

A STUDY ON COPING STRATEGIES AMONG POLICE CONSTABLES

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ABSTRACT;

Being a police is considered one of the highly stressful occupations because of the reasons such as long irregular hours, hierarchic structure and safety concerns. This research tries to study the police stress coping strategies among Grade II, I, III police in Tuticorin District. Also aims in analysis the demographical factors of police personnel and their influence in the occupational stress coping strategies. In this study the researcher collects data form 600 police (Grade II, I, III) belonging to 52 police stations in Tuticorin District. A structured questionnaire is used to collect the information from the respondents .The questionnaire contains questions related to demographical data and factors leading to stress. Likert Scale is used to measure the opinion on various stress factors. The researcher has applied descriptive analysis, factor analysis, weighted average and Chi-square for data analysis. This research explores the sources of stress and level of stress among the grade II,I, III police constables in Tuticorin district, Tamilnadu At the end; several suggestions were made to the police departments in terms of helping the officers that are affected adversely by job stress

KEY WORDS; Coping strategies, Demographical, Job, Police, Occupational Stress.

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INTRODUCTION

Stress can come in many forms. Some sources of stress can be the internal or external pressure to succeed, conflicts among family and friends, a lack of self-confidence, or even not getting enough sleep. Especially it's difficult for police officers to work over and above the shift work that they normally do.

They are assigned to a particular shift and they must work regardless of holidays or other special occasions. This is especially difficult for the police family, as they often do not understand why their spouse is not home with the family. The family often feels that the officer places his/her job significantly above his/her family.

Some officers react to situations presented in different ways. Something that may brutally stress one officer may not stress another officer in the same way. One officer may thrive if given a project deadline while another officer may feel all types of pressures and stressors to make the deadline.

Stress can cause multitudes of problems in the officer's professional and social life. Stress can lead to numerous sicknesses and when the officer brings that stress home to his family life it can cause his family to feel negative towards his/her job. This is just another added form of stress that the officer has to attempt to manage.

The purpose of this research paper was to identify the effects that stress has on the police officer as it relates to his professional and family life and what the department can do to assist the officer in stress management. Also, to identify stressors and find appropriate ways to handle situations of stress before they become unmanageable and cause negative impact on the officer and his/her family life. The main focus of this research paper was to not only identify stressors, but to educate officers to more effectively manage their stress to avoid personal and family crisis. Police work has been identified as the most psychologically stressful and critical profession in the world (Bonifacio, 1991; Heiman, 1975; Manolias & Hyatt-Williams, 1986). Paton and Smith (1996) labelled individuals in high-risk professions, particularly "those who fulfil a helping role during or after traumatic events" (p. 15), as being involved in critical occupations. Selye (1980) noted that due to the inherent nature of police work, this profession is likely to be one of the most stressful occupations in the world. Lewis (1973) focused his attention on the stress associated with the nature of police work. He referred to the hazards associated with the occupation as "danger stress" due to the characteristics and the nature of policing.

When compared to the other occupations, police job is considered highly stressful (Sever and Cinoglu, 2010; Gul, 2008; Buker and Wiecko, 2007; Yeşilorman, 2003; Burke, 1993; Crank and Caldero, 1991; Sigler et al., 1991; Kroes, 1976). As stated, “Stress is an integral part of the life of a professional police officer. Police often encounter stressful situations in their daily work, and these stressors have cumulative effects” (Maynard et al., 1980:495). As a matter of fact, every person is subject to stress, but police officers are at greater risk than other people (McCafferty et al., 1990). Factors like, dangerous missions, overloaded shift hours, hierarchical and disciplined structure etc., affect police psychology, physiology, and of course, his/her family relations. In another study, Maynard and Maynard (1982) stated that, the police officers have serious stress problems, and their families are suffering the effects of it. Further, it can adversely influence the job performance (Gershon, 1999), as well.

PURPOSE OF THE STUDY

Very less research is available on Occupational stress and coping strategies among police constables in India. The main objective of this research is to identify the main sources of coping strategies among the grade II, I, III police constables and find out the association between coping strategies and demographic profile. This research will use to develop effective stress coping strategies that will use to reduce the occupational stress. Therefore, it is important for police constables to understand the coping strategies and relationship with demographic factors

OBJECTIVE OF THE STUDY

- To identify the demographic profile of the police constables
- To review the coping process in police stress,
- To identify adaptive and maladaptive coping styles in police work, and
- To suggest coping strategies that improve the performance of the police constables.

