

Job Stress: Impact & Consequences (A Comprehensive analysis on Police Constables at Nuapada District, Odisha)

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ARTICLE DETAILS

Article History

Published Online: 16 Apr 2020

Keywords

Job Stress, Health and Well-Being, Physical and Mental Stress levels, Police Constables.

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ABSTRACT

Purpose: This paper examines the role of Job Stress, its impact and consequences of Police constables in the Nuapada Dist. Odisha.

Design/Methodology/Approach: An Integrated research model of work life balance and stress levels has been developed to identify the causes and the consequences of constables working in police force. The validity in this model is tested by applying SPSS approach to data collected from 119 police constables (out of Universal size of 395) working in different shifts in police force. This study examines the Job stress which is associated with their Family, with physical and mental health related issues and suggesting about the coping strategies in Nuapada District police personnel with adequate importance. Cross sectional survey (male and female) was conducted in Nuapada District, Odisha, which is the hi-tension border to Chhattisgarh. Police constables only were included in the study. Data were collected in a specifically designed questionnaire covering socio demographic profile, physical and mental health related details. The reliability and validity of the dimensions are established through Descriptive statistics, Factor Analysis and Pearson Correlation Coefficient Test with the working hours of the Police Constables in Nuapada District, odisha

Findings: The findings from the respondents are somewhat negative as they sometimes only feel that they health condition is not able to adjust with the work atmosphere. They feel that the impact is negative in the job compared to the other issues with respect to health and wellbeing which is a good symptom.

1. Introduction

Job stress is a major hazard for many Persons. Increased workloads, downsizing, overtime, hostile work environments, and shift work are just a few of the many causes of stressful working conditions. Police stress refers to the negative pressures related to police work. Police personnel are not super humans. According to Gail Goolkasian and others, research shows that they are affected by their daily exposure to human indecency and pain; that dealing with a suspicious and sometimes hostile public takes it is toll on them; and that the shift changes, the long periods of boredom, and the ever-present danger that are part of police work do cause serious job stress. Occupational stress can increase when workers do not feel supported by supervisors or colleagues, or feel as if they have little control over work processes. Kop and Euwema (2001) found that organizational factors are the most salient stress orsin police organizations. According to Lazarus and Folkman (1984) occupational stress takes place when job demands exceed the person's adaptive resources. Therefore stress refers to the temporary adaptation process that is accompanied by mental and physical symptoms, and is caused by a disturbance in the equilibrium between job demands and the ability of the worker to respond to the demands

Models of Occupational Stress

Person Environment Fit Model: This model "suggests that the match between a person and their work environment is key in influencing their health. For healthy conditions, it is necessary that employees' attitudes, skills, abilities and resources match the demands of their job, and that work

environments should meet workers' needs, knowledge, and skills potential.

Job Characteristics Model: This model "focuses on important aspects of job characteristics, such as skill variety, task identity, task significance, autonomy, and feedback. These characteristics are proposed to lead 'critical psychological states' of experienced meaningfulness, and experienced responsibility and knowledge of outcomes.

Diathesis-Stress Model : This model looks at behaviors as a susceptibility burden together with stress from life experiences. It is useful to distinguish stressful job conditions or stressors from an individual's reactions or strains. Strains can be mental, physical or emotional. Occupational stress can occur when there is a discrepancy between the demands of the environment/workplace and an individual's ability to carry out and complete these demands.

Effort-Reward Imbalance Model: This model focuses on the reciprocal relationship between efforts and rewards at work. "More specifically, the ERI Model claims that work characterized by both high efforts and low rewards represents a reciprocity deficit between high 'costs' and low 'gains', which could elicit negative emotions in exposed employees

2. Literature Review

Priyanka R. (2016), in her studies the materials and methods: A cross-sectional questionnaire survey was conducted among law enforcement personnel in Mangalore, India. Demographic details, stress factors experienced at work and nicotine dependency were the variables studied. The extent of stress factors experienced at work was assessed using the

