

Police Stress: A Comparative analysis on Personal and Organizational Domain Stress Variables on Two District Police Force in Odisha State

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Abstract

This Paper examines the moderating role of stress levels in Selected Domain of Police Constables. An Integrated research model of stress levels, Employee relations, Family and health issues and Organizational work levels was developed to analyse the data. The Validity of the model is tested data collected of 422 police constables working in Odisha State. The reliability and Validity of the dimensions are established through Factor Analysis and the related Hypothesis is tested by applying Independent T-Test, Pearson Correlation Coefficient Test by using SPSS software. Findings are written elaborately. The article contributes to the stress levels at work place, organizational commitments, family and health issues that influence organizational and individual effectiveness.

Key Topics: Stress, Police Constables, Personal Life, Organization

Introduction

Stress plays a part in the lives of everyone. Some stress is not only inevitable, it can be good. For example, the physical stress of “working out” improves your cardiovascular system, and feeling pressure that causes you to study harder for an exam can improve your score. Police stress, however, refers to the *negative* pressures related to police work. Stress is a common occurrence for Law Enforcement Professionals (LEPs) who experience crime, violence, and life-threatening situations as part of their daily work (Abdollahi, 2002;Hartley, Violanti, Sarkisian, Andrew, &Burchfiel, 2012;Woody, 2006). When an LEP is exposed to a traumatic event, time and space constraints limit opportunities to process the experience (Gershon, Barocas, Canton, Li, &Vlahov, 2009). Because there is a high prevalence of trauma exposure and traumatic stress in LEPs (Abdollahi, 2002;Hartley et al., 2012), more studies exploring

LE couples are needed. Such work will assist clinicians to better understand how trauma affects the couple relationship and how to reduce its negative impact. Although job stress is a concern for many industries and occupational groups, some professions appear to be more vulnerable to experiencing high levels of stress at work than others (Kop et al., 1999). Policing has been identified as one of these particularly stressful occupations, with law enforcement work being ranked among the top five most stressful occupations worldwide (Dantzer, 1987; Liberman et al., 2002). Policing is widely recognized as a challenging and demanding profession (Anderson et al., 2002; Harpold and Feenster, 2002; Howard et al., 2004; Liberman et al., 2002; Lott, 1995). Police officers regularly encounter unpredictable and potentially volatile situations such as when investigating crime scenes, engaging in high-speed pursuits, responding to alarm calls, and mediating domestic disputes (Finn, 2000; Roberg et al., 2005; Sheehan and Van Hasselt, 2003). Officers are afforded great discretion when performing their duties; at the same time, they typically have limited input in departmental policymaking—a situation that has fuelled officer tension and distress (Coman and Evans, 1991; He et al., 2002).

Literature Review

A wide range of research has been conducted to identify and rank order police stressors. Not less authority than Hans Selye—the man who single-handedly invented stress—once contended that policing is stressful. He wrote that ~ police work “ranks as one of the most hazardous [occupations], even exceeding the formidable stresses and strains of air traffic control” (Selye, 1978, p. 7). Other authorities have been equally assertive. Fennell (1981) rated policing as “the most dangerous job in the world emotionally” (p. 170). Axelbred and Valle (1978) concluded that “police work has been identified as the most psychologically dangerous job in the world” (p. 3). Somodaville (1978) proclaimed that “it is an accepted fact that a police officer is under stress and pressure unequalled by any other occupation” (p. 21). Molloy and Mays (1984) concluded from their review of research studies that “policing is probably stress for reasons quite different from those typically presented in the literature. Judging from the strongest research in this area, it seems that helplessness and feelings of uncoil rollability in the work environment may be a major source of stress for police officers. Beyond this, little can be safely concluded” (p. 207). Kirschman (1997) has pointed out that most outside observers think of police as all-powerful—which in some senses they are. Yet officers “experience the terrible dilemma of being simultaneously powerful and powerless” (p. 55). When officers think of stress they think of themselves as “constantly scrutinized,

supervised, and reined in by their own department and by the community in ways that can be irritating, humiliating and sometimes irrelevant to their actual performance” (p. 55).Consequences of police stress that have been cited in the literature include those that are usually cited for other occupations, such as absenteeism and physical illness. But the most tangible police-related data point to slightly higher-than-expected mortality rates for illnesses ranging from coronary diseases to cancer (Violanti, Vena and Petralia, 1998). In his review Teq (1981) points out that despite such data, most police officers “consider themselves ingood health and are satisfied with their state of health” (p. 66). Beyond problems that may be surfaced relating to officers’ health and well-being, a variety of assorted consequences of police stress has been postulated according to Terry (1980).