LITERATURE REVIEW

Police job stress is believed to be one of the most stressful jobs and the officers are under the risk of psychosocial work stress. As stated, “This police work stress can adversely impact the delivery of effective law enforcement, as well as pose a threat to the safety of police officers,

their coworkers, their family and friends, and the general public” (Gershon, 1999:1). There are a variety of studies regarding police and job stress in the literature. Some scholars studied and provided the etymology and definition of the word “stress” in their studies (Pehlivan, 1995; Yeşilorman, 2003), whereas several others have studied the sources of police job stress (Gul, 2008; Buker and Wiecko, 2006; Coman and Evans, 1991; Crank and Caldero, 1991; Violanti and Aron, 1993; He et al., 2002; Kroes, 1985). And yet some others studied the effects of the job stress (Sever and Cinoglu, 2010; McCafferty et al., 1992). Sever and Cinoglu (2010) found in their study that highly stressful officers are 4 times more likely to commit domestic violence. Further, they found that gender matters in domestic violence, as the male officers are more inclined to commit domestic violence compared to female officers. Finally, when officers are involved in negative and critical situations at work, they are more likely to act violently at home. Gul (2008) studied law enforcement officers’ depression on their profession and examined the stressors in policing. He found that officers that make violent arrests were more likely to feel negative/depressed about their work. In addition, he found that officers who attended a police funeral were more likely to feel negative/depressed about their profession and African American officers were less likely to feel negative or depressed about their jobs than whites. Finally, patrol officers were more likely to feel negative/depressed about their work compared to other ranks. Buker and Wiecko (2007) conducted a survey research on civilian officers, police officers, and mid-level supervisors (a total number of 811 respondents) working for the Turkish National Police Organization. They found that the organizational factors are the most stressful ones among other causes of stress. Moreover, there are differences in some stressors depending on the size and structure of the department. One another study also examined the effects of police profession stress on the job performance (Shiple and Baranski, 2002). Kroes (1985), on the other hand, found that bad administration policies, job conflict, moonlighting, underload-overload work, shift work and line-of-duty situations, courts, and negative public image are some important factors and stressors which affect police family life negatively. Barling (1990) studied the relationship between job experiences and marital functioning and found that positive work experiences (i.e., job satisfaction) are associated with positive marital functioning, whereas negative work experiences (i.e., work stress) are associated with marital dysfunction. Mauno and Kinnunen (1999) examined the relationship between the job stressors and marital satisfactions. They state that “the effects of job stressors on

marital functioning are primarily indirect” (891). Thus, their results are paralleling several other studies, which particularly focused on the indirect nature of the relationship between negative work experiences and marital functioning (Higginbottom et al., 1993; MacEwen et al., 1992; Matthews et al., 1996).

Matthews et al. (1996:74) found in one of their models that “psychological distress resulting from work-family conflict influences marriage negatively by increasing hostility and decreasing warmth and supportiveness in marital interaction”. Lord (1996) found that work and non-work (i.e. spousal support) support have a helpful impact on the Officer’s attitude and performance.

RESEARCH METHODOLOGY

The research design chosen is descriptive as the study reveals the existing facts. This study is based on the police constables in Tuticorin district and concentrated on eight sub divisions comprising 52 police stations and the researcher collected 600 samples from grade II,I,III police constables. The researcher used convenience sampling for the study. The researcher prepared structured questionnaires for data collection for this study. The questionnaires included questions on demographic profile and 53 coping strategies. Primary data were collected through the questionnaire directly from the respondents and the secondary data were collected from government records, books, journals and the Internet. The researcher used descriptive analysis for data analysis.

ANALYSIS AND INTERPRETATIONS

Table 1: Gender of the respondents

| Sl. No | Gender | No. Of respondents | Percentage |
|--------|--------|--------------------|------------|
| 1. | Male | 326 | 54.30 |
| 2. | Female | 274 | 45.70 |
| | Total | 600 | 100 |

The above table indicates that 326 constables forming 54.3per cent of the total constables were male gender and the rest of 274 constables forming 45.7per cent of the total constables were female gender.

Table 2: Age of the respondents

| Sl. No | Age | No. Of respondents | Percentage |
|--------|-------------|--------------------|------------|
| 1. | 20-29 years | 299 | 49.80 |

| | | | |
|----|-------------|-----|-------|
| 2. | 30-39 years | 191 | 31.80 |
| 3. | 40-49 years | 94 | 15.70 |
| 4. | 50-59 years | 16 | 2.70 |
| | Total | 600 | 100 |

Table indicates that 299 constables forming 49.8per cent of the total constables were in ages 20-29 years, 191 constables forming 31.8per cent of the total constables were in ages 30-39 years, 94 constables forming 15.7per cent of the total constables were in ages 40-49 years, and 16 constables forming 2.7per cent of the total constables were in ages 50-59 years.

