Appendix I

References
APPENDIX - I

REFERENCES


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Appendix II

Legal Jurisdiction of AWPS
APPENDIX: II

LEGAL JURISDICTION OF AWPS

A detailed listing of the legal sections that are dealt with at the AWPS:

113 -A -- I.E.A.: - Presumption as to the abetment of suicide by married women

When the question is whether the commission of suicide by a woman had been abetted by her husband or any relative other husband and it is shown that she had committed suicide within a period of seven years from the date of her marriage and that her husband or such relative of her husband had subjected her to cruelty, the court may presume, having regard to all the other circumstances of the case, that such suicide had been abetted by her husband or by such relative of her husband.

Explanation: For the purpose of this section 'Cruelty' shall have the same meaning as in section 498-A of the Indian Penal Code (45 of 1860).

By the same criminal law Amendment Act, section 174, Cr. P.C. has been amended to further empowering the Police to investigate and report cases of unnatural or suspicious death when.
(i) the case involves suicide by a woman within seven years of her marriage or

(ii) the case relates to the death of a woman within seven years of her marriage in any circumstances raising a reasonable suspicion that some other person committed an offense in relating to such woman; or

(iii) the case relates to the death of a woman within seven years of her marriage and any relative of the woman has made a request in this behalf; or

(iv) there is any doubt regarding the cause of death.

198 - A : Cr. P.C.

Stipulates that no court can take cognizance under section 498-(A) IPC except upon a Police report or on the complaint made by the aggrieved or by her father, mother, brother, sister or with the court permission by any other related to her by blood, marriage or adoption. The amendment modifies the general rule under section 198-A Cr.P.C. that in such personal injuries, the aggrieved alone should file the complaint. It is a first class offense, cognizable, non-bailable and non-compoundable.
354-IPC: Assault or criminal force to woman with intent to outrage her modesty

Whoever assaults or uses criminal force to any woman, intending to outrage or knowing it to be likely that he will there by outrage her modesty, shall be punished with imprisonment of either description for a term which may extend to two years, or with fine, or with both.

366 - IPC: Kidnapping, abducting or inducing woman to compel her marriage etc.

Whoever kidnap or abducts any woman with intent that she may be compelled, or knowing it to be likely that she will be compelled, to marry any person against her will, or in order that she may be forced or seduced to illicit intercourse, or knowing it to be likely that she will be forced or seduced to illicit intercourse, shall be punished with imprisonment of either description for a term which may extend to ten years, and shall also be liable to fine; and whoever, by means of criminal intimidation as defined in this Code or of abuse of authority or any other method of compulsion, induces any women to go from any place with intent that she may be, or knowing that it is likely that she will be, forced or seduced to illicit intercourse with another person shall also be punishable as aforesaid.
366A - IPC : Procreation of minor girl :

Whoever, by any means whatsoever, induces any minor girl under the age of eighteen years to go from any place or to do any act with intent that such girl may be or knowing that it is likely that she will be forced or seduced to illicit intercourse with another person shall be punishable with imprisonment which may extend to ten years and shall also be liable to fine.

373 – IPC: Buying minor for purposes of prostitution, etc.:

Whoever buys, hires or otherwise obtains possession of any person under the age of eighteen years with intent that such person shall at any age be employed or used for the purpose of prostitution or illicit intercourse with any person or for any unlawful and immoral purpose, or knowing it to be likely that such person will at any age be employed or used for any such purpose, shall be punished with imprisonment of either description for a term which may extend to ten years, and shall also be liable to fine.

375 - IPC: Rape

A man is said to commit “rape” who, except in the case herein-after excepted, has sexual intercourse with a women under circumstances falling under any of the six following descriptions:-
First  Against her will

Second  Without her consent.

Thirdly  With her consent, when her consent has been obtained by putting her or any person in whom she is interested in fear of death or of hurt.

Fourthly  With her consent, when the man known that he is not her husband and that her consent is given because she believes that he is another man to whom she is or believes herself to be lawfully married.