Effort-Reward Imbalance Scale (ERI). **Kauser, T et. al. (2015)**, the review has made an attempt to study the effect of stress intervention programme on occupational stress among the police personnel in Chennai city. In the present investigation a total sample of 100 police personnel were taken with equal number of them belonging to assess the occupational stress among the police personnel was Police stress inventory Rothman (2006). **Hunnur, R.R. (2014)**, there are five sources of law enforcement officers' stress discovered from the preceding research is presented below. The causes affiliated with stress in law enforcement tasks are reported by scholars and practitioners (Hunnur et al., 2014; Yun et al., 2013). **Srinivasan S. (2013)**, this research study more emphases on stress faced by Police Constables in North Chennai. This article analyses the data from a fifty sample size, and proposes ways to stress faced by police constable in north Chennai. **Anu Singh Lather (2011)**, Keeping in view the growing menace of occupational stress among the security force personnel, the paper discuss about the differential effect of occupational stress among subordinates vis-avis officers of the security forces engaged in the internal security duties. **Hao Yu et. al. (2016)**, The purpose of the study is to explore the relationship between occupational stressors and the incidence of type 2 diabetes mellitus among police officers. The methods used were baseline data were collected from policemen who completed the Occupational Stress Inventory-Revised (OSI-R) questionnaire, a self-designed questionnaire, and underwent free clinical measurements at the Medical Center of Police Hospital in Tianjin, China, in April 2007. A total of 5811 policemen participated in follow-up with the dynamic observation of new-onset diabetes (NOD) events occurring annually between 2008 and 2011. **June-Hee Lee, et. al. (2016)**, this study aimed to evaluate the police officer's job characteristics and risk of post-

traumatic stress disorder among South Korean Police Officers. The design of the study was Cross-sectional study. The sample size was 3817 police officers with a traumatic event over a 1-year period. **Don L. Kurtz et. al. (2014)**, Research has established policing as one of the most stressful occupations and that work-induced strain can lead to various criminal and negative outcomes. This study extends existing literature in criminology and criminal justice by applying general strain theory to police stress. **Mike Walsh (2013)**, The mental health and wellbeing of personnel is a major concern for police occupational health departments. This article explains the work of a UK police force in educating officers about the risks of burnout and Post Traumatic Stress Disorder (PTSD). **Valerialilianaamelia Purdanicoara (2012)**, According to the World Health Organization estimates, stress is one of the risk factors most frequently affecting human health, along with obesity, alcoholism, drugs and smoking, and the suicide due to work-related stress will be the main cause of death in 2025 (Turc, 2006). **Ma, Claudia C. (2011)**, the study was conducted on association of shift work with physical activity among police officers: The Buffalo Cardio-Metabolic Occupational Police Stress Study. The objectives of the study was to examine relations of shift work with occupational, sports, and household physical activity (PA) among police officers

3. Methodology

The study has been conducted on Occupational Stress in Police Constables of two Districts i.e. Gajapathi and Nuapada of Odisha. The present study uses a survey method. The researcher has used simple random sampling technique for the study. The universe and sample size of the study is as shown in the below table.

Sl.No.	Total Police Constables	Nuapada		Total
		Universe	Sample (30%)	Sample
1.	Armed Police Reserve (APF)	185	55.5	126
2.	Other Reserve (OR)	210	63	131
Men Police Constables		299	90	90
Women Police Constables		96	29	29
Total				119

To fulfill the objectives and to test the hypothesis, primary data is collected from the police constables by using structured questionnaires. To prove the reliability of the data the researcher has used Cronbach's alpha for the questionnaire. Cronbach's alpha is a coefficient of reliability (consistency). For

this study the researcher has used the Simple Frequency Distribution, Descriptive Statistics - Mean, Standard Deviation, Skewness and Kurtosis, Factor Analysis, and Pearson Correlation Coefficient.

4. Data Analysis

1. Demographics of the Nuapada Respondents

Table-1.1 Age in Years

S.No	Age	Nuapada	
		F	%
1	Below 25	38	31.9
2	26 – 30	37	31.1
3	31 – 35	32	26.9
4	36 – 40	12	10.1
Total		119	100

The above table represents that most of the respondents are in the age of 25-35 in years where as very less respondents are in the age of 36-40 in Nuapada District

Table-1.2 Qualifications

S.No	Qualifications	Nuapada	
		F	%
1	10th Class	3	2.5
2	Intermediate	30	25.2
3	Graduate	52	43.7
4	Post Graduate	28	23.5
5	Others	6	5.0
Total		119	100

The above table represents that most of the respondents very well qualified with above Graduation and some respondents are in Intermediate or less in Qualification in Nuapada District