Table 3: Educational qualification of the respondents

| Sl. No | Educational qualification | No. Of respondents | Percentage |
|--------|---------------------------|--------------------|------------|
| 1. | School level | 97 | 16.20 |
| 2. | UG | 417 | 69.50 |
| 3. | PG | 78 | 13.00 |
| 4. | Professional | 8 | 1.30 |
| | Total | 600 | 100 |

The above table narrates that 97 constables forming 16.2per cent of the total constables were having school level education, 417 constables forming 69.5per cent of the total constables were having under graduate level education, 78 constables forming 13per cent of the total constables were having post graduate level education, and the rest of 8 constables forming 1.3per cent of the total constables were having professional education.

Table 4: Religion of the respondents

| Sl. No | Religion | No. Of respondents | Percentage |
|--------|--------------|--------------------|------------|
| 1. | Hinduism | 462 | 77.00 |
| 2. | Islam | 100 | 16.70 |
| 3. | Christianity | 38 | 6.30 |
| | Total | 600 | 100 |

The table depicts that 462 constables forming 77per cent of the total constables were following Hinduism religion, 100 constables forming 16.7per cent of the total constables were following Islam religion, and 38 constables forming 6.3per cent of the total constables were following Christianity religion.

Table 5: Community of the respondents

| Sl. No | Community | No. Of respondents | Percentage |
|--------|----------------------|--------------------|------------|
| 1. | Other castes | 280 | 46.70 |
| 2. | Backward castes | 143 | 23.80 |
| 3. | Most backward castes | 48 | 8.00 |
| 4. | Scheduled castes | 129 | 21.50 |
| | Total | 600 | 100 |

The above depicts that 280 constables forming 46.7per cent of the total constables were belonging to other castes, 143 constables forming 23.8per cent of the total constables were belonging to backward castes, 48 constables forming 8per cent of the total constables were belonging to most backward castes, and 129 constables forming 21.5per cent of the total constables were belonging to scheduled castes.

Table 6: Place of the residence of the respondents

| Sl. No | Place of residence | No. Of respondents | Percentage |
|--------|--------------------|--------------------|------------|
| 1. | Rural | 433 | 72.2 |
| 2. | Urban | 167 | 27.8 |
| | Total | 600 | 100 |

The able designates that 433 constables forming 72.2per cent of the total constables were belonging to rural areas, and 167 constables forming 27.8per cent of the total constables were belonging to urban areas.

Table 7: Marital status of the respondents

| Sl. No | Marital status | No. Of respondents | Percentage |
|--------|----------------|--------------------|------------|
| 1. | Married | 276 | 46.00 |
| 2. | Unmarried | 284 | 47.30 |
| 3. | Divorced | 18 | 3.00 |
| 4. | Separated | 22 | 3.70 |
| | Total | 600 | 100 |

Table specifies that 276 constables forming 46per cent of the total constables were married, 284 constables forming 47.3per cent of the total constables were unmarried, 284 constables forming 47.3per cent of the total constables were unmarried, 18 constables forming 3per cent of the total constables were divorced, and 22 constables forming 3.7per cent of the total constables were separated.

Table 8: Number of dependents of the respondents

| Sl. No | Number of dependents | No. Of respondents | Percentage |
|--------|----------------------|--------------------|------------|
| 1. | One member | 73 | 12.20 |
| 2. | Two members | 359 | 59.80 |
| 3. | Three members | 148 | 24.70 |
| 4. | Four members | 17 | 2.80 |
| 5. | Five members | 2 | 0.30 |
| 6. | Six members | 1 | 0.20 |
| | Total | 600 | 100 |

Table indicates that 73 constables forming 12.2per cent of the total constables were having one dependent member in their family, 359 constables forming 59.8per cent of the total constables were having two dependent members in their family, 148 constables forming 24.7per cent of the total constables were having three dependent members in their family, 17 constables forming 2.8per cent of the total constables were having four dependent members in their family, 2 constables forming 0.3per cent of the total constables were having five dependent members in their family, and 1 constable forming 0.2per cent of the total constables were having six dependent members in their family.

II. JOB PROFILE:

The table below shows the classification of police constables based on their designation. The designations given to police constables were grade I, II and III.

