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POLICE PERSONNEL'S PERCEPTION ON PROBLEM-FOCUSED STRESS
COPING STRATEGIES (DESIGNATION GRADE, (YEARS OF
EXPERIENCES)

Dr.M.Shunmugasundaram,

Professor and Head, Department of Management Studies, SCAD College of Engineering and Technology, Tirunelveli, Mobile: 99942 95296 , Mail Id:shunmugasun@gmail.com

Dr.K.SankarGanesh,

Professor/ Dean (Academic), Lead School of Management, Palakkad

Dr.M.VasanthVinayagamoori,

Assistant Professor, Department of Management Studies, PSR Engineering College, Sivakasi,

B.Vinisha,

Assistant Professor, Department of Management Studies, Sri Vidya College of Engineering and Technology, Virudhunagar

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ABSTRACT:

The present study examined the Result of Reliability Statistics for Police Personnel's Perception on Problem-Focused Stress Coping Strategies Result of ANOVA Police Personnel's Perception on Problem-Focused Stress Coping Strategies .Cumulative Police Personnel's Perception on stress Coping Strategies (Designation Grade). Factor Analysis of Association of Police Personnel's Perception on stress Coping Strategies (Designation Grade). Cumulative Police Personnel's Perception on stress Coping Strategies (Years of Experiences).Factor Analysis of Association of Police Personnel's Perception on stress Coping Strategies (Years of Experiences). The research design chosen was descriptive as the study reveals the existing fact. This study is

based on the police constables in Thoothukudi district, South TamilNadu. The research concentrated on eight sub divisions comprising 52 police stations and the researcher collected 600 samples from three different grades of police constables. Police stress inventory (PSI) used to measure the level of occupational stress. Independent T test and ANOVA was used for data analysis.

I. Introduction

Stress is an important factor influencing individual efficacy and satisfaction in modern day occupational settings. Job stress is one of the most common afflictions among police personnel. Perhaps one of the most stress prone occupations is that of police profession. The daily psychological stresses that police officers experience in their work put them at significantly higher risk than the general population for a long term physical and mental health effects. The police culture does not look favourably on people who have problems. Job stress is a dilemma that all of us work outside the home deal with on a daily traffic, fog, rain, bad drivers of the normal traffic and weather predictions will affect their attitude on the entire day. Police personnel are often involved in dealing with criminals, VIP's security duties and collapse of other agencies of criminal justice system. Thus, it can be commented that police work is a human-service profession often regarded as physically and emotionally demanding. Two major categories of potential stressors in police work emerge in the literature. First, "inherent police stressors" refers to events that generally occur in police work, and that have the potential to be psychologically or physically harmful, e.g. physical threat, violence, exposure to danger, crime and facing the unknown. Secondly, stress can be the result of the nature of the police organization and includes stressors such as management style, poor equipment, excessive paperwork, poor training and inadequate salary.

II. REVIEW OF LITERATURE

The term "coping" is used in reference to perceptual, cognitive or behavioural responses that are used in managing, avoiding or controlling situations that could be regarded as difficult (Folkman & Lazarus, 1984; Moos, 1994; Zeidner & Endler, 1996) coping as a term could be used to refer to the strategies or results. As a strategy, coping refers to the different methods that a person may use in managing his/her circumstances. In coping as a result, reference is made to the eventual outcome of this strategy for the person. Non-coping is defined as efforts that have failed to cope, accompanied by various physical and psychosocial disturbances, which result in increased stress (Callan, 1993). Non-coping also results in higher levels of depression and anxiety (Carver, Scheier & Weintraub, 1989). According to Folkman and Lazarus (1985)⁶⁷ when a person believes that the situation cannot be changed, emotion-focused coping is the most likely to be used. It has been recognised that coping strategies of police officers are limited (Ortego, Brenner & Leather, 2007) and that the results of studies that have been conducted imply that police officers tend to use maladaptive emotion-focused behaviours for the immediate reduction of stress (Evans & Coman, 1993; Richmond, Wodak, Kehoe & Heather, 1998;

