PREFACE

Police work is often considered to be a highly stressful occupation. Not only are police personnel frequently exposed to the most violent, antisocial, and mistrustful elements of society, they are also expected to exercise discretion under critical circumstances. The experience of occupational stress has long been implicated in the development of negative outcomes for the individual employee and the employing organisation.

In spite of the plethora of literature on the general relationship between police work and job-related stress, there is a paucity of empirical evidence pertaining to the study of relationship between stress, work-life balance, coping strategies and job satisfaction and how stress, work-life balance, coping strategies predict job. The present research aims at investigating whether stress, work-life balance, and coping strategies predict job satisfaction in police personnel.

The data collected with the help of the measures for different variables were subjected to two types of analysis, namely, analysis of variance and stepwise multiple regression analysis. For the purpose of the former type of analysis, the demographic variables were categorized into groups. Work-Life balance, Operational Stress, and Destructive Coping significantly predicted Job Satisfaction among police personnel. For the male police personnel Work-Life balance, Operational Stress, and Constructive coping significantly predicted Job Satisfaction. Organizational Stress significantly predicted Job Satisfaction among female police personnel. Results of ANOVA were insignificant for all the variables except the effect of sex on organizational stress and experience category on operational stress. This study has implications for managing stress in police personnel.