FINDINGS, SUGGESTIONS & CONCLUSION

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8. FINDINGS, SUGGESTIONS AND CONCLUSION

8.1 INTRODUCTION

This Chapter presents the major objectives of the research. The analysis is done for the primary data collected from 500 trainee constables from Rajasthan Police Academy, Jaipur. The t-test followed by mean, standard deviation, standard error, mean deviation clearly revealed the following as per the objectives.

8.2 MAJOR FINDINGS

8.2.1 Findings Pertaining To Objective-1

(To determine whether there is any significant difference in Stress level after training programmes in Rajasthan police.)

➢ The statistical analysis reveals that Stress level of trainee constables is reduced after the training. Research discloses that the training programmes carry out at RPA do not lead to any mental and physical tension. Training programmes for trainee constable help them to manage their stress somehow.
8.2.2 Findings Pertaining To Objective-2

(To determine whether there is any significant difference in Happiness level after training programmes in Rajasthan police.)

➢ The statistical analysis reveals that Happiness level of trainee constables is increased after the training. Research unveils that the Happiness level of trainee constables enhances after the training, It shows that the training programmes in Rajasthan Police Academy for trainee Constables increases the Happiness level. There is not anything in training programmes which make trainee constables unhappy or joyless.

8.2.3 Findings Pertaining To Objective-3

(To determine whether there is any significant difference in Personality Factors after training programmes in Rajasthan police.)

➢ The statistical analysis reveals that Personality of trainee constables is changed after the training. Some changes are good, while others are negative.

➢ Research discloses that many positive traits of personality of trainee constables are boosted. They become friendlier, more intelligent, more emotionally stable, more sensitive, more vigilant,
more confidential, more self sufficient, more perfect and more open to change after the training.

- As the research reveals that the training programmes conduct at Rajasthan Police Academy, Jaipur have some negative impact on Personality characteristics of trainee constables. The liveliness, rule consciousness, apprehensiveness is increased after the training program. While, some negative traits like dominance and tension is increased among them.

- According to the interpretation of Data analysis, social boldness of the trainee constables remains unchanged. Training programmes do not lead to any change on the dimension of sociable bold.

### 8.2.4 Findings Pertaining To Objective-4

(To determine whether there is any significant difference in Emotional Intelligence level after training programmes in Rajasthan police.)

- As the research shows that Emotional Intelligence of trainee constables is increased after the training. Research unveils that the mean of Emotional Intelligence level of trainee constables rises extremely. It shows that the training programmes in Rajasthan
Police Academy for trainee Constables make them emotionally strong and stable.

- As per the Statistical analysis shows that training programmes have many positive impacts on emotional intelligence of trainee constables. They are more extrovert, cleverer, highly emotional stable, more passionate, more reliable, more exploratory, more accountable and highly confident.

- Simultaneously training programmes have some negative impacts also. They become more aggressive, shrewder, more orthodox, more undisciplined and more disorganized.

8.2.5 Findings Pertaining To Objective-5

(To study the difference of Stress level between male and female trainee constables after the training programmes.)

- As the statistical analysis indicates that male trainee constables are quite high on stress. Female trainee constables are quite better in handling stressful events. Female trainee constables are quite better to do job under stressful situation or they react less to a stressful event than male trainee constables.
8.2.6 Findings Pertaining To Objective-6

(To study the difference of Happiness level between male and female trainee constables after the training programmes.)

➢ The research makes clear that female trainee constables are happier than male trainee constables. Female constables become more joyful, more contented after the training.

8.2.7 Findings Pertaining To Objective-7

(To study the differences in the Personality factors of male and female trainee constables after the training programmes.)

➢ The research makes it visible that personality of trainee constable is changed after the training. Some changes are beneficial, while others are not as much. As the research shows that on some personality factors male trainee constables are good, while female trainee constables are excellent on other personality factors.

➢ Statistical analysis clears it male trainee constables are more extrovert, more emotionally firm, more intelligent and more confidential than female trainee constables after the training. Male trainee constables become a little bit friendlier while dealing with strangers than female trainee constables. They can manage their emotions in a better way than female trainee constables. Male
trainee constables think more rationally and logically after the training than their female batch mates.