Violanti, Marshall & Howe, 1985). According to Endler and Parker (1990)⁶⁸ found that the response of an individual to a situation can be a critical component in determining the impact the event will have. The type of coping style may act as a buffer between a stressful situation and a negative outcome (Lazarus & Folkman, 1984). Zeidner and Saklofske (1996) postulated that when a situation is remediable, an adaptive response would consist of problem-solving strategies. Suls and Fletcher (1985) conducted a meta-analysis of coping strategies and concluded that, in comparing what they termed "attention" (i.e. problem-focused and emotion-focused) strategies and avoidance strategies, little evidence pointed to the superiority of one strategy over the other. However, over the short-term, emotion-focused coping was associated with more negative outcomes than was avoidance, and problem-focused coping was the most advantageous to use. Carver et al. (1989)⁶⁹ describe five varieties of problem-focused coping: 1. *Active coping*. This consists of the process of taking steps towards the removal or alleviation of the stressor and its effects. It includes initiating direct action, increasing one's efforts, and attempting to use a coping attempt in a step-by-step manner. 2. *Planning*. This refers to thinking about how to cope with the stressor. It involves thinking about various ways which could be used to solve the problem. 3. *Suppression of competing activities*. This means putting other projects on the background, and trying to avoid becoming distracted by other events in order to deal with the stressor. 4. *Restraint coping*. This involves waiting until the right opportunity to solve a problem and avoiding acting prematurely. The person's behavior is focused on dealing effectively with the stressor. 5. *Seeking social support for instrumental reasons*. This deals with looking for advice, help or information. Five varieties of emotion-focused coping are also discussed by Carver et al. (1989).

1. *Seeking social support for emotional reasons*. This involves reaching out to others for moral support, sympathy and understanding.
 2. *Positive reinterpretation and growth*. This is aimed at managing stress emotions rather than the stressors themselves by reinterpretation.
 3. *Denial*. This is the refusal to believe that the stressor exists or trying to act as though the stressor isn't real.
 4. *Acceptance*. The acceptance of a stressor as real and engaging in an attempt to deal with the situation.
 5. *Turning to religion*. This entails focusing on religion to facilitate emotional support, positive reinterpretation and active coping.
- The following are distinguished by Carver et al. (1989) as coping strategies that are less used: 1. *Focusing on and ventilating emotions*. Including focusing on a stressful situation and expressing feelings about it. 2. *Behavioural disengagement*. Involves ignoring and avoiding stressors and becoming more helpless and powerless. 3. *Mental Disengagement*. The excessiveness of sleeping or daydreaming to escape from stressors. 4. *Alcohol-disengagement*. The use of substances to manage stress.

III. Research Methodology

The research methodology of the study consists of two stages. First stage of the research is exploratory by nature and the second stage is descriptive in nature. This study is based on the police constables in Thoothukudi district. For this study, a multistage random sampling technique was used for the selection of sample. The researcher has adopted Cluster based random Sampling Procedure (Probability) for defining the entire population area i.e., police stations and furthermore the researcher has adopted convenience sampling techniques for the collection of primary data.

IV. Objectives of the Study

- To study the stress coping styles adhered by the police officers and suggest suitable techniques to reduce their stress levels.

V. Hypotheses of the Study

- Stress coping styles adhered to by the police officers differ from one to another, based on their designation grade and work experiences.

5.1 THE RESULT OF RELIABILITY STATISTICS FOR POLICE PERSONNEL'S PERCEPTION ON PROBLEM-FOCUSED STRESS COPING STRATEGIES

The above table displays the means, standard deviations and inter-correlations among the variables tested. From table it is clear that values of Coefficient alpha (Cronbach's Alpha) have been obtained, the minimum value of Coefficient alpha obtained was .781 in total. This shows data has satisfactory internal consistency reliability. The result of Cronbach's alpha draws a significant amount of correlation between the variables tested.

