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Annexure
A STUDY ON STRESS MANAGEMENT IN TAMIL NADU
POLICE DEPARTMENT WITH SPECIAL REFERENCE TO
SALEM, DINDIGUL AND MADURAI DISTRICTS

QUESTIONNAIRE

BACKGROUND INFORMATION

1. sex
   a) Female    b) Male

2. Age
   a) Below 30   b) 31 to 40   c) 41-50  d) above 51

3. Marital status
   a) Married    b) unmarried

4. Educational Qualification
   a) S.S.L.C     b) H.S.C
      b) Under graduate  d) Post graduate

5. Number of dependents
   a) upto 2         b) 3 to 4         c) 5 to 6         d) above 7

6. Experience
   a) up to 5 years  b) 6 to 10 years  c) 11 to 15 years  d) above 15 years

7. Monthly income
   a) Below Rs10,000  b) Rs. 10,001 – 15,000
      c) Rs.15,001 – 20,000  d) Rs. 20,001 – 25,000

8. categories
   a) Gr.II PC       b) Gr.I PC
      c) Head Constable  d) Sub Inspector of Police
      e) Inspector of Police  f) Dy. Supdt. of Police

Recruitment and selection

9. How did you enter into the present job?
   a) Through employment       b) Through interview
      c) Compassionate ground    d) From other department
10. In which branch of the police force are you posted?
   a) Local Police   b) Traffic Police   c) Armed Reserved Police

Training and development
11. Have you undergone any training after the appointment?
   a) Yes   b) No
12. What are the trainings you have undergone?
   a) Public relations   b) Security
   c) Refresher Course   d) Police Standing Orders
13. If yes, how many times did you attend the training?
   a) 1 time   b) 2 times
   c) 3 times   d) 4 times and above
14. How many hours do you normally work in a day in your job? ____

PERFORMANCE APPRAISAL

15. Whether the supervisors evaluate your performance properly?
   a) Yes   b) No
16. Which criterion is to be primarily considered to appraise performance?
   a) Punctuality   b) Non memo
   c) No complaint   d) Efficiency about performance
   e) Discipline   e) Integrity

PROMOTION

17. Have you got promotion in your service?
   a) Yes   b) No
18. If yes, how many times promotion was given to you?
   a) 1 time   b) 2 times
   c) 3 times   d) 4 times and above
19. On what basis promotion is made by Tamil Nadu Police?
   a) Seniority   b) Educational Qualification
   c) Seniority cum merit basis   d) Other (Specify)
TRANSFER

20. Have you been given transfer in your service?
   a) Yes   b) No

21. If yes, how many transfers were given to you?
   a) 1 time   b) 2 times
   c) 3 times   d) 4 times and above

22. What were the reasons behind your transfer?
   a) Administrative convenience   b) Personal willingness
   c) Promotions   d) Punishment

23. HOW MUCH JOB STRESS DO YOU HAVE?

<table>
<thead>
<tr>
<th>S. No</th>
<th>Particulars</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Agree some what</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a.</td>
<td>I can’t honestly say what I really think.</td>
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<td></td>
<td></td>
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<tr>
<td>b.</td>
<td>My job has a lot of responsibility, but I don’t have very much authority</td>
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<tr>
<td>c.</td>
<td>I could usually do a much better job if I were given more time</td>
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<tr>
<td>d.</td>
<td>I seldom receive adequate recognition or appreciation when my work is really good.</td>
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<tr>
<td>e.</td>
<td>In general, I am not particularly proud or satisfied with my job</td>
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<td>f.</td>
<td>I have the impression that I am repeatedly picked on or discriminated against at work</td>
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<td>g.</td>
<td>My work place environment is not very pleasant or particularly safe</td>
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<td>h.</td>
<td>My job often interferes with my family and social obligations or personal needs.</td>
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</tr>
</tbody>
</table>
WORK HAZARDS

24. Does your job primarily involve providing direct service to specific groups of people or client populations?
   a) Yes  b) No

25. Does your job expose you to verbal abuse and/or confrontations with clients or the general public?
   a) Never  b) Occasionally  c) Sometimes  d) Fairly often  e) Very often

26. Does your job expose you to the threat of physical harm or injury?
   a) Never  b) Occasionally  c) Sometimes  d) Fairly often  e) Very often

27. Have you been physically assaulted within your service?
   a) Never  b) Occasionally  c) Sometimes  d) Fairly often  e) Very often

28. Does your job personally subject you to potential legal liability?
   a) Never  b) Occasionally  c) Sometimes  d) Fairly often  e) Very often
29. Using the scale below, please answer the following questions about your work situation.