2. Cronbach's Alpha Reliability Test for Job Stress Variables

Table-2.1 Cronbach's Alpha for Job stress variables

SI No.	Parameters	No. of Items	Cronbach's Alpha (Nuapada)
1	Family Domain	7	0.782
1	Health and Well-being Domain	9	0.870
2	Physical, Mental and Other symptoms	9	0.861
3	Coping Strategies	8	0.733

The Table-1.3 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 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. Descriptive Statistics of Nuapada Respondents

Table-3.1 Descriptive Statistics for Family Domain variables

Family Domain variables	N	Nuapada			
		Mean	SD	Skewness	Kurtosis
Insufficient time to spend with family	119	2.5210	1.24770	.550	-.703
Having family conflicts because of work issues	119	2.5462	1.06364	.350	-.453
Unable to take sufficient breaks for family chores	119	2.6639	1.11445	.326	-.526
Away from family sometimes due to heavy duties	119	3.1513	1.20478	.058	-.948
Receive good support from family members	119	3.6555	1.36814	-.464	-1.200
Not able to attend relatives and family programmes	119	2.8319	1.25089	.192	-.958
Difficult to fulfil family financial needs	119	2.6639	1.27743	.433	-.711

The Table 3.1 discusses the mean, standard deviation, skewness and kurtosis for Family Domain variables for total 119 respondents of selected district Nuapada. The Lowest mean values for Nuapada is 2.5210 and the highest 3.6555. The SD is around 1.2 with less deviation. The data is positively skewed

with close to zero 058. There is negative kurtosis with the highest -1.200. The descriptive statistics for Family Domain variables of occupational stress across the observations, Nuapada district has the average mean and SD. The average standard deviation is medium spread over.

Table-3.2 Descriptive Statistics for Health and Well-being domain variables

Health and Well-being domain variables	N	Nuapada			
		Mean	SD	Skewness	Kurtosis
Having sleeping troubles	119	2.1261	1.19003	.857	-.105
Threats of physical violence	119	2.2857	1.11342	.349	-1.083
Having poor concentration	119	2.3866	1.27631	.581	-.624
Want to be alone always from others	119	2.2101	1.24106	.755	-.514
Feel out-of-control	119	2.5294	1.29421	.387	-.920
Easily Frustrated	119	2.6218	1.33399	.311	-1.203
Work under a great deal of tension	119	2.7983	1.43551	.239	-1.208
Have worried after making a decision whether did the right thing	119	2.2269	1.17486	.823	-.036
Marital problems	119	1.5630	1.51063	.852	-.182

The Table 3.2 discusses the mean, standard deviation; skewness and kurtosis for Health and Well-being domain variables for total 119 respondents of selected district i.e. Nuapada. The Lowest mean values for Nuapada is 1.5630 and the highest 2.7983. The SD is around 1.3 with high deviation. The data is positively skewed with .857. There is negative

kurtosis with the highest -1.208. Comparative descriptive statistics for Health and Well-being domain variables of job stress across the observations, it indicates that Nuapada district has the average mean and SD. The average standard deviation is high spread over.

Table-3.3 Descriptive Statistics for Physical, Mental and Othersymptoms

Physical, Mental and Other symptoms	N	Nuapada			
		Mean	SD	Skewness	Kurtosis
Headaches	119	2.1765	1.15456	.925	.129
High Blood Pressure	119	2.2521	1.12911	.673	-.187
Depression	119	2.2353	1.11009	.805	.064
Change in appetite	119	2.1345	1.14924	.686	-.481
Smoking	119	1.4538	.89960	2.023	3.277
Alcohol consumption	119	1.4706	.89085	2.138	4.335
Feeling Physical weakness	119	1.9916	1.06162	1.011	.500
Nightmares	119	1.8151	1.06537	1.319	1.125
Suicidal thoughts	119	1.7563	1.31463	1.578	1.087

Table 3.3 discusses the mean, standard deviation, skewness and kurtosis for Physical, Mental and Other symptoms variables for total 119 respondents of selected district Nuapada. The Lowest mean values for Nuapada is 1.4538 and the highest 2.2521. The SD is around 1.1 with less

deviation. The data is positively skewed with 2.138. There is negative kurtosis with close to zero .064. The descriptive statistics for Physical, Mental and Other symptoms variables of job stress across the observations, it indicates that Nuapada district has the average mean and SD.

