CHAPTER III

AIMS AND HYPOTHESES
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Presumably, there is a significant degree of mental stress prevailing among police personnel, and this is adversely affecting their physical and psychological well being. Every human being has to deal with stress, life without stress is impossible, Policing is regarded as an extremely stressful occupation, and officers have to bear a variety of physiological, psychological and behavioural consequences of stress. It has been argued that particular attention should be given to occupational stress in policing, as its potential negative consequences affect society in more direct and critical ways than stress in most other occupations, officers operating under severe and chronic stress may well be at great risk of error, accidents and over-reaction that can compromise their performance, public safety and pose significant liability cost to the organization.

Considering the difficult nature of Police work and the stress it places on the individual, there is a strong need for understanding the stressors faced by policemen and their ways of coping with these. Keeping the above in mind and relative paucity of research, there is a great need to explore the extent of stress and coping strategies prevalent, and the relationship of stress, coping, general well-being and job performance amongst police personnel in India. The present study is entitled as “A correlational general study of stress, coping skills, well-being and job outcome amongst police personnel”.
OBJECTIVES

The following are the objectives of the study:

1) To explore the extent of police specific stress and burnout stress syndrome amongst the police personnel.

2) To study the differences in the extent of police specific stress and burnout stress syndrome and well-being among police personnel at different levels of police organizational hierarchy.

3) To identify the specific stressors amongst police personnel.

4) To study the coping strategies prevalent among personnel working at different levels of organizational hierarchy.

5) To study the relationship among stress, burnout, coping and general well-being.

6) To study the inter-correlation between all the above.

7) To study the relationships of police specific stress, burnout, general well-being with job performance in police personnel.

HYPOTHESES:

To fulfil these objectives the following hypotheses were formulated.

1) There is a possibility of the existence of police specific stress (PSS), and burnout stress syndrome among police personnel.

2) There is a likelihood of obtaining differences in the extent of police specific stress (PSS), burnout stress syndrome and well-being in police personnel working at different levels of organizational hierarchy.
3) Police officers working at different levels of organizational hierarchy would be using different coping strategies.

4) There is a possibility of obtaining a positive correlation between police specific stress (PSS) and three components of burnout (i.e. Emotional Exhaustion, Depersonalization and Personal Accomplishment).

5) The relationship between stress, components of burnout (i.e. Emotional Exhaustion, Depersonalization and Personal Accomplishment) and the use of coping strategies would be positive.

6) There is a possibility of obtaining negative correlation between PSS, burnout (i.e. Emotional Exhaustion, Depersonalization and Personal Accomplishment) and well being.

7) Police stress and burnout would correlate negatively with job outcome.

8) Well-being and job outcome would be positively related.