Chapter II

REVIEW OF LITERATURE
Introduction

There are a number of studies dealing with different type of occupational, profession, ranging from medicine to social work, executives of a private organization, musician to construction workers, respectively. Obviously Policing has been identified as one of the research areas mainly because it was considered as something a part of administration that required extreme rate of secrecy maintenance and confidentiality such notices have demotivated many of the scholars to take research problem police professional through studies an Crime law and orders issue and delinquency were relatively more today the attention of the research scholars specializing in the field sociology of occupation as to focus on policing as a result there are sufficiently more number of studies have attempted to discusses about the issue pertaining to police professional. The objective and aim of such studies are definitely different from each other so also in their methodology, yet the findings, perspective and goals of the studies an police professional provide rich knowledge about this group who are emerging as one of the significant professional group who can do something greatly good to the society by maintaining law and order. Situation especially those involving sensitive issue of the modern society, hence this chapter describe about relevant literature available on policing.

Shailendra Mishra discusses various roles of police the difficulties they faced in their duties, the causes for stress in administrative on side and community. Stress related behavior of police personnel and the causes for stress. He rightly mentions about the reasons as very long working hours without weekly off, and humanized behavior of the senior officials, multi dimension of work nature and very poor working condition. Diversity and tremendous increase in criminal behavior other communal issues like religion and caste based violence are giving a lot of tension to the police department.


James Francis and Gene Melbourne talk about the management principles and behavioral approach. Work environment and role performance, job design and job
satisfaction. Discussing about the intrinsic and extrinsic job factors, they have rightly
mentioned the rewarding factors such as recognition, achievement, responsibility,
personal growth and development. If a person experiences these rewards by
performing well on a challenging job these factors are called satisfiers or motivers,
which will lead to supreme job performance. In Tamil Nadu police face so many
challenging, thrilling and dangerous situations in their daily life but they have very
poor rewarding systems.

_HUMAN BEHAVIOR IN WORK ENVIRONMENT:_ James Francis and Gene
Melbourne, Good year publishing company 1980.

Shailendra Singh buys out the dimensions of stress, the factors, which are
responsible for stress, organizational commitment and job performance. How the
organizational factors like experience of inequity bring down job satisfaction and also
he explains different dimensions of stress when he takes about job strain, long
working hours, dead end assignments, informal communication, and impoverished
social life etc.

_Organizational Stress and Executive Behavior, Shailendra Singh, Sri Ram Center for
Industrial relations and human resources New Delhi 1990._

Rashmi Mishra and Samarendra Mohanty analyze the police problem,
organizational structure and its deficiency, poor public support towards police work
and the related job difficulties. The police attitude towards work and the public
opinion about police.

_Police and Social Change in India: Rashmi Mishra and Somendra Mohanty, Ashish
Publishing house, New Delhi, 1992._

This research primarily focused its attention to measure the job satisfaction,
anxiety, depression, and other psychological disorders related with shift relation of
work and they found that rotating shift workers having more difficulty in role
performance might be high on anxiety, conflict, pressure and job dissatisfaction.
Where as the police department the system does not have neither shift system nor
the rotation system. They have to work according to the social situation without a
time limitation.

*Human Problems of Shift Work, Sri Ram Center for Industrial Relation, New Delhi, 1970.*

Udai Pareek elaborately discusses role, role conflict, role ambiguity etc. When he
discusses about disfunctional stress, boredom, unmanageable conflict over workload
he also mentions routine and mechanical roles also produce burn out. To overcome
this behavior they suggest suitable coping strategies particularly how the emotional
and social support are helpful. In the present condition the police department
completely neglects emotional aspect of the individual.

*The Police and the Committee Louis A. Rodalet, Glencaeb Publishing co-inc. Collier

Louis A. Rodalet critically analyzes the social situation and police role and the
importance of police –public relation to maintain police image, he also defines the
term profession, how the expectation of general public should be fulfilled by the
police and the difficulties faced in their daily routine life. The professional ethics and
ethical violation of the police professional also discussed.

*Communication Theories and Models. Dr. Andal N. Himalaya Publishing House,
Delhi.*

Andal discusses the various types of communication and communication models.
When she discusses about the organizational communication, she identifies that,
these can be instruction, direction, commands indents and related to the production
of the organization also exists within the organization. Horizontal communications
also exists within the organization in the form of notice board and inter departmental
activities etc.

*Social Stratification and Change in India. Yogendra Singh, Monohar 1999.*

Yogendra Singh discusses about the various phases of social change, which
have happened in India, how the caste structure in India changed into class structure
because of occupational mobility how the middle class elite took part in different professions, polities and power. When he discussed about the present social situation, lifestyle changes, consumer habits and the caste association developed new principals, of mobilization management and communication for realizing the political cultural and economic goals of the community. The caste associations are very active and as many as 2879 communities (or) castes have reported their active functioning and also he take our country economic achievement and its reason.


In this book, considers stress as a physiological and medical phenomenon. To adopt to stress the human body needs more readjustment capacity to balance the human behavior and health, when he discusses the stress and disease. Each human being has heredity and external influences, according to the body nature people develop diseases based on stress, because of this each individual, responds to the same stress in a different way.

The British Medical Journal Oct-2002, published an article, which is entitled, “work stress and risk of cardiovascular mortality prospective cohort study of industrial employee” carried out the research with the objectives to examine the association between the stress according to the job strain model and the effect rewarded in balance and the risk of death from cardiovascular discuss. The data were collected by adopting the methods like questionnaire interview and clinical examination and the follow up examination included blood pressure, cholesterol connotation and body mass index “ and the research findings have the correlation that “A stratified analysis of the (584 employees, 55 deaths) whose occupational group remained unchanged five years after the assessment of work stress revealed a strengthened association between job strain and cardiovascular mortality – the hazard ratio for the high job strain was 2.90 (95% confidence interval 1-25 – 6.71). The follow up study revealed that concentration of total cholesterol increased for employees with high job strain and low job control.