

Occupational Stress and Quality of Work Life in Police Personnel during covid-19

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Abstract

The aim of the present study is to investigate the relationship between occupational stress and quality of work life among Railway protection force and Government protection force during the extra pressure of in the pandemic of covid-19. A personal information blank, occupational stress and Quality of work life questionnaire where used to measure the level of history and quality of work life among the respondents. They revealed that there is a significant difference between means of this to group indicates that Railway Protection Force have more stress then other counterpart of government Protection Force. A correlational study was also calculated to check the significant relationship among the respondent and found that organisational stress and Quality of work life are not found significantly correlated with each other.

Keywords: *occupational stress, quality of work life, police personnel.*

Health is a very natural stage where people do everything for sustaining their health light physical. mental, emotional as well as social. We can say that people is very cautious for their wellbeing. Wellbeing complete state of good health. Health is a multidimensional approach of positive emotion like feeling of happiness, good health, inclusive of psychological emotions and resilience, which have the capacity to cope up strategies. In the Present era is the age of pandemic of covid-19 since November 2019. In this situation some of the government bodies are working like corona warriors. They are working with lots of stress of work pressure, releasing job and the most important person is outbreak of the pandemic. They cannot meet their family from long duration due to this outbreak situation. The pandemic of covid-19 spreads with the contacts of the person of Corona positive patients. Even after performing their duty in 24/7, unable to determine whether the person in front is suffering from covid-19 or not. On the one hand, they perform their work sincerely but at the same time they are also show under pressure that he may not even suffer of Corona positive. The purpose of the study is to understand the occupational stress and quality of work life among police personnel force during the pandemic of covid-19.

Health is an individual's own concept about wellbeing and coping strategies where a person holds a significant role in shaping their health practices with rendering their work. There is a conflict between work conditions and positive concern for health. In such situation, where police force has to perform his/ her tasks or responsibility safely and on the other hand along with the health Concerns and also remains family concerned. The study related to working conditions and stress has been explored by the researchers on time to time. (Cox et.al. 2005, Kersley et.al. 2006, Peccei.2004, Warr,2002). As the study of Cooper and Robertson (2001) it is mentioned that employee well-being at work promotes advantages two organisations of having a healthy environment or workforce but this situation is not like healthy workforce, it

is found with the police force under pressure and lots of occupational stress during their working environment. Somewhere there may be riots, mob lynching, Murder, robbery and some other disgusting situation where solution of the problem is not available in proper manner. This epidemic is one of the sum crucial circumstances where the police have to deal with people with emotions and proper intelligence. This is a stressful situation on the other hand they are staying away from their family for a long time. In such situation, they have double concern one of them is work pressure and other than is family responsibility. In such situation occupational stress takes place. Occupational stress is a kind of stress which creates in workplace. It is the adverse or negative outcome. Stress is negative condition which affects the employees physical, mental and emotional health. It is the kind of physical and mental strain which affect the quality of work life. Occupational stress is a kind of negative traits between workplace and employees working in an organisation. As per the study of Ishikawa, et.al (2009), Japanese population showed to fold increase in risk of total stroke in men with jobs train which is combination of high job demand and low job control. Occupational stress is a very common phenomenon during days due to heavy strain and modern lifestyle of the working employees. Occupational stress has been also identified as stress in 20th century epidemic by United Nations. The World Health Organisation defined it as a worldwide epidemic. As per the study of W.H.O.in USA one quarter of the working employees suffer from occupational stress. H.S.E. (2004) stated that this kind of stress comes from their work pressure arises from their related work. It the adverse reaction of people feeling with excess pressure due to demand of work or occupation. It is harmful physical, mental, emotional as well as psychological effects among employees.

