

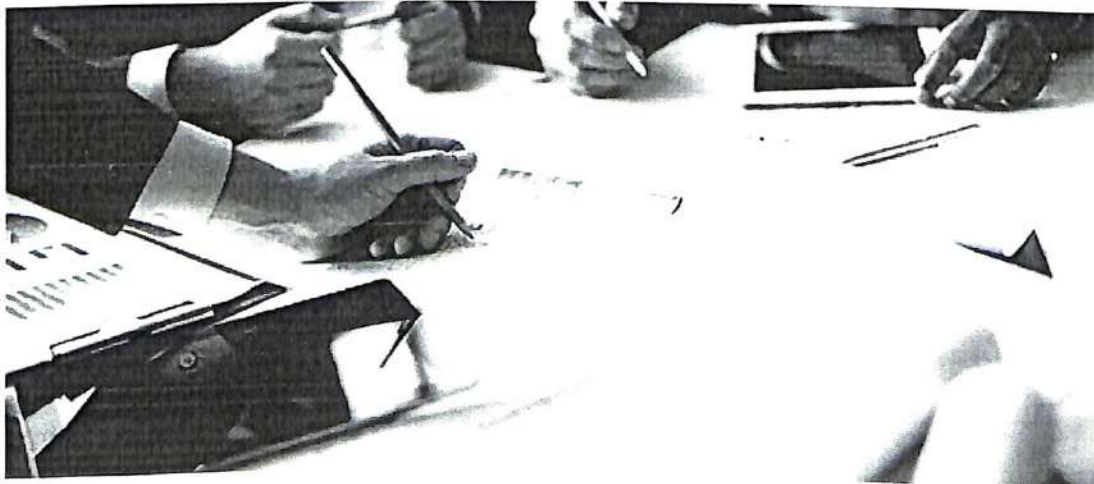
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# Prevailing Job Conditions in Police Department has been Leading to Stress in its Personnel

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## Abstract

This paper throws light on testing of hypothesis named prevailing job conditions in police department has been leading to stress in its personnel. Researcher wants to know whether job conditions of Police lead to stress. 591 police personnel were contacted to study impact of working conditions on police. Hypothesis has been analyzed in two parts .first part of it studies relationship between work stress and physical stress. Second part of it studies relationship between Work stress and mental stress. Hypothesis has been tested by using canonical correlation test.

**Keywords** - Stress, Police, Physical stress, Mental stress, Job conditions.

## Introduction

Object of this working paper is to share findings of research with research fraternity. This paper throws light on the impact of work related stress on police personnel.

### Source of data is Primary data collected by researcher

Data collection has been significant stage in the process of research. Primary data was collected from 10 Police stations out of 33 Police stations in Pune City. Care has been taken to ensure that sample represents total population of Pune Police. Total Primary data contain Police men and Police women. Data was collected from 397 Police men and 103 police women called entry Police, from 25 police inspectors, 32 API/PSI male officers and 19 API/PSI female officers. Data collection from 15 IPS officers has been done through discussion of questionnaire with 1 commissioner of Police(Male), 1 Joint commissioner of police(Female), 2 Additional commissioner of Police(Male), 4 Deputy Commissioner of Police(3 male and 1 female), 7 Assistant commissioner of Police (3 male and 4 female) officers

Entry Police-It includes Entry level of police staff which includes police naik Police constable etc.

Police Inspector-This include Police inspector who is main in charge of Police station.

API/PSI-This means Assistant Police Inspector, Police Sub-Inspector

IPS-This include officers which are recruited through examination conducted by Union Public Service Commission of Indian Police Service.

Work stress was measured by using following items. Each variables was measured using 5 items scale.

- WS-1-Senior & Reward
- WS-2-Job senior Health
- WS-3-work reward & family
- WS-4-Sacrifice & compromise
- WS-5-Noisy Pollution
- WS-6-Favourable Pay & leave
- WS-7-Affected Family Health
- WS-8-No skills on duty
- WS-9-Poor health & security
- WS-10-Threat to life

Physical Stress by using following items. Each variables was measured using 5 items scale.