Methodology

The sample was collected among the police personnel who are working in Gajapathi and Nuapada Districts in Odisha State which are the Border States to Andhra Pradesh and Chhattisgarh. All the police personnel of the rank of Constables who were actively participating in duty were included in the study. The study includes only the police constables in the sample as they are only the persons who will be in field and face the stress from the factors like family, financial and work-life balance. Factors of stress levels in Job have been prepared through a structured Questionnaire. Outof the Universal sample of 1010 constables, sample size of 422 constables has been considered to collect the data based on Cochran Formula of minimum sample collection. The Cochran Formula is given for reference.

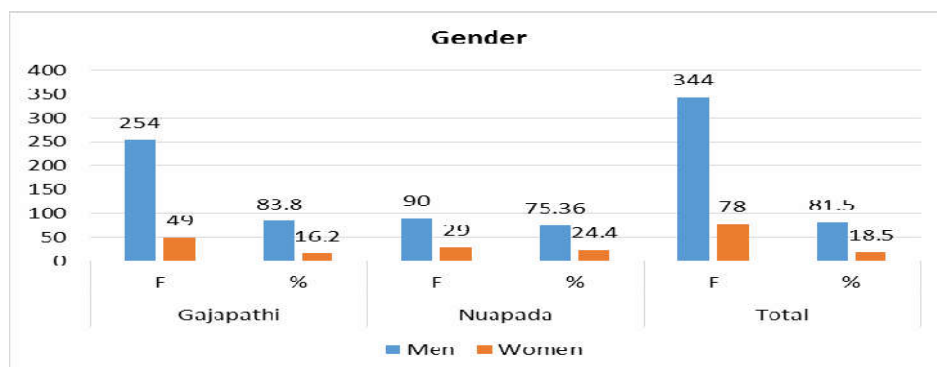
Objective of the Study

The objective is to examine the sources of stress-related symptoms within the constables in two districts and also comparison between the stress variables in two districts and measure the prevalence of significant associated with the domains of stress variables.

Analysis, Findings and Interpretation

1.0 Socio-Economic Profile

Table-1.1. Gender distribution of the Respondents



2.0 CRONBACH'S ALPHA RELIABILITY TEST FOR STRESS VARIABLES

Sl.No.	Parameters	No. of Items	Cronbach's Alpha (Gajapathi)	Cronbach's Alpha (Nuapada)
1	Personal Domain	8	0.706	0.796
3	Organizational Domain	9	0.843	0.781

The Table-2.0 indicates Cronbach's Alpha for Reliability Test. Cronbach's alpha is the most common measure of internal consistency ("reliability"). The Cronbach's alpha for the scale for all the parameters of both the organizations Gajapathi and Nuapada is above 0.7 and the internal consistency is acceptable and above 0.8 the internal consistency is good. The instrument used for research is reliable.

3.0 DESCRIPTIVE STATISTICS FOR STRESS VARIABLES

Table 3.1 Descriptive Statistics for Personal domain variables

Personal domain variables	N	Gajapathi				N	Nuapada			
		Mean	SD	Skewness	Kurtosis		Mean	SD	Skewness	Kurtosis
Insufficient personal time	303	3.079	1.1278	-.324	-.709	119	3.2857	1.11342	-.588	-.298
Burdened with unresolved issues of the past	303	2.9175	1.03088	.203	-.530	119	2.5462	.95445	.669	-.020
Working against will in the organization	303	2.4884	1.16191	.398	-.774	119	2.3529	1.11681	.451	-.767
Have to adapt to a new lifestyle	303	3.1650	1.13018	-.273	-.643	119	2.7647	1.14763	-.073	-.970
Suffer from low self-esteem	303	2.9208	1.21265	.153	-.895	119	2.6303	1.24101	.251	-.969
Worried about health	303	3.2376	1.21646	-.264	-.896	119	3.0420	1.18890	-.113	-.985
Motivated to take up challenges	303	3.4224	1.11570	-.502	-.468	119	3.7143	1.06678	-.938	.381

Revision of personal habits	303	2.9043	1.18241	.174	-.889	119	2.6807	1.22774	.299	-.841
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The Table 3.1 discusses the mean, standard deviation, skewness and kurtosis for personal domain variables for total 422 respondents of two selected districts i.e. Gajapathi – 303 respondents and Nuapada – 119 respondents. The lowest mean value for Gajapathi is 2.4884 and the highest 3.4224. The SD is around 1.1 with less deviation among the opinions. The data is positively and negatively skewed with the highest negative skewness -.502. There is negative kurtosis with the highest -.895. The Lowest mean values for Nuapada is 2.3529 and the highest 3.7143. The SD is around 1.2 with less deviation. The data is positively and negatively skewed with highest positive skewness .669 and highest negative skewness -.938. There is positive and negative kurtosis with the highest -.985. Comparative descriptive statistics for personal domain variables of occupational stress across the observations, it indicates that Gajapathi district has the highest average mean value. The average standard deviation is above 1 for Gajapathi district with medium spread over.