Fifthly  With her consent, when, at the time of giving such consent, by reason of unsoundness of mind or intoxication or the administration by him personally or through another of any stupefying or unwholesome substance, she is unable to understand the nature and consequences of that to which she gives consent.

Sixthly  With or without her consent, when she is under sixteen years of age.

Explanation  Penetration is sufficient to constitute the sexual intercourse necessary to the offense of rape.

Exception  Sexual intercourse by a man with his own wife, the wife not being under fifteen years of age, is not rape.
376 - IPC: Punishment for rape

1. Whoever, except in the cases provided for by sub section (2) commits rape shall be punished with imprisonment of either description for a term which shall not be less than seven years but which may be for life or for a term which may extend to ten years and shall also be liable to fine unless the woman raped is his own wife and is not under twelve years of age, in which case, he shall be punished with imprisonment of either description for a term which may extend to two years or with fine or with both.

304B-IPC: Dowry death:

(1) Where the death of a woman is caused by any burns or bodily injury or occurs otherwise than under normal circumstances within seven years of her marriage and it is shown that soon before her death she was subjected to cruelty or harassment by her husband or any relative of her husband for, or in connection with, any demand for dowry such death shall be called “dowry death”, and such husband or relative shall be deemed to have caused her death.

Explanation: - For the purposes of this sub-section, “dowry” shall have the same meaning as in Section 2 of the Dowry Prohibition Act, 1961 (28 of 1961).
(2) Whoever commits dowry death shall be punished with imprisonment for a term which shall not be less than seven years but which may extend to imprisonment for life.

493 IPC: Co-habitation caused by a man deceitfully inducing a belief of lawful marriage

Every man who by direct deceit causes any woman who is not lawfully married to him to believe that she is lawfully married to him and to cohabit or have sexual intercourse with him in that belief shall be punished with imprisonment of either description for a term which may extend to ten years, and shall also be liable to fine.

494 IPC: Marrying again during life time of husband or wife:

Whoever having a husband or wife living, marries in any case in which such marriage is void by reason of its taking place during the life of such husband or wife, shall be punished with imprisonment of either description for a term which may extend to seven years, and shall also be liable to fine.

Exception: This section does not extend to any person whose marriage with such husband or wife has been declared void by a Court of competent jurisdiction.

Nor to any person who contracts a marriage during the life of or a former husband or wife at the time of the subsequent marriage shall have been continually
absent from such person for the space of seven years and shall not have been heard of by such person as being alive within that time provided the person contracting such subsequent marriage shall before such marriage takes place inform the person with whom such marriage is contracted of the real state of facts so far as the same are within his or her knowledge.

495. Some offense with concealment of former marriage from person with whom subsequent marriage is contracted:

Whoever commits the offense defined in the last preceding section having concealed from the person with whom the subsequent marriage is contracted, the fact of the former marriage, shall be punished with imprisonment of either description for a term which may extend to ten years, and shall also be liable to fine.

496. Marriage ceremony fraudulently gone through without lawful marriage:

Whoever, dishonestly or with a fraudulent intention, goes through ceremony of being married, knowing that he is not thereby lawfully married, shall be punished with imprisonment of either description for a term which may extend to seven years, and shall also be liable to fine.

497. Adultery

Whoever, has sexual intercourse with a person who is and whom he knows or has reason to believe to be the wife of another man, without the consent or
connivance of that man, such sexual intercourse not amounting to the offense of rape, is guilty of the offense of adultery, and shall be punished with imprisonment of either description for a term which may extend to five years, or with fine, or with both. In such case the wife shall not be punishable as an abettor.

498. Enticing or taking away or detaining with criminal intent a married woman

Whoever takes or entices away any woman who is and whom he knows or has reason to believe to the wife of any other man, from that man, or from any person having the care of her on behalf of that man, with intent that she may have illicit intercourse with any person, or conceals or detains with that intent any such woman shall be punished with imprisonment of either description for a term which may extend to two years, or with fine, or with both.

498-A : IPC : Husband or relative of husband of a women subjecting her to cruelty

Whoever, being the husband or the relative of the husband of a woman, subjects such women to cruelty shall be punished with imprisonment for a term which may extend to three years and shall also be liable to fine.

