

Analysis of Stress Among The Police Officers In Tamilnadu

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Abstract

The study examines the level of job stress and occupational stress among the police officers in Tamil Nadu. The main scope and objective of this research is to examine the causes and effects of job-stress and deriving ways and means to manage job-stress, to analyze the nature of job causing job – stress versus level of occupational stress among the police officers in Tamil Nadu and to identify the reasons for occupational stress among the police officers in Tamil Nadu. The nature of the research is Descriptive method, and the sample size is 243 police officers from various locations in Tamil Nadu and data collection method used in the research is “Questionnaire Method”. Data was analyzed by using SPSS 16.0. Findings, suggestions and conclusions were made by keeping an eye on the objectives.

Keywords: Descriptive Method, Job Stress, Occupational Stress and Questionnaire Method

Introduction

Occupational stress among police is often viewed as an unlucky, but expected part of police work. Police are like a real heroes, but most of people are unaware the amount

of stress that police face every day. Police work involves protection of life, safeguarding property through vital patrol techniques, enforcement of laws and ordinances in the place for which the Police station is responsible. Police who are out in the street, every day during their duty are struggle police. They are the first's line of protection between the criminals and the society.

During their duty, unexpectedly they may encounter situations involving major crisis without any warning. There are several factors like 24 hours availability, administration problem were involved and make police as a most stressful job. This study basically deals with Tamil Nadu police department and the Tamil Nadu has a Police population ratio of 1: 632. Police Constable is the lowest police grade in India. This study explores the major causes of stress and amount of stress faced by police constables.

Occupational and Job Stress

“Stress is a dynamic condition in which an individual is confronted with an opportunity, constraint or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and important.”

According to **Ivancevich and Matterson**, “Stress is the interaction of the individual with the environment. It is an adaptive response, mediated by individual differences and/or psychological process; that is a consequence of any external (environmental) action, situation or event, which places excessive psychological and/or physical demands upon a person”

According to **Beehr and Newman**, “Job stress is a condition arising from the interaction of the people and their jobs, and characterized by changes within people that force them to deviate from their normal functioning.”

Research Methodology

Research methodology is a systematic way to solve a problem. It is a science of studying how research is to be carried out. Essentially, the procedures by which researchers go about their work of describing, explaining and predicting phenomena are called research methodology. It is also defined as the study of methods by which knowledge is gained. Its aim is to give the work plan of research.

Research Objectives

- *To examine the Causes and Effects of Job-Stress and Deriving Ways And Means to Manage Job-Stress*
- *To Analyze the nature of job causing job – stress versus level of occupational stress among the police officers in Tamil Nadu*
- *To identify the reasons for occupational stress among the police officers in Tamilnadu*

Coverage

This study includes 243 police officers in Tamil Nadu

Research Design

The technique used for this study is descriptive study. A research design is purely and simply the framework or plan for a study that guides the collection and analysis of data. Generally a research design is a blue print of the research that is to be followed in completing the study. It is descriptive research type are those, which are concerned with describing the characteristics of a particular individual or of a group, where we cannot control the variables.

Survey Method

Survey has been made with the cross sectional study by using questionnaire or interview for data collection with the intent of estimating the large population of interest based on a smaller sample from that population.

Source of Data*Primary Data:*

Primary data has been collected by means of questionnaire and interview method from police officers in Tamil Nadu.

Secondary Data:

The secondary data had been collected from various books, journals and websites.