4. Factor Analysis for Occupational Stress variables

Factor analysis for Family domain variables of occupational stress of the respondents

Table 4.1 (a) KMO and Bartlett's Test

	Nuapada
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	0.607
Approx. Chi-Square	78.79
Bartlett's Test of df Sphericity	21
Sig.	0

The table-4.1(a) factor analysis illustrates the Family domain variables of occupational stress of the respondents. The analysis is done for Nuapada district of Odisha. The KMO and Bartlett's Test shows the value 0.607 of Nuapada. The value is 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 Family domain variables (Communalities)

Communalities of Family domain variables	Initial	Nuapada Extraction
Insufficient time to spend with family	1.000	.671
Having family conflicts because of work issues	1.000	.599
Unable to take sufficient breaks for family chores	1.000	.606
Away from family sometimes due to heavy duties	1.000	.793
Receive good support from my family members	1.000	.576
Not able to attend relatives and family programmes	1.000	.530
Difficult to fulfil family financial needs	1.000	.469

Extraction Method: Principal Component Analysis.

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

values are 0.793 i.e. Away from family sometimes due to heavy duties, 0.671 i.e. Insufficient time to spend with family and 0.606 i.e. Unable to take sufficient breaks for family chores.

Principal Component Analysis shows that the respondents have given weightage to Nuapada, the highest

Table 4.1(c) Total Variance of the prime components

Nuapada									
Component	Initial Eigen values			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.995	28.498	28.498	1.995	28.498	28.498	1.659	23.706	23.706
2	1.152	16.451	44.949	1.152	16.451	44.949	1.433	20.470	44.175
3	1.098	15.686	60.635	1.098	15.686	60.635	1.152	16.460	60.635
4	.907	12.959	73.594						
5	.754	10.778	84.372						
6	.634	9.051	93.423						
7	.460	6.577	100.000						

Extraction Method: Principal Component Analysis.

The table 4.1(c) total variance of the prime components shows the Initial Eigen values, Extraction Sums of Squared Loadings and Rotation Sums of Squared Loadings. Eigen

values are the variances of the factors..For Nuapada, the Initial Eigen value stood at 60.635 for the third component.

Table 4.1 (d) Rotated Component Matrix^a

Rotated Components	Nuapada Component		
	1	2	3
Insufficient time to spend with family	.754		
Having family conflicts because of work issues		.717	
Unable to take sufficient breaks for family chores	.762		
Away from family sometimes due to heavy duties			.858
Receive good support from my family members		.537	-.525
Not able to attend relatives and family programmes	.672		
Difficult to fulfil family financial needs		.684	

Extraction Method: Principal Component Analysis.
 Rotation Method: Varimax with Kaiser Normalization.
 Rotation converged in 3 iterations.

The table 4.1(d) depicts the rotation converged in 5 iterations for 7 items.

For Nuapada three components are formed in groups. Having family conflicts because of work issues, Unable to take sufficient breaks for family chores and Not able to attend

relatives and family programmes are one component. Having family conflicts because of work issues, Receive good support from my family members and Difficult to fulfill family financial needs are second component. Away from family sometimes due to heavy duties and are third component.

4.2 Factor analysis for Health and Well-being domain variables of Job stress of the respondents

Table 4.2 (a) KMO and Bartlett's Test

		Nuapada
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.845
Approx. Chi-Square		234.416
Bartlett's Test of df Sphericity	df	36
	Sig.	0

The table-4.2 (a) factor analysis illustrates the personal domain variables of occupational stress of the respondents. The analysis is done for Nuapada districts of Odisha. The KMO and Bartlett's Test shows the value of 0.845 of Nuapada. The value is 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 health and well-being domain variables (Communalities)

Communalities of health and well-being domain variables	Initial	Nuapada Extraction
Having sleeping troubles	1.000	.572
Threats of physical violence	1.000	.494
Having poor concentration	1.000	.423
Want to be alone always from others	1.000	.474
Feel out-of-control	1.000	.590
Easily Frustrated	1.000	.567
Work under a great deal of tension	1.000	.436
Have worried after making a decision whether did the right thing	1.000	.490
Marital problems	1.000	.528

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 Nuapada, the highest values are 0.590 i.e. Feel out-of-control, 0.572 i.e. having sleeping troubles and 0.567 i.e. easily Frustrated.