Explanation: For the purpose of this section 'Cruelty' means---
(a) any willful conduct which is of such a nature as is likely to drive the woman to commit suicide or to cause grave injury or damages to life, limb or health (whether mental or physical) of the woman; or

(b) harassment of the woman where such harassment is with a view to coercing her or any person related to her to meet any unlawful demand for any property or valuable security or is on account of failure by her or any person related to her to meet such demand.

509 - IPC: Word gesture or act intended to insult the modesty of a woman:

Whoever, intending to insult the modesty of any woman, utters any words, makes any sound, gesture, exhibits any object, intending that such word or sound shall be heard or that such gesture or object shall be seen, by such woman, or intrudes upon the privacy of such woman shall be punished with simple imprisonment for a term which may extend to one year or with fine or with both.
Appendix III

Instruments Used
Interview Schedule  
(For Academic Use only)

Date:

FOR POLICE PERSONNEL - ALL WOMEN POLICE STATION

a. Name:
b. Age:
c. Native Place:
d. Mother tongue:
e. Religion:
f. Caste:
g. Marital Status:
h. Number of children:
i. Year of Joining Police:
j. Place of Training:
k. Period of Training
l. First Posted As
m. First Posting at
n. Next postings at:
o. Practical training at:
p. Current Posting:
q. When were you posted to your present station:

i) Residence address:

ii. Own House / Rented / Govt. Quarters / Others (Specify)

iii) Respondent’s Income: (per month):
Household Income:
1. Was/is there any other member of your family in the police
2. How did you decide to join the Police Service?
3. What do you think about the Police as a job for women?
4. Will you encourage your younger sister or daughter to join the Police?
5. Do you feel more women should come forward and join the police. If yes please give two reasons at least.
6. Do you feel that the development and expansion of women's roles in the Police Service equals that of the male Policemen?
7. Do you have Police Unions? What is the role of these Unions?
8. If there is no union, do you wish that there were one?
   i) Yes/No.
   ii) What will the advantage be if you have a union?
9. Do you agree that women police officers provide that gentle touch making it easier for the female petitioner and success of cases? If Yes how so?

FAMILY TABLE

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Name</th>
<th>Relation</th>
<th>Age</th>
<th>Sex</th>
<th>Education</th>
<th>Employment</th>
<th>Income</th>
</tr>
</thead>
</table>

10. If respondent married and has children ask the following else skip to Q11.
   a) Who looks after the children while you are at work?
   b) Do they study on their own or are they getting tuition?
   c) Who gives tuition for them?

11. What are your work timings? What is your daily routine life?

12. What do you do on Sundays/ Leave days? How do you use your leisure time?

13. Due to work pressure there must be so many things you may not be able to do given time what will your priority be - Please mention any 3 such favorites.

14. Keeping in mind the nature of your work; how do you spend available time with members of your family.
15. Do you ever feel stressed in your day-to-day life? What do you attribute this feeling of stress to?

16i) When not working which is your favourite dress: Sari/Gown/ Chudidar set/ others

ii) What is your current uniform? Do you find it comfortable or should it be changed?

If it should be changed then please state preference

17 a. Again - as a woman you have so many roles to play - mother, wife, daughter-in-law, daughter, sister - which role is most demanding.

b. Do you ever feel that your role as a wife/ mother conflicts with your working - woman's role? How do you deal with it?

c. Does your husband help you with household work: Sometimes/ Always/ Never

d. Mention a few of the house works that he shares with you.

e. Who makes the decisions regarding:

<table>
<thead>
<tr>
<th></th>
<th>Husband</th>
<th>Wife</th>
<th>Both Husband</th>
<th>Some one else</th>
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<tbody>
<tr>
<td>a. Children</td>
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<tr>
<td>b. Financial expenses/ Savings</td>
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<tr>
<td>C: Housing</td>
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<tr>
<td>d. Family functions marriage</td>
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<td>e. Religious functions.</td>
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</tbody>
</table>

18. What do you do with your earnings?

19. It is said that due to your training you usually stand to lose your feminity.

A. Agree/Disagree  b. Why?

20. What ever you learnt during training do you think it is proving to be useful while on your job?

i) Yes/No..............

ii) If Yes, how so?

