DOES GENDER INFLUENCE STRESS LEVEL IN A POLICE JOB?

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ABSTRACT
An organisation expects something out of every employee to achieve the common goals and objectives. Job satisfaction is such a fine balance between the expectations of both employee and employer. Police department do have such service related issues, of which, one is job stress, the important factor to assess job satisfaction at organizational and individual level. This paper is part of the PhD research of the corresponding author*, which analysed the data of the section on Job stress factors to Job satisfaction to find out the common dissatisfiers and also specifically summarizes stress factors between gender.

Key words: Gender, Job satisfaction, Job stress, Police and Statistical significance


1. INTRODUCTION
For a PhD study, it was felt to take up a demanding but not frequently studied issue of an organisation of the society, the services of which are more accountable to public at large. It was unanimously agreed by the Guide, Scholar and the University of Pune to study the job satisfaction level of the local Pune City (Urban) Police of Maharashtra State Police Force.

The Non-gazetted staff from Police Constables to Police Sub-Inspectors are the main backbone of the Police Force, that comprises more than 90% of the population.
This group of force is the main implementers of law and order and first to reach the site of commotion.

This paper is part of first author’s PhD study and continuation to the paper earlier published in IJARMSS.

2. LITERATURE REVIEW

Survival is common challenge for the entire living thing in this universe. Each individual person requires certain basic needs to survive like food, shelter, clothing etc. To get those essential needs, one requires skills to either produce or procure it. Produce every basic and essential need is next to impossible. But to procure, one needs money; that could be earned either by self employment or as an employer with some organisation. For both such engagements, one expects minimum satisfaction of job to certain extent.

In their study of correctional staff of Midwestern State Prison Lambert Eric G. et al found that their job characteristics are more related to their job stress.

Richardson Katherine M. and Rothstein Hannah R. in their study found that the stress is more a concern for job satisfaction and suggested physiological interventions that the organisation should introduce to reduce the anxiety of the staff.

In his study Barve B N has found that the urban police are more stressed occupationally than their rural counter parts.

Bonn & Bonn in their paper said that “Management has to recognize its responsibility for minimizing stress, thereby reducing ill-health among employees, including potentially fatal coronary heart disease”

The investigation by Rothmann Sebastiaan on job satisfaction, occupational stress, burnout and work engagement of police personnel, as well as the relationships between the constructs on a four-factorial model of work-related wellbeing with the dimensions: job satisfaction (indicating pleasure vs. displeasure), occupational stress (indicating anxiety vs. comfort), burnout (indicating fatigue vs. vigour), and engagement (indicating enthusiasm vs. depression) found that occupational stress was statistically significantly related to exhaustion and cynicism.

3. METHOD

At the time of study as the non-gazetted *population* was about 7500 in entire Pune City Police, the study was further brought down to Pune Police Zone-1, the population of which was around 872.

Proper prior *permission* for the study was obtained from Pune Police Commissioner in November 2007 and as desired by them, draft of the PhD thesis was also got vetted by the Commissioner in May 2014, before submission to the University for award of PhD degree.

Minnesota job satisfaction longer version *questionnaire* was designed to the requirement with the help of few police officers and staff. A pilot study was also done before printing the final questionnaire. The questionnaire was printed in bilingual viz Marathi and English. A copy of the prior permission obtained from the Pune City Police Commissioner was attached at the end of the questionnaire, so that the police staff could answer the questions fear free. The questionnaire was designed for response on five scales, split in to eight sections like demographic information, about the police organisation, quality of police working life, work-family balance, job
Does Gender Influence Stress Level In A Police Job?

performance factors to job satisfaction, job stress factors to job satisfaction, rewards/punishments and views and suggestions.

Primary data source was from the questionnaire and the data collected from the police stations and police commissioner office. Secondary source of data was from the web sites of Police, Home and other departments of Govt. of India and Maharashtra.

391 non-gazetted staff from seven police stations of Zone-1 responded, which was 45% of the posted population. Out of this, 327 (84%) were male and rest 64 (16%) female. A user friendly data entry program was designed in MS Access and each page of the questionnaire was prepared as a data entry form. The data was then exported to SPSS for analysis.

Reliability testing, data validation and missing value analysis were also done to ensure maximum accuracy.

Though the scaling was initially done on five point scale, it was changed to bipolar positive and negative answers (Yes and No) method by clubbing strongly agreed and somewhat agreed as Yes and strongly disagreed and somewhat disagreed as No. The neutral reply was not considered as it was felt that it may influence the significance level.

Initially the entire raw data was statistically tested question wise for significance and then gender wise, with the help of SPSS.

Cross tabulation (chi sq) analysis was used for association between gender and job stress. Within male and female population, stress factors were compared using Binomial test. 95% confidence interval was reported and p-value < 0.05 was considered statistically significant.

4. RESULTS AND DISCUSSION

All the 10 questions shows dissatisfaction over 60%, except one, when tested on the total responses. Top most with more than 70% are on Crime rate and Law and Order problems and the least is on Terrorism factor (55%). Though all the questions on job stress factors to job satisfaction have shown percentage wise dissatisfaction, none is statistically significant. (Table-1).

Question 1: Law and order problem has been marked as one among the most stressful factors for the police staff. Over 70% collectively and gender wise agreed that this issue is rather stressful during performance of police duty. Though it is not significant on the total response analysis, it is more significant statistically for both male and female with < 0.001 p-value.

Question 2: Crime rate tops the list of stressors for the police staff of Pune city police, 75% for male and 72% for female. Again it is highly significant for both male (< 0.001) and female (0.002).

