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Original Research Paper

Occupational Stress: A Comparative Study of Sahayak Police and Permanent Police Employees

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ABSTRACT

Present study refers to the occupational stress of sahayak police and permanent police employees data collection was used of occupational stress scale Shrivastav & Sing (1981) present research design was used 2x2x2 factorial. A total sample 360 was selected through random method selection and distribution in to group of 8. The data was analyzed through statistical techniques F-Anova as and t-test. The result depicted: (1) There is no significant difference occupation stress among Sahayak Police and Permanent Police employees. (2) There is no significant difference occupational stress among rural and urban police employees (3) There is no significant difference occupational stress among reserve and unreserved police employees. (4) There is no interaction effect of occupational stress among types of job and types of area of police employees. (5) There is no interaction effect of occupational stress among types of job and social status of police employees. (6) There is interaction effect of occupational stress among types of area and social status of police employees. (7) There is no interaction effect of occupational stress among types of job, types of area and social status of police employees. (8) There is no significant difference of occupational stress among joint & nuclear family police employees. (9) There is no significant difference of occupational stress among married and unmarried police employees.

Keywords: *Occupational Stress, Types of Job, Types of Area, Social Status, Types of Family, Marriage Status.*

The present study aims at to examine occupational stress of sahayak police and permanent police with reference to various factors. While examining Indian history of police force, a British administrator Cornwallis established police force for safety of his organization in 1786. Police bye-laws were farmed after parsing of time. Indian government has done so many amendments

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with respects to recruitment of police in police force, which indicates, strengthening of organization. The same amendments are done by government of Gujarat regarding recruitment in government as well as in non government organization after 1998. It is noted that, history of amendment is an indication of global depression and World Bank. But gradually most of the organizations had to recruit employees with lets and fixed salary without any security of job for five years helplessly. According to famous psychologist Abraham Maslow (504:1954) every employee (person) desires security in his job. Employees who are employed of fixed rate in police force. Experience in security with regard to maintenance of family and other expenses in such job. According a psychological analysis, employees, experiences, pressurized under psychological factors like frustration, worries, friction and family pressure. Factors like often transfers, psychological friction and exploitation are responsible to create occupational stress. So the present study aims at to examine whether occupational stress is seen among police employees who do not get full salary, other benefits, and security in job comparing to permanent police employees who get full salary other benefits, and security in job comparing to permanent police employees who get full salary other perks, facilities and security in job.

What is occupational stress ?

The human body has a natural chemical response to a threat or demand, commonly known as the "flight or fight" reaction, which includes the release of adrenalin. Once the threat or demand is over the body can return to its natural state. A STRESSOR is an event or set of conditions that causes a stress response. STRESS is the body's physiological response to the stressor, and STRAIN is the body's longer-term reaction to chronic stress.

What is Police Organization ?

"The first police commission, appointed on 17th August 1865, contained detailed guideline for the desire system of police in India and defined police as a governmental department to maintain order, enforce the law, and prevent and defect crime".

"A judicial and executive system for the government of a city, town or district for the preservation of rights, of the laws and preventions of crime, the administration of the laws and regulations of a city, incorporated or borough."

Objectives Of Research

1. To gather information regarding occupational stress among Sahayak Police and permanent police employees.
2. To gather information regarding occupational stress among rural police and urban police employees.
3. To gather information regarding occupational stress among reserve police and non reserve police employees.
4. To gather information regarding occupational stress among joint family and nuclear family police employees.

5. To gather information regarding occupational stress among married and unmarried police employees.

Hypothesis Of The Research

1. There is no significant difference of occupational stress among Sahayak Police and Permanent Police employees.
2. There is no significant difference of occupational stress among rural police and urban police employees.
3. There is no significant difference of occupational stress among reserve police and unreserved police employees.
4. There is no interaction effect of occupational stress among types of job and types of area of police employees.
5. There is no interaction effect of occupational stress among types of job and social status of police employees.
6. There is no interaction effect of occupational stress among types of area and social status of police employees.
7. There is no interaction effect of occupational stress among types of job, types of area and social status of police employees.
8. There is no significant difference of occupational stress among joint family and nuclear family police employees.
9. There is no significant difference of occupational stress among married police and unmarried police employees.