➢ As the research discloses that after the training female trainee constables become more active, more dynamic, and more attentive towards their duty and laws than male trainee constables. Female trainee constables become more social, more self confident and seek more perfection than male trainee constables. They accept change easily than their male counterpart.

➢ The research proves that there is no difference on the level of tension, depression among all trainee constables, whether they are males or females.

8.2.8 Findings Pertaining To Objective-8

(To study the difference of Emotional Intelligence level between male and female trainee constables after the training programmes.)

➢ The statistical analysis indicates that female trainee constables are more emotionally intelligent than male trainee constables. Female trainee constables are better to manage their feelings, their emotions in any circumstances than male trainee constables. But, on many dimensions male trainee constables perform better while
on some dimensions of emotional intelligence female trainee constables are more effective after the training.

- As the result shows, male trainee constables are brighter, more emotionally stable, more brave, more responsible, more self confident and more disciplined than female trainee constables.

- On the other hand female trainee constables are more hostile, shrewder, wiser but more reliable, and more open-minded than male trainee constables after the training.

### 8.3 LIMITATIONS

- The present study data is collected from Rajasthan Police Academy, Jaipur only. Data could be collected from various Police Training Schools of Rajasthan.

- The present study data of pre training is collected without rapport building. A proper rapport building would be established before data collection.

- Post training data is collected after the nine months training. To do more effective research data could be collected after indoor training as well as after outdoor training.

- A follow up study could have been conducted to see the long term effects.
➢ Time given to fill the questionnaires was a little bit short.

➢ The study is not an end in itself, rather it has its heuristic purpose i.e., it need to begin from where it ends.

8.4 SUGGESTIONS

Based on the above findings the following suggestions are recommended.

➢ Result reveals that liveliness of the trainee constables decreased after the training. Hence the training program should be designed in such manner which increases dynamism of trainees.

➢ As the statistical analysis indicates that the rule consciousness of trainee constables is decreased after the training which is not a good sign, a police personnel must be law abided. So, training environment should be like that which improve their sense of responsibility, their realization.

➢ As the result shows, dominance of the trainee constables is increased after the training. A constable should be public friendly because he is the face of police organization in public. For this reason during the training they must trained to be people friendly.
According to findings trainee constables become more careless. As abstractness of trainee constables increased after the training. They think apart the reality. They should train in a way so that they can think about reality in detail.

Training programmes must boost the apprehensiveness and self confidence of trainee constables, but as the result shows they became moody and get easily depressed. Training programmes should plan like that which increases their self-belief.

Policing is a team work, must be mutual understanding and belief among all. But the statistical analysis reveals that trainee constables are less oriented in group work after the training. Training programmes should include some activities those improve their trust in group, become more group cohesive in nature.

During the training programmes, there should be some sessions in which trainees could show their creativity.
8.5 SCOPE FOR THE FURTHER RESEARCH

- Similar study may be taken at all levels of trainees in police organization. Training efficacy may be measure at all levels (IPS, RPS, SI, etc.).

- This study involved only newly recruited trainee constables. Training efficacy of any other training program (Refresher, promotional, special training) may also be studied.

- Co relational studies may be attempted. Correlation between different variables may be studied.

- The present study has examined stress, happiness, personality and emotional intelligence. To measure psychological efficacy of training programmes, other behavioral and psychological variables may be studied in the future.

- Present study has examined the psychological changes of trainee constables during the training period only. Further studies may explore the behavioral changes on same variables of constables during the service.
8.6 CONCLUSION

The functioning conditions of the policemen are lagging behind in many aspects – social as well as human, his training deficient in equipping him to meet the task pressures, public blame bad enough to add to his frustration and overall work surroundings which is dehumanizing and deintellectualizing. Training is in an integral and important part of the police organization. If training is proper and effective then it can lead to a stress free and happy professional life.

On the basis of above discussion it can be said that the training programmes conducted by Rajasthan Police Academy, Jaipur for trainee constables are effective on psychological parameters. Their stress level is reduced while, happiness level and emotional intelligence level increased after the training. This means that the training programmes for trainee constables do not lead to any stress and increase the happiness and raise emotional intelligence, which is a positive sign. There are many positive significant changes take place after the training. They become more rational, more reasonable, more vigilant, and more confident after the training.
Hence it can be concluded that training programmes for trainee constables are highly effective.