

ASSESSMENT OF STRESS AND STRESS MANAGEMENT AMONG SHO'S WITH REFERENCE TO MY SURU: AN EMPIRICAL STUDY

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ABSTRACT

The subject of stress management is extensively examined by the researchers in India and abroad. Police force needs scientific stress management programs since they remain under constant stress. The present investigation was conducted in Mysuru city, Karnataka state on the basis of quantitative research methodology. Domestic problems, interpersonal work relationships, occupation related health issues, individual distress and intrinsic impoverishment, traumatic events had increased the stress among the station house officers. Scientific coping methods and coping methods are necessary to manage stress among the police force. Behavioral changes suggested by the counselors and experts in stress management should be adopted by the affected persons.

KEYWORDS: *Police Force, Assessment of Stress, Management of Stress and Remedial Measures.*

INTRODUCTION

The police personnel are responsible for managing law and order situations by virtue of their responsibility. Police force is always under constant stress but adequate scientific stress management benefits are denied to them by the higher police authorities. The affected police force does not receive timely treatment by the specialists. Of late, the police organizations have realized the significance of stress management and coping exercises. The police force needs adoption of appropriate strategies for affective stress management. The present investigation was conducted in my sure to ensure proper assessment of stress and stress management among the station house officers.

REVIEW OF LITERATURE

The subject of stress management is extensively examined by the researchers in India and abroad. Few research scholars have examined the police system in Karnataka state. Studies concerning the stress management among the station house officers in Mysuru city are absolutely inadequate. Prominent among the studies related to the present topic include - Mayyarapady (1997:14), Veerabhadraiah (2002:25), Datta, et. al, (2008:05), Mudde (2015:15), Pujar and Mangoli (2015:17), Parsekar et. al, (2015:16), Bindu et. al, (2016:02), Kachapur (2017:10), Sagar et. al, (2017:20), Dileep (2018:07), Roy and Kaur (2018:19), Chowdappa (2019:04), Bhat (2020:01), Manoj and Shivalingappa (2020:13), Haricharan and Manas (2020:09), Karthik and Nagarajamurthy (2020:11), Siddesh and Ravindra (2020:23), Chandrashekar (2021:03), Reddy and Gupta (2022:18), Taniya (2023:24), Kumar (2023:12) and Devayani and Baleyada (2023:06).

SIGNIFICANCE OF THE STUDY

Advanced tools and technologies of scientific stress management are also used to enhance organizational efforts at different points in modern organizations. Various software tools simplify personnel management by creating profile and details about scientific stress management. It is evident from the review of literature that scientific stress management was undertaken in police organizations in Karnataka state. But, this aspect of human resources management in Karnataka state has not been subjected to empirical analysis. Hence, the present study assumes great significance from scientific stress management with reference to station house officers who play a crucial role in the management of police stations at the grassroots level.

OBJECTIVES OF THE STUDY

The Specific Objectives of the Study Include:

1. To analyze the attitude of police authorities towards scientific stress management in Karnataka state.
2. To assess the relationship between scientific stress management and human resources development in Karnataka state police system.
3. To examine the system of scientific stress management in Karnataka state police system in terms of job satisfaction, job advancement and human resources development.
4. To evaluate the scientific stress management practices in police department at various levels.
5. To study the scientific stress management practices, tools and techniques in Karnataka state police system.; and
6. To suggest appropriate measures for the betterment of scientific stress management in Karnataka state police system.

Conceptual Framework of the Study

Edwards et. al, (2021:08) assessed the utility of coping exercises to the police officers in times of stress. The study emphasized that police officers had experienced stress and health problems due to inadequate stress management programs and coping mechanisms. The scholars suggested that the top management should facilitate the adoption of effective stress management and coping strategies to protect the police force from stress and allied disadvantages.