(iii) What else do you think should be added during training period to better prepare you for the job.

(iv) After starting work, did you attend any trainings?
21. Have you ever been posted to Police Stations other than All Women Police Station? If yes, please state your post and place of service.

22. What is your opinion about A.W.P.S.?

23. Would you like being part of mainstream policing or prefer being posted to AWPS always?

24. Do you feel that men should also be posted to AWPS?
   i) Yes / No ............ (ii) Why?

25. At present your station is handling cases mostly related to Marital problems. Do you think it will be better if your station should also handle the other crimes related to women?

26. Do you ever face prejudice from the public i.e. men and women in accepting you vis-à-vis a male police personnel? Why does this happen? Can you share any experience.

27. Have you ever faced any sexual harassment in your career? How did you deal with it?

28. When people are in trouble they approach you-Who do you turn to in times of need?
   - Suppose you have problems regarding you children's admission/job, your transfer or spouse's job who do you seek for help?

About AWPS:

29. What is your assigned duty in your present station?

30. How long have you been in this station?

31. What are the other duties that you are assigned from time to time?

32. Once a petitioner approaches AWPS for help, what is the course of action?
   a. Who all can petition in the AWPS?
   b. How do you verify the genuineness of the complaint?
   c. How would a petitioner living in a remote area/or unable to come for some reason contact you?

33. After a petition is submitted and you go for verification and enquiry, what do you do?
   a. Have you ever faced resistance when you go for enquiry?
   b. Whenever you go for enquiry, do you always take the local policeman with you?
34. When do you ask for assistance from the main Police station? Are they prompt in assisting you?

35. When it is said that the case is settled through Compromise, what does it mean?
   a. Is compromise desired by the petitioner when they approach you for help?
   b. If Not, then how do you convince them for the same?
   c. Do you call both the parties, face-to-face for a compromise discussion?
   d. How do you contact both the parties?
   e. What would happen if the petitioner does not want to compromise?
   f. What happens if compromise is refused by either/both parties?
   g. Which party lays down the conditions for compromise?
   h. Is there any follow up on these ‘compromise’ cases?
   i. What if either party is not keeping the conditions accepted during compromise?
   j. How long does it take to dispose of a petition?
   k. Do you think the petitions can be disposed off in a shorter period? How so?

36. Have you ever gone to call the counter petitioner for compromise discussion at the Police Station?
   a. Do you face any problems when you go to call the counter petitioner? If yes, what type of problems?
   b. If the counter petitioner refuses to come, what will you do?
   c. What happens when the counter petitioner is absconding?

37. Do you have a professional counselor attached to your station?
   a. Have you ever referred cases for counseling to professionals?

38. a. Do you note down the caste and religion of the petitioner?
   b. How does knowing the caste of a person help you in your work?
   c. Mostly which class/income group petitioners approach you?
   d. How do you assess which class does your petitioner belong to?

40. Have you ever faced any interference from political heads or seniors? Please cite an example.

41. How do you help in the following cases:
   a) false promise victims
   b) Sri Dhana Cases
   c) Maintenance Cases
   d) Pre/marital and Extramarital cases
   e) Orphan or runaway children
42. What is your role vis-à-vis women agitators/protestors?
   a) Do processions or agitations led by women ever turn violent?
   b) In that case what steps do you take?

43. What are the common problems faced by your station?

44. What are your suggestions to rectify these problems?

45. What expectations do you have from your
   a) Govt.
   b) Senior Officers
   in order to make AWPS more efficient and better equipped?

46. Do you feel AWPS should be merged with the main Police station?
   I) Yes /No .......... Please give reasons for your answer?

**Support Groups**

47. Have any of your petitioners benefited from the victims assistant fund set up by the Govt. If yes, please give details.