Studies on occupational stress shows that if employee suffering from stress due to their employment their productivity decreased and absenteeism increased. Their work pressure and conflict take place among the colleagues, management and working environment (Cranwell and Alyssa,2005). International Labour Organisation (1986,1992) declared work stress as a challenge for worker's health and as well as organisational health also. Stressed workers are more likely to unhealthy, less productive. Stress at workplace is a real problem to the organisation and for their workers also. Weiman (1977) stated that occupational stress is a total factor experienced in relation to work which affect the psychosocial and physiological conditions of workers. Alexandros- Stamatios (2003) Stated that it employees working in an organisation can face occupational stress through role stress given by the management.

quality of work life deals with favourable and unfavourable situation of workplace. It is individual capacity to cope up with the situation. Masoud, Sayed and Franak (2014) Found a significant negative relationship between work life quality and occupational stress among bank employees. Sharma and Devi (2011) founded the workplace stress due to organisational assignment among public and private bank employees. Research findings of Chadah, Sood and Malhotra, (2012) identified the significant correlation between Quality of work life and stress.

Considering the above description, the present study is undertaken to analyse the relationship between occupational stress and Quality of work life in police personnel of Bhojpur and Buxar district during the pandemic of covid-19.

Commented [RS1]:

Objectives of the study:

- To study of occupational stress in police personnel during the pandemic of covid-19.
- To study the quality of working life in police personnel during pandemic of covid-19.
- To study the relationship between occupational stress and Quality of work life in police personnel.

Hypotheses

- Occupational stress would be higher rather than normal situation in police personnel.
- Quality of work life would be decreased during this panoramic of covid-19.
- There would be negative relationship between quality of work life and occupational stress in police personnel during this pandemic.

Method**Sample:**

The present study consisted of 100 police personnel from Bihar Police Services posted from Bhojpur and Buxar district. They all are selected through purposive sampling method from RPF and GRP of Danapur Rail Division. Their age group of 26 -50 years, with their mean age of 35 years.

Tools**Personal information blank:**

It consists the basic information relating to their name, age, address, educational qualification, duration of service etc.

Occupational Stress Inventory:

The occupational stress inventory by AK Shrivastava and AP Singh (1984) has been used to find out the role stress among the police personnel. This inventory consists of 46 items rated on 5point scale. The items related to almost all relevant components of the job life which causes stress. It included 12 types of role stresses, role overload, role ambiguity, role conflict, unreasonable group and political pressure, responsibility for person, under participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working conditions, unprofitability. Out of these items some are positive and some are negative. The scoring of these items are related to very high, moderately high, moderately low and very low. higher the score on this scale indicates high level of role stress.

Quality of work life scale:

Quality of work life scale by Dr. T.S. Nanjundeswaraswamy (2015) has been used to find out the Employees Quality of work life. This scale measures 9 component of work values that is work environment, organisational culture and climate, relation and cooperation, training and development, compensation and rewards, facilities, job satisfaction and job security, autonomy of work and adequacy of resources. This scale consists 36 items with likert format. Reliability of mention questionnaire has been reported on reliability coefficient which are 0.88 and Cronbach Alpha value 0.92.

Procedure:

The test was administered on selected sample by giving the proper instruction. Collected responses were scored through the standardized scoring key.

Result and Discussion

The obtained results shown in table 1- 3 for their mean, SD and t-ratio were calculated for on the basis of their responsibility. Table-1 shows the mean, SD and t-values of RPF and GRP.

Table-1

Mean, SD, and t-value of Police personnel on occupational stress.

<i>Category of Police Personnel</i>	<i>Mean(N-50)</i>	<i>SD</i>	<i>t-value</i>
<i>Railway Protection Force (RPF)</i>	23.10	5.23	-3.49*
<i>Government Railway Police (GRP)</i>	25.80	5.69	

