-home interference as a serious risk for the occurrence and increase of fatigue and depressive complaints among police officers. Such health impairment is obviously undesirable from an employee perspective, but also from an organizational point of view, as relationships between these health complaints and sickness and absenteeism have been well established. This underlines the importance of a company policy aiming to prevent work-home interference. In order to promote a balance between work and private life, companies can avail of several measures such as the following (Dijkers et al, 2004):

- Offering flexible working time arrangements, for example, flexible start and finishing times, or compressed work schedules;
- Offering care facilities, such as subsidized parental leave and subsidized childcare facilities;

Creating a company culture in which employees who experience work-home interference feel entitled to use the facilities that are available.

Research has investigated the links between work-home interference and employee health. In particular, the question is raised whether work-home interference acts as a precursor of health complaints or whether the opposite process applies. A study was conducted among 730 full-time police officers who – within a one-year time span – completed two questionnaires that addressed the issues of work-home interference, depressive complaints and fatigue (Van Hooff et al, 2005).

4. RESEARCH METHODOLOGY

RESEARCH DESIGN

The study is based on descriptive research. Descriptive research is the study that describes the characteristics of a particular individual or a group. This study is about selected variable of stress. The study is based on police officials in erode district.

SAMPLE METHOD

Simple random sampling method is adopted.

SAMPLE SIZE

- 1) Sample is the selection of only few items from the universe on the assumption the sample data will be able to estimate population parameters.
- 2) The sample size is taken to be 50.

DATA COLLECTION

There are two types of data collection methods they are:

- 1) primary data
- 2) secondary data

5. DATA ANALYSIS AND INTERPRETATION

Analysis refers to closely related operation. Those are performed with the purpose of summarizing the collected data and organizing in such a manner yielding the answers to the question. In the words of self the term analysis refers to such process facilitating the data for operation designed to draw conclusions or test hypothesis explaining the figures what they mean in the context of the theory on which the based often as in interpretation.

Interpretation proceeds to knowledge and the analysis is hardly complete without interpretation varies from the study to another.

6. PROBLEMS FACED BY THE RESPONDENTS IN WORK LIFE BALANCE

S.NO	PROBLEMS	MEAN SCORE	TOTAL SCORE	RANK
1	Long hours of duty	114	1254	10
2	Job pressure	112	1344	7
3	Lack of social status	252	2268	4
4	Absence of vertical mobility	313	2504	2

5	Distorted reward & punishment	371	2597	1
6	Lack of effective leadership	380	2280	3
7	Arbitrary postings	430	1720	6
8	Frequent transfers	434	1302	9
9	Political interference	426	2130	5
10	Family pressure	131	1310	8
11	Inadequate payments	453	906	11
12	Poor pay methods	457	457	12

7. INTERPRETATION

From the above table it is evident that distorted reward & punishments is ranked as no.1 with the score of 2597,absence of vertical mobility is ranked as no.2 with the score of 2504,lack of effective leadership is ranked as no.3 with the score of 2280,lack of social status is ranked as no.4 with the score of 2268,political interference is ranked as no.5 with the score of 2130,arbitrary postings is ranked as no.6 with the score of 1720,job pressure is ranked as no.7 with the score of 1344,family pressure is ranked as no.8 with the score of 1310,frequent transfers is ranked as no.9 with the score of 1302,long hours of duty is ranked as no.10 with the score of 1254 ,inadequate payments is ranked as no.11 with the score of 906,poor pay methods is ranked as no.12 with the score of 457.

8. SUGGESTIONS

- Distorted reward and punishments can be avoided in order to reduce the stress and balance their work life.
- Government can make day and night shift alterations in the work environment of the police officials.
- Government can give periodical counseling's to officers to improve their performance.
- Government can try to avoid frequent transfers of the officials which affect their family.
- Government can develop their promotion facilities in that specific period so that they can reduce the stress.
- Government can provide the education facilities for the children's of the officials during the transfer.

9. CONCLUSION

Work/life programs have the potential to significantly improve official's morale, reduce absenteeism, and retain knowledge, particularly during difficult situations. The study finds that the officials are so far satisfied with present working conditions and the facilities provided by the government.

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