TABLE: 5.2 RESULT OF ANOVA TEST POLICE PERSONNEL'S PERCEPTION ON PROBLEM-FOCUSED STRESS COPING STRATEGIES

Variables	Mean	SD	t value	Correlation	Cronbach's Alpha
Positive Reinterpretation and Growth					
I force myself to wait for the right time to do something	2.83	.99	70.205	.297	.776
I put aside other activities in order to concentrate on this	2.72	1.05	63.271	.327	.774
I think about how I might best handle the problem	2.34	1.00	57.452	.040	.784
I admit to myself that I can't deal with it, and quit trying	2.11	1.08	47.706	-.099	.789
I try to see it on a different light to make it seem more positive	2.17	1.06	50.323	-.053	.787
I try hard to prevent other things from interfering with my efforts at dealing with this	2.62	.94	68.468	.081	.782
I do what has to be done one step at a time	2.69	1.04	63.531	.259	.777
I give up the attempt to get what I want	2.49	.92	66.368	.198	.779
I try to come up with the strategy as to what to do	2.76	.98	68.998	.205	.779
I focus on dealing with the problems and if necessary let other things slide a little	2.85	.96	72.556	.229	.778
I concentrate on efforts on doing something about it	2.76	.98	68.856	.212	.778
I just give up trying to reach my goal	2.82	1.01	68.604	.272	.776
Acceptance of Fact					
I try to grow as a person as a result of the experience	2.69	1.01	64.898	.273	.776
I get used to the idea that it happened	2.57	.95	66.535	.209	.778
I say to myself this is not real	2.57	.98	63.916	.205	.779
I make sure not to make matters worse by acting to soon	2.45	.96	62.487	.170	.780
I make a plan of action	2.49	.98	62.297	.144	.780
I learn to live with it	2.45	1.02	59.024	.096	.782
I take direct action around the problem	2.70	.98	67.392	.253	.777
I accept that this has happened and that can't be changed	2.76	1.03	65.647	.291	.776
I accept the reality of the fact that it happened	2.84	.99	70.220	.292	.776
Focusing on and ventilating emotions					
I sleep more than usual	2.59	1.01	62.505	.323	.775
I let my feelings out	2.51	1.00	61.621	.263	.777
I turn to work or other substitute activities to take my mind	2.38	1.01	57.611	.171	.780

Source	Sum of Squares	DF	Mean Square	F	Sig	Grand Mean
Between people	2488.098	599	4.154	18.965	.000	2.628
Within people						
Between items	895.771	52	17.226			
Residual	28293.172	31148	.908			
Total	29188.943	31200	.936			
Total	31677.041	31799	.996			

Level of significance: 5 percent

The result of the Cronbach's Reliability Analysis (0.781 i.e., 78.10 percent) and F-test value 18.965 significant at five percent establishes a significant reliability between the variables tested.

H5: Stress coping styles adhered by the police officers does not differ from one to another, based on their designation, grade and work experiences.

TABLE: 5.3 RESULT OF ANOVA POLICE PERSONNEL'S PERCEPTION ON PROBLEM-FOCUSED STRESS COPING STRATEGIES

Variables	Designation Grade		Years of Experience	
	F value	Sig	F value	Sig
Positive reinterpretation and growth				
I force myself to wait for the right time to do something	.993	.371	2.807	.025
I put aside other activities in order to concentrate on this	1.111	.330	.489	.744
I think about how I might best handle the problem	.552	.576	.970	.423
I admit to myself that I can't deal with it, and quit trying	.862	.423	1.608	.171
I try to see it on a different light to make it seem more positive	1.173	.310	2.973	.019
I try hard to prevent other things from interfering with my efforts at dealing with this	3.429	.033	1.621	.167
I do what has to be done one step at a time	1.617	.199	2.439	.046
I give up the attempt to get what I want	3.108	.045	1.133	.340
I try to come up with the strategy about what to do	1.361	.257	.587	.672
I focus on dealing with the problems and if necessary let other things slide a little	.329	.720	1.186	.316
I concentrate on efforts on doing something about it	.042	.959	.600	.663
I just give up trying to reach my goal	.424	.655	3.847	.004
Acceptance of Fact				
I try to grow as a person as a result of the experience	.117	.889	.317	.866
I get used to the idea that it happened	2.167	.115	.483	.748
I say to myself this is not real	1.525	.219	1.511	.198
I make sure not to make matters worse by action to soon	5.627	.004	1.025	.393
I make a plan of action	2.342	.097	1.701	.148
I learn to live with it	.313	.731	.254	.907
I take direct action around the problem	2.227	.109	.769	.546
I accept that this has happened and that we can't change it	.700	.497	1.281	.276
I accept the reality of the fact that it happened	2.811	.061	.824	.510
	F value	Sig	F value	Sig
Focusing on and ventilating emotions				
I sleep more than usual	.571	.565	.434	.784
I let my feelings out	.880	.415	1.801	.127
I turn to work or other substitute activities to take my mind	.186	.830	.568	.686

