Measurement of occupational stress among the Police officials and Private employees in suburban Chennai.

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Abstract- Occupational stress is a significant concern among individuals in various professions, including police officials and private employees. The purpose of this study is to measure the level of occupational stress experienced by police officials and private employees in suburban Chennai. This study will use a quantitative research method and will collect data through a survey questionnaire administered to a sample of 40 police officials and 40 private employees in suburban Chennai. The survey will measure occupational stress levels using established scales such as the Occupational Stress Index (OSI) and the Perceived Stress Questionnaire (PSQ). The data collected from the survey will be analyzed using descriptive and inferential statistics to determine the extent of occupational stress among police officials and private employees. This study will also explore the factors contributing to occupational stress, including job demands, lack of control, and interpersonal conflict. The findings of this study will provide valuable insights into the level of occupational stress experienced by police officials and private employees in suburban Chennai. The results will also help identify specific stressors and risk factors associated with each profession, which can be used to develop targeted interventions and strategies to manage occupational stress in the workplace.

Keywords- occupational stress, police officials, private employees, suburban Chennai, survey questionnaire, Occupational Stress Index (OSI), Perceived Stress questioner (PSQ), job demands, lack of control, interpersonal conflict.

INTRODUCTION: -

H. Selye (1936) defined stress as "non-specific responses that be resulted from a variety of different kinds of stimuli." However, Selye's stress theory has only focused on physiological stress, and psychological factors have not been considered. Research on life stress examined the relationship between diseases and life events. Many studies were conducted to clarify the psychological factors related to stress. The results revealed that psychological factors play a significant role in the occurrence of physiological and psychological stress responses. Lazarus and Folkman (1984) proposed that stress occurs when people perceived that the demands from external situations were beyond their coping capacity. Today, the definition "stress is the process of interaction from resolution requests from the environment {known as the *transactional* model}" is widely accepted.

Defining Occupational Stress: -

The American Institute of Stress (2012) defines stress as, "a condition or feeling experienced when a person perceives that demands exceed the personal and social resources the individual can mobilize." The reasons for stress include a negative working environment, unhealthy relationship dynamics, and unhygienic sleeping and eating habits. An individual's resilience towards stress depends upon numerous aspects related to personality, environment, sociocultural situation, etc. (Rajesh, Tharayil, Raj, Philip, & Hamza, 2017). Usually related to the topic reference as a measurement of stress among police and private individuals the roles and additional responsibilities of police officials in India are taken into account which was discussed below. Police have an important role in maintaining society's disciplinary and legislative equilibrium because they are expected to face physical dangers leading to significant stress. "This kind of disruption of the psychological as well as physiological homeostasis of the individual, which leads to deviant functioning in the working environment is known as Occupational stress" (Kar& Singh, 2015). Occupational stressors of Police personnel are inherent in the job of police officials, which implies the use of force, making decisions in critical situations, risks to own safety and that of colleagues, attending the scenes of accidents and injuries (sometimes death), and exposure to suffering and violence. The risk of occupational distress derives from their operational duties as well as organizational tasks.

Police Culture: -

Police culture is a set of beliefs, presumptions, and understanding that shapes the professional communication and actions of a group or community at large. Police culture varies based on crime rates, quality of interpersonal relations, and extent of adherence to traditional approaches. In the crime-prone zone, the police may always be in a fighting mode to reinforce the 'us-versus-them' subculture. In conflict zones, subordinates are expected to show complete obedience. In peaceful zones, community services may prevail through healthy dialogues between administrators and "reinforces". (Dr. Amit Thakre et all, 2007). The department may exhibit an experimental approach in peaceful zones and encourage a reasoning attitude. For a person to fit in a particular department, his/her personality should align with the work culture of that department, otherwise, adjustment difficulties may arise subsequently or eventually.

Stress and its Implications: -

In our everyday life, we may encounter with so many stressful events. All situations both positive and negative that require adjustment can be stressful. According to Selye (1976), "the notion of stress can be broken down further into eustress (positive stress) and distress (negative stress)". Stress during marriage and stress during funerals is a perfect example of this. In other words,

stress isn't always bad. A modest amount of stress can help people in many ways; it can make them energetic, stay focused on the task, and also push them to meet new challenges in the workplace. But prolonged severe stress can create psychological, physical, and behavioural disturbances which will be dependent on the nature of the stressor and the severity of the stressors Shabin O.S, Dr M. Priyamvadha, (2008).