Table 9: Designation of the respondents

| Sl. No | Designation | No. Of respondents | Percentage |
|--------|----------------|--------------------|------------|
| 1. | Grade I | 200 | 33.30 |
| 2. | Grade II | 250 | 41.70 |
| 3. | Grade III (HC) | 150 | 25.00 |
| | Total | 600 | 100 |

The above table shows that out of the total 600 police constables of the study, 250 police constables forming 41.7per cent were grade II, 200 police constables forming 33.3per cent were grade I, and the rest of the 150 police constables forming 25per cent were grade III (HC).

Table10: Years of experiences of the respondents

| Sl. No | Experiences | No. Of respondents | Percentage |
|--------|-------------------|--------------------|------------|
| 1. | Less than 5 years | 169 | 28.20 |
| 2. | 6-10 years | 184 | 30.70 |
| 3. | 11-15 years | 141 | 23.50 |

| | | | |
|----|--------------------|-----|-------|
| 4. | 16-20 years | 73 | 12.10 |
| 5. | More than 20 years | 33 | 5.50 |
| | Total | 600 | 100 |

The ensuring table depicts that 169 constables forming 28.2per cent of the total constables were having a service less than 5 years, 184 constables forming 30.7per cent of the total constables were having a service of 6 years to 10 years, 141 constables forming 23.5per cent of the total constables were having a service of 11 years to 15 years, 73 constables forming 12.2per cent of the total constables were having a service of 16 years to 20 years, and 33 constables forming 5.5per cent of the total constables were having a service more than 20 years.

Table 11: Monthly income of the respondents

| Sl. No | Monthly income | No. Of respondents | Percentage |
|--------|--------------------------------------|--------------------|------------|
| 1. | Rs.5200-20200 plus grade pay Rs.2400 | 200 | 33.30 |
| 2. | Rs.5000-20000 plus grade pay Rs.1900 | 250 | 41.70 |
| 3. | Rs.5200-20200 plus grade pay Rs.2800 | 150 | 25.00 |
| | Total | 600 | 100 |

The above table shows that out of the total 600 police constables of the study, 250 police constables forming 41.7per cent were grade Ii and had a salary slab of rs.5000-20000 plus grade pay Rs.1900, 200 police constables forming 33.3per cent were grade I and had a salary slab of Rs.5200-20200 plus grade pay Rs.2400, and the rest of the 150 police constables forming 25per cent were grade III (HC) and had a salary slab of Rs.5200-20200 plus grade pay Rs.2800.

III. COPING STRATEGIES:

| Table 12: Variables | Usually don't do this at all | Usually do this a little bit | Usually do this a medium amount | Usually do this a lot | Total Sum | Mean | Rank |
|--|------------------------------|------------------------------|---------------------------------|-----------------------|-----------|------|------|
| Seeking social support for emotional reasons | | | | | | | |
| I ask people who have had similar experience what they did | 97(16.17) | 271(45.17) | 138(23.00) | 94(15.67) | 1571 | 2.62 | 1 |
| I talk to someone but how I feel | 95(15.83) | 225(37.50) | 206(34.33) | 74(12.33) | 1541 | 2.57 | 2 |
| I try to get emotional | 99(16.50) | 185(30.83) | 188(31.33) | 128(21.33) | 1455 | 2.43 | 4 |

| | | | | | | | |
|--|------------|------------|------------|------------|------|------|----|
| support from friends or relatives | | | | | | | |
| I try to get advice some one about what do to | 70(11.67) | 152(25.33) | 198(33.00) | 180(30.00) | 1312 | 2.19 | 6 |
| I get sympathy and understanding from someone | 116(19.33) | 174(29.00) | 191(31.83) | 119(19.83) | 1487 | 2.48 | 3 |
| I talk to someone who could do some think. About the problem | 55(9.17) | 158(26.33) | 184(30.67) | 203(33.83) | 1265 | 2.11 | 8 |
| I reduce the amount of effort I putting to solving the problem | 61(10.17) | 154(25.67) | 202(33.67) | 183(30.50) | 1293 | 2.16 | 7 |
| I discuss my feelings someone | 80(13.33) | 174(29.00) | 194(32.33) | 152(25.33) | 1382 | 2.30 | 5 |
| Positive reinterpretation and growth | | | | | | | |
| I force myself to wait for the right time to do something | 64(10.67) | 160(26.67) | 191(31.83) | 185(30.83) | 1303 | 2.17 | 11 |
| I put aside other activities in order to concentrate on this | 90(15.00) | 170(28.33) | 159(26.50) | 181(30.17) | 1369 | 2.28 | 7 |
| I think about how I might best handle the problem | 146(24.33) | 191(31.83) | 179(29.83) | 84(14.00) | 1599 | 2.67 | 3 |
| I admit to myself that I can't deal with it, and quit trying | 238(39.67) | 143(23.83) | 135(22.50) | 84(14.00) | 1735 | 2.89 | 1 |
| I try to see it on a different light to make it seem more positive | 208(34.67) | 165(27.50) | 143(23.83) | 84(14.00) | 1697 | 2.83 | 2 |
| I try hard to prevent other thinks from interfering with my efforts at dealing with this | 71(11.83) | 208(34.67) | 200(33.33) | 121(20.17) | 1429 | 2.38 | 5 |
| I do what has to be | 91(15.17) | 171(28.50) | 171(28.50) | 167(27.83) | 1386 | 2.31 | 6 |