Level of Significance: 5 per cent

The data in the above table shows that probability value of ANOVA at 5 per cent level does not establish good relationship between the variables tested. Therefore, the null hypothesis framed stands rejected. Therefore, it is concluded that stress coping styles adhered to by the police officers difference from one to another, based on their designation grade and work experiences.

TABLE: 5.4KMO AND BARTLETT'S TEST POLICE PERSONNEL'S PERCEPTION ON STRESS COPING STRATEGIES (DESIGNATION GRADE)

Kaiser-Meyer-Olkin Measure of Sampling Adequacy	.679
Bartlett's Test of Sphericity Approx. Chi-Square	2534.109
DF	1378
Sig	.000

Level of Significance: 5 per cent

In the present study, Kaiser-Meyer-Oklin (KMO) Measure of Sampling Adequacy (MSA) and Bartlett's test of Sphericity were applied to verify the adequacy or appropriateness of data for factor analysis. In this study, the value of KMO for overall matrix was found to be excellent (0.679) and Bartlett's test of Sphericity was highly significant ($p < 0.05$). Bartlett's Sphericity test was effective, as the chi-square value draws significance at five per cent level.

TABLE: 5.5 CUMULATIVE POLICE PERSONNEL'S PERCEPTION ONSTRESS COPING STRATEGIES (DESIGNATION GRADE)

Variables	Initial	Extraction
Positive reinterpretation and growth		
I force myself to wait for the right time to do something	1.000	.345
I put aside other activities in order to concentrate on this	1.000	.265
I think about how I might best handle the problem	1.000	.235
I admit to myself that I can't deal with it, and quit trying	1.000	.379
I try to see it on a different light to make it seem more positive	1.000	.295
I try hard to prevent other things from interfering with my efforts at dealing with this	1.000	.029
I do what has to be done one step at a time	1.000	.176
I give up the attempt to get what I want	1.000	.177
I try to come up with the strategy what to do	1.000	.245
I focus on dealing with the problems and it is necessary let other things slide a little	1.000	.199
I concentrate on efforts doing something about it	1.000	.222
I just give up trying to reach my goal	1.000	.370
Acceptance of Fact		
I try to grow as a person as a result of the experience	1.000	.299
I get used to the idea that it happened	1.000	.177
I say to myself this is not real	1.000	.194
I make sure not to make matters worse by action too soon	1.000	.296
I make a plan of action	1.000	.254
I learn to live with it	1.000	.272
I take direct action around the problem	1.000	.271
I accept that this has happened and that we can't change it	1.000	.187
I accept the reality of the fact that it happened	1.000	.247
Focusing on and ventilating emotions		

In order to provide a more parsimonious interpretation of the results, 53-item scale was then Factor analyzed using the Principal Component method with Varimax rotation. Factor analysis attempts to identify underlying variables, or factors, that explain the pattern of correlations within a set of observed variables. In the current study Rotation Factor analysis is performed to measure the stress coping strategies of the study of the respondents. The significance of variables is depicted in the following table.