Table-3.2 Descriptive Statistics for Organizational domain variables

Organisational domain variables	N	Gajapathi				N	Naupada			
		Mean	SD	Skewness	Kurtosis		Mean	SD	Skewness	Kurtosis
Slow career progression	303	2.7525	1.19385	.147	-.769	119	2.5546	1.14016	.352	-.347
Problems subject to complaints investigation	303	2.9670	1.03845	.156	-.501	119	2.8403	1.19308	.375	-.647
Clear about duties and responsibilities	303	3.5875	1.20901	-.331	-.987	119	3.6807	1.26848	-.643	-.646
Respect from higher authorities and colleagues	303	3.5347	1.31646	-.339	-1.124	119	3.7731	1.30473	-.780	-.535
Get supportive feedback on the work done	303	3.4026	1.25661	-.211	-.992	119	3.7983	1.22530	-.815	-.284

Opportunity for independent thought and action	303	3.2475	1.23743	-.079	-.929	119	3.3361	1.34213	-.317	-.979
Positive organizational culture and climate	303	3.3432	1.22109	-.263	-.877	119	3.3613	1.19838	-.342	-.722
Organization always supports the employees	303	3.2244	1.21625	-.071	-.973	119	3.4790	1.33308	-.456	-1.004
Senior officer recognizes and rewards for outstanding performance	303	3.0066	1.28927	-.012	-.979	119	3.1429	1.49737	-.202	-1.411

The Table 3.4 discusses the mean, standard deviation, skewness and kurtosis for Organizational domain variables for total 422 respondents of two selected districts i.e. Gajapathi – 303 respondents and Nuapada – 119 respondents. The lowest mean value for Gajapathi is 2.7525 and the highest 3.5875. The SD is around 1.2 with a little bit medium deviation among the opinions. The data is positively and negatively skewed with close to zero -.012. There is negative kurtosis with the highest -1.124. The Lowest mean values for Nuapada is 2.5546 and the highest 3.7983. The SD is around 1.2 with high deviation. The data is positively and negatively skewed with the highest -.815. There is positive and negative kurtosis with the highest -1.411. Comparative descriptive statistics for organizational domain variables of occupational stress across the observations, it indicates that Nuapada district has the highest average mean and SD. The average standard deviation is above 1 for Nuapada district with medium spreadover.

4.0 FACTOR ANALYSIS FOR STRESSVARIABLES

4.1 Factor analysis for Personal domain variables of stress of the respondents

Table 4.1 (a) KMO and Bartlett's Test

	Gajapathi	Nuapada
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	0.605	0.533

Bartlett's Test of Sphericity	Approx. Chi-Square	159.644	45.116
	df	28	28
	Sig.	.000	.000

The table-4.1 (a) factor analysis illustrates the personal domain variables of occupational stress of the respondents. The analysis is done for two organizations i.e. Gajapathi and Nuapada districts of Odisha. The KMO and Bartlett's Test shows the value of 0.605 and 0.533 of Gajapathi and Nuapada respectively. Both the values are above 0.5. Therefore, it is considered as good fit model and also the significance level is less than 0.05 (KMO=0.000<0.05). Thus, the factor analysis may be considered as an appropriate technique for analyzing the salient effective variables of level of satisfaction.

Table 4.1 (b) Extraction of principal component from Personal domain variables (Communalities)

Communalities of Personal domain variables	Initial	Gajapathi Extraction	Nuapada Extraction
Insufficient personal time	1.000	.634	.729
Burdened with unresolved issues of the past	1.000	.588	.558
Working against will in the organization	1.000	.521	.396
Have to adapt to a new lifestyle	1.000	.364	.456
Suffer from low self-esteem	1.000	.615	.619
Worried about health	1.000	.352	.354
Motivated to take up challenges	1.000	.653	.541
Revision of personal habits	1.000	.495	.344

Extraction Method: Principal Component Analysis.

The table-4.1 (b) Extraction Method: Communalities are the sum of squared factor loadings for the variables.

Principal Component Analysis shows that the respondents given weightage to: For Gajapathi, the highest values are .653 i.e. Motivated to take up challenges, .634 i.e. Insufficient personal time, .615 i.e. Suffer from low self-esteem and .588 i.e. Burdened with unresolved issues of the past. For Nuapada, the highest values are 0.729 i.e. Insufficient personal time, 0.619 i.e. Suffer from low self-esteem, 0.558 i.e. Burdened with unresolved issues of the past and 0.541 i.e. Motivated to take up challenges.