| | | | | | | | |
|---|-----------|------------|------------|------------|------|------|----|
| done one step at a time | | | | | | | |
| I give up the attempt to get what I want | 79(13.17) | 249(41.50) | 174(29.00) | 98(16.33) | 1509 | 2.52 | 4 |
| I try to come up with the strategy what to do | 71(11.83) | 165(27.50) | 204(34.00) | 160(26.67) | 1347 | 2.25 | 8 |
| I focus on dealing with the problems and it necessary let other thinks slide a little | 52(8.67) | 174(29.00) | 189(31.50) | 185(30.83) | 1293 | 2.16 | 12 |
| I concentrate on efforts on doing something about it | 68(11.33) | 174(29.00) | 192(32.00) | 166(27.67) | 1344 | 2.24 | 9 |
| I just give up trying to reach my goal | 62(10.33) | 182(30.33) | 160(26.67) | 196(32.67) | 1310 | 2.18 | 10 |

Table 12 shows that stress coping strategies followed by the police constables, these coping strategies are grouped into two different types like “Seeking social support for emotional reasons and Positive reinterpretation and growth”. “I ask people who have had similar experience” is the top ranked stress coping strategy with the mean value of 2.62, “I talk to someone but how I feel” is the second ranked coping strategy followed by the police constables. “I talk to someone who could do some think. About the problem” is last ranked coping strategy in “Seeking social support for emotional reasons group”

| Table 13: Variables | Usually don't do this at all | Usually do this a little bit | Usually do this a medium amount | Usually do this a lot | Total Sum | Mean | Rank |
|---|------------------------------|------------------------------|---------------------------------|-----------------------|-----------|------|------|
| Focusing on and ventilating emotions | | | | | | | |
| I sleep more than usual | 95(15.83) | 198(33.00) | 167(27.83) | 140(23.33) | 1448 | 2.41 | 5 |
| I let my feelings out | 106(17.67) | 198(33.00) | 178(29.67) | 118(19.67) | 1492 | 2.49 | 3 |
| I turn to work or other substitute activities to take my mind | 143(23.83) | 179(29.83) | 185(30.83) | 93(15.50) | 1572 | 2.62 | 1 |
| I took for some think | 126(21.00) | 200(33.33) | 157(26.17) | 117(19.50) | 1535 | 2.56 | 2 |

| | | | | | | | |
|---|-----------|------------|------------|------------|------|------|---|
| good what is happening | | | | | | | |
| A talk to someone to find out more about the situation | 87(14.50) | 180(30.00) | 194(32.33) | 139(23.17) | 1415 | 2.36 | 6 |
| I learn shooting from experience | 89(14.83) | 208(34.67) | 177(29.50) | 126(21.00) | 1460 | 2.43 | 4 |
| I think hard about what step to take | 73(12.17) | 185(30.83) | 211(35.17) | 131(21.83) | 1400 | 2.33 | 7 |
| Behavioral disengagement | | | | | | | |
| I upset and let my emotion out | 82(13.67) | 209(34.83) | 186(31.00) | 123(20.50) | 1450 | 2.42 | 3 |
| I restrain myself form doing anything do quickly | 83(13.83) | 221(36.83) | 194(32.33) | 102(17.00) | 1485 | 2.48 | 1 |
| I go to movies or watch TV to think it | 83(13.83) | 210(35.00) | 197(32.83) | 110(18.33) | 1466 | 2.44 | 2 |
| I act as thought it hasn't even happened | 78(13.00) | 165(27.50) | 201(33.50) | 156(26.00) | 1365 | 2.28 | 4 |
| I get upset and am really aware of it | 64(10.67) | 155(25.83) | 218(36.33) | 163(27.17) | 1320 | 2.20 | 5 |
| Mental disengagement | | | | | | | |
| I drink alcohol or drink drugs, in order to think about it less | 87(14.50) | 179(29.83) | 164(27.33) | 170(28.33) | 1383 | 2.31 | 2 |
| I pretended that it has not really happened | 75(12.50) | 154(25.67) | 186(31.00) | 185(30.83) | 1319 | 2.20 | 4 |
| I feel a lot of emotional distress and I find myself expressing those feeling a lot | 72(12.00) | 188(31.33) | 176(29.33) | 164(27.33) | 1368 | 2.28 | 3 |
| I keep myself from getting districted by other thought or activates | 89(14.83) | 186(31.00) | 194(32.33) | 131(21.83) | 1433 | 2.39 | 1 |
| I daydream about thinks other than this | 55(9.17) | 163(27.17) | 198(33.00) | 184(30.67) | 1289 | 2.15 | 5 |