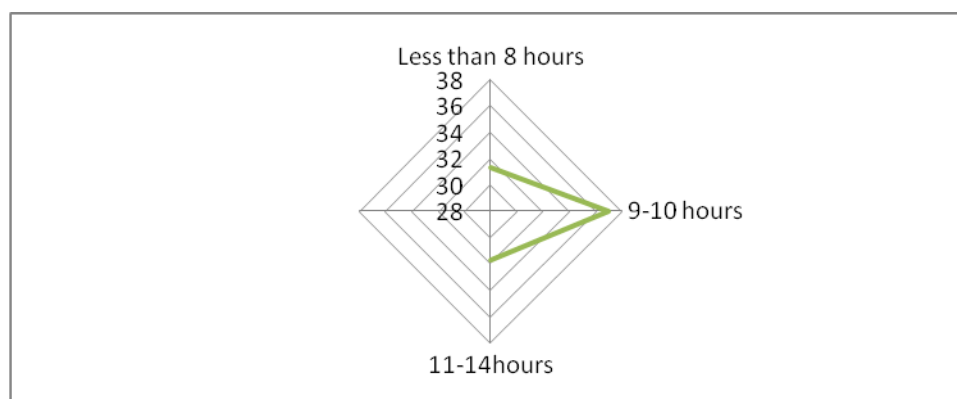
Working Hours

The labour law restricts the working hours for an employee as 8 for a day. Only in exceptional situations the working hours should be extended beyond 8 hours and in such situations the employee must be compensated with extra wages. Police officers do more mental work and less physical work. Wherever the mental work is involved, the working hours are reduced i.e., less than 8 hours. Long hours of mental work bring in monotony, boredom, less concentration and tardiness. As a result more mistakes may happen. Mistakes, loss of time and energy and ineffective delivery will cause stressed environment. Therefore, the working hours are taken as a variable in the study of stress.

Table 1: Working hours classification of respondents

S.No	Working Hours	Frequency	Percentage
1.	Less than 8 hours	76	31.3
2.	9-10 hours	90	37.0
3.	11-14hours	77	31.7
	Total	243	100.0

Source: Primary Data

Chart 1: Working Hours Classification of Respondents

From the above table and chart it is inferred that 31.3 percentage of the sample of 243 police officers are work for less than 8 hours, 37 percent of the police officers are do work for 9 to 10 hours a day and 31.7 percent of them work for 11 to 14 hours a day. Thus, almost 68.7 percent of the police officers are work for more than 8 hours a day and only 31.3 percent of the police officers are do work for less than 8 hours. It is to be noted that around 31.7 percent of the police officers are work for long hours i.e., for 11 to 14 hours a day.

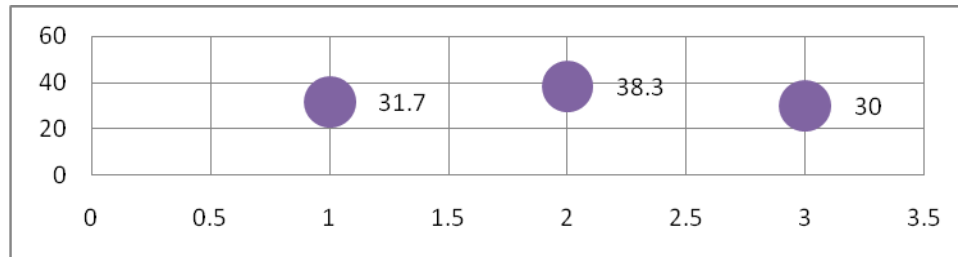
Sanctioned Working Hours

Based on the nature of work allotted to the police officers are, the may have an action plan with sanctioned working hours. Generally the sanctioned working hours may not have much deviation from the regular working hours, Therefore, the introductory lines given for the table 4.9 hold good for the table, 4.10 also.

Table 2: Sanctioned working hours classification of respondents

S.No	Sanctioned Working Hours	Frequency	Percentage
1.	Less than 8 hours	77	31.7
2.	9-10 hours	93	38.3
3.	11-14 hours	73	30.0
	Total	243	100.0

Source: Primary Data

Chart 2: Sanctioned working hours classification of respondents

It is clear from the above table and chart that 31.7 percentage of the sample of 243 respondents have their sanctioned working hours per day in the office as less than 8 hours, 38.3 percentage of the respondents have sanctioned working hours per day between 9-10 hours and around 30 percentage of the respondents have their sanctioned working hours as 11 to 14 hours per day. The inference is that around 68.3 percent of the police officers have their sanctioned working hours as more than 8 hours and only 31.7 percent of the employees have less than 8 hours as their sanctioned working hours.