Table 4.1 (c) Total Variance of the prime components

Component	Gajapathi									Nuapada								
	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings			Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.822	22.777	22.777	1.822	22.777	22.777	1.697	21.211	21.211	1.646	20.578	20.578	1.646	20.578	20.578	1.547	19.336	19.336
2	1.381	17.266	40.043	1.381	17.266	40.043	1.317	16.466	37.677	1.231	15.392	35.971	1.231	15.392	35.971	1.233	15.412	34.748
3	1.019	12.733	52.776	1.019	12.733	52.776	1.208	15.099	52.776	1.121	14.009	49.979	1.121	14.009	49.979	1.219	15.231	49.979
4	.992	12.395	65.171							.982	12.275	62.254						
5	.782	9.772	74.944							.972	12.152	74.406						
6	.734	9.178	84.121							.800	10.000	84.406						
7	.680	8.499	92.620							.644	8.051	92.457						
8	.590	7.380	100.000							.603	7.543	100.000						

Extraction Method: Principal Component Analysis.

The table 4.1 (c) total variance of the prime components shows the three Initial Eigenvalues, Extraction Sums of Squared Loadings and

Rotation Sums of Squared Loadings. Eigenvalues are the variances of the factors. For Gajapathi and Nuapada, the Initial Eigenvalue stood at 52.776 and 49.979 for the third component respectively.

Table 4.1 (d) Rotated Component Matrix^a

Rotated Components	Gajapathi Component			Nuapada Component		
	1	2	3	1	2	3
Insufficient personal time		.761				.826
Burdened with unresolved issues of the past		.715				.670
Working against will in the organization	.663			.608		
Have to adapt to a new lifestyle						
Suffer from low self-esteem	.734			.776		
Worried about health	.570			.565		
Motivated to take up challenges			.769		.718	
Revision of personal habits			.639		.574	

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 5 iterations.

The Table 4.1(d) depicts the rotation converged in 5 iterations for 9 items in that 3 components are formed in groups.

For Gajapathi and Nuapada, Insufficient personal time and Burdened with unresolved issues of the past are one component. Working against will in the organization is second component Suffer from low self-esteem and Worried about health are third component. Motivated to take up challenges and Revision of personal habits Spend time on own self-development are fourth component.

4.2 Factor analysis for Organizational domain variables of occupational stress of the respondents

Table 4.2 (a) KMO and Bartlett's Test

	Gajapathi	Nuapada

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.776	0.747
Bartlett's Test of Sphericity	Approx. Chi-Square	475.072	219.212
	df	36	36
	Sig.	.000	.000

The table-6.3.3 (a) factor analysis illustrates that the personal domain variables of occupational stress of the respondents. The analysis is done for two organizations i.e. Gajapathi and Nuapada districts of Odisha. The KMO and Bartlett's Test shows the value of 0.776 and 0.747 of Gajapathi and Nuapada respectively. Both the values are above 0.5. Therefore, it is considered as good fit model and also the significance level is less than 0.05 (KMO=0.000<0.05). Thus, the factor analysis may be considered as an appropriate technique for analyzing the salient effective variables of level of satisfaction.

Table 4.2 (b) Extraction of principal component from Organisational domain variables (Communalities)

Communalities of Organisational domain variables	Initial	Gajapathi Extraction	Nuapada Extraction
Slow career progression	1.000	.649	.569
Problems subject to complaints investigation	1.000	.614	.617
Clear about duties and responsibilities	1.000	.590	.339
Respect from higher authorities and colleagues	1.000	.697	.527
Get supportive feedback on the work done	1.000	.576	.486
Opportunity for independent thought and action	1.000	.359	.598
Positive organizational culture and climate	1.000	.564	.610
Organization always supports the employees	1.000	.532	.389
Senior officer recognizes and rewards for outstanding performance	1.000	.628	.305

Extraction Method: Principal Component Analysis.

The table-4.2 (b) Extraction Method: Communalities are the sum of squared factor loadings for the variables.

Principal Component Analysis shows that the respondents given weightage to:

For Gajapathi, the highest values are 0.697 For Nuapada, the highest values are 0.617 i.e. Problems subject to complaints investigation, 0.610 i.e. Positive organizational culture and climate, 0.598 i.e. Opportunity for independent thought and action and 0.569

Gajapathi										Nuapada								
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings			Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.887	32.078	32.078	2.887	32.078	32.078	2.198	24.417	24.417	3.098	34.425	34.425	3.098	34.425	34.425	2.874	31.934	31.934
2	1.237	13.746	45.824	1.237	13.746	45.824	1.863	20.699	45.116	1.342	14.910	49.334	1.342	14.910	49.334	1.566	17.400	49.334
3	1.085	12.058	57.882	1.085	12.058	57.882	1.149	12.766	57.882	.895	9.946	59.281						
4	.930	10.333	68.216							.852	9.468	68.748						
5	.716	7.957	76.173							.749	8.317	77.066						
6	.640	7.114	83.287							.716	7.950	85.016						
7	.564	6.268	89.555							.547	6.075	91.090						
8	.524	5.825	95.380							.455	5.051	96.141						
9	.416	4.620	100.000							.347	3.859	100.000						

Table 4.2 (c) Total Variance of the prime components

Extraction Method: Principal Component Analysis

The table 6.3.3 (c) total variance of the prime components shows the Initial Eigenvalues, Extraction Sums of Squared Loadings and Rotation Sums of Squared Loadings. Eigenvalues are the variances of the factors. For Gajapathi the Initial Eigenvalue stood at 57.882 for the third component. For Nuapada, the Initial Eigenvalue stood at 49.334 for the second component.