STATEMENT OF PROBLEM: -
The need to Measure the stress level between police officials and private individuals is to create a general awareness as well as a relative comparison between these two to find who experiences it more and what are the impacts for the past life due to their stress.

NEED AND SIGNIFICANCE: -
Stress has a powerful impact on various aspects of your life—not only can it affect your mood, energy level, relationships, and work performance, but stress can also cause and exacerbate a wide variety of health conditions. Stress can lead to burnout— emotional exhaustion, depersonalization, and a sense of low personal accomplishment that leads to decreased effectiveness at work. For example, in a recent study from the prestigious journal Archives of Internal Medicine, over 45% of practising physicians are experiencing at least one symptom of burnout, which can lead to dangerous mistakes and lapses in judgment that could affect a patient's health. The importance of studying the effects of stress on individual organisms is addressed by considering the use of individual-level information to: Elucidate the mechanistic bases of interpopulation variation; Predict population-level effects; and Monitor stress in natural communities.

METHODOLOGY: -
OPERATIONAL DEFINITIONS: -
Stress can be defined as any type of change that causes physical, emotional or psychological strain. Stress is your body's response to anything that requires attention or action. Everyone experiences stress to some degree.
Police officials: Police officials usually refer to the body of officers representing the civil authority of the government. Police typically are responsible for maintaining public order and safety, enforcing the law, and preventing, detecting, and investigating criminal activities. These functions are known as policing.
Private employees; Private sector employee means any employee other than a public officer, an employee of a local authority or an employee of a public corporation; Sample 1. A private sector employee means an employee of a private sector employer. The term does not include a bona- fide independent contractor.

OBJECTIVES: -To measure the among police officials and private employees. To study the causes and consequences of stress among police officials and private employees. To recommend measures to overcome stress.

RESEARCH QUESTIONS:
1. How often have you been upset because of something that happened unexpectedly?
2. How often have you felt that you were unable to control the important things in your life?
3. How often have you felt nervous and "stressed"?
4. How often have you dealt successfully with irritating life hassles?
5. How often have you felt that you were effectively coping with important changes that were occurring in your life?
6. How often have you felt confident about handling your problems?
7. How often have you found that you could not cope with all the things that you had to do?
8. How often have you felt that you were on top of things?
9. How often have you been able to control the way you spend your time?
10. How often have you felt difficulties were piling up so high that you could not overcome them?

RESEARCH DESIGN: -
To collect primary data, the researcher framed a Questionnaire schedule consisting of relevant questions to cover the objectives and research questions of the present study. To establish the validity of the research tool, the researcher used the face validity method and to establish the reliability the researcher used the test-retest method. The primary data consists of two categories as mentioned in the topics i.e., Police officials and other private employees. The sample was exactly proposed subjected to the availability of the Police and private Employees with the motivation, a sample of 80 persons was amassed with the help of Suburban Chennai city police officials and private Employees. The secondary data has been collected through Private employees such as IT employees, teachers, and hospitals, and also collected from various employees who work in different places in Suburban Chennai.

LIMITATIONS OF THE STUDY:
Most of the police officers who had been approached are not willing to give their details some of them were not ready to fill out the forms due to a lack of knowledge about the studies. It was hard to get permission from the higher officials in the police department to collect samples from the lower police officers they made me wait for a whole day outside the police stations. Some police officers were ready to fill out the forms but it was hard to explain the questions in the questionnaire. The behaviours of a few police officers were good. Collecting samples from private employees was easy because they were aware of the research.
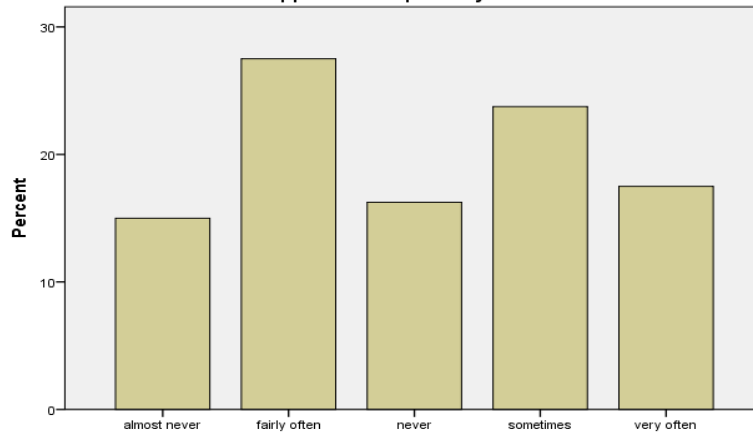
RESULTS AND DISCUSSIONS: -

