Stress Management among Police Officers in Rajasthan

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Abstract: **This research paper identified many of the stresses that are placed on police officers in Rajasthan Police. This research explored some of the various stressors and the effects that they may have on the police officers. Stress can easily be defined as, a response to something in the environment (a stressors when the) environment changes.**

The purpose of this research paper was to investigate how job stress can negatively affect the officers in police department in Rajasthan. Information regarding police officers stress relating to the officer was difficult to locate and all forms of stress could not be identified.

The research method used for this paper upon articles, magazines and internet sources. The police officers are stressed by the many of things including their high authority, shift work resulting in loss of time with their families, fellow officers and citizens at large.

Keywords: **Rajasthan Police, Stress environment.**

1. INTRODUCTION

Modern life is full of stress. Stress on individuals ranges from personal day-to-day life to their organizational activities. In this changing environment, participation, interaction, transaction, planning and regulation become key issues, each with its own frustrations attached. People feel stress as they can no longer have complete control over what happens in life. There is no escape from stress in modern life.

Stress has become a major concern of the modern times as it can cause harm to employee's health and performance. Different psychologists and physiologists have defined stress differently. In simple words, stress refers to pressures or tensions people feel in life. Stress is, therefore, a natural and unavoidable feature of human life. However, stress is beyond a particular level can psychological and physiological problems which is turn would affect the individual's performance in the organization.

Meaning of stress: Stress is an experience that creates physiological and psychological imbalances within a person. It is body reaction to any demands or changes in its internal and external environment.

Selye has defined stress as "the non-specific response of the body to any demand made upon it".

R.S.Schuler, "stress is a dynamic condition in which an individual is confronted with an opportunity, constraint or demand related to what he describes and for which the outcome is perceived to the both uncertain and important".

2. OBJECTIVES OF THE STUDY

- To study the causes of stress among officers in police department of Rajasthan.

- To study the consequences of stress on officers of police department of Rajasthan.

- To study the stress management techniques in police department of Rajasthan.

- To give the suggestions to overcome the stress in police department of Rajasthan.

2. FACTORS CAUSING STRESS IN POLICE OFFICERS

There may be numerous conditions in which people may feel stress. Conditions that tend to cause stress are called stressors. The various stressors can be grouped into four categories: individual, group, organizational and extra-organizational. Within each category there may be several stressors.
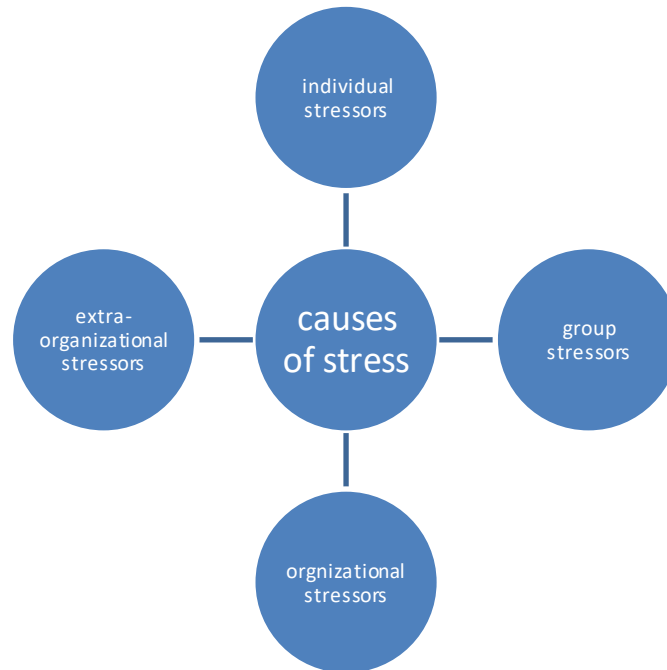
Individual stressors: individual stressor involves the life and career changes, personality type, life trauma etc.

Organizational stressors: it involves the work climate, 24 hours duty, work-load, behavior of officers, lack of proper management, lack of incentive, absence of appreciation for work, absence of leave on time, absence of holidays, sudden action on duty, charge sheet on minor mistakes, low payment etc.