Table 4.2 (c) Total Variance of the prime components

Nuapada									
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.427	38.076	38.076	3.427	38.076	38.076	3.362	37.354	37.354
2	1.146	12.736	50.812	1.146	12.736	50.812	1.211	13.458	50.812
3	.913	10.147	60.959						
4	.750	8.338	69.298						

5	.662	7.360	76.658						
6	.627	6.967	83.625						
7	.563	6.261	89.886						
8	.514	5.715	95.601						
9	.396	4.399	100.000						

Extraction Method: Principal Component Analysis

The table 4.2 (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 Nuapada, the Initial Eigenvalue stood at 50.812 for the second component.

Table 4.2 (d) Rotated Component Matrix

Rotated Components	Nuapada Component	
	1	2
Having sleeping troubles		.717
Threats of physical violence	.575	
Having poor concentration	.650	
Want to be alone always from others	.614	
Feel out-of-control	.768	
Easily Frustrated	.751	
Work under a great deal of tension	.658	
Have worried after making a decision whether did the right thing	.692	
Marital problems		-.648

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization

Rotation converged in 3 iterations.

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

For Nuapada two components are formed in groups. Threats of physical violence, Having poor concentration, Want to be alone always from others, Feel out-of-control, Easily Frustrated, Work under a great deal of tension, Have worried

after making a decision whether did the right thing are one component. Having sleeping troubles and marital problems are second component Factor analysis for Physical, Mental and Other symptoms variables of Job stress of the respondents.

Table 4.2 (a) KMO and Bartlett's Test

			Nuapada
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.			0.74
Bartlett's Test of Sphericity			181.066
df	pprox. Chi-Square		36
	Sig.		0

The table-4.3 (a) factor analysis illustrates the personal domain variables of occupational stress of the respondents. The analysis is done for Nuapada district of Odisha. The KMO and Bartlett's Test shows the value of 0.740 Nuapada. 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 4.3 (b) Extraction of principal component from Physical, Mental and Other symptoms variables (Communalities)

Communalities of Physical, Mental and Other symptoms variables	Initial	Nuapada Extraction
Headaches	1.000	.751
High Blood Pressure	1.000	.570
Depression	1.000	.493
Change in appetite	1.000	.500

Smoking	1.000	.557
Alcohol consumption	1.000	.605
Feeling Physical weakness	1.000	.578
Nightmares	1.000	.491
Suicidal thoughts	1.000	.580

Extraction Method: Principal Component Analysis.

The table-4.3 (b) Extraction Method: Communalities are the sum of squared factor loadings for the variables.

are 0.751 i.e. headaches, 0.605 i.e. Alcohol consumption, 0.580 i.e. Suicidal thoughts and 0.578 i.e. Feeling Physical weakness.

Principal Component Analysis shows that the respondents given weightage to Nuapada, the highest values

Table 4.3 (c) Total Variance of the prime components

Nuapada									
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.913	32.369	32.369	2.913	32.369	32.369	2.236	24.846	24.846
2	1.208	13.421	45.791	1.208	13.421	45.791	1.507	16.742	41.588
3	1.003	11.148	56.938	1.003	11.148	56.938	1.382	15.351	56.938
4	.942	10.469	67.407						
5	.717	7.968	75.375						
6	.641	7.127	82.503						
7	.612	6.803	89.306						
8	.596	6.617	95.923						
9	.367	4.077	100.000						

Extraction Method: Principal Component Analysis.

The table 4.3 (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 Nuapada, the Initial Eigenvalue stood at 56.938 for the third component.

Table 4.3 (d) Rotated Component Matrix

Rotated Components	Nuapada Component		
	1	2	3
Headaches			.860
High Blood Pressure			.662
Depression	.619		
Change in appetite	.652		
Smoking		.583	
Alcohol consumption		.643	
Feeling Physical weakness	.747		
Nightmares	.682		
Suicidal thoughts		.754	

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Rotation converged in 5 iterations.

The table 4.3 (d) depicts the rotation converged in 5 iterations for 9 items.

Change in appetite are one component. Smoking, Alcohol consumption and Suicidal thoughts are second component. Headaches and High Blood Pressure are third component.

