The present investigation was undertaken to study the impact of Group (Awarded, Suspended, Average) and Rank (Junior, Senior) on police sub-culture that is crime control, service, cynicism, receptivity to change; role ambiguity -feedback, role ambiguity-task, personal inadequacy, role shrinkage, role stagnation, inter-role conflict, role overload, role isolation, role conflict-intersender, role conflict-person, resource inadequacy subscales of role stress; health complaints; experience and expression of anger that is state anger, trait anger, anger-in, anger-out, anger control, anger expression, subscales of STAXI; positive affects and negative affects; satisfaction with life and coping strategies used by police functionaries that is problem solving, cognitive restructuring, express emotion, social contact, problem avoidance, wishful thinking, self criticism, social withdrawal.

The sample of the present investigation consisted of 168 male police functionaries (56 Awarded, 56 Suspended and 56 Average) belonging to two ranks Junior Rank and Senior Rank (84 in each Rank) in the age range of 25 to 57 years who had a minimum of at least 3 years of continuous service in the police organization. They were all non-IPS policemen belonging to the state of Haryana and Union Territory of Chandigarh.

These police functionaries were administered Police Sub-Culture Scale developed by Cochran and Bromley (2003) to measure adherence to police sub-culture. Role stress was assessed using the Role Stress Inventory developed by Ravi kumar (1984). Further, the subjects were administered the Adult Health Checklist (Forgays, 1994), State-Trait Anger Expression Inventory (Spielberger, 1988), the Positive and Negative Affect Schedule (Watson, Clark & Tellegen, 1988), the Satisfaction With Life Scale (Diener et al., 1985), and the Coping Strategies Inventory (Tobin et al., 1989).

Means and standard deviations were computed and analysis of variance was conducted in order to analyze the raw data that consisted of scores on all the above mentioned thirty three variables.
The significant findings of the analysis of variance are summed up below:

1. As regards Crime control subscale of police sub-culture, the Awarded, Suspended and Average Group were found to differ significantly on the crime control dimension of police sub-culture. Mean scores revealed that the Suspended Group had higher orientation towards crime control followed by the Awarded Group with the Average Group showing the lowest orientation towards crime control. The use of t-test also revealed that the Suspended Group was significantly higher then the Average Group on crime control.

2. As regards Service subscale of police sub-culture, the Awarded, Suspended and Average Group were significantly different on service dimension of police sub-culture. Mean scores revealed that the Suspended Group accorded a higher value to service in comparison to the Awarded Group with the Average Group showing the lowest orientation towards service. The use of t-test revealed that the Suspended Group accorded service function a higher value in comparison to the Awarded Group and Average Group functionary.

3. In reference to role ambiguity-feedback, the two-way interaction of Group x Rank emerged significant. Mean scores revealed that stress due to role ambiguity-feedback is higher in Junior Rank in comparison to Senior Rank in the Suspended Group. However, it is higher in the Junior Rank in comparison to the Senior Rank in the Average Group.

4. As regards role shrinkage, the Awarded, Suspended and Average Group were found to differ significantly. Mean scores revealed that the Suspended Group was significantly higher in comparison to the Average Group and the Awarded Group had the lowest scores. t-ratios revealed that the Suspended Group was significantly higher on stress due to role shrinkage than the Average Group and the Awarded Group.

5. In reference to inter-role conflict, the two-way interaction of Group x Rank emerged significant. A perusal of the mean scores revealed that inter-role conflict is experienced more by Junior Ranks than the Senior Ranks in the Suspended Group whereas, inter-role conflict is experienced more by the Senior Ranks than the Junior Ranks in the Average Group.
6. As regards role isolation, the main effect of Group emerged significant. The mean scores revealed that the Suspended Group was higher on role isolation in comparison to the Average Group and the Awarded Group had the lowest score. The t-ratios revealed that the Suspended Group was significantly higher on stress due to role isolation than the Awarded Group and the Average Group.

7. As regards role conflict-intersender, Junior and Senior Ranks differed significantly. The mean scores revealed that role conflict-intersender was higher in Senior Ranks than Junior Ranks.

8. As regards role conflict-person, Senior Rank functionaries were found to be higher than the Junior Rank functionaries on role conflict-person.