HYPOTHESES OF THE STUDY

The present investigation was conducted on the basis of the following set of hypotheses:

- *H1: Adverse individual factors have contributed for increased stress among the police personnel in Mysuru city.*
- *H2: Adverse social factors have contributed for increased stress among the police personnel.*
- *H3: Adverse professional factors have contributed for increased stress among the police personnel.*
- *H4: Scientific stress management strategies are adopted in the police department.*

RESEARCH METHODOLOGY

The present study was carried out on the basis of conceptual analysis and empirical analysis. A structured questionnaire

was administered to the stakeholders of stress management in the police department. Prior to designing the survey instrument, a focus group discussion was conducted to explore issues and concerns of stress management among the police force. The survey instrument was pre-tested in the Nanjangud town, Mysuru district, a non-sample area to avoid unforeseen errors. Primary data was gathered from 213 respondents who represent the various stakeholders of stress management in Mysuru city. The study being descriptive in nature, certain parametric statistical tests were conducted by the researcher in consultation with statistical experts to draw inferences based on the sample results.

FINDINGS OF THE STUDY

Individual Factors Responsible for Stress

- Domestic problems have caused stress among the station house officers (78.40%).
- Interpersonal work relationships have contributed for the stress among the station house officers (69.01%).
- Occupation related health issues had increased the stress among the station house officers (74.65%).
- Lack of understanding from family and friends about work have increased the stress among the station house officers (78.40%).
- Individual distress has increased the stress among the station house officers (78.40%).
- Powerlessness has increased the stress among the station house officers (72.77%).
- Intrinsic impoverishment has increased the stress among the station house officers (80.28%).
- Fatigue has increased the stress among the station house officers (85.92%).
- Traumatic events have increased the stress among the station house officers (74.65%).

Social Factors Responsible for Stress

- Negative public image of police has increased the stress among the station house officers (67.14%).
- Limitations to social life have increased the stress among the station house officers (74.65%).
- Poor public response has increased the stress among the station house officers (84.04%).
- Inadequate family support for professional obligations and responsibilities has increased the stress among the station house officers (80.28%).
- Internal and external situational pressures have increased the stress among the station house officers (69.01%).
- Inadequate time for social interaction has increased the stress among the station house officers (70.89%).
- Stigma associated with job has increased the stress among the station house officers (69.01%).
- Social and family influence has increased the stress among the station house officers (74.65%).

Professional Factors Responsible for Stress

- Unfair treatment by the superiors has increased the stress among the station house officers (70.89%).
- Irregular work hours have increased the stress among the station house officers (69.01%).
- Unpleasant duties have increased the stress among the station house officers (65.26%).
- Inadequate resources have increased the stress among the station house officers (69.01%).
- Inconsistent leadership style has increased the stress among the station house officers (70.42%).
- Poor peer relations and support has increased the stress among the station house officers (67.14%).
- Low professional status has increased the stress among the station house officers (70.89%).
- Strenuous working conditions have increased the stress among the station house officers (63.38%).

STRESS MANAGEMENT STRATEGIES

- Police department should enhance the infrastructural facilities, civic amenities, fitness programs, systematic allocation of work and proper leadership initiatives to facilitate effective stress management among the Station House Officers (80.28%).
- Inter-personal work relationships should be improved by the police-centric institutions at various levels (78.40%).
- Unpleasant duties have increased the stress among the station house officers (74.65%).
- Inadequate resources have increased the stress among the station house officers (78.40%).
- Inconsistent leadership style has increased the stress among the station house officers (79.81%).
- Poor peer relations and support has increased the stress among the station house officers (76.53%).
- Low professional status has increased the stress among the station house officers (80.28%).
- Strenuous working conditions have increased the stress among the station house officers (72.77%).
- Non-recognition of performance has increased the stress among the station house officers (76.53%).
- Interference by higher authorities has increased the stress among the station house officers (77.93%).
- Defame by the colleagues has increased the stress among the station house officers (84.04%).
- Inadequate opportunities to do the right work have increased the stress among the station house officers (74.65%).
- Lack of cooperative work environment has increased the stress among the station house officers (72.77%).
- Risky and complicated work environment has increased the stress among the station house officers (78.40%).
- Inadequate job advancements and incentives has increased the stress among the station house officers (85.92%).
- Inadequate cooperation by the colleagues has increased the stress among the station house officers (70.89%).
- Ambiguities regarding jurisdiction and authorities have increased the stress among the station house officers (78.40%).