For Nuapada two components are formed in groups. Depression, Feeling Physical weakness, Nightmares and

4.5 Pearson Correlation Coefficient for working hours and Family domain variables

Family domain variables		Nuapada
Insufficient time to spend with family	Pearson Correlation Sig. (2-tailed) N	-.071 .440 119
Having family conflicts because of work issues	Pearson Correlation Sig.(2-tailed) N	.346** .000 119
Unable to take sufficient breaks for family chores	Pearson Correlation Sig. (2-tailed) N	.113 .220 119
Away from family sometimes due to heavy duties	Pearson Correlation Sig. (2-tailed) N	-.012 .894 119
Receive good support from my family members	Pearson Correlation Sig. (2-tailed) N	-.117 .204 119
Not able to attend relatives and family programmes	Pearson Correlation Sig. (2-tailed) N	.065 .483 119
Difficult to fulfil family financial needs	Pearson Correlation Sig. (2-tailed) N	.007 .942 119

** . 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 family domain variables of occupational stress.

Alternate HypothesisH1: There is a statistical significant correlation between working hours of the respondents and family domain variables of occupational stress.

The table-4.5. Shows Pearson Correlation Coefficient determines the relationship between working hours and family domain variables.

For Nuapada **Unable to take sufficient breaks for family chores** not significant at 2-tailed ($r = .113$; $n = 119$, $p = .220 > 0.05$). Therefore, null hypothesis (H0) is accepted that there is no statistical significant correlation between working hours of the respondents and family domain variable of

occupational stress.

- For Nuapada **Away from family sometimes due to heavy duties**, there is a weak, negative statistically not significant at 2-tailed ($r = -.012$; $n = 119$, $p = .894 > 0.05$). Therefore, null hypothesis (H0) is accepted that there is no statistical significant correlation between working hours of the respondents and family domain variable of occupational stress.
- For Nuapada, **Difficult to fulfil family financial needs**, there is a weak, positive statistically not significant at 2-tailed ($r = .007$, $n = 119$, $p = .942 > 0.05$). Therefore, null hypothesis (H0) is accepted that there is no statistical significant correlation between working hours of the respondents and family domain variable of occupational stress.

4.6. Pearson Correlation Coefficient for working hours and Health and Well- being Domain variables

Health and Well-being Domain variables		Nuapada
Having sleeping troubles	Pearson Correlation Sig. (2-tailed) N	-.164 .075 119
Threats of physical violence	Pearson Correlation Sig. (2-tailed) N	.337** .000 119
Having poor concentration	Pearson Correlation Sig. (2-tailed) N	.339** .000 119
Want to be alone always from others	Pearson Correlation Sig. (2-tailed) N	.307** .001 119
Feel out-of-control	Pearson Correlation Sig. (2-tailed) N	.468** .000 119
Easily Frustrated	Pearson Correlation Sig. (2-tailed) N	.505** .000 119

Work under a great deal of tension	Pearson Correlation Sig. (2-tailed) N	.367** .000 119
Have worried after making a decision whether did the right thing	Pearson Correlation Sig. (2-tailed) N	.424** .000 119
Marital problems	Pearson Correlation Sig. (2-tailed) N	.118 .200 119

** . 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 Health and Well-being domain variables of occupational stress.

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

The table-4.6. Shows Pearson Correlation Coefficient determines the relationship between working hours and Health and Well-being domain variables.

For Nuapada -There is a weak, positive correlation between working hours and **Having poor concentration**, which is statistically significant at 2-tailed($r = .339^{**}$, $n = 119$, $p = .000 < 0.05$) respectively. Therefore, alternate hypothesis

(H1) is accepted that there is a statistical significant correlation between working hours of the respondents and Health and Well-being domain variable of occupational stress.

- For Nuapada -There is a moderate, positive correlation between working hours and **Fee lout-of-control**, which is statistically significant at 2-tailed ($r = .468^{**}$, $n = 119$, $p = .000 < 0.05$) respectively. Therefore, alternate hypothesis (H1) is accepted that there is a statistical significant correlation between working hours of the respondents and Health and Well-being domain variable of occupational stress.