48. How do you inter-relate with the voluntary organizations?

49. Which voluntary organizations do you approach for help. (Please attach name and address)

50. When and what type of cases do you approach them with?

51. How do you know of the existence of these groups?

52. How do they usually help?

53. Why do the voluntary agencies come forward to help?

54. If some of your petitioners need help for the following, what do you do:
   1. Place to stay. 2. Monetary assistance 3. Job: 4. Any other:

55. There are Govt. Welfare organizations also, do you seek help from them? If yes, which organization (Please give address).

56. Any other suggestions/recommendations.
Interview Schedule Used for SOCIAL ORGANISATIONS:

1. Name Of Institution & Address
   2a. Designation of Respondent in the organisation:
3. When and how did you organisation come into being (date)?
4. Do you have any permanent employees? If yes, How many and please state their purpose?
5. What is the authority structure of your organisation?
6. What are your permanent projects?
7. Land mark programs or projects undertaken over the years?
8. Major contributions of your organisation.
9. Any programs/ Projects/ Plannings specifically for women? If yes, please enclose details.
10. Do you help the All Women Police Station (AWPS ) reffered cases?
11. How did you find out about A.W.P.S.?
12. Are you aware of the type of petitions handed by the A.W.P.S.?
13. What is your opinion about the A.W.P.S.?
14. What are the types of cases referred to you by the A.W.P.S.?
15. What was the nature of help that you offered to these cases?
16. Do you have any professional family counselors/ Marriage Counselors/ Psychologists / psychiatrists attached to your organisation?
17. Are they voluntary workers or do you pay them some honorarium?
18. In cases requiring financial assistance or employment, how does your organisation help out?
19. Does your organisation have facilities for training/education for the women to become self-reliant?

20. Have you ever helped unmarried mothers? If yes, what is the help offered by your organisation?

21. In cases where husband and wife are having problems what is your first step? Do you send them or arrange for marriage counseling for them?

22. In cases where you suggest counseling, does the couple or family come forward willingly? If not, how do you convince them?

23. In dowry harassment cases, what is the course of action?

24. In cases where after counseling the husband and wife reconcile is there any follow up to see how are they faring?

25. What is the nature of problems that you see mostly in your area?

26. Do you get counseling cases for extra marital problems?

27. What does your organisation do for such cases?

28. Do you conduct awareness camps? What is the focus of such camps?

29. Do you distribute legal literacy manuals for women?

30. What would your suggestion be to improve the condition of women and what role do you want the A.W.P.S. to play in it.

31. Could you attach a list of addresses of the people your organisation has helped, who had been referred by A.W.P.S.?
TEST 1 : WORK RELATED VALUES

Please think of an ideal job disregarding your present job. In choosing an ideal job, how important would it be to (Please circle the number in each line across).

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>Of utmost importance</th>
<th>Very important</th>
<th>Of moderate importance</th>
<th>Of little importance</th>
<th>Of very little or no importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Have sufficient time left for your personal or family life?</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>2.</td>
<td>Have challenging task to do from which you can get a personal sense of accomplishment?</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<td>3.</td>
<td>Have little tension and stress on the job?</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>4.</td>
<td>Have a good working relationship with your direct superior?</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>5.</td>
<td>Have security of employment?</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<tr>
<td>6.</td>
<td>Have considerable freedom to adopt your own approach to the job?</td>
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<td>3</td>
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</tr>
<tr>
<td>7.</td>
<td>Work with people who co-operate well with one another?</td>
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<td>2</td>
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<td>4</td>
<td>5</td>
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<tr>
<td>8.</td>
<td>Be consulted by your direct superior in his/her decisions?</td>
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<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>9.</td>
<td>Make a real contribution to the success of your organisation?</td>
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<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>10.</td>
<td>Have an opportunity for high earning?</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>11.</td>
<td>Serve your country?</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>12.</td>
<td>Live in an area desirable to you and your family?</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<tr>
<td>13.</td>
<td>Have an opportunity for advancement to higher level jobs?</td>
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<td>14.</td>
<td>Have an element of variety and adventure in the job?</td>
<td>1</td>
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<td>3</td>
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<tr>
<td>15.</td>
<td>Have an opportunity for helping other people?</td>
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<td>2</td>
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<tr>
<td>16.</td>
<td>Work in a well-defined job situation where the requirements are clear?</td>
<td>1</td>
<td>2</td>
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</tbody>
</table>

Please indicate your degree of agreement or disagreement with the following statements:
17. An organisation's rules should not be broken even when the employee thinks it is in the organisation's best interest?  