Examining The Causes and Effects of Job-Stress and Deriving Ways and Means To Manage Job-Stress

The causes and effects of job-stress and to derive ways and means to manage the job-stress using the data collected from the police officers in Tamil Nadu during the survey conducted. The schedule of questionnaire employed in the survey has helped to obtain the direct responses from the sample of 243 police officers. These responses have been duly tabulated conveniently to examine the causes and effects of job-stress experienced by the police officers.. Various identified factors related the job of the employees have been taken as independent variables to undertake an analysis and examine their relationship with the common dependent variable, 'the level of occupational (job) stress among the police officers of Tamil Nadu. The researcher has taken 53 factors as causes under four different heads (26+12+8+7) and applied t – test to examine the significance of their relationship with the occupational among the bank employees. Further she has taken 16 factors as effects under two heads (8+8) and used simple percentage analysis to establish their relationship with the occupational stress. She has also has taken 11 factors as the ways and means under two heads (6+5) and used t–test and simple percentage analysis to find out their significance in managing stress. The analysis and examination done with a total of 80 identified factors furnish a series of findings to the researcher, which will help him to arrive at many useful conclusions. Thus, this chapter becomes the vital portion of the thesis to study the job-stress among the police officers in Tamil Nadu.

Following are the eight headings under which the 80 factors have been tabulated to facilitate a purposeful analysis and examination.

1. Work factors identified as causes of job-stress which are associated with health (9), family (2), finance (4) and work place issues (11) – Total 26 independent variables.
2. Factors identified as causes of job-stress that are associated with the nature of job – (12)
3. Factors identified as reasons (causes) for job- stress which are related to the aspects of the employee (8)
4. Certain miscellaneous factors taken as causes for job-stress that are related to family, finance, union, society and technology (7)
5. Eight factors have been identified as effects of job-stress and they are mostly psychological problems.
6. Another eight factors are taken as effects of occupational stress that are affecting the health of the police officers concerned.
7. Six factors have been chosen as effective attributes to the ways and means to manage the occupational stress and all these factors are associated with the management of the Vandalur Police Academy.
8. Five factors have been taken as effective techniques to manage the job-stress effectively and all these five factors are associated with the personal traits of the police officers in Tamil Nadu..

Analysis and Examination About The Causes of Job – Stress

From the primary data collected during the survey containing a sample of 243 police officers in Tamil Nadu, the following 4 tables have been formed to analyze the causes of job–stress among the police officers in Tamil Nadu. Multiple regression coefficients have been calculated and t – test is employed to find out the significance of the relationship of the factors (independent variables) identified as causes of job–stress with the occupational (Job) stress among the police officers in Tamil Nadu (constant – dependent variable).

Hypotheses – Relationship between identified independent variables (26) and Levels of Occupational stress among the police officers in Tamil Nadu.

H₀: Common null hypothesis for all variables.

Null Hypothesis (H₀): There is no significant relationship between (26) independent variables identified as causes of job – stress and Levels of Occupational Stress among the police officers in Tamil Nadu.

H₁, H₂, - - - - - etc- Alternative Hypotheses for the 26 independent variables.

Table 1: 26 Independent Variables Identified As Causes of Job – Stress Versus Level of Occupational Stress Among The Police Officers In Tamil Nadu

