CHAPTER – V

MAJOR FINDINGS
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The majority of women police personnel working in Orissa and Delhi are young which indicates that in contemporary period young girls are interested to enter into police profession, which was earlier considered as a male dominated occupation. The sample mostly consists of Hindus belonging to general category. Similarly, majority police personnel are Sub-inspectors, married and belong to joint family in both the state. Regarding year of service 52% women police personnel has served 1 to 10 years in Orissa and 44% in Delhi worked in both categories i.e. 1 to 10 years and 11 to 20 years. In Orissa, majority of them are in salary grades of Rs. 4000/- to Rs.8000/- and in Delhi Rs.8000/- and above. In Orissa majority of women police personnel are from rural background and in Delhi mostly are from urban background. Among them, maximum are Graduate plus in Orissa and Graduates in Delhi.

Police behaviour has significant and positive relationship with police women behaviour and women police coping strategy. This signifies that with the increase of police behaviour among women police, their police women behaviour became well and they adopt healthier coping strategy. Again, police adjustment has negative and significant relationship with women police coping strategy.

A. JOB EXPECTATION

1. Age has significant effect on job expectation of women police in Orissa. Women police personnel in the age group of 34-44 years are enjoying more autonomy in the job than their younger counterparts in Orissa.

2. There is a significant effect of present position on job expectation pattern of women police
working in Delhi. In both the states, Inspectors are enjoying more autonomy in the job than their subordinates.

3. Married women police personnel in Orissa and Delhi are enjoying more autonomy in deciding the job in comparison to their unmarried counterparts.

4. Women police with Joint family in Orissa and Nuclear family background in Delhi are experiencing better autonomy in job.

5. Year of Service has clear effect on job expectation of women police in Orissa.

6. Women police in the range of Rs. 4000 – 8000/- per month in Orissa and Rs. 8,000/- and above in Delhi are enjoying more autonomy in job.

7. Background has significant effect on job expectation of women police in Delhi.

8. Women police personnel having Intermediate qualification in Orissa and Graduate plus in Delhi are enjoying more autonomy in Job.

B. POLICE BEHAVIOUR

1. Inspector in Orissa and Sub-Inspectors in Delhi are showing more desirable police behaviour.

2. Unmarried and widow women police personnel in Orissa and married personnel in Delhi are expressing more desirable police behaviour.

3. Women police with Nuclear family structure in Orissa and having Joint family background in Delhi are showing more desirable police behaviour.
Year of Service has significant effect on police behaviour in Orissa.

5. Women police having salary Rs. 8,000/- and above are experiencing more desirable police behaviour in both Orissa and Delhi.

6. Women police personnel having Semi-Urban background in Orissa and Urban background in Delhi express more desirable police behaviour.

7. Educational qualification has significant effect on police behaviour among women police working in Delhi and Orissa. Graduate women police personnel in Orissa and Graduate plus in Delhi are showing more desirable police behaviour.

C. WOMEN POLICE BEHAVIOUR:

1. Orissa women police in the age-group of 22-33 years and Delhi women police in the category of 34-44 years age-group are showing more desirable policewomen behaviour.

2. Sub-Inspector in Orissa and Inspectors in Delhi express more desirable policewomen behaviour.

3. Marital status has significant effect on policewomen behaviour in Orissa whereas unmarried and widow police personnel are showing more desirable police women behaviour. But in Delhi, married women police viewed more desirable policewomen behaviour.

4. In Orissa, family structure has clear effect on police women behaviour; here women police having nuclear family background mentioned more desirable police women behaviour.
5. Women police having 1 to 10 years of working experience in Orissa and 21 years and above years of service experiences in Delhi demonstrate more desirable police women behaviour.

6. Women police personnel having Rs. 8,000/- and above salary per month in both Orissa and Delhi are expressing more desirable police women behaviour.

7. Semi-Urban background women police personnel display more desirable police women behaviour in both Orissa and Delhi. Background has clear effect on police women behaviour in Orissa.

8. Graduate women police personnel in Orissa and Intermediate police personnel in Delhi are expressing more desirable police women behaviour.

D. POLICE ADJUSTMENT.

1. In Orissa, young women police personnel (22-23 years) and in Delhi elder police personnel (45-55 years) are less adjusted in Police profession.

2. Assistant Sub-Inspectors (Orissa) and Inspectors (Delhi) are experiencing adjustment problem.

3. Women police personnel viewed adjustment problems in police-setup than their married counterparts in both the states.

4. Nuclear family background women police personnel in both states are facing adjustment difficulties. The family structure has significant effect on police adjustment pattern in Delhi.

5. Young women police personnel (10 years of service experience) in Orissa and 21 years service experience in Delhi are less adjusted in police setup.
6. In Orissa and Delhi, women police personnel with Rs. 4,000 – 8,000/- per month are experiencing adjustment difficulties.

7. Urban background women police personnel in both the states are facing adjustment problems.

8. Intermediate women police (Orissa) Graduate Plus women police (Delhi) are less adjusted in police organisation.

E. WOMEN POLICE COPING STRATEGY

1. Age has significant impact on women police coping strategy in Orissa. In Orissa and Delhi, young women police personnel in the age group of 22 - 33 years are using healthy coping mechanism than their elder counterparts.

2. Inspectors from Orissa and Sub-Inspectors from Delhi are adopting healthy and positive coping strategy to reduce their stress.

3. In Orissa unmarried and widow police personnel and in Delhi married police personnel are using healthy coping strategy. Marital status has clear effect on women police coping strategy in Orissa.

4. Family structure has significant effect on women police coping strategy in Orissa, here women police with nuclear family background and in Delhi women police from joint family background are adopting healthy coping strategy.

5. Women police with 1 to 10 years of service experience are adopting healthy coping mechanism in Orissa and it has significant impact on women police coping strategy.
6. Women police with Rs. 8,000/- and above salary in both the states are using more healthy coping strategy.

7. Rural background women police personnel in Orissa and Delhi are using healthier coping strategy.

8. Graduate women police personnel in Orissa and Intermediate police personnel in Delhi are inclined towards using more healthy and positive coping strategy.

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