Table 13 grouped into three types like “Focusing on and ventilating emotions, Behavioral disengagement and Mental disengagement”. “I turn to work or other substitute activities to take my mind” is the top ranked coping strategy and “I think hard about what step to take” is the least ranked coping strategy in the Focusing on and ventilating emotions group. “I restrain myself from doing anything does quickly” is the top ranked coping strategy and “I get upset and am really aware of it” is the least ranked coping method in Behavioral disengagement group. “I keep myself from getting distracted by other thought or activates” is high ranked coping method and “I daydream about thinks other than this” is low ranked coping method followed by constables in Mental disengagement group.

| Table 14: Variables | Usually don't do this at all | Usually do this a little bit | Usually do this a medium amount | Usually do this a lot | Total Sum | Mean | Rank |
|---|------------------------------|------------------------------|---------------------------------|-----------------------|-----------|------|------|
| Denial behavior | | | | | | | |
| I refuse to believe it has happened | 65(10.83) | 211(35.17) | 176(29.33) | 148(24.67) | 1393 | 2.32 | 1 |
| I take additional action to try to get rid of the problem | 66(11.00) | 201(33.50) | 187(31.17) | 146(24.33) | 1387 | 2.31 | 2 |
| I hold of doing anything about it until the situation permits | 55(9.17) | 173(28.83) | 210(35.00) | 162(27.00) | 1321 | 2.20 | 3 |
| Acceptance of fact | | | | | | | |
| I try to grow as a person as a result of the experience | 81(13.50) | 188(31.33) | 168(28.00) | 163(27.17) | 1387 | 2.31 | 6 |
| I get used to the idea that it happened | 84(14.00) | 200(33.33) | 205(34.17) | 111(18.50) | 1457 | 2.43 | 4 |
| I say to myself this is it real | 91(15.17) | 202(33.67) | 181(30.17) | 126(21.00) | 1458 | 2.43 | 4 |

| | | | | | | | |
|---|------------|------------|------------|------------|------|------|---|
| I make sure not to make matters worse by action to soon | 100(16.67) | 232(38.67) | 166(27.67) | 102(17.00) | 1530 | 2.55 | 1 |
| I make a plan of action | 104(17.33) | 208(34.67) | 181(30.17) | 107(17.83) | 1509 | 2.52 | 3 |
| I learn to live with it | 128(21.33) | 182(30.33) | 183(30.50) | 107(17.83) | 1531 | 2.55 | 1 |
| I take direct action around the problem | 75(12.50) | 180(30.00) | 194(32.33) | 151(25.17) | 1379 | 2.30 | 7 |
| I accept that this has happened and that can't we changed | 84(14.00) | 156(26.00) | 183(30.50) | 177(29.50) | 1347 | 2.25 | 8 |
| I accept the reality of the fact that it happened | 65(10.83) | 154(25.67) | 191(31.83) | 190(31.67) | 1294 | 2.16 | 9 |
| Turing to religion | | | | | | | |
| I put in my trust in god | 77(12.83) | 192(32.00) | 200(33.33) | 131(21.83) | 1415 | 2.36 | 1 |
| I pray more than usual | 65(10.83) | 194(32.33) | 214(35.67) | 127(21.17) | 1397 | 2.33 | 2 |
| I try to find comfort in my religion | 85(14.17) | 169(28.17) | 199(33.17) | 147(24.50) | 1392 | 2.32 | 4 |
| I seek god's help | 61(10.17) | 224(37.33) | 167(27.83) | 148(24.67) | 1398 | 2.33 | 2 |

Table 14 grouped into three types like “Denial behavior, Acceptance of fact and Turing to religion”. In that “I refused to believe it has happened” and “I take additional action to try to get rid of the problem” are the top ranked stress copings in Denial behavior group. “I make sure not to make matters worse by action to soon and I learn to live with it” are the top ranked copings and “I take direct action around the problem” is the least ranked coping in Acceptance of fact Group. “I put in my trust in god” is top ranked and “I try to find comfort in my religion” is the low ranked coping in Turing to religion group.

