SUMMARY

Positive psychology is a science of positive aspects of human life, such as happiness, wellbeing and flourishing. It studies the strengths and virtues that enable individuals and communities to be successful in life and also advises psychologists to scientifically study the positive qualities, motives and capacities of human beings. Martin Seligman, Founder of Positive Psychology defined it as the ‘scientific study of optimal human functioning that aims to discover and promote the factors that allow individuals and communities to thrive’.

Gainful Employment is a positive psychology concept that explores the benefits of work and employment. It is a necessary component of living a fulfilled life, noting its positive impact on identity, social support, purpose, and challenge. It has become the most emerging area in the field of research. Major empirical findings reveal that if people have overall positive experiences at work, have greater psychological wellbeing, and perceived quality of life; their overall job satisfaction will be higher. Lack of gainful employment is a major concern that deserves attention in the present time. The relationship between gainful employment and quality of life and satisfaction reveal that job satisfaction is a necessary component of living a fulfilled life and can be best achieved through gainful employment. In the present study relationship between positive psychological capital, emotion work, quality of work life and gainful employment has been explored.

So keeping in mind all of these things, the problem of the study was formulated as: to study the Gainful employment, Emotion work, and Psychological Capital among Police personnel.

Objectives

Objectives of the present study are as follows:

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.


**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 of police personnel.

**Method**

**Design:** To achieve the desired objectives, a multi-group design was used.

<table>
<thead>
<tr>
<th>Group I (n=100) High</th>
<th>Group II (n=100) Middle</th>
<th>Group III (n=100) Lower</th>
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</thead>
<tbody>
<tr>
<td>Inspectors and Assistant Commissioner of Police (ACP)</td>
<td>Assistant Sub inspectors (ASI’s) and Sub Inspectors (HC)</td>
<td>Constables and Head constables (HC)</td>
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**Sample:** The participants of the study include 300 male police personnel working in different organizations from Delhi. All the participants were selected on the basis of disproportionate stratified non-random sampling procedure. Their age ranged from 25 to 60
years with a mean age of 42.5 years. All the participants of the study were having the ability to read, write and understand English language.

The sample comprised of male police personnel (Delhi Police, CBI, IB) working in Delhi selected from various ranks of the organizational hierarchy such as Assistant police of commissioners (ACP), Inspectors, Sub- inspectors (SI), Assistant Sub- inspectors (ASI), Head Constables (HC) and Constables (C). All the participants were from urban area and different marital status.

**Instruments Used:**

The following tools were used:

- Informed Consent
- Gainful Employment Questionnaire by Synder and Lopez (2007)
- Psychological capital Questionnaire by Luthans, Youssef and Avolio (2007)
- Work related Quality of Life scale by Dr. Darren Van Larr and Simon Easton (2007)
- Frankfurt Emotion Work scale by Zapf et. al. (2006)

**Procedure:**

For the data collection, all the participants were individually contacted on their respective places. A cordial rapport was established with all the participants by talking with them generally about their personal details such as name, age, qualification, job profile and hobbies, likes- dislikes etc. After establishment of healthy rapport, they were provided with all the needed information regarding filling the response sheets. They were asked to read the instructions carefully and requested to attempt all the items.

They start responding by giving general information about them on demographic information sheet and consent form of volunteer participation in the research. The consent form and personal data sheet has been attached in Appendix – A and Appendix- B respectively. Then they moved to other measuring tools such as Gainful employment scale, emotion work scale, and work related quality of life scale and PsyCap Questionnaire proposed to measure their stress. Sufficient time was given to the participants for each tool to read and fill. A rest of five minutes was given to the participants after each test to prevent them from fatigue. Participants took half to one hour time to complete all the tools including resting time.
After completion of all the measuring tools, response sheet of all the tools were taken back from the participants and they were thanked for their valuable time and cooperation.

After the collection of data, the scoring was done with the help of the manuals against different tools.