Table 4.2 (d) Rotated Component Matrix^a

Rotated Components	Gajapathi Component			Nuapada Component	
	1	2	3	1	2
Slow career progression			.771		.735
Problems subject to complaints investigation			.724		.784
Clear about duties and responsibilities	.760				
Respect from higher authorities and colleagues	.820			.697	
Get supportive feedback on the work done	.688			.683	
Opportunity for independent thought and action				.719	
Positive organizational culture and climate		.665		.761	
Organization always supports the employees		.721		.623	
Senior officer recognizes and rewards for outstanding performance		.787			

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 5 iterations.

The table 4.2 (d) depicts the rotation converged in 5 iterations for 9 items.

For Gajapathi three components are formed in groups. Clear about duties and responsibilities, Respect from higher authorities and colleagues and Get supportive feedback on the work done are one component. Positive organizational culture and climate, Organization always supports the employees and Senior officer recognizes and rewards for outstanding performance are second component. Slow career progression

and Problems subject to complaints investigation are third component. For Nuapada two components are formed in groups. Respect from higher authorities and colleagues, Get supportive feedback on the work done, Opportunity for independent thought and action and Positive organizational culture and climate one component. Slow career progression and Problems subject to complaints investigation are second component.

5.0 PEARSON CORRELATION COEFFICIENT FOR WORKING HOURS OF THE RESPONDENTS AND STRESS VARIABLES

5.1: Table: Pearson Correlation Coefficient for working hours and personal domain variables

Personal domain variables		Gajapathi	Nuapada
Insufficient personal time	Pearson Correlation	-.150**	.093
	Sig. (2-tailed)	.009	.313
	N	303	119
Burdened with unresolved issues of the past	Pearson Correlation	.236**	.195*
	Sig. (2-tailed)	.000	.034
	N	303	119
Working against will in the organization	Pearson Correlation	.155**	.000
	Sig. (2-tailed)	.007	.996
	N	303	119
Have to adapt to a new lifestyle	Pearson Correlation	.203**	.184*
	Sig. (2-tailed)	.000	.045
	N	303	119
Suffer from low self-esteem	Pearson Correlation	.237**	.230*
	Sig. (2-tailed)	.000	.012
	N	303	119
Worried about health	Pearson Correlation	.226**	.252**
	Sig. (2-tailed)	.000	.006
	N	303	119
Motivated to take up challenges	Pearson Correlation	.016	.023
	Sig. (2-tailed)	.781	.805
	N	303	119
Revision of personal habits	Pearson Correlation	.141*	.137
	Sig. (2-tailed)	.014	.138
	N	303	119

*Correlation is significant at the 0.05 level (2-tailed).

** Correlation is significant at the 0.01 level (2-tailed).

Null Hypothesis H₀: There is no statistical significant correlation between working hours

of the respondents and personal domain variables of occupational stress.

Alternate Hypothesis H₁: There is a statistical significant correlation between working hours of the respondents and personal domain variables of occupational stress.

- For Gajapathi-There is a weak, negative correlation between working hours and **insufficient personal time** which is statistically significant at 2-tailed ($r = -.150^{**}$, $n = 303$, $p = .009 < 0.05$) Therefore, alternate hypothesis (H_1) is accepted that there is a statistical significant correlation between working hours of the respondents and personal domain variable of occupational stress. For Nuapada-there is a weak, positive correlation ($r = .093$, $n = 119$, $p = .313 > 0.05$). Therefore, null hypothesis (H_0) is accepted that there is no statistical significant correlation between working hours of the respondents and personal domain variable of occupational stress.
- For Gajapathi and Nuapada-There is a weak, positive correlation between working hours and **burdened with unresolved issues of the past**, which is statistically significant at 2-tailed ($r = .236^{**}$, $n = 303$, $p = .000 < 0.05$) and ($r = .195^*$, $n = 119$, $p = .034 < 0.05$) respectively. Therefore, alternate hypothesis (H_1) is accepted that there is a statistical significant correlation between working hours of the respondents and personal domain variable of occupational stress.
- For Gajapathi -There is a weak, positive correlation between working hours and **Working against will in the organization**, which is statistically significant at 2-tailed ($r = .155^{**}$, $n = 303$, $p = .007 < 0.05$) Therefore, alternate hypothesis (H_1) is accepted that there is a statistical significant correlation between working hours of the respondents and personal domain variable of occupational stress. For Nuapada-there is no correlation ($r = .000$, $n = 119$, $p = .996 > 0.05$) Therefore, null hypothesis (H_0) is accepted that there is no statistical significant correlation between working hours of the respondents and personal domain variable of occupational stress.

