PROFESSIONAL STRESS AND STRAIN OF POLICE PERSONNEL
- A CASE STUDY OF TAMIL NADU POLICE

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Indian Police formed as the model of Scotland Police with the main focus to guard, patrol and watch so as to prevent the commission of offences against the Laws to preserve order, to protect life and property. The 1861 Indian Police Act clearly defines the role of Police as an agent of social control to regulate the law and order situation and to be service to the public. Due to various social factors, the police professionals meet more stressful situation, even within the organization as well as from the Society. To find out the reasons for their stress, this study was proposed with the following objectives

- To study the nature and type of professional stress and strain;
- To find out the hierarchical variation within organization through inter-departmental comparison;
- To analyse the way the police personnel cope up with the stress;

**RESEARCH METHODOLOGY**

Two districts of Tamil Nadu, viz., Nilgiri (n=80) and Trichy (n=66) were selected for the study. A pre-tested structured interview schedule was developed for data collection and the pilot study was conducted in Madurai. Four different scales covering the aspects viz., (1) Job Satisfaction (2) Job Anxiety (3) Occupational Stress, and (4) Coping Check-List were adopted to identify the stress level and coping mechanism of the police personnel.

**JOB SATISFACTION**

Job satisfaction is the positive attitude towards the job. Two major dimensions viz., Job intrinsic and job extrinsic factors were discussed. Job intrinsic covers other sub-dimensions such as abstract and concrete whereas
job extrinsic factors include psycho-social, economic, community and nation. The results indicate that in job intrinsic factors, the lower rank police officials felt poor job satisfaction than the Sub-Inspectors and above rank officials. In the job extrinsic factor, the Sub-Inspectors and DSP rank police personnel have better satisfaction than the other rank officials.

**OCCUPATIONAL STRESS**

To measure the stress level, occupational stress index as well as related additional information was also collected. The occupational stress index discussed 12 aspects viz., role of overload, role of ambiguity, role of conflict, unreasonable group political pressure, responsibility for persons, under participation, powerlessness, poor peer relation, Intrinsic impoverishment, low status, unprofitability and strenuous working condition. The district wise comparison indicates that the stress level was almost similar in all the aspects. There was no difference observed between the districts. Threatening sources were identified and in this, significant difference was observed in two main issues such as activists organization and influential rich. In remaining aspects, similar result was observed in both the districts.

**JOB ANXIETY**

Job Anxiety is the state of extreme threat in the human mind, from the work environment to find out these state of stress, a job anxiety scale administered and the relevant information was also collected. The job anxiety scale mainly discussed at different dimensions of anxiety. The results
revealed that only in esteem as well as in total job anxiety, significant
difference was observed between the ranks.

COPING

Coping is the adjustment mechanism in the work environment. A coping
check-list was administered comprising nine different aspects to discuss. A
rank wise comparison revealed that except for problem solving, coping in the
remaining dimension, there was no significant difference found between the
ranks.

CONCLUSION

The study suggests the necessary modification that needs to be
undertaken by the Police Force for their effective functioning as well as for
social acceptance by the public.