1. What is your current profile?

		Frequency	Percentage
Valid	Police	40	50.0
	private employee	40	50.0
	Total	80	100.0

This table represents the current profile of the respondents from the 80 samples. 40% of the respondents were police. Whereas 40% of the respondents were private employees.
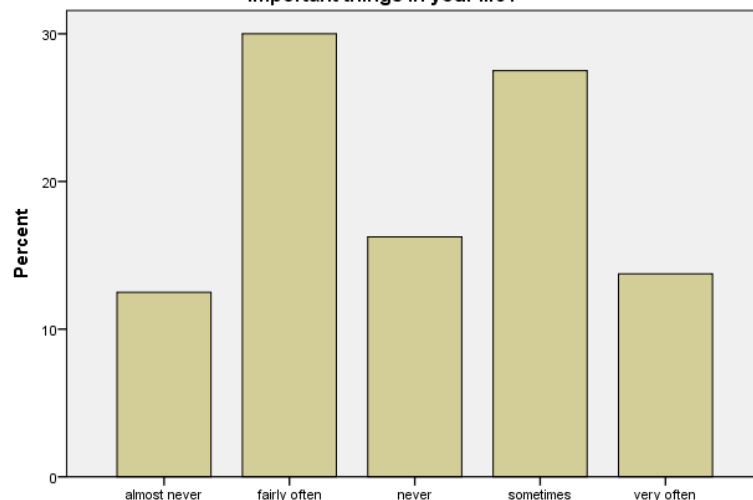

2. In the last month, how often have you been upset because of something that happened unexpectedly?"

This table represents the upset because sometimes that happened unexpectedly to the respondents from the 80 samples. 22% of the people selected fairly often, whereas 19% of the people chose sometimes in the given option.

3.In the last month, how often have you felt that you were unable to control the important things in your life?

This table represents the unable to control the important things in life, of the respondents from the 80 samples. 24% of the people selected fairly often, whereas 22% of the people chose sometimes in the given option.

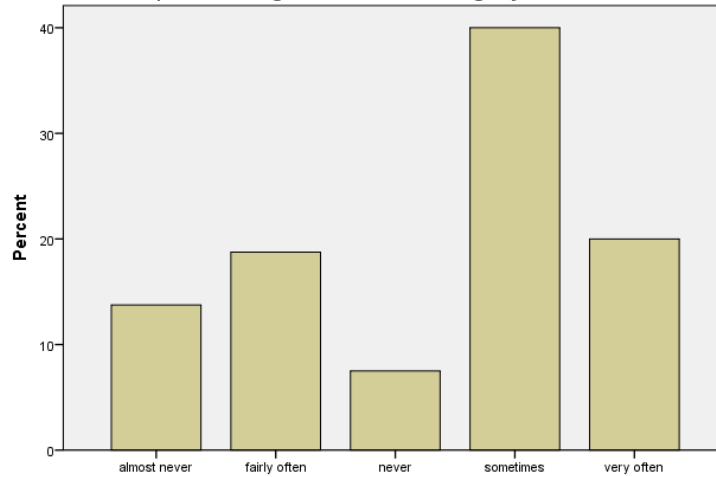4. In the last month, how often have you felt nervous and "stressed"?

This table represents the felt nervous and stressed respondents from the 80 samples. 19% of the people selected fairly often, whereas 20% of the people chose sometimes in the given option.