<table>
<thead>
<tr>
<th>Statements</th>
<th>Disagree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>There is harmony with in my group</td>
<td></td>
<td></td>
</tr>
<tr>
<td>In our group, we have lots of bickering over who should do what job.</td>
<td></td>
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<tr>
<td>There is difference of opinion among the members of my group.</td>
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<tr>
<td>There is dissension in my group.</td>
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<tr>
<td>The members of my group are supportive of each other's ideas.</td>
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<tr>
<td>There are clashes between sub groups with in my group.</td>
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<tr>
<td>There is friendliness among the members of my group.</td>
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<tr>
<td>There are disputes between my group and other groups.</td>
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<tr>
<td>There is “we” feeling among members of my group.</td>
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<tr>
<td>There is agreement between my group and other group.</td>
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<tr>
<td>Other groups withhold information necessary for the attainment of our group tasks.</td>
<td></td>
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</tbody>
</table>
The relationship between my group and other group is harmonious in attaining the overall organizational goals.

There is lack of mutual assistance between my group and other group.

There is cooperation between my group and other groups.

There are personality clashes between my group and other group.

Other groups create problems for my group.

**JOB REQUIREMENTS**

30. How often do these things happen in your job?

<table>
<thead>
<tr>
<th>Statement</th>
<th>Rarely</th>
<th>Occasionally</th>
<th>sometimes</th>
<th>Fairly often</th>
<th>Very often</th>
</tr>
</thead>
<tbody>
<tr>
<td>How often does your job require you to work very fast?</td>
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<tr>
<td>How often does your job require you to work very hard?</td>
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<tr>
<td>How often does your job leave you with little time to get things done?</td>
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<tr>
<td>How often is there a great deal to be done?</td>
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<tr>
<td>How often is there a marked increase in the work load?</td>
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</tr>
<tr>
<td>Statement</td>
<td>Hardly Any</td>
<td>A little</td>
<td>Some</td>
<td>Lot</td>
<td>A Great Deal</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
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<tr>
<td>How much slowdown in the work load do you experience?</td>
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<tr>
<td>How much time do you have to think and complete?</td>
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<tr>
<td>How much work load do you have?</td>
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<tr>
<td>What quantity of work do others expect you to do?</td>
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<tr>
<td>How much time do you have to do all your work?</td>
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</tbody>
</table>

WORKLOAD AND RESPONSIBILITY

31. Please indicate how much of each aspect you have on your job by writing a number in the space provided based on the following scale.
<table>
<thead>
<tr>
<th>Question</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>How many projects, assignments, or tasks do you have?</td>
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<tr>
<td>How many bulls between heavy work load periods do you have?</td>
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<tr>
<td>How much responsibility do you have for the future of others?</td>
<td></td>
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<tr>
<td>How much responsibility do you have for the job security of others?</td>
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<tr>
<td>How much responsibility do you have for the morale of others?</td>
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<tr>
<td>How much responsibility do you have for the welfare and lives of others?</td>
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</tbody>
</table>

**MANAGING THE STRESS**

32. Do you feel the job is more stressful?
   a) Yes       b) No

33. If yes, state the reason for stress.
   a) Adherence of strict time schedule
   b) Dealing heterogeneous people and their attitude
   c) Treatment of higher officials
   d) Managing the co-workers
   e) Heavy work load
   f) Risky nature of the job

34. What methods do you follow to reduce stress?
   a) Sports/Exercise/Walking/Swimming
   b) Meditation/Yoga/Counseling
   c) Smoking
   d) Alcohol
   e) Positive thinking
   f) Prayer
   g) Watching TV/Hearing songs/Reading Books
   h) Gardening
   i) Chatting with friend
   j) No methods
### 35. STATE YOUR OPINION TOWARDS THE FOLLOWING STATEMENTS

<table>
<thead>
<tr>
<th>Statements</th>
<th>Disagree Strongly</th>
<th>Moderately Disagree</th>
<th>Neither agree nor Disagree</th>
<th>Moderately Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Even over minor problems, I lose my temper</td>
<td></td>
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<tr>
<td>I hear every piece of information or question as criticism of my work</td>
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<tr>
<td>If someone criticizes my work, I take it as a personal attack</td>
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<tr>
<td>I respond irritably to any request from co-workers</td>
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<tr>
<td>On the job and off, I get highly emotional over minor incidents</td>
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<tr>
<td>I tell people about sports or hobbies that I’d like to do, but say I never have time because of the hours I spend at work</td>
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<tr>
<td>I work overtime consistently, yet never feel caught up</td>
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<tr>
<td>My health is running down; I often have headaches and stomachaches</td>
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<tr>
<td>If I even eat lunch, I do it at my desk while working</td>
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<tr>
<td>Relationships at work are strained</td>
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<tr>
<td>I receive the respect at work which I deserve from my colleagues</td>
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<tr>
<td>My colleagues are jealous about my achievements.</td>
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<tr>
<td>My superiors are biased and show favoritism.</td>
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</table>