



ISSN: 2395-7476
IJHS 2019; 5(2): 36-38
© 2019 IJHS
www.homesciencejournal.com
Received: 21-03-2019
Accepted: 25-04-2019

Shikha Tiwari
Student, Department of Human
Development and Family
Studies, School for Home
Science, Babasaheb Bhimrao
Ambedkar University, Lucknow,
Uttar Pradesh, India

Dr. Shalini Agarwal
Assistant Professor, Department
of Human Development and
Family Studies, School for Home
Science, Babasaheb Bhimrao
Ambedkar University, Lucknow,
Uttar Pradesh, India

Workplace stress faced by women police personnel working in police department

Shikha Tiwari and Dr. Shalini Agarwal

Abstract

Stress is an inevitable part of police personnel. The purpose of this research is to identify causes of stress and also empirically investigate the stress level among police personnel. Multistage random sampling method was employed to select a sample 80 police personnel in Lucknow. Findings revealed that work pressure, job insecurity, were the primary causes of stress among police personnel. It also emerged that stress is significantly more pronounced among those police personnel who are younger, more educated, posted in rural areas and have less work experience. The findings supplement existing body of knowledge and contribute to the understanding of causes of stress and stress level among police personnel.

Keywords: stress, workplace stress, police personnel, level of workplace stress

Introduction

Policing is one of the most stressful occupations. The work of police is to protect life and property. It undertakes investigation of crimes. Its role involves many challenges such as encounter with dreaded elements while handling crimes. These roles expose police officers to different work situations which require different physical and mental ability to deal with situations firmly and effectively. A number of studies were carried out in different parts of the world for understanding nature of stress among Police Personnel. The reasons for stress are negative working environment plenty; long working hours, lack of time for family, improper meal intake, need to take tough decisions, sleepless nights, poor living conditions, torture by seniors, disturbed personal life and the dwindling public confidence in the police force. In addition to above, stress may occur due to organizational factors like management style, poor communication, lack of support, inadequate resources and work overload. Stress among policemen would manifest in the form of fatigue, depression, inability to concentrate, irritability and impulsive behavior. These danger signals are quite common among the policemen. Policemen are often viewed as rude and highhanded. However, outsiders may not appreciate the extreme conditions under which they lead their lives. Stress also has a negative effect on the health of the policemen. It makes them more susceptible to physical ailments. Both physical and mental illness renders the employee unfit for work. It impacts job satisfaction and reduces job performance.

Methodology

In this exploratory research, the following objective were framed-

1. Identify causes of workplace stress.
2. To measure the level of stress among the women police personnel.

Sampling

In this exploratory study, the researcher collected 80 samples by adopting multi-stage random sampling. Stage 1 Lucknow zone was selected randomly using random sampling technique. Stage 2 police thanas where females were identified. Stage 3 from the identified randomly three thanas were selected. Stage 4 from the selected three thanas, female police employees were randomly selected. Stage 5 further the sample selection was based on the probability to arrive at a final sample for determining the total sample size of (80) respondents.

Correspondence
Shikha Tiwari
Student, Department of Human
Development and Family
Studies, School for Home
Science, Babasaheb Bhimrao
Ambedkar University, Lucknow,
Uttar Pradesh, India

Hypothesis

- Ho 1:** There exists no significant difference between the selected independent variable and causes of workplace stress.
- Ho 2:** There exists no significant difference between the selected independent variable and level of workplace stress.

Instruments used

The researcher used self-made interview schedule along with The Workplace Stress Scale Copyright the Marlin Company, North Heaven, CT, and the American Institute of Stress, Yonkers, NY. For data collection for this study.

Results and Discussion

Table 1: Causes of workplace stress

S. No.	Causes	Always	Sometimes	Never
1	Work pressure	47(58.8)	12(15.0)	21(26.3)
2	Job insecurity	25(31.3)	36(45.0)	19(23.8)
3	Work environment	10(12.5)	11(13.8)	59(73.8)
4	Bureaucracy	15(18.8)	13(16.3)	52(65.0)
5	Work schedule	17(21.3)	19(23.8)	44(55.0)
6	Interpersonal relationship	9(11.3)	9(11.3)	62(77.5)
7	Lack of cooperation from other colleagues	6(7.5)	8(10.0)	66(82.5)
8	Lack of cooperation from officers	6(7.5)	8(10.0)	66(82.5)
9	Low payment	14(17.5)	15(18.8)	51(63.8)
10	Payment not on time	10(12.5)	4(5.0)	66(82.5)
11	Long working hours	26(32.5)	12(15.0)	42(52.2)

Table 1 Results reported in that 58.8 percent respondent mentioned, that Work pressure always was a cause of workplace stress. While 45.0 percent respondents that lack of cooperation from other colleagues, officers, delay in payment was never the cause of workplace stress. Most of the respondents (77.5%) said that interpersonal relationships was

never cause of workplace stress and more than half of respondents (63.8% and 52.5%) said that low payment and long working hours was never the cause of workplace stress. Thus, it was conducted that work pressure, job insecurity were the main cause of workplace stress.