FIGURE.1 SCREE PLOT: POLICE PERSONNEL'S PERCEPTION ONSTRESS COPING STRATEGIES(DESIGNATION GRADE

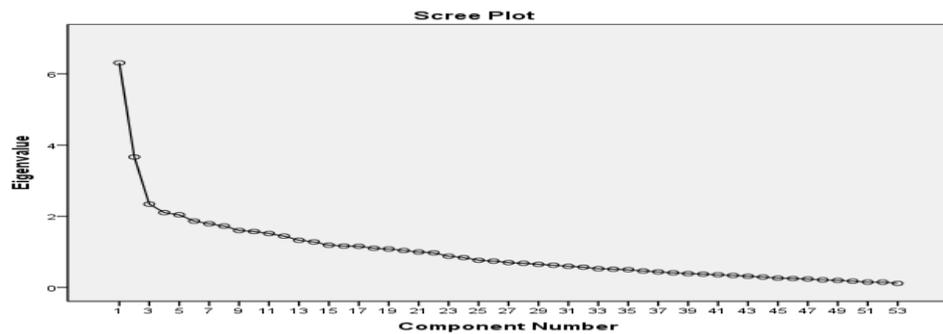


TABLE: 5.7FACTOR ANALYSIS OF ASSOCIATION OFPOLICE PERSONNEL'S PERCEPTION ONSTRESS COPING STRATEGIES (DESIGNATION GRADE)

Variables	Factors		
	Grade II (Junior)	Grade I (Promotion)	Grade III (Head Constable)
Positive reinterpretation and growth			
X ₁ -I force myself to wait for the right time to do something	-	-	-
X ₂ -I put aside other activities in order to concentrate on this	-	-	-
X ₃ -I think about how I might best handle the problem	-	-	-
X ₄ -I admit to myself that I can't deal with it, and quit trying	-	0.519	-
X ₅ -I try to see it on a different light to make it seem more positive	-	-	-
X ₆ -I try hard to prevent other things from interfering with my efforts at dealing with this	-	-	-
X ₇ -I do what has to be done one step at a time	-	-	-
X ₈ -I give up the attempt to get what I want	-	-	-
X ₉ -I try to come up with the strategy about what to do	-	-	-
X ₁₀ -I focus on dealing with the problems and it necessary let other things slide a little	-	-	-
X ₁₁ -I concentrate on efforts on doing something about it	-	-	-
X ₁₂ -I just give up trying to reach my goal	-	-	-
Acceptance of Fact			
X ₁₃ -I try to grow as a person as a result of the experience	-	-	-
X ₁₄ -I get used to the idea that it happened	-	-	-
X ₁₅ -I say to myself this is not real	-	-	-
X ₁₆ -I make sure not to make matters worse by action too soon	-	0.531	-
X ₁₇ -I make a plan of action	-	-	-
X ₁₈ -I learn to live with it	-	-	-
X ₁₉ -I take direct action around the problem	-	-	-
X ₂₀ -I accept that this has happened and that can't be changed	-	-	-
X ₂₁ -I accept the reality of the fact that it happened	-	-	0.576
Focusing on and ventilating emotions			
X ₂₂ -I sleep more than usual	-	-	-
X ₂₃ -I let my feelings out	-	-	-
X ₂₄ -I turn to work or other substitute activities to take my mind	-	-	-
X ₂₅ -I took for some think good what is happening	-	0.542	-
X ₂₆ -A talk to someone to find out more about the	-	-	-

Level of Significance: 5 per cent

Three factors were identified as being maximum percentage variance accounted. The variables X₂₉, X₃₅, X₃₇, X₃₉ and X₄₀ are grouped as factor I and it accounts for 11.908 per cent of the total variance. The variables X₄, X₁₆, X₂₅, and X₃₀ constitute the factor II and it accounts for 6.915 per cent of the total variance. The variable X₂₁ is grouped as factor III and it accounts for 4.416 per cent of the total variance.

TABLE: 5.8 FACTOR ANALYSIS OF ASSOCIATION OF POLICE PERSONNEL'S PERCEPTION ON STRESS COPING STRATEGIES (DESIGNATION GRADE)

Factor s	Factor interpretation	Variables included in the factors	Cronbach's Alpha
F ₁	Grade II (Junior)	I ask people who have had similar experience what they did, I reduce the amount of effort I put to solve the problem, I refuse to believe it has happened, I hold of doing anything about it until the situation permits and I put my trust in god	.852
F ₂	Grade I (Promotion)	I talk to someone but how I feel, I admit to myself that I can't deal with it, and quit trying, I make sure not too make matters worse by action to soon and I took for some thing good that is happening	.777
F ₃	Grade III (Head Constable)	I accept the reality of the fact that it happened	.643

Source: Computed From Primary Data

The result of reliability analysis declares that the Cronbach's Alpha value .852, .777 and .643 establishes significant and positive association between the variables tested. It establishes the existence of internal constancy with data collected at time of field survey. The results of the test establish consistency in the opinion of respondents expressed by the sample population on stress coping strategies.

