IMPLICATIONS AND SUGGESTIONS FOR FUTURE STUDIES
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The results of the study have revealed that more than expected number of police officers are under high stress with respect to their group norms. It is felt that as there are no nationally representative norms are available. Therefore, a data bank be established and nationally representative norms can be prepared.

Further it is also suggested that the personal characteristics/traits of those police officers having low stress or no stress despite working in the similar situation be identified and put in the battery to be used at the time of recruitment. The coping strategies used by those officers who are successfully managing/coping stress be identified, and made part of the training.

The 10% personnel reporting high emotional exhaustion, depersonalizations and reduced sense of personal accomplishment should not be forgotten/ignored. They should be identified. For this future studies may help in identifying the specific methods leading to this state and their help.

Objective job outcome/job-performance measure should also be prepared, self-reported job-performance/job outcome should also be cross-checked from their office records and ACR and in-depth interview also be conducted to measures the job outcome.

Future studies should take well-being as the end variable and the causal analysis using the path-analysis be done to investigate the role of stress, coping, job outcome etc.