5.2: Pearson Correlation Coefficient for working hours and Organisational domain variables

Organisational domain variables		Gajapathi	Nuapada
Slow career progression	Pearson Correlation	-.043	.036
	Sig. (2-tailed)	.461	.694
	N	303	119
Problems subject to complaints investigation	Pearson Correlation	.135*	.334**
	Sig. (2-tailed)	.019	.000
	N	303	119

Clear about duties and responsibilities	Pearson Correlation	.190**	.100
	Sig. (2-tailed)	.001	.277
	N	303	119
Respect from higher authorities and colleagues	Pearson Correlation	.468**	.278**
	Sig. (2-tailed)	.000	.002
	N	303	119
Get supportive feedback on the work done	Pearson Correlation	.542**	.411**
	Sig. (2-tailed)	.000	.000
	N	303	119
Opportunity for independent thought and action	Pearson Correlation	.332**	.356**
	Sig. (2-tailed)	.000	.000
	N	303	119
Positive organizational culture and climate	Pearson Correlation	.299**	.430**
	Sig. (2-tailed)	.000	.000
	N	303	119
Organization always supports the employees	Pearson Correlation	.360**	.363**
	Sig. (2-tailed)	.000	.000
	N	303	119
Senior officer recognizes and rewards for outstanding performance	Pearson Correlation	.366**	.173
	Sig. (2-tailed)	.000	.059
	N	303	119

*Correlation is significant at the 0.05 level (2-tailed).

**Correlation is significant at the 0.01 level (2-tailed).

Null Hypothesis H₀: There is no statistical significant correlation between working hours of the respondents and organizational domain variables of occupational stress.

Alternate Hypothesis H₁: There is a statistical significant correlation between working hours of the respondents and organizational domain variables of occupational stress.

- For Gajapathi-There is a weak, negative correlation between working hours and **Slow career progression** which is not statistically significant at 2-tailed ($r = -.043$, $n = 303$, $p = .461 > 0.05$). Therefore, null hypothesis (H₀) is accepted that there is no statistical significant correlation between working hours of the respondents and organisational domain variable of occupational stress. For Nuapada- weak, positive ($r = .036$, $n = 119$, $p = .694 > 0.05$). Therefore, null hypothesis (H₀) is accepted that there is no statistical significant correlation

between working hours of the respondents and organisational domain variable of occupational stress.

- For Gajapathi and Nuapada -There is a weak, positive correlation between working hours and **Problems subject to complaints investigation**, which is statistically significant at 2-tailed ($r=.135^*$, $n=303$, $p=.010 < 0.05$) and ($r=.334^{**}$, $n=119$, $p=.000 < 0.05$) respectively. Therefore, alternate hypothesis (H_1) is accepted that there is a statistical significant correlation between working hours of the respondents and organisational domain variable of occupational stress.
- For Gajapathi -There is a weak, positive correlation between working hours and **Clear about duties and responsibilities** which is statistically significant at 2-tailed ($r=.190^{**}$, $n = 303$, $p=.001 < 0.05$). Therefore, alternate hypothesis (H_1) is accepted that there is a statistical significant correlation between working hours of the respondents and organisational domain variable of occupational stress. For Nuapada-weak, positive which is not statistically significant at 2-tailed ($r=.100$, $n=119$, $p=.277 > 0.05$). Therefore, null hypothesis (H_0) is accepted that there is no statistical significant correlation between working hours of the respondents and organisational domain variable of occupational stress.

6.0: INDEPENDENT T-TEST FOR TWO DISTRICTS AND STRESS VARIABLES

Table 6.1 Independent Sample t-test for two Districts and personal domain variables

Personaldomain variables	Districts	N	Mean	SD	t	df	t-value	P-value Sig.(2-tailed)
Insufficient personal time	Gajapathi	303	3.079	1.1278	-1.699	420	-.2065	.090
	Nuapada	119	3.286	1.1134	-1.708	218.393	-.2065	.089
Burdened with unresolved issues of the past	Gajapathi	303	2.9175	1.03088	3.398	420	.37127	.001
	Nuapada	119	2.5462	.95445	3.514	231.875	.37127	.001
Working against will in the organization	Gajapathi	303	2.4884	1.16191	1.090	420	.13551	.276
	Nuapada	119	2.3529	1.11681	1.109	223.842	.13551	.269
Have to adapt to a new lifestyle	Gajapathi	303	3.1650	1.13018	3.260	420	.40031	.001
	Nuapada	119	2.7647	1.14763	3.238	212.939	.40031	.001
Suffer from low self-esteem	Gajapathi	303	2.9208	1.21265	2.200	420	.29054	.028
	Nuapada	119	2.6303	1.24101	2.178	211.474	.29054	.031
Worried about health	Gajapathi	303	3.2376	1.21646	1.496	420	.19561	.135
	Nuapada	119	3.0420	1.18890	1.511	220.422	.19561	.132
Motivated to take up challenges	Gajapathi	303	3.4224	1.11570	-2.448	420	-.29184	.015
	Nuapada	119	3.7143	1.06678	-2.496	224.940	-.29184	.013
Revision of personal habits	Gajapathi	303	2.9043	1.18241	1.729	420	.22362	.084
	Nuapada	119	2.6807	1.22774	1.701	208.801	.22362	.090