The finding of the present study indicates that the occupational stress is higher in Railway Protection Force. Highest score on the scale indicate the higher level of occupational stress regarding their working condition. Their mean and SD values showed that the scores secured by RPF (M 23.80 and SD 5.23) and GRP (M 25.80 and 5.69). Their value indicated that there is no significance of difference between Railway Protection Force and government Railway Police Force. Government Railway Police is police organisation under the control of state government which maintain law and order and ensuring the passengers safety at railway platform and as well as Railway property. GRP are deputed for ten years at one platform and Railway Protection Force are situated as per central government rule. As per the Central Government Railway the responsibility of RPF is to protect railway property in station and yard premises. On the basis of result mentioned in table 1 it is imposed that Railway Protection Force have a great deal of personal control over their physical environment and they are able to handle their emotions. They possessed the ability to deal with their stress and they have the coping strategies to reduce the level of stress in immediate environment compared to their counterparts. They have the broad responsibility of railway stations and they do not limit themselves with their official duties and work pressure. On the other hand, government railway police set the subordination of their counter parts and they have limited work pressure. Their position requires them to maintain law and order at railway platform. They are feeling more stressful during their work position because they have limited options for their working positions. Their positions required them to implement the orders issued by the magistrate sometimes it becomes a very stressed full due to some practical reasons they felt high level of stress during this pandemic of Covid-19

Table-2*Mean, SD and t- value of police personnel on quality of work life.*

Quality of Work Life	GRP (N-50)		RPF (N-50)		t-value
	Mean	SD	Mean	SD	
Work Environment	16.15	2.83	17.69	2.85	3.86*
Organisational culture and climate	21.80	2.56	22.47	2.95	1.67
Relation and cooperation	11.96	1.97	12.37	2.96	1.14
Training and development	23.04	4.05	24.63	4.43	2.65*
Compensation and rewards	10.37	2.22	11.93	2.20	2.87*
Facilities	11.73	2.27	13.57	3.54	2.48*
Job satisfaction and job security	23.17	4.87	20.33	2.48	2.84*
Autonomy of work	22.17	4.15	26.93	4.85	4.08*
Adequacy of resources	13.97	2.57	13.91	2.63	0.14
Overall	88.88	8.15	85.53	8.70	2.33**

** significance at 0.01 level, * significance at 0.05 level

Table-2 describes the significance of difference between Railway Protection Force and Government Protection Force on the basis of their mean SD and t value on quality of work life. The analysis shows that there are nine dimensions of quality of work life are calculated with overall description of quality of work life among the respondents. The results revealed that Railway Protection Force has been secured good quality of working life because high score in this scale indicates higher quality of work life and vice versa. Quality Of work-life deals with the favourable and unfavourable situation of workplace based on the individual capacity of employee to cope up with the situation. It indicates that during the pandemic of covid-19 The role of RPF showed as dynamics of their wellbeing at workplace which is essential in the understanding of their dominance which affect their quality of life at workplace. In the study of police personnel during this covid-19 panoramic revealed that they are facing normal stress but on the other hand result indicates that Government Protection Force are facing lots of stress and tiredness due to fear of outbreak were the provided are lower the standard of safety devices. Besides of mean and SD t-ratio is also calculated to check the significance of difference between the respondents and It is found that some dimensions of quality of work life are found significant but organisational culture and climate, relation and cooperation and adequacy of resources are not found significant. The Overall result showed that quality of work life is comparatively better perceived by the Railway Protection Force because they have some additional benefits of Central Government, job satisfaction job involvement and responsibility at work are better expressed buy them instead of Government Protection Force. Overall quality of work life defers the significantly in between both of respondents. The overall mean and SD displayed in table 2 to indicate that they are statistically significant in the predicted hypothesis. Their work is considered to be demanding and involve exposer in this adverse situation which affect their health physically as well as mentally. This study belongs to the 9 dimensions of quality of work life which is associated with the occupational stress relating to their physical and mental health during this covid-19 situation. The role of police personnel is

a very difficult during this time for maintaining the law and order with proper care and sympathy among the population.

Table-3

Correlation between occupational stress and quality of work life among police personnel.