**Statistical Analysis**

All the data was subjected to following statistical procedures:

- Descriptive Statistical Analysis.
- One way ANOVA for multi-group analysis followed by Post-hoc analysis.
- Pearson Product Moment Correlation for observing correlation among variables under study

**RESULTS AND DISCUSSION**

Present investigation was conducted to study the gainful employment, emotion work and psychological capital among police personnel. The main findings of the study are given below:

**MAIN FINDINGS OF THE STUDY:**

The main findings are as:

**On the basis of inferential statistics:**

- There are significant differences on Gainful employment (Job Grade) among the three groups of police personnel. High rank police personnel have highest score on job grade component of gainful employment. Lower rank police personnel have lowest score on job grade. It means higher rank police personnel are facilitated by decision making powers, higher pay and much involvement in decision making. They are very much satisfied with their job.
- There are no significant differences in dimensions of quality of work life means scores except one stress at work. Very small differences have been observed among the mean scores of all the three ranks. Lower rank police personnel have the highest
mean score on it. It means that Lower rank police officers feel overburdened and less capable to deal with the demands of the job.

- Overall quality of work life is very low among all the ranks of police personnel. It means the job of police is risky and demands much from the officers to deal with the problems such as maintaining law and order.

- There are no significant differences in Emotion work of police personnel among Organizational hierarchy as there is very small difference among the mean scores of all the three ranks of police personnel. However, higher rank police officers have more sensitivity, dissonance power as well as control over their interactions while dealing with the job demands.

- Significant differences are observed in the sensitivity dimension of emotional work among all ranks of police personnel. Higher rank police persons have the highest mean score and middle rank police persons have the lowest mean scores. It means that sensitivity towards the citizens is much among higher rank police officers. They have the ability to tactfully handle the situation by suppressing the felt emotions while dealing with the job demands.

- There are significant differences in Efficiency dimension of positive psychological capital among all the ranks of police persons. Higher rank police persons have highest mean scores on it. Lower rank police persons have lowest score on it. It means high rank officers have the ability to face the challenges in the job and are much confident.

- There are significant differences in hope dimension of positive psychological capital among all the rank of police personnel. The mean score of higher rank police personnel is highest as compared to lower rank police officers. It means higher rank officers have goal directed strength of mind and have the will power and pathways to accomplish their goals.

- There are significant differences in resilience dimension among all the rank of police persons. Higher rank police personnel have the highest mean scores on resilience. Lower rank police personnel have the lowest mean scores on resilience. It means higher rank officers have the ability to overcome from substantial life events. Higher rank officers have the adaptation ability.

- There are significant differences in optimism dimension of positive psychological capital among police personnel of all the three ranks. Higher rank as well as middle rank police persons have highest mean scores on optimism whereas lower rank police persons have lowest mean scores on it. Higher rank officers use more coping strategies, are positive in nature and also future focused.
There are significant differences in psychological capital among the three ranks of police personnel. Higher rank police persons have highest mean score on psychological capital whereas lower rank police persons have lowest scores on it.

On the basis of co-relational analysis:-

- There are positive and significant relationship between/amongst dimensions of positive psychological capital and gainful employment of the police personnel.
- There are positive and significant relationship between dimensions of quality of work life and gainful employment of police personnel except stress at work. A negative and significant relationship has been between stress at work and gainful employment of police personnel.
- There are positive and significant relationship between positive emotions and gainful employment of police personnel.

So, the results indicated that there come significant differences in gainful employment, hope, efficacy, resilience, optimism, stress at work and sensitivity among higher and lower rank police officers. There is a strong relationship between the dimension of positive psychological capital and gainful employment of police personnel. It shows that higher rank jobs in police profession are enjoying all the benefits of the job exhibiting higher quality of work life, emotion work and positive psychological capital ultimately gainfully employed. So, the objectives to see the gainful employment, emotion work and psychological capital among police personnel are fulfilled. The assumed hypotheses are also proved.