Null Hypothesis H₀: There is no significant difference in the mean opinion of gender of the respondents on personal domain variables of occupational stress.

Alternate Hypothesis H₁: There is a significant difference in the mean opinion of gender of the respondents on personal domain variables of occupational stress.

- For '**insufficient personal time**' for men and women of significance is 0.600 and 0.621 respectively. There is no significant difference in the mean opinion of gender on personal domain variable as the p-value is greater than significant level ($t_{107.880} = 0.495$, $p=0.600$ & $0.621 > 0.05$). The null hypothesis (H_0) is accepted. The mean difference (t-value) is 0.0742. The t-value indicates that the mean opinion of men is significantly greater than the mean opinion of women.
- For '**Burdened with unresolved issues of the past**' for men and women of significance is 0.239 and 0.268 respectively. There is no significant difference in the mean opinion of gender on personal domain variable as the p-value is greater than significant level ($t_{108.176} = -1.114$, $p=0.239$ & $0.268 > 0.05$). The null hypothesis (H_0) is accepted. The mean difference (t-value) is -0.15101. The t-value indicates that the mean opinion of men is significantly less than the mean opinion of women.
- For '**Working against will in the organization**' for men and women of significance is 0.505 and 0.486. There is no significant difference in the mean opinion of gender on personal domain variable as the p-value is greater than significant level ($t_{120.901} = 0.699$, $p=0.505$ & $0.486 > 0.05$). The null hypothesis (H_0) is accepted. The mean difference (t-value) is 0.09623. The t-value indicates that the mean opinion of men is significantly greater than the mean opinion of women.
- For '**Have to adapt to a new lifestyle**' for men and women of significance is 0.154 and 0.150 respectively. There is no significant difference in the mean opinion of gender on personal domain variable as the p-value is greater than significant level ($t_{116.182} = 1.447$, $p=0.154$ & $0.150 > 0.05$). The null hypothesis (H_0) is accepted. The mean difference (t-value) is 0.20550. The t-value indicates that the mean opinion of men is significantly greater than the mean opinion of women.

Table-6.4.3. Independent Sample t-test for Gender wise and Organizational domain variables

Organisational domain variables	Gender	N	Mean	SD	t	df	t-value	p-value Sig. (2-tailed)
Slow career progression	Men	344	2.6541	1.16288	-1.559	420	-.23055	.120
	Women	78	2.8846	1.24818	-1.491	109.341	-.23055	.139
Problems subject to complaints investigation	Men	344	2.9390	1.10620	.305	420	.04152	.761
	Women	78	2.8974	.98811	.327	124.721	.04152	.744
Clear about duties and responsibilities	Men	344	3.6570	1.18730	1.525	420	.23390	.128
	Women	78	3.4231	1.37245	1.392	104.674	.23390	.167
Respect from higher authorities and colleagues	Men	344	3.6512	1.29153	1.618	420	.26655	.106
	Women	78	3.3846	1.40713	1.533	108.339	.26655	.128
Get supportive feedback on the work done	Men	344	3.5669	1.21754	1.809	420	.28481	.071
	Women	78	3.2821	1.41327	1.647	104.433	.28481	.103
Opportunity for independent thought and action	Men	344	3.3547	1.26714	2.820	420	.44439	.005
	Women	78	2.9103	1.20805	2.906	118.554	.44439	.004
Positive organizational culture and climate	Men	344	3.4186	1.18263	2.514	420	.38014	.012
	Women	78	3.0385	1.30376	2.364	107.571	.38014	.020
Organization always supports the employees	Men	344	3.3169	1.25759	.710	420	.11173	.478
	Women	78	3.2051	1.24169	.716	115.580	.11173	.476
	Men	344	3.0640	1.35159	.604	420	.10242	.546

Senior officer recognizes and rewards for outstanding performance	Women	78	2.9615	1.35265	.604	114.493	.10242	.547
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Null Hypothesis H₀: There is no significant difference in the mean opinion of gender of the respondents on Organisational domain variables of occupational stress.

Alternate Hypothesis H₁: There is a significant difference in the mean opinion of gender of the respondents on Organisational domain variables of occupational stress.