Table 4.7. Pearson Correlation Coefficient for working hours and Physical, Mental and Other symptoms variables

Physical, Mental and Other symptoms variables		Nuapada
Headaches	Pearson Correlation Sig. (2-tailed) N	-.024 .797 119
High Blood Pressure	Pearson Correlation Sig. (2-tailed) N	.291** .001 119
Depression	Pearson Correlation Sig. (2-tailed) N	.229* .012 119
Change in appetite	Pearson Correlation Sig. (2-tailed) N	.340** .000 119
Smoking	Pearson Correlation Sig. (2-tailed) N	.318** .000 119
Alcohol consumption	Pearson Correlation Sig. (2-tailed) N	.524** .000 119
Feeling Physical weakness	Pearson Correlation Sig. (2-tailed) N	.354** .000 119
Nightmares	Pearson Correlation Sig. (2-tailed) N	.381** .000 119
Suicidal thoughts	Pearson Correlation Sig. (2-tailed) N	.197* .031 119

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

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

Null Hypothesis H0: There is no statistical significant correlation between working hours of the respondents and Physical, Mental and Other symptoms variables of occupational stress.

Alternate Hypothesis H1: There is a statistical significant correlation between working hours of the respondents and Physical, Mental and Other symptoms variables of occupational stress.

- For Nuapada -There is a moderate, positive correlation between working hours and **High Blood Pressure**, which is statistically significant at 2-tailed ($r = .291^{**}$, $n = 119$, $p = .001 < 0.05$). Therefore, alternate hypothesis (H1) is accepted that there is a statistical significant correlation between working hours of the respondents and Physical, Mental and Other symptoms variable of occupational stress.
- For Nuapada -There is a high, positive correlation between working hours and **Alcohol consumption**, which is statistically significant at 2-tailed ($r = .524^{**}$, $n = 119$, $p = .000 < 0.05$). Therefore, alternate hypothesis (H1) is accepted that there is a statistical significant correlation between working hours of the respondents and Physical, Mental and Other symptoms variable of occupational stress.

5. Findings of the study

- In Nuapada district, 35.3% of the respondents a little bit agree that they have insufficient time to spend with family respectively
- In Nuapada district, 31.9% (a little bit) of the respondents agree that they are unable to take sufficient breaks for family chores respectively
- In Nuapada district, 42.0% of the respondents always agree that they have insufficient time to spend with family respectively
- In Nuapada district, 30.3% of the respondents moderately agree that they have difficulty to fulfill family financial needs respectively
- In Nuapada district, 40.3% (Never feel this way) of the respondents agree that they are having sleeping troubles respectively
- In Nuapada district, 32.8% (Never feel this way) of the respondents agree that they are having poor concentration respectively
- In Nuapada district, 28.6% (Never feel this way) of the respondents agree that they feel out-of- control respectively
- In Nuapada district, 32.8% (Never feel this way) of the respondents agree that they have worried after making a decision whether did the right thing respectively
- In Nuapada district, 31.1% of the respondents not at all agree that they have high blood pressure respectively
- In Nuapada district, 74.8% of the respondents not at

- all agree that they have habit of smoking respectively
- In Nuapada district 52.1% of the respondents not at all agree that they get nightmares respectively
- In Nuapada district, 68.9% of the respondents not at all agree that they get suicidal thoughts respectively

6. Suggestions

- In Nuapada district the police personnel are not getting support from family members. No family will encourage to go for long working hours without any fulfilling family chores. It is suggested to share the work among colleagues so that it reduce the heavy duties and have sufficient time with family members.
- In Nuapada district the police personnel are facing frustration, sleeping troubles and work under a great deal of tension. Policing is a challenging work with frequent exposure to crime and violence where one's safety is always in peril. It should be noted that positive thinking builds emotional strongness in work and to get rid off from tension.
- In Nuapada district, the police personnel are facing headaches, smoking, alcohol consumption, feeling physical weakness, nightmares and suicidal thoughts. It is recommended to implementation of effective yoga and meditation programs which help the police constables to overcome from negative nature and give power to handle the very critical situations and weakness of emotional status of mind
- Administrative support is also a noteworthy variable because of the overall bureaucratic nature of police work. In general, police officers are required to follow departmental policy that may contrast with the police discretion in situations where quick judgment is necessary.
- Improving the police work culture – It has been well noted that a good, healthy and co-operative work culture not only enhance the performance of the organization but also imbibe positive character and skills to the employees. Police organization is no exception. Providing better working conditions, more transparent working system, less political influence, better vertical communication among officials in different ranks, promoting the feeling of brotherhood, and enhanced welfare facilities would tremendously protect the employees from the ill consequences.

7. 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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