Model	Un - standardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	5.097	.669		7.622	.000
Hard to concentrate on job	.018	.052	.025	.339	.735
Constantly feeling tired	-.095	.059	-.120	-1.612	.108
Frequently get angry or irritation	-.143	.049	-.206	-2.911	.004
Heartbeat increases when duties and responsibilities are given	.023	.045	.035	.507	.613
Increase in muscular pain especially in neck, head ,lower back, shoulders	-.069	.048	-.103	-1.433	.153
Frequently get angry or irritation on transfer	.015	.046	.024	.329	.742
Satisfied safety measures	-.087	.046	-.131	-1.876	.062
Satisfied staff quarters and recreation club	.002	.053	.003	.037	.970
Get angry or irritation while travelling to job place	-.007	.046	-.011	-.156	.876
Spend sufficient time with family members	.070	.045	.113	1.573	.117
Always think about office work	.007	.047	.011	.159	.873
Financial motivations reduce the stress	-.075	.051	-.102	-1.465	.144
Impossible to save because of unexpected expenses	.029	.049	.040	.590	.556
Spending money for bills	-.080	.053	-.109	-1.503	.134
Hesitate to buy something immediately	.032	.053	.042	.597	.551
Busy at work and find hard to get time	.010	.051	.014	.205	.838
Lack of co-operation in office	-.016	.051	-.021	-.307	.759
Superior subordinate relationship	-.097	.047	-.145	-2.080	.039
Commuting from home to work place	-.093	.057	-.120	-1.620	.107
Conflicts in work environment	-.006	.054	-.008	-.108	.914
Too many task at once	.000	.059	.000	-.011	.991
Neglect some tasks due to work overload	.060	.060	.069	.995	.321
Comfortable working in teams	.000	.057	.000	-.007	.995
Satisfied with the job	-.072	.057	-.088	-1.262	.208
Satisfied with the job matching the qualification	.078	.054	.102	1.463	.145
Satisfied with the fringe benefits provided	.113	.047	.162	2.388	.018

Dependent Variable: level of occupational stress among the police officers in Tamil Nadu

Source: Primary Data - Questionnaire

Levels Of Occupational Stress Among the police officers in Tamil Nadu (y) = $5.097 + 0.018$ (Hard to concentrate on job) $- 0.095$ (Constantly feeling tired) $- 0.143$ (Frequently get angry or irritation) $+ 0.023$ (Heartbeat increases when duties and responsibilities are given) $- 0.069$ (Increase in muscular pain especially in neck, head, lower back, shoulders) $+ 0.015$ (Frequently get angry or irritation on transfer) $- 0.087$ (Satisfied safety measures) $+ 0.002$ (Staff quarters and recreation club) $- 0.007$ (Get angry or irritation while travelling to job place) $+ 0.070$ (Spend sufficient time with family members) $+ 0.007$ (Always think about office work) $- 0.075$ (Financial motivations reduce the stress) $+ 0.029$ (Impossible to save because of unexpected expenses) $- 0.080$ (Spending money for bills) $+ 0.032$ (Hesitate to buy something immediately) $+ 0.010$ (Busy at work and find hard to get time) $- 0.016$ (Lack of cooperation in office) $- 0.097$ (Superior subordinate relationship) $- 0.093$ (Commuting from home to work place) $- 0.006$ (Conflicts in work environment) $+ 0.000$ (Too many task at once) $+ 0.060$ (Neglect some tasks due to work overload) $+ 0.000$ (Comfortable working in teams) $- 0.072$ (Satisfied with the job) $+ 0.078$ (Satisfied with the job matching the qualification) $+ 0.113$ (Satisfied with the fringe benefits provided).

One unit of the variable, Hard to concentrate in present job increase leads to 0.018 units level of occupational stress among the police officers in Tamil Nadu increase. One unit of the variable, constantly feeling tired increase leads to -0.095 units level of occupational stress among the police officers in Tamil Nadu increase. One unit of the variable, frequently get angry or irritable increase leads to -0.143 unit's level of occupational stress among the police officers in Tamil Nadu increase. Similarly, one unit of each of the variables taken for the t – test increase leads to respective value of β (refer column β of table 5.1) units level of occupational stress among the police officers in Tamil Nadu increase.

Regarding the independent variable, frequently getting angry or irritation, the arrived significant value in t – test is 0.004. It is less than 0.05. So, accept the alternative hypothesis (H_3) and reject the null hypothesis (H_0). There is a significant relationship between the variable, frequently getting angry or irritation and levels of occupational stress among the police officers in Tamil Nadu. Regarding the independent variable, Superior subordinate relationship, arrived significant value in t – test is 0.039. It is less than 0.05. So accept the alternative hypothesis (H_{18}) and reject the null hypothesis (H_0). There is a significant relationship between the variable, superior subordinate relationship and levels of occupational stress among the police officers.