- For **‘Problems subject to complaints investigation’** for men and women of significance is 0.761 and 0.744 respectively. There is no significant difference in the mean opinion of gender on Organisational domain variable as the p-value is greater than significant level ($t_{124.721} = .327$, $p=0.761$ & $0.744 > 0.05$). The null hypothesis (H₀) is accepted. The mean difference (t-value) is .04152. The t-value indicates that the mean opinion of men is significantly greater than the mean opinion of women.
- For **‘Clear about duties and responsibilities’** for men and women of significance is 0.128 and 0.167 respectively. There is no significant difference in the mean opinion of gender on Organisational domain variable as the p-value is greater than significant level ($t_{104.674} = 1.392$, $p=0.128$ & $0.167 > 0.05$). The null hypothesis (H₀) is accepted. The mean difference (t-value) is .23390. The t-value indicates that the mean opinion of men is significantly greater than the mean opinion of women.
- For **‘Respect from higher authorities and colleagues’** for men and women of significance is 0.106 and 0.128 respectively. There is no significant difference in the mean opinion of gender on Organisational domain variable as the p-value is greater than significant level ($t_{108.339} = 1.533$, $p=0.106$ & $0.128 > 0.05$). The null hypothesis (H₀) is accepted. The mean difference (t-value) is .26655. The t-value indicates that the mean opinion of men is significantly greater than the mean opinion of women.

Findings and Conclusion

Personal Domain Variables

- In Gajapathi and Nuapada districts, 33.3% and 39.5 % respondents agree that they have insufficient personal time respectively.
- In Gajapathi and Nuapada districts, 30.4% and 49.6 % of the respondent disagree that they are not burdened with unresolved issues of the past respectively.
- In Gajapathi and Nuapada districts, 32.7% and 34.5 % of the respondent disagree that they are working against the will in the organization respectively.
- In Gajapathi and Nuapada districts, 31.4% and 29.4 % of the respondent are neutral in opinion that they have to adapt to a new lifestyle respectively.
- In Gajapathi and Nuapada districts, 28.1% and 27.0% of the respondents disagree and some are neutral in opinion that they suffer from low self-esteem respectively.
- In Gajapathi and Nuapada districts, 31.0% and 31.1 % of the respondents agree that they worry about their health respectively.
- In Gajapathi and Nuapada districts, 38.9% and 49.6 % of the respondents agree that they are motivated to take up challenges respectively.
- In Gajapathi and Nuapada districts, 30.4% and 28.6 % of the respondents disagree that they have to revise their personal habits respectively.

Organizational Domain Variables

- In Gajapathi and Nuapada districts, 34.0% and 39.5 % of the respondents sometimes agree that they have slow career progression respectively
- In Gajapathi and Nuapada districts, 37.0% and 31.9 % of the respondents sometimes agree that they have problems subject to complaints investigation respectively
- In Gajapathi and Nuapada districts, 31.0% and 34.5 % of the respondents always agree that they have slow career progression respectively
- In Gajapathi and Nuapada districts, 34.3% and 40.3 % of the respondents always agree that they get respect from higher authorities and colleagues respectively
- In Gajapathi and Nuapada districts, 29.4% (sometimes) and 37.0% (always) of the respondents agree that they get supportive feedback on the work done respectively.
- In Gajapathi and Nuapada districts, 32.3% and 28.6 % of the respondents always agree that there is an opportunity for independent thought and action respectively
- In Gajapathi and Nuapada districts, 26.7% and 29.4 % of the respondents always agree that they have positive organizational culture and climate respectively
- In Gajapathi and Nuapada districts, 27.7% (sometimes) and 28.6% (always) of the respondents agree that the organization always supports the employees respectively.
- In Gajapathi and Nuapada districts, 31.4% (sometimes) and 24.4% (always) of the respondents agree that the senior officer recognizes and rewards for outstanding performance respectively.

Conclusion

Stress is inevitable in police department because of the job profile. It is very difficult to make the police department stress free, but proper training programmes can be organized to reduce stress among the employees of police department. When stressful situations of these kinds are

experienced by the police they become difficult to control. It is recommended that staff should endeavour to find means of managing psychological attributes such as police self-efficacy, work-motivation, emotional labour, psychological well-being and social networks of their employees. This is based on the fact that management of these attributes will go a long way in enhancing their organizational commitment. This could be done by establishing behavioural clinics in all the police stations throughout the country. This is necessary in order to diagnose and treat the behavioural problems among the police personnel. This implies that the gap between police and attainment of their constitutional objectives could be bridged by bringing about improvement in the occupational stress and psychological well-being of police. The study has been conducted on Job stress in police personnel of selected districts of Nuapada. It is concluded that police constables of Nuapada experiencing a moderate level of Job stress. The study concluded that work environment, work load, bureaucracy, work schedule, interpersonal and social relationships are the causes of occupational stress. The study also reveals fact that the women are more prone to occupational stress than men in Nuapada District.

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