<table>
<thead>
<tr>
<th></th>
<th>Strongly agree</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>17</td>
<td></td>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
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</table>

18. Most people can be trusted?  

<table>
<thead>
<tr>
<th></th>
<th>Strongly agree</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
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<tr>
<td>18</td>
<td></td>
<td></td>
<td>1</td>
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</table>

19. Quite a few employees have an inherent dislike towards work and will avoid if they can?  

<table>
<thead>
<tr>
<th></th>
<th>Strongly agree</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
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<tbody>
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<td>19</td>
<td></td>
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<td>1</td>
<td>2</td>
<td>3</td>
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</tbody>
</table>

20. How frequently, in your work environment, are subordinates afraid to express disagreement with their superiors?  

<table>
<thead>
<tr>
<th></th>
<th>Strongly agree</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td></td>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

i. Very frequently

ii. Frequently

iii. Sometimes

iv. Seldom

v. Very seldom.

21. How long do you think you will continue working for this organisation?  

i. Two years at the most

ii. From two to five years

iii. More than five years (but I probably will leave before I retire)

iv. Until I retire.
TEST 2: WORK ENVIRONMENT PREFERENCE

In most organisations there are differences of opinion as to how the organisation should be run, or how people should conduct themselves. Following are a number of statements concerning these matters. You are asked to give your personal opinion about each. Specifically, this is what you are asked to do. Examine each statement and using the key provided below, decide on the extent to which you agree or disagree with the statement. Then put an X mark in the square under the appropriate symbol, on the line next to that statement.

Please, look at the example below, suppose that you strongly disagree with the statement, “Safety rules are made to be broken”. First you would notice that SD stands for strongly Disagree on the key. Then, you would put an X mark in the space under SD on the line next to the statement. Notice that this has been done for you.

Example:

Key:  SA  - Agree
       A  - Agree
       U  - Undecided
       D  - Disagree
       SD - Strongly Disagree

You may find yourself agreeing strongly with some of the statements and disagreeing just as strongly with others. In each instance, put an X mark in the space under the symbol that comes closest to represent your own opinion. Whether you agree or disagree with a particular statement, you can be sure that many other people feel the same way you do. Be sure to make one choice for every statement. Do not slip statement. Now go ahead.

1. People at higher levels are in the best position to make important decisions for people below them.  SA  A  U  D  SD
2. Relationships within an organisation should be based on position or level, not on personal considerations.  SA  A  U  D  SD
3. In dealing with other rules and regulations should be followed strictly.  SA  A  U  D  SD
4. A person’s expression, feeling about his organisation should conform to those of his fellows.  SA  A  U  D  SD
5. A person’s first real loyalty within the organisation is to his superior.  SA  A  U  D  SD
6. Formality, based on rank or position, should be maintained by member of an organisation.  SA  A  U  D  SD
<table>
<thead>
<tr>
<th></th>
<th>Statement</th>
<th>SA</th>
<th>A</th>
<th>U</th>
<th>D</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>A person should avoid taking any action that might be subject to criticism.</td>
<td></td>
<td></td>
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<tr>
<td>8</td>
<td>Outsiders who complain about an organisation are usually ignorant of the facts or misinformed.</td>
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<tr>
<td>9</td>
<td>In a good organisation persons future career will be prettily well planned out of him.</td>
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<tr>
<td>10</td>
<td>A person should think of himself as a member of the organisation first, as an individual second.</td>
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<tr>
<td>11</td>
<td>People are better off when the organisation provides a complete set of rules to be followed.</td>
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<tr>
<td>12</td>
<td>Within an organisation, it is unusual to question well established ways of doing things.</td>
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<tr>
<td>13</td>
<td>A superior should expect subordinates to carry out his orders without question or deviation.</td>
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<tr>
<td>14</td>
<td>Within the organisation, it is better to maintain formal relationships with other people.</td>
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<tr>
<td>15</td>
<td>The most important part of a superior's job is to see that regulations are followed.</td>
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<tr>
<td>16</td>
<td>In general, a person's rank or level should determine his relationship with others.</td>
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<tr>
<td>17</td>
<td>Job security is best obtained by learning and following standard work procedures.</td>
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<tr>
<td>18</td>
<td>A person should defend the actions of his organisation against any criticism by outsiders.</td>
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<tr>
<td>19</td>
<td>A person should think in the exact manner that he thinks his superior wishes them to be done.</td>
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<tr>
<td>20</td>
<td>Within an organisation, a person should think of himself as essential for the smooth running of the organisation.</td>
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<tr>
<td>21</td>
<td>It is always better to have a complete set of rules than to have to decide things for oneself.</td>
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<tr>
<td>22</td>
<td>Length of service in an organisation should be given almost as much recognition as the level of performance.</td>
<td></td>
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</tr>
</tbody>
</table>
TEST 3: ORGANISATIONAL CLIMATE