METHODOLOGY

Research Variables :

- **Independent Variables :**

(F-Anova Variables)

A. Types of Job — A_1 Sahayak Police; A_2 Permanent police

B. Types of Area — B_1 Rural Police; B_2 Urban Police

C. Social status — C_1 Reserve Police; C_2 Unreserved Police

- **(t-test Variables)**

E Types of Family — E_1 Joint Family; E_2 Nuclear family

F Types of Married — F_1 married; F_2 unmarried

- **Dependent Variables :**

1. Occupational Stress

Delimitations

1. Data Collection from the selected district of middle Gujarat (Anand, Kheda & Vadodara).
2. No participation of the Retired police employees.
3. No participant of Traffic Police Employees.

Sample

The study would be followed by 2x2x2 factorial design in which main three variables would be used 360 police employees were randomly selected from Anand, Kheda and Vadodara district (middle gujarat). Among the 180 Sahayak Police & 180 Permanent police that consisted of 90 respondents from rural police and 90 urban police were selected. 45 reserved & 45 unreserved police were respectively selected.

Data Collection Tools

The following tools were used for the data collection for the present interaction following tools were used.

1. Personal Information Sheet :

His tool was prepared for collecting the data concerned with the personal information of the respondents; the researcher identified five variable including (1) types of job, (2) types of area, (3) Social status, (4) Types of family, (5) Marital status.

2. Occupational Stress Scale :

Occupational stress scale constructed by Shrivastav and Singh (1981) was used in the present study. Gujarati Transformation was used as inventory by author in the present study. This scale measures how much a person experiences occupational stress in his occupation. There are 46 statements in this inventory, in which 28 statement are positive, which 18 statements are negative. There are five options against each statement – fully agree, undecided, disagree and full disagree. Weight age of those statements are 5, 4, 3, 2, 1 for positive statements and 1, 2, 3, 4 and 5 for negative statements 46 the minimum score and 230 is the maximum score. Reliability of this inventors is 0.94 are validity is satisfactory.

Statistical Analysis

F-ANOVA as and t-test methods used to analyze the data.

Table : 1, Occupational Stress of Police employees with respect to interaction about types of job, types of job, area and social status (Mean score, SD) **N = 360**

Independent Variables			Reserved	Unreserved
1. Sahayak Police A_1	Rural Area B_1	Mean	141.04	141.09
		SD	2.69	17.19
		n	45	45
	Urban Area B_2	Mean	142.44	146.42
		SD	19.27	20.56
		n	45	45

Independent Variables		Reserved		Unreserved
2. Permanent Police A_2	Rural Area B_1	Mean	143.98	143.89
		SD	19.49	23.87
		n	45	45
	Urban Area B_2	Mean	139.04	146.91
		SD	19.54	24.37
		n	45	45

Table-2, Summary of the 2x2x2 analysis of variation base on occupational stress of police employees with rare to types of job, types of area and types of social status.(N=360)

Sr. No.	Source of Variables	Sum of Square	dF	Mean of square	F	Significant level
1	SSA	44.80	1	44.80	0.11	N.S.
2	SSB	130.80	1	130.80	0.31	N.S.
3	SSC	783.23	1	783.23	1.87	N.S.
4	SS(AxB)	420.34	1	420.34	1.00	N.S.
5	SS (AxC)	79.34	1	79.34	0.19	N.S.
6	SS (BxC)	795.07	1	795.07	1.89	N.S.
7	SS (AxBxC)	91.00	1	91.00	0.22	N.S.
8	SSW	147732.62	352	419.69	-	-
9	SS	150077.20	359	-	-	-

Table : 3, Mean Score, difference of Mean, occupational Stress of Police employees with respect to types of Job, Types area and social status.(N=360)

Sr. No.	Independent Variables	n	Mean	Difference of Mean
1	A_1 = Sahayak Police	180	142.75	
2	A_2 = Permanent Police	180	143.46	0.71
3	B1 = Rural police	180	142.50	
4	B2 = Urban Police	180	143.71	1.21
5	C1 = Reserve police	180	141.63	
6	C2 = Unreserve Police	180	144.58	2.95

Table : 4, Mean, S.D. & t-value of occupational stress with reference to joint family and nuclear family police employees.(N=360)

Sr. No.	Types of Marriage	N	Mean	SD	't'	Significant Level
1	Joint Family	286	142.63	20.74		
2	Nuclear Family	74	144.92	19.29	0.86	Not-significant

Table : 5, Mean, S.D. & t-value of occupational stress with reference to married and unmarried police employees.(N=360)

Sr. No.	Types of Marriage	N	Mean	SD	't'	Significant Level
1	Married	109	141.84	17.33	0.77	Not-significant
2	Unmarried	251	143.64	21.67		

INTERPRETATION

Ho_1There is no significant difference in the occupational stress among Sahayak police & Permanent police employees. For testing of this hypothesis F value can be seen in table 2 F-value is 0.11. This value is no significant at 0.05 level. Hence Null hypothesis is accepted that means the result is significant. Mean score of occupational stress of Sahayak police is (142.75) and Permanent police (143.46) are presented in the table-3. The difference is 0.71 which is not significant in Occupational Stress among sahayak police and permanent police employees.