9. As regards resource inadequacy, the main effect of Rank was found to be significant. However, it was moderated by Group, since the two-way interaction of Group x Rank also emerged significant. Mean scores revealed that in the Awarded Group and the Average Group the rank differences are marked with Senior Ranks experiencing more resource inadequacy in comparison to the Junior Ranks whereas in the Suspended Group, Rank differences are eliminated on resource inadequacy.

10. As regards health complaints, the two-way interaction of Group x Rank emerged significant. Mean scores revealed that the Senior Ranks reported more health complaints in the Awarded Group whereas the Junior Ranks reported more health complaints in the Suspended Group. However, Junior and Senior Ranks did not differ on health complaints in the Average Group.

11. As regards the STAXI subscales, Awarded, Suspended and Average Group differed significantly in respect of state anger. The mean scores revealed that the Average Group was higher on state anger followed by Awarded Group with the Suspended Group being the lowest. The t-test revealed that the Average Group was significantly higher on state anger than the Suspended Group. Further, Junior and Senior Ranks also differed on state anger. Mean scores revealed that Senior Ranks were higher on state anger in comparison to Junior Ranks.

12. As regards the STAXI subscales, Awarded, Suspended and Average Group differed significantly in respect of trait anger. The mean scores revealed that the
Average Group was higher on trait anger followed by Awarded Group with the Suspended Group being the lowest. The use of t-test revealed that the Average Group was significantly higher on trait anger than the Suspended Group. Further, Junior and Senior Ranks also differed on trait anger. Mean scores revealed that Senior Ranks were higher on trait anger in comparison to Junior Ranks.

13. In context of anger-in subscale of STAXI, the two-way interaction of Group x Rank emerged significant. Anger-in is experienced more by Senior Ranks in the Average Group and Junior Ranks in the Suspended Group, whereas, Rank differences are eliminated on anger-in in the Awarded Group.

14. As regards the STAXI subscales, the main effect of Rank was found to be significant for anger expression. However, it was moderated by Group, since the two-way interaction of Group x Rank also emerged significant. Mean scores revealed that anger expression was experienced more by the Senior Ranks in the Average Group and Suspended Group whereas, Rank differences on anger expression were eliminated in the Awarded Group.

15. In respect of negative Affect, the two way interaction effect of Group x Rank was found to be significant. Mean scores revealed that in the Suspended Group, Junior Ranks scored higher on negative Affect whereas, in the Average Group Senior Ranks scored higher on negative Affect. Junior Rank and Senior Rank did not differ on negative Affect in the Awarded Group.

16. As regards satisfaction with life, the main effect of Group emerged significant. Mean scores revealed that the Awarded Group had the highest satisfaction with life in comparison to the Suspended Group whereas, the Average Group had the lowest life satisfaction. t-ratios further revealed that the Awarded Group and the Suspended Group were significantly higher on life satisfaction than the Average Group.

17. In case of problem solving subscale of CSI, the main effect of Group emerged significant. Mean scores revealed that the Awarded Group used more problem solving coping in comparison to the Suspended Group whereas the Average Group used the least problem solving coping. Use of t-test further revealed that
the Awarded Group and the Suspended Group were significantly higher than the Average Group on the use of problem solving coping.

18. In respect of cognitive restructuring subscale of CSI, the three Groups Awarded, Suspended and Average differed significantly. Mean scores revealed that cognitive restructuring coping strategy was used more frequently by the Suspended Group followed by the Awarded Group and least by the Average Group. The t - ratios revealed that the Awarded Group and Suspended Group were higher on cognitive restructuring in comparison to the Average Group.

19. In case of problem avoidance subscale of CSI, the Awarded, Suspended and Average Groups differed significantly. The mean scores revealed that problem avoidance coping was used more by the Suspended Group followed by the Awarded Group and lowest by the Average Group. The t - ratios revealed that Suspended Group was significantly higher on problem avoidance coping than the Awarded Group and the Average Group.

20. As regards wishful thinking subscale of CSI, the main effect of Group emerged significant. However, it was moderated by Rank, since the two-way interaction of Group x Rank turned out to be significant. The mean scores revealed that in the Suspended Group and Average Group, the Junior Ranks were higher on wishful thinking whereas, in the Awarded Group Senior Ranks were higher on wishful thinking coping.