5. In the last month, how often have you dealt successfully with irritating life hassles?

This table represents the dealt successfully with irritating life hassles, of the respondents from the 80 samples. 18% of the people selected fairly often, whereas 27% of the people chose sometimes in the given option.
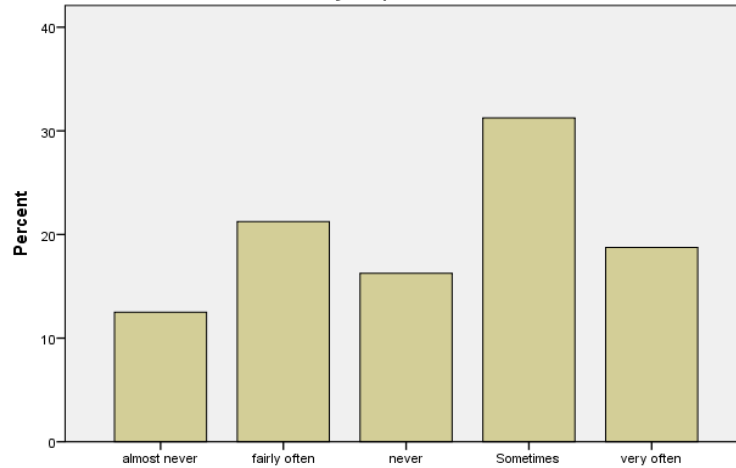
6. In the last month, how often have you felt that you were effectively coping with important changes that were occurring in your life?

This table represents the effective coping with important changes that occur in life, of the respondents from the 80 samples. 32% of the people selected sometimes, whereas 16% of the chosen people very often in the given option.
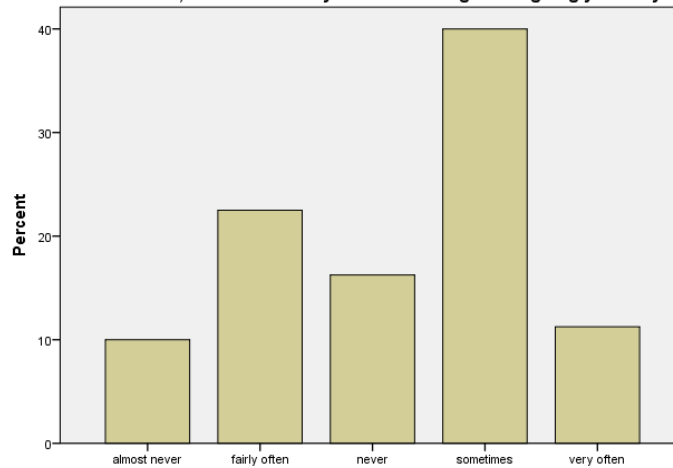

7. In the last month, how often have you felt confident about your ability to handle your problems?

This table represents the felt confident in the ability to handle the problems, of the respondents from the 80 samples. 25% of the people selected sometimes whereas 17% of the people chose fairly often in the given option.


8. In the last month, how often have you felt that things were going your way?

This table represents the felt that things were going your way, of the respondents from the 80 samples. 32% of the people selected sometimes, whereas 18% of the people chose fairly often in the given option.

9. In the last month, how often have you found that you could not cope with all the things that you had to do?
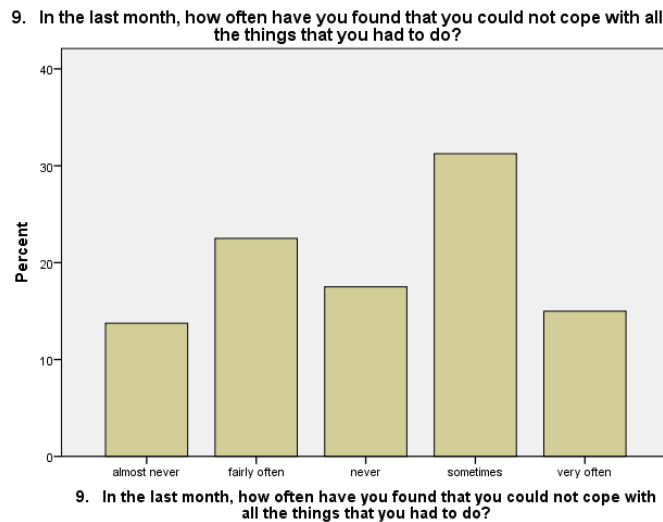
This table represents the cope with all the things that you had to do, for the respondents from the 80 samples. 25% of the people selected sometimes, whereas 18% of the people chose fairly often in the given option.