Please indicate to what extent you are satisfied with each one of these organisational climate characteristics please circle the number in each line across.

<table>
<thead>
<tr>
<th></th>
<th>Clear goals and objectives</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Participative decision making</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>2</td>
<td>Acceptance and facing of problems</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>3</td>
<td>Monetary rewards contingent</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>4</td>
<td>Performance evaluation and feedback</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>5</td>
<td>Improvement of working condition</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>6</td>
<td>Training and efficiency improvement</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>7</td>
<td>Consideration for lower levels</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>8</td>
<td>Communication and information flow</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>9</td>
<td>Team work and co-operation</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>10</td>
<td>Openness in relation</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>11</td>
<td>Reward for ability and leadership</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>12</td>
<td>Activities for employee welfare</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>13</td>
<td>Emphasis on quality performance</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>14</td>
<td>Improvement of work methods</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>15</td>
<td>Consideration for preferences</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>16</td>
<td>Rules and procedures</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>17</td>
<td>Freedom and personal responsibility</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>18</td>
<td>Flexibility in decision making</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>
**TEST 4: SELF OPINION SCALE**

Below there are certain item descriptions reflecting resistance towards change and acceptance of change in organisational set-up. Decide on the extent to which you agree or disagree with (Please circle the number in each line across).

<table>
<thead>
<tr>
<th>Item Description</th>
<th>Strongly</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. New situations provide freedom in work</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>2. Changing work procedures upset the organisational set-up</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>3. To ensure job-security it is essential to follow the rules strictly.</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>4. A successful organisation depends on the people with a liberal attitude towards change</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>5. Any change threatens the security of the organisation.</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>6. With all the risks involved any change is welcome</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>7. One is bound to avoid new situations because of uncertainty in them.</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>8. A successful worker accepts new situations because of uncertainty in them.</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>9. To maintain order in the organisation any kind of change must be resisted.</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>10. It is difficult to accept new in place of old.</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>11. People who seem to be obstinate and undisciplined, sometimes turn out to be real supporters of their organisation.</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>12. It is difficult to challenge the established norms</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>13. It is difficult for one to discard the old values</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>14. It is quite fascinating to try out methods of work</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>15. The adoption of new methods of work causes inconvenience.</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>16. The routine type of work is better than the changed procedure.</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>17. It is essential to accept new suggestions even if they turn out later to be a total waste of time</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>18. The replacement of old values by new ones is key to success in life.</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>19. Any change threatens the economic security of the organisation.</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>20. Any change causes obstruction to the normal effectiveness of the organisation.</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>21. It is wise to resist a change no matter how fascinating it may sound.</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>
TEST 5: JOB ATTITUDE OF POLICE

Below are given eighteen number of statements describing the roles, responsibilities, accountability and administration among different categories of police personnel. Please read each item carefully and indicate your agreement or disagreement with the statement by ticking in the appropriate box reflecting your view. Please do not leave any one item unattended.