Regarding the independent variables, satisfied with the fringe benefits provided the arrived significant value in t – test is 0.018. It is less than 0.05. So accept the alternative hypothesis (H_{26}) and reject the null hypothesis (H_0). There is a significant relationship between the variable, satisfied with the fringe benefits provided and levels of occupational stress among the police officers of Tamil Nadu.

Regarding the independent variable, hard to concentrate on job (H_1) constantly feeling tired (H_2), heart beat increases when duties and responsibilities are given (H_4), increase in muscular pain especially in neck, head, lower back and shoulders (H_5), frequently getting angry or irritation on transfer (H_6), satisfied safety measures (H_7), satisfied staff quarters and recreation club (H_8), getting angry or irritation while

travelling to job place (H₉) spending sufficient time with family members (H₁₀), always thinking about office work (H₁₁), financial motivations reduce the stress (H₁₂), impossible to save because of unexpected expenses (H₁₃), spending money for bills (H₁₄), hesitate to buy something immediately (H₁₅), busy at work and find hard to get time (H₁₆), lack of co-operation in office (H₁₇), Commuting from home to work place (H₁₉), conflicts in work environment (H₂₀), too many task at once (H₂₁), neglect some tasks due to work overload (H₂₂), Comfortable work in teams (H₂₃), satisfied with the job (H₂₄) and satisfied with the job matching the qualification (H₂₅), arrived t – test significant value is greater than 0.05 respectively. Therefore, there is no significant relationship between these 23 factors and levels of occupational stress among the police officers of Tamil Nadu..

In other words, barring the three factors, namely, frequently getting angry and irritation (H₃), superior subordinate relationship (H₁₈) and satisfied with the fringe benefits provided (H₂₆), all the other 23 factors / variables do not have impact on levels of occupational stress among the police officers of Tamil Nadu.

Application of t – test on the 12 identified variables.

A set of twelve factors have been identified as causes of job – stress that are associated with the nature of job, namely, Role Over-Load, Role Ambiguity, Role Conflict, Unreasonable Group and Political Pressure, Responsibility for Persons, Under Participation, Powerlessness, Poor Peer Relations, Intrinsic Impoverishment, Low Status, Strenuous Working Conditions and Unprofitability.

Hypotheses – Relationship between twelve identified variables and levels of occupational (job) stress among the police officers in Tamil Nadu..

H₀: Common null hypothesis for all the twelve variables.

Null Hypothesis (H₀): There is no significant relationship between the identified 12 independent variables associated with the nature of job causing job - stress and Levels of Occupational Stress among the police officers in Tamilnadu.

H₁, H₂, - - - - -etc – Alternative Hypotheses for the 12 independent variables.

Table 2: Twelve Independent Variables Associated With The Nature Of Job Causing Job – Stress Versus Level Of Occupational Stress Among The Police Officers In Tamil Nadu.

Model	Un-standardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	4.249	.385		11.039	.000
Role Overload	-.083	.051	-.115	-.620	.107
Role Ambiguity	-.025	.049	-.037	-.515	.607

Role Conflict	-.006	.053	-.008	-.113	.910
Unreasonable Group And Political Pressure	.018	.050	.024	.365	.715
Responsibility For Persons	-.058	.057	-.069	-1.018	.310
Under-Participation	.042	.055	.052	.773	.440
Powerlessness	-.027	.046	-.039	-.572	.568
Poor-Peer Relations	-.014	.049	-.019	-.283	.777
Intrinsic Impoverishment	-.012	.052	-.017	-.241	.810
Low Status	.115	.050	.155	2.322	.021
Strenuous Working Condition	.011	.047	.016	.243	.808
Unprofitability	-.002	.049	-.002	-.031	.975

Dependent Variable: level of occupational stress among the police officers in Tamil Nadu.