Ho_2There is no significant difference in occupational stress among rural and urban police employees. For testing this hypothesis F-value can be seen in table-2 F-value is 0.31. This value is not significant at 0.05 level. Hence null hypothesis is accepted that mean result is not significant and the mean score of occupation stress of rural police (142.50) and urban police (143.71) respectively in table 3. The difference of means is 1.21 which is not significant in occupational stress among rural & urban police employees.

Ho_3There is no significant difference in occupational stress among reserved and unreserved police employees. For testing this hypothesis F-value can be seen table-2. F-value = 1.87. This value is no significant of 0.05 level. Hence null hypothesis is accepted that means that the result is not significant. The mean scores of the reserved (141.63) and unreserved (144.58) respectively in table 3. The difference between the means is 2.95 which is not significant in occupational stress among reserved and unreserved police employees.

Ho_4There is no interaction effect of occupational stress among types of job and types of area (AxB) for testing this hypothesis F-value can be seen in table 2. F-value is 1.00. This value is not significant at 0.05. Hence null hypothesis is accepted. The mean of table-1 shows that there is no significant difference in the interaction among types of job and types of area.

Ho_5There is no interaction effect of occupational stress among types of job and social status (AxC). For testing hypothesis F-value can be seen in table-2. F-value is 0.19. This value is not significant of 0.05 level. Hence null hypothesis is accepted. The means of Table-1 shows that there is no significant difference in the interaction among types of dat and social status.

Ho_6There is no interaction effect of occupational stress among types of area and social status (BxC). For testing this hypothesis F-value can be seen in table 2. F-value is 1.89. This value is no significant at 0.05 level. Hence null hypothesis is accepted. The means difference table 1 shows that there is no significant difference in the interaction among types of area and social status.

Ho_7There is no interaction effect of occupational stress among types of job, types of area and social status (AxBxC). For testing this hypothesis F-value can be seen in table-2. F-value is 0.22. This value is not significant at 0.05 level. Hence null hypothesis is accepted. The means of table-1 shows that there is no significant difference in the interaction among types of job, types of area and social status.

Ho_8There is no significant difference in occupational stress among joint family and nuclear family police employees. For testing this hypothesis 't' value can be seen in table 4. T-value is 0.86. This value is not significant at 0.05 level. Hence null hypothesis is accepted. The student variation of family 20.74, while mean of joint family is 142.63 on the other standard deviation of nuclear family is 19.29 while the mean of nuclear family 144.92. Which shows there is no significant difference between joint and nuclear family police employees.

Ho_9There is no significant difference in occupational stress among married and unmarried police employees. For testing this hypothesis t-value can be seen in table 5. T-value is 0.77. This value is not significant at 0.05 level. Hence null hypothesis is accepted. The standard deviation of married employees 17.33 while mean of married police employees is 141.84. on the other standard deviation of unmarried employees is 21.67. While the mean of unmarried employees 143.64, While shows there is no significant difference between married and unmarried police employees.

CONCLUSION

Ho_1 There is no significant difference of occupational stress among sahayak police and permanent police employees.

Ho_2 There is no significant difference of occupational stress among rural police and urban police employees.

Ho_3 There is no significant difference of occupational stress among reserve police and unreserved police employees.

Ho_4 There is no interaction effect of occupational stress among types of job and types of area of police employees.

Ho_5 There is no interaction effect of occupational stress among types of job and social status of police employees.

Ho_6 There is no interaction effect of occupational stress among types of area and social status of police employees.

Ho_7 There is no interaction effect of occupational stress among types of job, types of area and social status of police employees.

Ho_8 There is no significant difference of occupational stress among joint family and nuclear family police employees.

Ho_9 There is no significant difference of occupational stress among married and unmarried police employees.

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Conflict of Interests

The author declared no conflict of interests.

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