FINDINGS

DEMOGRAPHIC CHARACTERISTICS FINDINGS

- It was indicates that 326 constables forming 54.3per cent of the total constables were male gender and the rest of 274 constables forming 45.7per cent of the total constables were female gender.
- It was shows that 299 constables forming 49.8per cent of the total constables were in ages 20-29 years, 191 constables forming 31.8per cent of the total constables were in ages 30-39 years, 94 constables forming 15.7per cent of the total constables were in ages 40-49 years, and 16 constables forming 2.7per cent of the total constables were in ages 50-59 years
- It was narrates that 97 constables forming 16.2per cent of the total constables were having school level education, 417 constables forming 69.5per cent of the total constables were having under graduate level education, 78 constables forming 13per cent of the total constables were having post graduate level education, and the rest of 8 constables forming 1.3per cent of the total constables were having professional education.
- It was depicts that 462 constables forming 77per cent of the total constables were following Hinduism religion, 100 constables forming 16.7per cent of the total constables were following Islam religion, and 38 constables forming 6.3per cent of the total constables were following Christianity religion.
- It was found that 280 constables forming 46.7per cent of the total constables were belonging to other castes, 143 constables forming 23.8per cent of the total constables were belonging to backward castes, 48 constables forming 8per cent of the total constables were belonging to most backward castes, and 129 constables forming 21.5per cent of the total constables were belonging to scheduled castes.
- It was designates that 433 constables forming 72.2per cent of the total constables were belonging to rural areas, and 167 constables forming 27.8per cent of the total constables were belonging to urban areas.
- It was specifies that 276 constables forming 46per cent of the total constables were married, 284 constables forming 47.3per cent of the total constables were unmarried, 284 constables forming 47.3per cent of the total constables were unmarried, 18 constables

forming 3per cent of the total constables were divorced, and 22 constables forming 3.7per cent of the total constables were separated.

- It was indicates that 73 constables forming 12.2per cent of the total constables were having one dependent member in their family, 359 constables forming 59.8per cent of the total constables were having two dependent members in their family, 148 constables forming 24.7per cent of the total constables were having three dependent members in their family.

JOB PROFILE:

- It was shows that out of the total 600 police constables of the study, 250 police constables forming 41.7per cent were grade II, 200 police constables forming 33.3per cent were grade I, and the rest of the 150 police constables forming 25per cent were grade III (HC).
- It was depicts that 169 constables forming 28.2per cent of the total constables were having a service less than 5 years, 184 constables forming 30.7per cent of the total constables were having a service of 6 years to 10 years, 141 constables forming 23.5per cent of the total constables were having a service of 11 years to 15 years, 73 constables forming 12.2per cent of the total constables were having a service of 16 years to 20 years, and 33 constables forming 5.5per cent of the total constables were having a service more than 20 years.
- It was shows that out of the total 600 police constables of the study, 250 police constables forming 41.7per cent were grade Ii and had a salary slab of rs.5000-20000 plus grade pay Rs.1900, 200 police constables forming 33.3per cent were grade I and had a salary slab of Rs.5200-20200 plus grade pay Rs.2400, and the rest of the 150 police constables forming 25per cent were grade III (HC) and had a salary slab of Rs.5200-20200 plus grade pay Rs.2800.