Source: Primary Data - Questionnaire

Package Used: SPSS 16

Levels Of Occupational Stress Among the police officers in Tamil Nadu (y) = 4.249+-.083 (Role Overload) +-.025 (Role Ambiguity) +-.006 (Role Conflict) +.018 (Unreasonable Group And Political Pressure) +-.058 (Responsibility For Persons) +.042 (Under-Participation) +-.027 (Powerlessness) +-.014 (Poor-Peer Relations) +-.012 (Intrinsic Impoverishment) +.115 (Low Status) +.011 (Strenuous Working Condition) +-.002 (Unprofitability).

One unit of the variable, Role Overload increases leads to -.083 units level of occupational stress among the police officers in Tamil Nadu increase. One unit of the variable, Role Ambiguity increases leads to -.025 units level of occupational stress among the police officers in Tamil Nadu increase. Similarly, One unit of each of the variables taken for the t – test increases leads to respective values of B (refer column B of table 5.2) units level of occupational stress among the police officers in Tamil Nadu increase.

Among the 12 independent variables, for the variable, low status (H_{10}) arrived t-test significant value is 0.021. It is less than 0.05. So accept the alternative hypothesis (H_{10}) and reject the null hypothesis (H_0). There is a significant relationship between Low Status and Levels of Occupational Stress among the police officers in Tamil Nadu.

For the other 11 variables, namely, role overload (H_1), roles ambiguity (H_2), role conflict (H_3) unreasonable group and political pressure (H_4) responsibility for persons (H_5), under participation (H_6), powerlessness (H_7), poor – peer relations(H_8), intrinsic impoverishment (H_9), strenuous working condition (H_{11}) and unprofitability (H_{12}), the arrived t– test significant value is greater than 0.05 respectively . Therefore, there is no significant relationship between these 11 factors (variables) and levels of occupational stress among the police officers in Tamil Nadu.. Thus, barring the factor low status (H_{10}), all the other eleven factors / variables do not have impact on levels of occupational stress among the police officers in Tamil Nadu..

Application of t – test on 8 factors identified as reasons for job – stress.

A third set of eight factors are identified as reasons for job – stress and these factors are associated with the aspects of the employees, namely, inadequate time to finish work, no ability and skills, hard work and skills are not approved, poor infrastructure facilities, unhealthy environment, communication gap, work–life imbalance and economic status.

Hypotheses – Relationship between eight factors (Variables) and reasons for occupational stress among the police officers in Tamil Nadu.**H₀: Common null hypothesis for all the eight independent variables.**

Null Hypothesis (H₀): There is no significant relationship between the identified 8 independent variables associated with the aspects of the police officers in Tamil Nadu and reasons for Occupational Stress among the police officers in Tamil Nadu.

Table 3: Eight Independent Variables Associated With The Aspects of The Police Officers In Tamil Nadu Which Are Identified As Reasons For Occupational Stress Among The Police Officers In Tamil Nadu.

Model	Un-standardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	3.694	.581		6.356	.000
inadequate time to finish work	.086	.046	.120	1.868	.063
no ability and skills	.111	.046	.154	2.417	.016
Hard work and skill are not approved	-.072	.049	-.097	-1.491	.137
poor infrastructure facilities	-.039	.054	-.046	-.719	.473
Unhealthy environment	-.064	.045	-.092	-1.434	.153
Communication gap	.066	.050	.084	1.309	.192
Work - life imbalance	.036	.041	.057	.885	.377
economic status	.003	.038	.005	.076	.940

Dependent Variable: level of occupational stress among the police officers in Tamil Nadu

Source: Primary Data - Questionnaire

Package Used: SPSS 16

Reasons for occupational stress among the police officers in Tamil Nadu. (y) = 3.694+.086 (inadequate time to finish work) +.111 (no ability and skills) +-.072 (Hard work and skill are not approved) +-.039 (poor infrastructure facilities) +-.064 (Unhealthy environment) +.066 (Communication gap) +.036 (work - life imbalance) +.003 (economic status).