10. In the last month, how often have you been able to control irritations in your life?
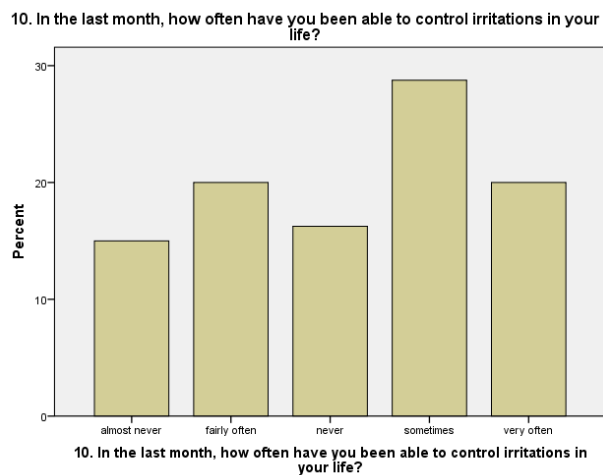
This table represents the control irritation in your life, of the respondents from the 80 samples. 23% of the people selected sometimes, whereas 16% of the people chose fairly often in the given option.

The cut-off score guidelines for the PSQ are given with the recommendation that thresholds be adjusted based on the characteristics of the sample, and the purpose for use of the PSQ. the possible scores lie between 0 and 56. The average score lies around 23 to 24 points.

Samples	Average score	Interpreted value	PSQ Score

Police officers	2134	53.3	Moderate stress
Private employees	1435	36	Minimal stress

According to this PSQ, I have measured the samples and interpreted the scores accordingly between the police officers and private employees.

The total score of the police officers is 2134 and the divided value is 53.3. According to this the PSQ score of 53.3 is a moderate level of stress.

The total score of the private employees is 1435 and the divided value is 36. According to this the PSQ score of 36 is a minimal level of stress.

From this, it is deduced that police officers face a higher level of stress when compared to private employees based on the PSQ scale.

Recommendations:
• Raise awareness about stress and mental health risks among police officers and create a culture of support and understanding.
• Promote proactive attitudes towards health, safety, and wellness, including stress management at every level of the officers in the police department. Promote educational initiatives targeted at police managers on how best to recognize and manage situations in which occupational stress is a factor. This would also include mindfulness training.
• The Tamil Nadu government should recruit more police officers to avoid job stress.
• private companies can also conduct more awareness programs to reduce job stress for their employee

Conclusion: -
This study aimed to measure the stress levels among police officials and private employees using a standardized questionnaire and identify their causes and consequences. The study also aimed to understand how they cope with stress and whether they are aware of its impact on their work and well-being. The findings of this study revealed that both police officials and private employees experience moderate to high levels of stress. The primary sources of stress for police officials are related to the nature of their work, including exposure to traumatic events, operational demands, and the nature of the work itself. For private employees, the primary sources of stress are job insecurity, work-life balance, and organizational culture. The study found that both police officials and private employees attempt to cope with stress, with strategies such as taking breaks, talking to colleagues, and exercising. However, the study also identified that many participants were not aware of the negative impact of stress on their work and well-being, and many did not know how to effectively cope with stress. The study also identified that stress can have significant consequences on work and well-being, including decreased job satisfaction, decreased productivity, and negative physical and mental health outcomes. Therefore, it is crucial to identify effective strategies for managing stress and implement these strategies to improve the well-being of police officials and private employees. In conclusion, this study highlights the need for increased awareness of stress among police officials and private employees and the importance of developing effective stress management strategies. By implementing these strategies, organizations can improve the well-being of their employees and create a more productive and positive work environment. Stress was common among police officials & private employees. But work stress was less for the private employees and more for the police officials.

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