- Unreasonable group pressure has increased the stress among the station house officers (89.67%).
- Unorganized shift work and overtime demands have increased the stress among the station house officers (84.04%).
- Staff shortages have increased the stress among the station house officers (67.14%).
- Excessive administrative duties had increased the stress among the station house officers (81.22%).
- Bureaucratic red tape has increased the stress among the station house officers (77.46%).
- Unequal sharing of work responsibilities has increased the stress among the station house officers (77.46%).
- Inadequate amenities have increased the stress among the station house officers (80.75%).
- Inadequate amenities have increased the stress among the station house officers (75.59%).

Limitations of the Study

It was not possible to contact all the stakeholders of stress management in Karnataka state on the individual, social and professional factors responsible for stress among the police force due to large numbers, lack of time and other practical constraints. The memory bias on the part of the respondents cannot be ruled out.

IMPLICATIONS OF THE STUDY

Stress Management Policy

This policy would also enable better perception about the stress management among police personnel and enhance the positive aspects of the human resources management in modern police organizations. Certain behavioral changes and modifications should also be incorporated in the policy frame work on stress management among police force.

Stress Management System

Stress management system should be developed by the police authorities and specialists by drawing suitable experience from other nations and institutions. The policy makers and administrators are responsible for the effective management of stress on the basis of sound system, resource persons, advanced tools and technologies, latest strategies and authentic operations.

Human Resources Management

The organizational leaders are responsible for the creation of personnel policies and procedures for better management of human resources. Job analysis, responding to employee grievances, professional advancement, training and development, talent management, succession planning, police-public relations and other measures are useful to sustain the human resources in the police organizations.

Implementation of Stress Management Programs

Stress management programs need effective implementation on the basis of expertise and evaluation of stress management programs in the police department. Stress management programs in the police department demand more scientific and systematic vision and approaches. These programs should be designed in accordance with the needs of the police force and

changing law and order environment. It is necessary to identify appropriate strategies and programs to increase the satisfaction, performance and capacity of the police personnel in the challenging law and order environment.

Selection of Coping Exercises

Coping strategies should be in accordance with the various circumstances for effective reduction of professional stress. Stress and psychological problems among police personnel have precipitated health conditions in the police department. Systematic assessment of risk and resilience factors associated with stress is crucial to provide support to police force and enhance resilience factors. Adoption of coping strategies enables the police force to adjust to the stressful circumstances associated with individual, institutional and environmental factors. The police force should be motivated to control their emotions and adapt themselves to the situations.

Ethics of Stress Management

Effective stress management is based on adoption of ethical norms, guidelines and practices by the police authorities and personnel. Adoption of ethical norms and healthy practices improves the quality of service and fosters enduring relationships between the police force, government and civil society. Positive professional approaches and dealings are necessary to reap rich dividends and gain social and professional benefits in the challenging environment.

Evaluation of Stress Management

Police officers are responsible for ensuring the safety of themselves and the civilians at large. Police foundation programs are necessary to enable the police force to effectively manage the security-related profession and different situations with calm, composure and responsibility. It also enables the police personnel to adjust with various shift works and assignments.

SUMMARY

The existing knowledge of the causes and consequences of stress is based largely on conjecture. The stress research is still in an exploratory stage across the globe. Specialists have observed that the immediate attention of occupational stress studies should be based on treatment and prevention strategies. Proactive strategies are required to prevent the development of stress through training and orientation programs. Reactive strategies, such as counseling and rehabilitation programs alleviate the consequences of stress. Scientific coping methods are necessary to manage stress effectively. The government should improve manpower and conditions of service in order to prevent stress among the police force. Stress management includes various elements such as therapies, techniques and strategies which enable the people to control their stress. It also improves health, happiness and overall well-being of the persons concerned. Cultivation of healthy lifestyles and food habits contributes for effective stress management. Positive thinking, progressive activities, social support and family support are also equally important for effective stress management. Behavioral changes suggested by the counselors and experts in stress management should be adopted by the affected persons. Mindfulness-Based Stress Reduction program should be designed by the experts in accordance with the individual, institutional and environmental factors. This approach improves the psychological, physiological and behavioral processes for stress management among the police force.

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