COPING STRATEGIES

- It was shows that stress coping strategies followed by the police constables, these coping strategies are grouped into two different types like “Seeking social support for emotional reasons and Positive reinterpretation and growth”. “I ask people who have had similar

experience” is the top ranked stress coping strategy with the mean value of 2.62, “I talk to someone but how I feel” is the second ranked coping strategy followed by the police constables. “I talk to someone who could do some think. About the problem” is last ranked coping strategy in “Seeking social support for emotional reasons group”

- It was found that grouped into three types like “Focusing on and ventilating emotions, Behavioral disengagement and mental disengagement”. “I turn to work or other substitute activities to take my mind” is the top ranked coping strategy and “I think hard about what step to take” is the least ranked coping strategy in the Focusing on and ventilating emotions group. “I restrain myself form doing anything does quickly” is the top ranked coping strategy and “I get upset and am really aware of it” is the least ranked coping method in Behavioral disengagement group. “I keep myself from getting districted by other thought or activates” is high ranked coping method and “I daydream about thinks other than this” is low ranked coping method followed by constables in mental disengagement group.
- It was identified that grouped into three types like “Denial behavior, Acceptance of fact and Turing to religion”. In that “I refused to believe it has happened” and “I take additional action to try to get rid of the problem” are the top ranked stress copings in Denial behavior group. “I make sure not to make matters worse by action to soon and I learn to live with it” are the top ranked copings and “I take direct action around the problem” is the least ranked coping in Acceptance of fact Group. “I put in my trust in god” is top ranked and “I try to find comfort in my religion” is the low ranked coping in Turing to religion group.

DISCUSSION AND CONCLUSION

The coping strategies of police stress classified in to six categories Focusing on and ventilating emotions, Behavioral disengagement, Mental disengagement , Denial behavior , Acceptance of fact , Turing to religion ,Seeking social support for emotional reasons , Positive reinterpretation and growth. The coping strategies focusing on Seeking social support for emotional reasons and Positive reinterpretation and growth”. “I ask people who have had similar experience” and last ranked coping strategy in “Seeking social support for emotional reasons group in Seeking social support for emotional reasons. I turn to work or

other substitute activities to take my mind” is the top ranked coping strategy and “I think hard about what step to take” is the least ranked coping strategy in the Focusing on and ventilating emotions group. I restrain myself from doing anything does quickly” is the top ranked coping strategy and “I get upset and am really aware of it” is the least ranked coping method in Behavioral disengagement group. I keep myself from getting distracted by other thought or activates” is high ranked coping method and “I daydream about thinks other than this” is low ranked coping method followed by constables in mental disengagement group. “Denial behavior, Acceptance of fact and Turing to religion”. In that “I refused to believe it has happened” and “I take additional action to try to get rid of the problem” are the top ranked stress copings in Denial behavior group. I make sure not to make matters worse by action to soon and I learn to live with it” are the top ranked copings and “I take direct action around the problem” is the least ranked coping in Acceptance of fact Group. “I put in my trust in god” is top ranked and “I try to find comfort in my religion” is the low ranked coping in Turing to religion group. This is the top ranked stress coping strategy feelings of emotional distress, going to movies and watching TV, Getting distracted from other thoughts are the main factors that do vary with the age of the police constables, and most of the police personals are belongs to 20 to 29 years old. Taking other actions to control the stress, learn to live with the stress, accept the reality of the facts and try to grow from the past experience these are some factors that do vary with the gender, because most of the respondents are in this research is females, doing what has to be done at one time, put aside other activities in order to concentrate on the particular problems, giving up the attempt to get what they want and let their feelings out, these factors are do vary with the educational qualifications of the police personals, Taking other actions to get rid of stress, watching TV, accept the reality, emotional distress, mental upset, try to grow from past experience, put aside others activities in order to concentrate on the problems, let the feelings out are the same factors that do vary with marital status. Accepting the reality, put aside others activities in order to concentrate on the problems and Keep myself from getting distracted by other thought all the problem vary with the experience of the police constables. And addition to that I take additional action to try to get rid of the problem, I take direct action around the problem and I get upset, and am really aware of it are some coping methods are most using stress coping strategies. This stress coping strategies are widely used, but as per the Tamilnadu police departments, they

don't have any standardized stress coping strategies. This research recommended that future research must be made to identify the standard coping strategies for police personals. Our finding suggests that police departments must pay attention to the convergent factors that leads to police stress. There are some negative coping are common among the police constables like upset, emotional distress, taking too much of alcohol and smoking. The administration must understand the stress associate with management, family, environment and their personal needs. Positive stress coping strategies must be developed. In additional all the efforts need to be implemented from the beginning stage. For example during the classroom training and physical training, they must include stress training sessions that includes positive and negative stress coping strategies related with work and family conflicts. Sensible approach must be developed, like department have to clearly assess the physical and psychological stress to understand the stressors for each officer. Monitoring each officers adaptive and maladaptive coping methods with medical checkups. Effective peer counseling, which must be realistic and effective. Effective stress coping strategies in policing is essential because police department is one of the highly stressful job. Police personals unable to deal with stress and they may fail to provide efficient service to public.

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