CHAPTER III 
PROBLEM AND HYPOTHESES

Human nature is a combination of strengths and weakness, goodness and evil. The requirement of a perspective which emphasizes on a balanced view where there is sadness and trauma along with joy and happiness was fulfilled by Martin Seligman and his colleagues (1998). The positive individual traits form an integral part of positive psychology. These traits include capacity for love and vocation, courage.

Police officials are expected to be available at all times and are required to be prompt in their responses. The advancements in information technology make it difficult for them to take complete time-off from their work duties. There is always an information overload that comes along with the pressure of providing quality service to the citizens. The police officials are also always in the limelight thanks to the media exposure. People leave no stone unturned in highlighting how the police officials are incapable of performing their duties. With such pressures and negativity surrounding the officials, there is a need to understand the positive psychological capacities which help them in continuing their work despite the adversities and how psychological capital can be improvement for the police officials.

Along with these, a police official also is required to lead by example, encourage subordinates towards innovative ideas and higher ethical and moral codes. The expectations as an officer to have the quality to understand the needs of the followers and help them elevate their maturity levels and reach for self-actualization are an important aspect of the service. Police officers lead a life in which there are numerous uncertainties. The organization expects them to serve the nation first and not let personal interests interfere with the duty. They are expected to be calm and composed in times of disturbances in society and lead by example. An officer is willing to put his life at stake to save the lives of the citizens. The pressures of work has been intensifying over the years and it has effects on the work as well as life beyond work of the police personnel and there are times when work begins to dominate life and a sense of work-life imbalance seeps in.

In the context of the studies conducted on quality of work life with reference to police officials, it can be said that the area has been think about in various countries but there seems to be lack of research in India. Gainful Employment has been an established concept for a very long time and its advantages have been well established in many fields of work, hence the research will try to incorporate the concept and explain how gainful employment can be of benefit to the police personnel. Positive Psychological capital has also been studied since a
very long time and its advantages have been established in many fields. Emotion work is an obvious issue when it comes to organizations like the police, the study will concentrate on this issue and help in emphasizing the importance of emotions in the police organization. It is important to point out that there is a scarcity of such studies in the Indian context.

Psychological capital and gainful employment “both variables have positive aspects imbibed in them. It is important to see whether these positive variables have an effect on the stressful demands of work as well as responsibilities in personal life of the officers. All the variables under the study form an integral part of the police personnel.”

This chapter describes the problem of the present investigation and lists various hypotheses to be tested in the study. Based on the pertinent review of literature and expert’s guidance, the hypotheses were set for the empirical testing.

**Rationale**

The "at work" world of the police profession is very much negative. The police officer has to deal with the dreadful part of society - the criminal, the abuser of societal norms. This may change the officer's thoughts or beliefs on the character of the average human being. “It creates a doubt, and due to this, it is hard to adjust to trust a fellow human being when the whole day is spent with people who are not trustworthy. It is also difficult to believe in positive intentions of people, when the day is spent with people who are intending to hurt each other. This lack of trust can show up in the way the officer deals with people on a personal level, with neighbours, and also with a spouse. It can even show up in the way children are raised, as police parents may tend to be stricter in discipline and more careful with privilege”. Considering the difficult nature of police work and the stress it places on the individual there is a strong need for assessment and development of positive psychology and gainful employment among police personnel in India.

Keeping in view the thinner review of literature, present investigation was planned to study Gainful Employment, Emotion Work and Positive Psychological Capital among Police Personnel.

**Problem:** To study gainful employment, emotion work and psychological capital among Police personnel.
Regarding the above stated research problem, following objectives were identified by the investigator:

**Objectives:**

1. To assess and compare Gainful Employment of lower, middle and high rank police personnel.
2. To assess and compare Quality of work life of lower, middle and high rank police personnel.
3. To assess and compare Emotion Work of lower, middle and high rank police personnel.
4. To assess and compare Positive Psychological Capital of lower, middle and high rank police personnel.

Keeping in view the supportive review of literature presented in the second chapter, following corresponding hypotheses were formulated:

**Hypotheses:**

1. There would be no significant difference in Gainful Employment of lower, middle and high rank police personnel.
2. There would be no significant difference in Quality of work life of lower, middle and high rank police personnel.
3. There would be no significant difference in Emotion Work of lower, middle and high rank police personnel.
4. There would be no significant difference in Positive Psychological Capital of lower, middle and high rank police personnel.
5. There would be significant positive association between/amongst Gainful Employment, Quality of work life, Emotion Work and Positive psychological Capital of police personnel.

By keeping in mind the above stated objectives and hypotheses, the design and methodology for the present research was prepared which are described in the next chapter.