- PS1-Body Pain
- PS2-Body Response
- PS3-Painful personal life

**H<sub>0</sub>: There is no relationship between Work stress and Physical Stress.**

**H<sub>1</sub>: There is significant relationship between Work stress and Physical Stress.**

Level of Significance  $\alpha=0.05$

**Multivariate Tests of Significance**

Test Name	Value	Approx. F	Hypoth. DF	Error DF	Sig. of F
Pillais	0.49441	11.44479	30.00	1740.00	0.000
Hotellings	0.70759	13.60153	30.00	1730.00	0.000
Wilks	0.55645	12.50535	30.00	1697.22	0.000

Multivariate Tests of Significance table reveals that all the 3 Multivariate Tests are significant.( $P<0.05$ )

Hence it is concluded that there is significant relationship between Work stress and Physical Stress.

Wilks= 0.556,  $F(30,1679.22)=12.505$ ,  $P=0.000$

Hence the total amount of explained variance  $1-0.556=0.44$  i.e. 44%



**Eigen values and Canonical Correlations Table**

Root No.	Eigen value	Pct	Cum. Pct	Canon Cor.	Sq. Cor
1	0.55618	78.60167	78.60167	0.59783	0.35740
2	0.12394	17.51579	96.11746	0.33207	0.11027
3	0.02747	3.88254	100.00000	0.16352	0.02674

From Eigen values and Canonical Correlations Table it can be seen that Canonical Correlations coefficient is 0.597, sq. correlation is 0.357 = 35.7%. Hence it is concluded that 35.7% of variance of Physical Stress can be explained by Work stress.

**Standardized canonical coefficients for DEPENDENT variables Table**

Variable	1	2	3
PS1-Body Pain	0.00937	0.83525	0.72033
PS2-Body Response	0.35243	0.92128	0.48998
PS3-Painful personal life	0.84494	0.23628	0.58400

(Considered only column-1 for analysis)

Standardized canonical coefficients for DEPENDENT variables Table reveals that PS3-Painful personal life has strong association with Physical Stress, followed PS2-Body Response, PS1-Body Pain

**Standardized canonical coefficients for COVARIATES Table**

COVARIATE	1
Workstress 1	0.04201
Workstress_2	0.86830
Workstress_3	0.04402
Workstress_4	0.13958
Workstress_5	0.02290
Workstress_6	0.13498
Workstress_7	0.08394
Workstress_8	0.00002
Workstress 9	0.20846
Workstress_10	0.00639

(Considered only column-1 for analysis)

From Standardized canonical coefficients for COVARIATES Table it can be seen that WS-2-Job senior Health has strong association with Work Stress followed by WS-9-Poor health & security, WS-4-Sacrifice & compromise, WS-6-Favourable Pay & leave, WS-7-Affected Family Health, WS-3-work reward & family, WS-1-Senior & Reward, WS-5-Noisy Pollution, WS-10-Threat to life, WS-8-No skills on duty.

Hence researcher rejects null Hypothesis

H<sub>0</sub> There is no relation between Work stress and Physical stress.

researcher accepts alternate hypothesis that

H<sub>1</sub> There is significant relationship between Work stress and Physical Stress.

### Statement of Hypothesis

Prevailing job conditions in Police department has been leading to stress in its personnel.

#### PART-II (WORK STRESS & MENTAL STRESS)

Canonical Correlations Test

Objective –To study the relationship between Work stress and Mental Stress.

Work stress was measured by using following items. Each variables was measured using 5 items scale.

WS-1-Senior & Reward

WS-2-Job senior Health

WS-3-work reward & family

WS-4-Sacrifice & compromise

WS-5-Noisy Pollution

WS-6-Favourable Pay & leave

WS-7-Affected Family Health

WS-8-No skills on duty

WS-9-Poor health & security

WS-10-Threat to life

Mental Stress was measured by using following items. Each variables was measured using 5 items scale.