Quality Of work life	Coefficient of correlation with occupational stress	Significance level
Work environment	.045	p>0.05
Organisational culture and climate	.015	p>0.05
Relation and cooperation	.118	p>0.05
Training and development	.125	p>0.05
Compensation and rewards	.010	p>0.05
Facilities	.119	p>0.05
Job satisfaction and job security	.094	p>.05
Autonomy of work	.168	p>0.05
Adequacy of resources	.152	p>0.05
Overall	.193	p>0.05

Table-3 Illustrated the coefficient of correlation between all the dimensions of quality of work life and occupational stress among the Railway Protection Force and Government Protection Force. It is indicated in table that occupational stress and quality of work life are not found significantly correlated. In coefficient of correlation we calculated among all the police personnel's occupational stress with quality of work life and their dimensions which are not found significantly correlated with each other because Quality of work life is a positive personality traits of individuals and occupational stress is a negative trait. It is found these all dimensions are found in significant correlation between Quality of work life and occupational stress. So on this date we can say a that the proposed hypothesis that there would be a significant negative correlation between the police personnel during this pandemic of Covid-19. In a study of Orpen(1991) it is found that individual demand of jobs have the capacity for a period of time to exhaust the physical and psychological resource of employees in an organisation. The findings of the present study showed that Police personnel need some way to ventilate or reduced their stress level. It illustrated that stress level among police personnel is higher than other case of employment because there is indeed a noticeable level of stress in both groups due to high risk and insecure feeling of the jobs. In the study of Chadah, Sood and Malhotra (2012) it is found that the significant correlation between Quality of work life and occupational stress. Bahzad, Arezo and Mohammadi (2014) stated that occupational stress had

negative impact on quality of work life due to overload of work pressure and role ambiguity are the basic cause of occupational stress which reduce the quality of work life.

Limitations of the Study

The present study consisted of 100 police personnel in which 50 belongs to Railway Protection Force and other 50 belongs to Government Protection Force, Which are very small size of sample. another limitation of the study that the facts belongs, to occupational stress and Quality of work life during this covid-19 situation is a periodic of study and it takes place with different results. The study focuses on occupational stress rather than Quality of work life which can be defined as physical, mental, emotional, social and other familiar factors which is based on activity of present epidemic.

Conclusion

Occupational is negatively associated with wellbeing, mental health and quality of work life. It renders the outcome of the organisation due to increment of high level of job stress and low level of job satisfaction. The finding suggests that among police personnel where their high level of stress due to public commitment during this pandemic. It is found that during covid-19 among the police personnel prevents wash of depression, concentration, irritability, impressive behaviour because they are facing a dual responsibility among the public and as well as their family isolation. is negative term which affect the physical and mental health which is directly related to quality of work life and it reduce the level of job satisfaction and work performance. The occupational stress created the unhealthy behaviour which affected the fitness and performance among the police personnel. The study showed that occupational stress plays a vital role in the development of mental health problems in police personnel which is based on risk factor for psychological distress among the respondents. In conclusion we can say that police personal is facing a lot of occupational stress during this covid-19. Physical and mental health issues are higher among them due to extra curriculum and high risk in job security and structural changes are essential for their mental health issues. Subhasni and Ramani Gopal (2013) evaluated the quality of work life among working women in garments factories of Tamilnadu. Some training programs were also given to them by the organisation regarding their job and workplace and found that job satisfaction and quality of work life are positively correlated but occupational stress could not find related with Quality of work life. Therefore, the dynamics of wellbeing at work is essential in the understanding password Romance which affect the quality of life at workplace. In study of police personnel during this covid-19 pandemic revealed that they are facing lots of stress and tiredness, fear of outbreak, where they provided a lower third standard of safety measures. The work of the police force is demanding and considered as the environment as exposure to adverse situation which affect your health negatively. Stress at workplace is a real problem to the organisation and for their workers also. Weiman (1977) stated that occupational stress is a total of factors experienced in relation to work which effect the psychosocial and physiological conditions of workers. Covid-19 outbreak is a situation in which all the people are afraid due to communal spread of this pandemic. During this situation police personals are engaged in all over India as corona warriors. It Is clear from the observation of data that even the police personals are also suffered from covid-19. Only in Maharashtra 1498 police are suffered from this communal disease which creates lot of stress among the police personnel for communal spread of this disease and

they are reducing their Quality of work life due to physical and mental pressure during these days.

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