

# The Study on Occupational Stress among Women Police Personnel

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## 1. INTRODUCTION

In Indian context the status of women has changed from time to time position of women in the society is the index to the standard of social organization we can divide the past history into three phases to analyze the status of women. They are Ancient India, Medieval India and Modern India period

**Women and The police system:** The history of police women began on September 12, 1910 as a woman by the name of Alice Stebbins Wells was the first sworn police woman in Los Angeles

It was only after independence that women were appointed in the police force on regular basis in different states after the partition of India in 1947. Women police is now form a part of the police force of all states and union territories some states /cities have experimented with setting up police stations managed and run exclusively by women police personnel

Occupational stress is a major Hazard for many workers Increased workloads, downsizing , overtime , hostile work environment and shift work are just a few of the many causes of stressful working conditions. The occupational stress of police has active impact on the organizational inference and that it is most obsessions for police organization

## 2. RESEARCH METHODOLOGY

**Aims of the study:** To study the Occupational stress among women police personnel's

**Objectives** -To study the socio –demographic characteristics of the Women police

-To find out the level of occupational stress among women police personnel

-To provide suitable suggestions to overcome their problems

**Universe of the Study:** The universe of the study is Dakshina kannada District which comprises of Five talukas Namely Mangaluru, Bantwal, Belthangadi, Puttur, Sullia. All women police of all Cadre working in these talukas constitute the universe for the present study. The size of the universe is 138.

**Data collection Process Data Analysis:**

A self prepared interview schedule was used to collect the socio demographic characteristics of the respondents and Job stress inventory developed by Thomas Holmes ( 1981). The qualitative data form the background information were scored and coded for computer analysis. Analysis was done using the statistical package social sciences ( SPSS version 11.5

## 3. FINDINGS

Majority (41.3%) of the respondents belong to the age group of 31-40 years Majority (96%) of the respondents belonged to Hindus Majority (84%) of the respondents were married, Majority (70.3%) of the respondent's spouse were in private

sector job Majority (53.6%) of the respondents lived in a nuclear family, Majority (45.7) of the respondents pursued till PUC Majority (67.4%) of the respondents were under Inspector General of Police- Urban Majority (39.9%) of the respondents has 16 years & Above work experience in this field Majority (72%) of the respondents were Women Police Constables (WPC Majority (42%) of the respondents had income ranging from Rs. 20001-Rs. 30000 Majority (71.7%) of the respondents chose the police profession to support their family,

#### Statistics on Job Stress Inventory:

The below table shows the statistics on job stress inventory

**Table No. 12 Statistics on Job Stress Inventory**

Statistics	Organizational Stressors	Job Stressors	Group Stressors	Individual Stressors	Life Satisfaction	EMOTION
N	138	138	138	138	138	138
Mean	27.717	31.471	14.138	14.551	7.826	47.949
Median	28.000	32.000	14.000	14.000	8.000	52.000
Std. Deviation	3.629	4.412	2.486	2.185	3.120	9.312
Range	16.000	16.000	8.000	10.000	11.000	33.000
Minimum	22.000	24.000	10.000	9.000	3.000	27.000
Maximum	38.000	40.000	18.000	19.000	14.000	60.000

The above table shows the statistics related to organizational stressors, job stressors, group stressors, individual stressors and life satisfaction and emotion.

The mean statistics of organizational stressors of the respondents which 27.717 and Standard deviation being 3.629 of organizational stressors of the respondents.

The mean statistics of the job stressors of the respondents which is 31.471 and Standard deviation being 4.412 of the job stressors.

The mean statistics of the Group Stressors of the respondents which is 14.138 and Standard deviation being 2.486 of the Group Stressors.

The mean statistics of the Individual Stressors of the respondents which is 14.551 and Standard deviation being 2.185 of the Individual Stressors.

The mean statistics of the **Life Satisfaction** of the respondents which is 7.826 and Standard deviation being 3.120 of the Life Satisfaction.

The mean statistics of the Emotion of the respondents which is 47.949 and Standard deviation being 9.312 of the Emotion.

#### 4. SUGGESTIONS

Intervention is necessary to help Women police deal with this difficult and stressful occupation, A module has been developed to train the Women police "**training in the area of stress management**,

Recognition for their good work given for the women constables Women face a lot of health issues like periods Pregnancy and other biological compulsions extra attention is needed during this time

Career development intervention strategies such as Seminars workshop, and upgrading the education introduction of computer literacy, library facilities etc

#### 5. CONCLUSION

Women have an important role to play in the police force . Police women need to attain professional excellence that would automatically change gender stereotypes and make the important players in decision making, career planning and management in police.

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