One unit of the variable, inadequate time to finish work increase leads to 0.086 units reasons for occupational stress among the police officers in Tamil Nadu

increase. Similarly, One unit of each of the variables taken for the t – test increase leads to respective values of B (refer column B of table 5.3) units reasons for occupational stress among the police officers in Tamil Nadu increase.

The 8 variables associated with the aspects of the police officers in Tamil Nadu have been tested against the dependent variables, reasons for occupational stress among the police officers in Tamil Nadu. Among the 8 variables, the results of the t – test bring out that, for the variable, no ability and skills (H_2), the arrived significant value is 0.016. It is less than 0.05. So accept the alternative hypothesis (H_2) and reject the null hypothesis (H_0). There is a significant relationship between no ability and skills and reasons for Occupational Stress among the police officers in Tamil Nadu.

For the other 7 variables, namely, inadequate time to finish work (H_1) hard work and skills are not approved (H_3), poor infrastructure facilities (H_4), un-healthy environment (H_5), communication gap (H_6), work – life imbalance (H_7) and economic status (H_8), the arrived t – test value of significance is greater than 0.05 respectively. Therefore, there is no significant relationship between these 7 factors (variables) and reasons for occupational stress among the police officers in Tamil Nadu. The vital inference derived from this test results is that the factor, no ability and skills (H_2) has significant impact on the reasons for occupational stress among the police officers in Tamil Nadu. Consequently, the other 7 factors (variables) do not have any significant impact on the reasons for occupational stress among the police officers in Tamilnadu.

Recommendations & Results

Contribution of what is the Effect of Stress on Work Factors (Morale, Job Satisfaction, Task Effort, Organizational Commitment, Etc)

- 27 variables for Levels of Occupational Stress among the police officers in Tamil Nadu Following the 3 variables, the frequently get angry or irritable, superior subordinate relationship, satisfied with the fringe benefits provided have impact on the Levels of Occupational Stress among the the police officers in Tamil Nadu. Balance 24 variables do not have impact on Levels of Occupational Stress among the police officers in Tamil Nadu.

Contribution of level of stress among the police officers in Tamil Nadu on the 12 dimensions of Role Over-Load, Role Ambiguity, Role Conflict, Unreasonable Group and Political Pressure, Responsibility for Persons, Under Participation, Powerlessness, Poor Peer Relations, Intrinsic, Impoverishment, Low Status, Strenuous Working Conditions and Unprofitability.

- 12 variables for Levels of Occupational Stress among the police officers in Tamilnadu, Following the 1 variable, the low status has impact on the Levels of Occupational Stress among the police officers in Tamil Nadu. Balance 11 variables do not have impact on Levels of Occupational Stress among the police officers in Tamilnadu.

Reasons for Occupational Stress among the police officers in Tamil Nadu

- 8 variables for Reasons for Occupational Stress among the police officers in Tamilnadu, Following the 1 variable, the no ability and skills have impact on the reasons for Occupational Stress among the police officers in Tamil Nadu. Balance 7 variables do not have impact on reasons for Occupational Stress among the police officers in Tamilnadu.

Ways to Overcome Occupational Stress among the police officers in Tamil Nadu

- 6 variables for Ways to Overcome Occupational Stress among the police officers in Tamil Nadu, Following the 1 variable, the programme on stress management has impact on the Ways to Overcome Occupational Stress among the police officers in Tamil Nadu. Balance 6 variables do not have impact on Ways to Overcome Occupational Stress among the police officers in Tamil Nadu.

Conclusions

The researcher has made an attempt to test the hypotheses related to stress level among the police officers. The research provides the detailed analysis of the comparison of stress among police officers on the basis of designation and gender. The conclusion was drawn that there is no significant difference in stress level of police officers based on gender and designation. In case of police officers, it was found that head police officers have more stress than others like police constables. There is more stress among male members than women police officers in some areas. The model was developed by the researcher to identify the stressors in police department and the effects of stress on police officers.

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