Question 3: As known, in today’s policing, bandhobust (VIP visit/security) duties are quite common and frequent, which are over and above their assigned crime prevention and detection duties. 67% of both male and female police staff conveyed their frustration with a significance of < 0.001 and 0.011 respectively.

Question 4: Female police are rather less dissatisfied on this point of communal environment in policing (55%) than their male counterpart (68%). It is highly significant only for male with a p-value of < 0.001.
Question 5: Property offence issue is also same like above question 4, with 67% and 53% unhappiness for male and female and highly significant for male with < 0.001.

Question 6: Male police shown significant dissatisfaction in dealing with suicide and murder cases with 62% and p-value of < 0.001. Female shown least dissatisfaction of 53%, as above, in question 5.

Question 7: Regarding human atrocity cases, again male shown significant discontent of 65% compared to female 59%. It is only highly significant to male with < 0.001 p-value.

Question 8: Both male (63%) and female (64%) shown equal displeasure for political factions/disputes related cases. This question is highly significant for male (< 0.001) and female 0.048.

Question 9: For gang war cases, both male and female shown lesser displeasure with 60% and 56%. It is only significant for male with 0.001 p-value.

Question 10: The question on terrorism related cases shows that both male and female agreed equally with 55% and it is not significant for both.

5. CONCLUSIONS
From the above discussions and Table-1, it is could be interpreted that,

- Though all the 10 questions on job stress factors to job satisfaction are dissatisfiers for the entire population, there was no statistical significance for association between gender and satisfaction. Overlapping confidence interval between male and female for all questions shows that there is no significance on total population as a whole.
- When done binomial test independently on gender split, all the questions are percentage wise dissatisfiers for both female and male. But out of 10 questions, male conveyed their discontent and disagreement for 09 with mostly higher p-value of < 0.001. Female have shown only 04 significant dissatisfiers.
- The above study shows that female police are less stressed on the job, than their male colleagues.

6. LIMITATIONS
The study was done on a smaller segment of a police force of a larger State of the Country. Result may vary according to the population size, mood and atmosphere at the time of filling questionnaire and other factors of job satisfaction.

7. SCOPE
There exists scope for further study on similar lines with other Zones of Pune Police, other district police, rural police, entire Maharashtra Police etc. Larger study could be undertaken among the entire police force of all the States of the Country and other Central Paramilitary Police Forces.
Does Gender Influence Stress Level In A Police Job?

Table 1: Question wise statistical significance test

<table>
<thead>
<tr>
<th>Is this factor stressful</th>
<th>Male</th>
<th></th>
<th></th>
<th>Female</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes/Total</td>
<td>Percentage (95% CI)</td>
<td>Binomial p-value</td>
<td>Yes/Total</td>
<td>Percentage (95% CI)</td>
<td>Binomial p-value</td>
</tr>
<tr>
<td>Law and Order problem</td>
<td>222/307</td>
<td>72 (67, 77)</td>
<td>&lt;0.001</td>
<td>44/60</td>
<td>73 (60, 84)</td>
<td>&lt;0.001</td>
</tr>
<tr>
<td>Crime rate</td>
<td>203/270</td>
<td>75 (70, 80)</td>
<td>&lt;0.001</td>
<td>38/53</td>
<td>72 (58, 83)</td>
<td>0.002</td>
</tr>
<tr>
<td>VIP Visit / Security</td>
<td>208/309</td>
<td>67 (62, 73)</td>
<td>&lt;0.001</td>
<td>42/63</td>
<td>67 (54, 78)</td>
<td>0.008</td>
</tr>
<tr>
<td>Communal environment</td>
<td>186/273</td>
<td>68 (62, 74)</td>
<td>&lt;0.001</td>
<td>29/53</td>
<td>55 (40, 68)</td>
<td>0.492</td>
</tr>
<tr>
<td>Property offences</td>
<td>183/275</td>
<td>67 (61, 72)</td>
<td>&lt;0.001</td>
<td>29/55</td>
<td>53 (39, 66)</td>
<td>0.686</td>
</tr>
<tr>
<td>Suicide &amp; Murder cases</td>
<td>158/254</td>
<td>62 (56, 68)</td>
<td>&lt;0.001</td>
<td>30/57</td>
<td>53 (39, 66)</td>
<td>0.691</td>
</tr>
<tr>
<td>Human atrocities</td>
<td>173/267</td>
<td>65 (59, 71)</td>
<td>&lt;0.001</td>
<td>34/58</td>
<td>59 (45, 71)</td>
<td>0.189</td>
</tr>
<tr>
<td>Political factions / disputes</td>
<td>178/282</td>
<td>63 (57, 69)</td>
<td>&lt;0.001</td>
<td>37/58</td>
<td>64 (50, 76)</td>
<td>0.036</td>
</tr>
<tr>
<td>Gang war</td>
<td>159/264</td>
<td>60 (54, 66)</td>
<td>0.001</td>
<td>29/52</td>
<td>56 (41, 70)</td>
<td>0.405</td>
</tr>
<tr>
<td>Terrorism</td>
<td>135/247</td>
<td>55 (48, 61)</td>
<td>0.143</td>
<td>30/55</td>
<td>55 (41, 68)</td>
<td>0.500</td>
</tr>
</tbody>
</table>

REFERENCES


[16] Lamb E G & Hogan N H. This job is killing me- The impact of job characteristics on correctional staff job stress: Applied Psychology in Criminal Justice 3(2), 2007. pp 118-139.


Does Gender Influence Stress Level In A Police Job?