MS1-Negative Thoughts

MS2-Poor mental strength

MS3-uncontrollable Temper

MS4-Affected sleep & humour

MS5-Intoxicated sleep

**H<sub>0</sub>: There is no relationship between Work stress and Mental Stress.**

**H<sub>1</sub>: There is significant relationship between Work stress and Mental Stress.**

Level of Significance  $\alpha=0.05$



## Multivariate Tests of Significance

Test Name	Value	Approx. F	Hypoth. DF	Error DF	Sig. of F
Pillais	0.80168	11.07527	50.00	2900.00	0.000
Hotellings	1.77338	20.37262	50.00	2872.00	0.000
Wilks	0.31960	14.94899	50.00	2630.33	0.000

Multivariate Tests of Significance table reveals that all the 3 Multivariate Tests are significant. ( $P < 0.05$ ) Hence it is concluded that there is significant relationship between Work stress and Mental Stress.

Wilks = .31960,  $F(50, 2630.33) = 14.94899$ ,  $P = 0.000$

Hence the total amount of explained variance  $1 - .319 = .681$  i.e. 68.1%

## Eigen values and Canonical Correlations Table

Root No.	Eigenvalue	Pct	Cum. Pct	Canon Cor.	sq. correlation
1	1.57101	88.58827	88.58827	0.78170	0.61105
2	0.07955	4.48558	93.07385	0.27145	0.07369
3	0.06490	3.65960	96.73345	0.24687	0.06094
4	0.04159	2.34507	99.07852	0.19982	0.03993
5	0.01634	0.92148	100.00000	0.12680	0.01608

From Eigen values and Canonical Correlations Table it can be seen that Canonical Correlations coefficient is .78170, sq. correlation .61105 = 61.10%. Hence it is concluded 61.10% % of variance of Mental Stress can be explained by Work stress.

## Standardized canonical coefficients for DEPENDENT variables Table

Table-no 6.187

Variable	1
Mental stress_1 -Negative Thoughts	0.10077
Mental stress_2- Poor mental strength	0.31101
Mental stress_3 -uncontrollable Temper	0.42800
Mental stress_4-Affected sleep & humour	0.37579
Mental stress_5-Intoxicated sleep	0.38088

Standardized canonical coefficients for DEPENDENT variables Table reveals that Mental stress\_3 -uncontrollable Temper has strong association with Mental Stress, followed by Mental stress\_5-Intoxicated sleep, Mental stress\_4-Affected sleep & humour, Mental stress\_2- Poor mental strength, Mental stress\_1 - Negative Thoughts.

## Standardized canonical coefficients for COVARIATES

COVARIATE	1
Work stress -1	0.02467
Workstress-2	0.89574



COVARIATE	1
Work stress -3	0.00609
Work stress -4	0.01736
Work stress -5	0.08287
Work stress -6	0.11143
Workstress-7	0.03471
Workstress-8	0.06758
Work stress -9	0.16314
Work stress -10	0.05588

From Standardized canonical coefficients for COVARIATES Table it can be seen that WS-2-Job senior Health has strong association with Work Stress followed by WS-9-Poor health & security, WS-6-Favourable Pay & leave, WS-5-Noisy Pollution, WS-8-No skills on duty, WS-10-Threat to life, WS-7-Affected Family Health, WS-1-Senior & Reward, WS-4-Sacrifice & compromise, WS-3-work reward & family

Hence

Researcher rejects null Hypothesis that

There is no relationship between Work stress and Mental Stress.

Researcher accepts Alternate Hypothesis

There is significant relationship between Work stress and Mental Stress.

### Conclusion

Job conditions such as long working hours, pollution, leave policy have greater impact on physical and mental health of police personnel. Efforts are to be made to regularize working hours of police. Simple stress management techniques like Mediation, healthy diet, sufficient amount of sleep would certainly reduce impact of stress on police.

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