TABLE: 5.9 KMO AND BARTLETT'S TEST POLICE PERSONNEL'S PERCEPTION ON STRESS COPING STRATEGIES (YEARS OF EXPERIENCES)

Kaiser-Meyer-Olkin Measure of Sampling Adequacy	.620
Bartlett's Test of Sphericity Approx. Chi-Square	2498.384
DF	1378
Sig	.000

Level of Significance: 5 per cent

In the present study, Kaiser-Meyer-Oklin (KMO) Measure of Sampling Adequacy (MSA) and Bartlett's test of Sphericity were applied to verify the adequacy or appropriateness of data for factor analysis. In this study, the value of KMO for overall matrix was found to be excellent (0.620) and Bartlett's test of Sphericity was highly significant ($p < 0.05$). Bartlett's Sphericity test was effective, as the chi-square value draws significance at five per cent level.

TABLE: 5.10 CUMULATIVE POLICE PERSONNEL'S PERCEPTION ON STRESS COPING STRATEGIES (YEARS OF EXPERIENCES)

Variables	Initial	Extraction
Positive reinterpretation and growth		
I force myself to wait for the right time to do something	1.000	.272
I put aside other activities in order to concentrate on this	1.000	.328
I think about how I might best handle the problem	1.000	.298
I admit to myself that I can't deal with it, and quit trying	1.000	.497
I try to see it on a different light to make it seem more positive	1.000	.195
I try hard to prevent other things from interfering with my efforts at dealing with this	1.000	.103
I do what has to be done one step at a time	1.000	.211
I give up the attempt to get what I want	1.000	.259
I try to come up with the strategy what to do	1.000	.287
I focus on dealing with the problems and if necessary let other things slide a little	1.000	.247
I concentrate on efforts on doing something about it	1.000	.294
I just give up trying to reach my goal	1.000	.444
Acceptance of Fact		
I try to grow as a person as a result of the experience	1.000	.266
I get used to the idea that it happened	1.000	.253
I say to myself this is not real	1.000	.294
I make sure not to make matters worse by acting too soon	1.000	.381
I make a plan of action	1.000	.371
I learn to live with it	1.000	.326
I take direct action around the problem	1.000	.211
I accept that this has	1.000	.308

In order to provide a more parsimonious interpretation of the results, 53-item scale was then Factor analyzed using the Principal Component method with Varimax rotation. Factor analysis attempts to identify underlying variables, or factors, that explain the pattern of correlations within a set of observed variables.. The significance of variables is depicted in the following table.

TABLE: 5.11 FACTOR ANALYSIS OF ASSOCIATION OF POLICE PERSONNEL'S PERCEPTION ON STRESS COPING STRATEGIES (YEARS OF EXPERIENCES)

Variables	Factors				
	Less than 5 years	6-10 years	11-15 years	16-20 years	More than 20 years
Positive reinterpretation and growth					
1-I force myself to wait for the right time to do something	-	-	-	-	-
2-I put aside other activities in order to concentrate on this	-	-	-	-	-
3-I think about how I might best handle the problem	-	-	-	-	-
4-I admit to myself that I can't deal with it, and quit trying	0.561	-	-	-	-
5-I try to see it on a different light to make it seem more positive	-	-	-	-	-
6-I try hard to prevent other things from interfering with my efforts at dealing with this	-	-	-	-	-
7-I do what has to be done one step at a time	-	-	-	-	-
8-I give up the attempt to get what I want	-	-	-	-	-
9-I try to come up with the strategy as to what to do	-	-	-	-	-
10-I focus on dealing with the problems and if necessary let other things slide a little	-	-	-	-	-
11-I concentrate on efforts on doing something about it	-	-	-	-	-
12-I just give up trying to reach my goal	0.549	-	-	-	-
Acceptance of Fact					
13-I try to grow as a person as a result of the experience	-	-	-	-	-
14-I get used to the idea that it happened	-	-	-	-	-
15-I say to myself this is not real	-	-	-	-	-
16-I make sure not to make matters worse by acting too	-	-	-	-	-
17-I make a plan of action	-	0.573	-	-	-
18-I learn to live with it	-	-	-	-	-
19-I take direct action around the problem	-	-	-	-	-
20-I accept that this has happened and that can't be changed	-	-	-	0.519	-
21-I accept the reality of the fact that it happened	-	-	-	-	-
Focusing on and ventilating emotions					
22-I sleep more than usual	-	-	0.565	-	-
23-I let my feelings out	-	-	-	-	0.621
24-I turn to work or other substitute activities to take my mind	-	0.672	-	-	-