ITEMS: Responses for the following: Strongly agree/ Agree/ Disagree/ Strongly disagree

1. The police should not be restrained or influence by directions from the Government or the executive.

2. State Governments should not issue inhibiting and discriminatory instructions and directions, emanating from political leadership in the state, which result in ineffective law enforcement.

3. Police should assume a service-oriented role of which law enforcement will only be a part.

4. Police must create and maintain a feeling of security in the community.

5. While detection of crime, can be held as the exclusive responsibility of the police, prevention of crime has to be accepted as a joint responsibility of the police and the other wings of the criminal justice system, with the active involvement of an co-operation from the community as a whole.

6. Constables with good education and aptitude for police work should be given promotion at least to the rank of Inspector within a reasonable period of time.

7. Officers in charge of police stations have frequently to raise funds from private sources for meeting several items of legitimate expenditure connected with police work for which government funds are not allocated at all or, even if allocated are hopelessly inadequate.

8. Any situation requiring the use of arms can be tackled by the regular armed police units in the State, while the civil police may always be required to interact with the public in a helpful and friendly manner to provide relief in a distress situation.
9. It is desirable that the police have the power to arrest without an order from a magistrate and without a warrant any person who is concerned in any cognizable offence.

10. There should be increased association of the central police organization with the investigative work of the state police.

11. People are generally very reluctant to co-operate with the police during investigations, because of:
   i) discourteous and harassing treatment meted out to them by police officers at various stages of investigations:
   ii) their having to spend long hours with the police are detrimental to their normal avocation for which they are not compensated.
   iii) the likelihood of their continued involvement in subsequent court proceedings where they will be harassed by protracted procedures and humiliating cross examination:
   iv) lack of facilities in courts for reasonable comfort and compensation for their absence from their normal work:
   v) insufficient number of courts and their centralised location which involves long journeys for the parties concerned.
   vi) lack of public confidence in satisfactory outcome of police investigation or court trial?

12. Recruitment of women police in urban areas may be substantially increased in order to handle the increasing crimes involving women as victims.

13. Along with the development of computer facilities, wireless network, forensic scientific aids at the state level, more scientific and mechanical aids and equipments should be practically provided at the operational level at police stations and circles.

14. Police response to any complaint from the public is seriously conditioned by:
   i. grossly inadequate manpower, equipment and facilities for performance of work by the police.
   ii. enormous stress and strain in day-to-day performance of duties by the police.
   iii. general apathy and callousness that are seen in different sections of society.
15. It is observed that the fairness and impartiality of police work are frequently impaired by considerations of the status and wealth of the parties concerned/or by extraneous pulls and pressures from politicians, executives in Government and other influential groups and individuals.

16. Speculative and distorted reporting in press regarding crimes at the stage of investigation by police causes practical difficulties and prejudices the normal course of investigation.

17. Police-public relationship would benefit largely by increased association of police with the running of Boy's clubs to promote games and sports among the youngsters and helping them generally with facilities and advice for improving their sports talents.

18. A Directorate of Planning, Evaluation and Co-ordination may be setup at the Centre with responsibility for:
   i. co-ordinating the development of computer/wireless network and Forensic science laboratories at the centre and in the States:
   ii. administration of the Central Crime Record Office:
   iii. supervising the work of training institutions set up by the Centre:
   iv. supervising the work of research and development at the Centre and co-ordinating and analysing similar work done by the research and development units in states:
   v. setting norms and evaluating police performance in the states and assisting the public security committees in states in their work:
   vi. convening periodic conferences of State Police Chiefs and supervising the implementation of ideas/suggestions/recommendations emanating therefrom:
   vii. functioning as a focal point for consultation and advice to government from the enforcement point of view at the stage of drafting of legislation:
   viii. maintaining liaison with police systems in other countries wherever possible and undertaking studies for police development with their cooperation:

if you have any suggestion to make, please give your views: