PREFACE

A theme that runs throughout this modest study–its theoretical as well as the concrete part–is the psychology efficacy of training programmes in Rajasthan Police. If the information of every training programme can be gathered, the higher authority would always be in a position to know the reasons why the trainees behave the way they do during and after the training; whether training programmes in Rajasthan Police are psychologically effective or not.

Training is a conscious effort to impart, improve or increase knowledge and skills and to develop attitudes and values of an individual in a desired direction. It is, thus, a process of developing a person’s effectiveness through carefully selected methods by competent trainers in a suitable learning climate. It should be directed not only towards preparing him for the efficient and effective performance of his duties in the assigned job, but also towards developing his capacity for greater responsibilities and where appropriate, fitting him for other duties.

The police is a state subject and its organisation and working are governed by rules and regulations framed by the state governments. These rules and regulations are outlined in the Police Manuals of the state police forces. To understand completely the role of the police in today’s world and to ensure that basic recruit training programs are the rule rather than the exception, a framework has always been necessary for viewing the police function so that training planners include within any given training program all of the actual activities in which police become involved during their daily tours of duty, based on the realities of police work. As such,
constables all across the law enforcement community embarked on their respective job task analysis efforts in agencies’ attempts to define exactly what basic training is important and how much of it is needed in any given area of the job.

Police work tends to impose a high degree of stress and a multiplicity of stressful situations which can affect the physical, mental and interpersonal relationships of police personnel. This also leads to lower Emotional Intelligence, lack of Happiness and deviate Personality traits. The present study focuses on whether the training programmes in Rajasthan Police are show the way to higher Stress, lower Emotional Intelligence and happiness and some Personality deviation. Because training is the only tool which can change the behaviour of trainees either positively or negatively. Psychological Success of any training programme only depends upon when it leads to more positive changes in behaviour than negative one.

Based on the findings and analysis, the study provides some solutions to make the training programmes more effective. Training environment should be friendly. During the training programmes, there should be some sessions in which trainees could show their creativity. Somewhere trainee constables are lacking their self confidence; training programmes should be planned in a way that increases trainees’ self belief.