Level of Significance: 5 per cent

Five factors were identified as being maximum percentage variance accounted. The variable X₄, X₁₂ and X₄₁ is grouped as factor I and it accounts for 10.728 per cent of the total variance. The variable X₁₇ and X₂₄ constitute the factor II and it accounts for 6.573 per cent of the total variance. The variable X₂₂ and X₅₁ is grouped as factor III and it accounts for 4.734 per cent of the total variance. The variable X₂₀ and X₃₄ is grouped as factor IV and it accounts for 4.338 per

cent of the total variance. The variable X_{24} and X_{39} is grouped as factor V and it accounts for 4.272 per cent of the total variance. Five factors were identified as being maximum percentage variance accounted. The variables X_{12} , X_{20} , X_{22} and X_{34} are grouped as factor I and it accounts for 10.728 per cent of the total variance. The variable X_{28} and X_{39} constitute the factor II and it accounts for 6.573 per cent of the total variance. The variable X_{37} and X_{53} are grouped as factor III and it accounts for 4.734 per cent of the total variance. The variable X_6 and X_{31} are grouped as factor IV and it accounts for 4.338 per cent of the total variance. The variable X_{23} and X_{37} are grouped as factor V and it accounts for 4.272 per cent of the total variance.

Finding, Conclusion and Recommendations

It has been observed that 61.25 per cent of police constables on average seek solution from the other police personnel who had experience of similar problems, as they had faced to resolve their stressful situations. On the contrary 60.50 per cent of the sample subjects have opined that they positively make an attempt to get what they want under the stressful situations. Similarly it has been observed 47.75 per cent of the sample police constables have said that they practice negative coping strategies like denying accepting the problems and they restrict themselves from doing other acts. And 58.25 per cent of the sample subjects have said that they search for alternative ventilation to let out their stress and they think pleasant happening that had occurred in the past. Similarly the study had identified that 59.25 per cent of the police constables under stressful situation restrain themselves from doing anything quickly and 47.75 per cent daydream about things other than stress causes. It has also been inferred that the stress coping styles adhered to by the police officers differs from one another, based on their designation grade and work experiences. From the study the primary causes identified for occurrence of occupational stress among the police personnel are: when the police personnel see the criminals go free because of lack of evidence, court leniency and when a fellow officer killed in line of duty. It has also inferred that majority of the police constables get stress, when they do not get the opportunity for career advancement. Similarly, frequency of burnout and stress symptoms are observed to be more when police constable face the problem of handling the criminals, at the time of staff shortages and lack of participation in policy making decisions and also when their fellow officers were killed in the line of duty. Due to constant stress the police personnel experiences stress outcome symptoms like: loss of sexual interest or pleasure, crying easily and thoughts of ending one's life i.e., committing suicide. Further the study reveals that at stress situations 61.25 per cent of police constables on average seek solution from the other police personnel, 60.50 per cent of the sample subjects have opined that they positively take an attempt to get out stress, 47.75 per cent of the sample police constables have said that they practice negative coping strategies like denying to accept the problems and they restrict themselves from doing other acts, 58.25 per cent of the sample subjects have said that they search for alternative ventilation, 25 per cent of the police constables under stressful situation

restrain themselves from doing anything quickly and 47.75 per cent daydream about things other than stress causes. Under any circumstance police personnel must be ready to serve the society. The author likes to conclude the study by stating that the stress is affecting them mentally and physically. It is also affecting their interpersonal relationships

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