Group stressors: conflict with fellow employees, group cohesiveness etc.

Extra-organizational stressors: it involves the public expectations from police, technological changes, community conditions etc.

3. CONSEQUENCES OF STRESS

Stress is the spice of life. Complete freedom from stress comes only in death. Stress becomes distress when we begin to sense a loss of our feelings of security and adequacy.

Physical consequences: The physical or medical consequences of stress affect a person's physical well- being. Heart disease and stroke, among other illness, have been linked to stress. Other common medical problems resulting from too much stress include headaches, backaches, ulcers and related stomach, and skin conditions such hives.

Behavioral consequences: The behavioral consequences of stress may harm the person under stress or others. One such behavior is smoking. Research has clearly documented that people who smoke tend to smoke more when they experience stress. There is also evidence that alcohol and drug behavioral consequences are accident proneness, violence, and appetite disorders.

Psychological consequences: The psychological consequences of stress relate to a person mental health and well-being. When people experience too much stress at work, they become depressed or find themselves sleeping too much or not enough.

Other consequences: no social life, no time for family.

Stress Management for Police Officers

Stress is by no means permanent, and it can be managed or reduced through a number of effective methods. Stress can be tackled both on a personal level and at an organizational level.

Personal Stress Management

Try to avoid using alcohol, nicotine and caffeine as coping mechanisms in an attempt to ease the stress. The effects that these substances have on the body will not help to reduce the symptoms but ultimately contribute to them.

Engaging in an all round healthier lifestyle is a good way to begin reducing stress. A better diet and more exercise will improve the resilience of your body and mind to stressful situations.

Do not be afraid to say no. A high pressure job such law enforcement often involves employees taking on an even higher workload than their brief states. The fear of letting somebody down or disappointing can lead to people taking on way too much all at once. Knowing your limits and not being afraid to turn down potentially stress-inducing extra tasks is vital to maintaining a healthy balance.

Pick your battles. Try to avoid any unnecessary conflict both at home and in the work environment. Rather than trying to win unwinnable arguments, seek a solution that is amiable for both parties and move on with your day. Wasting precious energy on trivial matters is bound to cause unneeded stress.

Organizational Stress Management

A better allocation of financial resources within the police department can often go a long way to easing the working stresses of some employees. More funding in deprived sectors can ease workloads and make the working environment a more relaxed and enjoyable place to be, therefore reducing stress levels.

Department leaders should produce a written plan detailing their efforts to manage workplace stress. This plan, even if all changes are not effected immediately, will show stressed officers that improvements in their work environment are forthcoming.

Upgrading the resources and facilities of police training academies will help to ease new recruits into the real world of policing. A sense of continuity and familiarity will help to make the transition as easy and seamless as possible, meaning that stress levels for the new generation of police officers will be lower from day one.

Employ a "person-job-fit-analysis" for each new recruit that will match each officer's capabilities with the specific requirements of jobs within the department. Not all officers have the same mentality and personality. Finding a post that suits their personality will help to eradicate any work-based stress that they may encounter.

4.   CONCLUSION AND SUGGESTIONS

Working as a police officer can be a rewarding job, but it can also be a stressful one. Policing is one of the few professions where individuals deal with many stressors, which exceed the usual expectations of society. Police officer stress is heavily influenced by both internal and external factors. Requirements to adhere to standard operating procedures and, in turn, departmental policies and procedures were found to have an impact on officer stress. As a result of the research review, we have found several key factors determining theprevalence of stress among police. Our study identified characteristics of those most affected by stress in police work.

Suggestions

- Implementation of improved stress reduction programs.

- Removal of the stigma of asking for help.

- Providing counselling.

- More education on police-related issues.

- Stress debriefing, and increasing officers' influence over their work situations.

- Policy changes and training programs.

- Designed to combat stress associated with police work include increased access to employee assistance programs.

- Offering training about stress, as well as racial, ethnic, and cultural awareness.

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