Table 2: Workplace stress scale among respondents

S. No	Statements	Never	Rarely	Sometimes	Often	Very often
1.	Conditions at work are unpleasant or sometimes even unsafe.	55(68.8)	3(3.8)	20(25.0)	1(1.3)	1(1.3)
2.	I feel that my job is negatively affecting my physical or emotional well being	49(61.3)	5(6.3)	15(18.8)	9(11.3)	2(2.5)
3.	I have too much work to do and/or too many unreasonable deadlines.	6(7.5)	11(13.8)	31(38.8)	31(38.8)	1(1.3)
4.	I find it difficult to express my opinions or feelings about my job conditions to my superiors	4(5.0)	5(6.3)	13(16.3)	50(62.5)	8(10.0)
5.	I feel that job pressure interfere with my family or personal life.	32(40.0)	3(3.8)	18(22.5)	20(25.0)	7(7.8)
6.	I have adequate control or input over my work duties.	3(3.8)	32(40.2)	26(32.5)	9(11.3)	10(12.5)
7.	I receive appropriate recognition or rewards for good performance.	2(2.5)	33(41.3)	33(41.3)	4(5.0)	8(10.0)
8.	I am able to utilize my skills and talent to the fullest extent at work.	37(46.3)	35(43.8)	4(5.0)	2(2.5)	2(2.5)

Data in table 4.5 showed that majority of respondents (68.8%) said that conditions at work are unpleasant or sometimes even unsafe and only 1.3% respondents were not agreed with this statement. Most of the respondents (61.3%) feel that their job is negatively affecting their physical and emotional well-being and only 2.5% respondents were not agreed with this statement. 38.8% respondents were accepted sometimes they have too much work to do and/ or too many unreasonable deadlines. Most of the respondents 62.5% were accepted they find it difficult to express their opinions or feelings about their

job conditions to their superiors. Most of the respondents (40.0%) feel that job pressure never interferes with their family and personal life. 40.0% respondents said that rarely they have adequate control or input over their work duties. Majority of respondents 41.3% were accepted sometimes they receive appropriate recognition or rewards for good performance. Majority of the respondents (46.3%) found that they were not able to utilize their skills and talent to the fullest extent at work.

Table 3: Frequency distribution of respondents on the basis of workplace stress scale scores

S. No	Workplace stress scale scoring	F (%)
1.	Chilled out/relatively calm less than 15	10(12.5)
2.	Fairy low stress 16-20	20(25.0)
3.	Moderate stress 21-25	16(20.0)
4.	Severe stress 26-30	34(42.5)

Data in table 3 revealed that nearly half of the respondents 42.5 percent were having severe stress while 25 percent respondents were having fairy low stress. Few respondents 20

percent were having moderate stress and very few respondents.

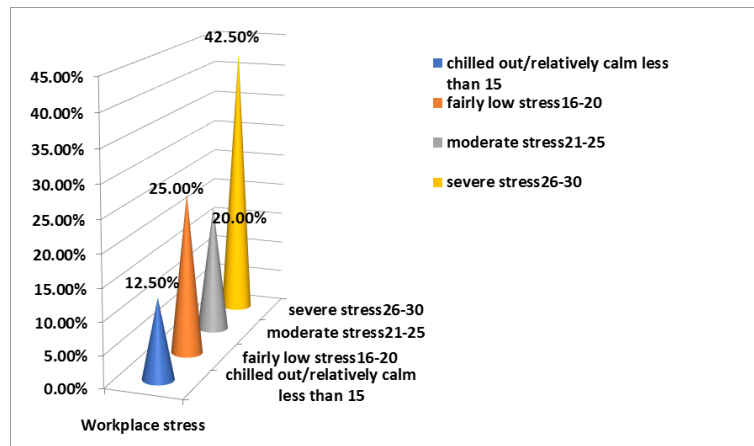


Fig 1: Level of workplace stress among respondents

Conclusion

The study identified work pressure, lack of time for family and job insecurity are the primary causes of stress among women police personnel. Further, it empirically investigated that police department is a highly stressful department. So, stress level were severe among women police personnel. The study suggests to regularly organizing the training programs, counselling and yoga classes for stress.

References

1. Bano B. Job Stress among Police Personnel International Conference on Economics and Finance Research IPEDR © (2011) IACSIT Press, Singapore, 2011, 4.
2. Nair JP, Joseph MI. Correlates of Job Stress in Policing: A Comparative Study of Women and Men Police International Research Journal of Social Sciences. 2013; 2(11):23-27.
3. Roy B, Mahesh Kumar K, Krishna AKI. Assessment of Psychological Stress among Female Police Personnel in Kerala, IOSR Journal of Dental and Medical Sciences (IOSR-JDMS). 2016; 15(10):64-66.