Co-Relation Study of Organisational Police Stress and Functional Coping Strategy Among Police Personnel

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ARTICLE INFO	ABSTRACT
	The Aim of the study is to find out the relationship between organisational police stress and functional coping strategy among the police personnel. This study is utilized descriptive research procedure. The variable of the study are organisational police stress and functional coping strategy among the police personnel, the target population is employee who are all working in police department at Nagapattinam, Mayiladuthurai, Thiruvarur and Thanjavur district, Tamilnadu, India. A sample size of 365 police personnel has been selected through convenient sampling method. The degree of police organisational stress is measured using twenty statements Mc Creary and Thompson (2006) tools is considered for meaning of organisational police stress. organisational police stress consists of twenty statements. is classified three dimension namely, lack of man power, lack of infrastructure and anxiety due to officials Carver (1989) tool is considered for meaning of functional coping strategies. This scale comprises three statements, measured by the in the five point scale. The respondents are to respond the scale as rated as 5-stongly agree, 4-agree, 3-neutral. 2-disagree, 1-strongly disagree. To find the answer to the hypothesis, descriptive, correlation and multiple regression applied. It is found that police organisational stress having positive relationship with functional coping strategy. **Key words:** Organisational police stress, functional coping strategy and Police personnel.

Introduction

Stress is a natural and an unavoidable feature of life experienced at one time or another. Though stress is therefore a common feature in everybody's life, it could be of different nature among the vast majority of those engaged in work.

Stress can be defined "as a process in which environmental demands strain an organism's adaptive capacity, resulting in both psychological as well as biological changes that could place a person at risk for Illness" (Cohen et al., 1995). Things that cause us stress are called stressors. Many events can be thought as stressors. These include disasters, life crises, life changes and daily hassles (Rubin, Paplau and Salovey, 1993)

Anxiety is usually defined as a complex state that includes cognitive, emotional, behavioral, and bodily reactions. As Wine (1982) has pointed out, it is not immediately obvious how to identify the active or most active ingredients in this complex. She has suggested that test anxiety might fruitfully be reconceptualized primarily in terms of cognitive and attentional processes aroused in evolutional settings

police organizational stress- Stress that is specifically derived from the law enforcement organization such as organizational unfairness, discrimination at work, exposure to critical incidents and lack of job satisfaction. Occupational stress - situations are those in which characteristics of, or events related to, the workplace lead to individuals' ill health or welfare. These environmental job situations are often labelled stressors, and the employees' reactions have been labelled strains. One of the basic issues in the occupational stress domain concerns coping, or ways in which the individual can attempt to deal with the job stress or toward off the aversive strains.

Review of literature

Jhetro Royce Espartero (2023) investigated the law enforcement officers' operational stress, organizational stress, and coping strategies, as they are linked to their performance in the police organization. In this research, a descriptive-correlational study was employed using a purposive sampling method with police officers from the Municipal Police Station of San Jose de Buenavista in the Province of Antique, Philippines. Finally, police officers' coping mechanisms often become influenced by operational and organizational stress. With this, the present study's findings strongly support the notion that operational and organizational stressors are fundamental to policing; as a result, police officers may adopt more effective coping strategies to combat the impacts of stress and enhance their work-related well-being. Police personnel may benefit from interventions and programs to reduce the effects of occupational stress.

Daniela Acquadro Maran et al., (2022) highlighted the organizational factors that might influence perceived discomfort in police officers. The studies included in the thematic review referred to specific factors, not the general terms "organizational stressors" or workplace stressors. It is important to emphasize this distinction because most studies use the general term organizational stressor (referring to context) to distinguish from operational stressor (referring to content, such as exposure to danger, threat, and trauma). They selected the studies that examined specific organizational factors. they results indicate that organizational social support, organizational culture, leadership, and bureaucracy are the organizational factors associated with police officers' perceived discomfort. These organizational factors could have negative impacts on individuals, perceptions of stigma when contacting support services, anxiety and depressive symptoms, burnout and suicidal thoughts, among others.

Engelken and Christina (2019) examined the impact of supervisor support and organizational stress on the association between operational stress and correlates of suicide One hundred and three participants were analyzed for this study. Seventy-six participants were male while 38 were female. The average age of participants was 40.31 (SD = 10.08) years old. We hypothesized that operational stress, organizational stress, and supervisor support would each be related to the three mental health outcomes and that supervisor support and organizational stress would interact with operational stress in such a way that individuals experiencing low levels of supervisor support and high levels of organizational stress would have the worst mental health outcomes. The present study found the relationship between operational stress as well as hopelessness to be significantly impacted by both organizational stress and supervisor support with both interactions resulting in worsened outcomes. Implications and directions for future research are discussed.

Daniela Acquadro Maran et al., (2018) investigate operational and organizational stressors, their consequences also in terms of anxiety and the coping strategies adopted. We compared Patrol Police Officers working in the Operational Service (Outdoor Patrol Officers) and those in the Interior Department (Indoor Patrol Officers) in the same Municipal Police force. they revealed that both Outdoor Patrol Officers and Interior Patrol Officers suffered from organizational and occupational stressor. Outdoor Patrol Officers appeared more willing to use different coping strategies, whereas Indoor Patrol Officers used avoidance strategies. This allows Outdoor Patrol Officers to explore new responses and approaches to deal with situations which—owing to the type of work—it is impossible to change. Outdoor Patrol Officers appeared better equipped to change their attitude to work than Indoor Patrol Officers. They concluded Interventions on both organizational and operational stressors would improve the quality of Patrol Police Officers' working life and have positive repercussions on the service offered to the general public.

Objectives of the study

To examine the influence of organisational police stress on functional coping strategy among police personnel

Hypothesis of the study

Organisational police stress influencing the functional coping strategy among police personnel.

Methodology

This study is utilized descriptive research procedure to accomplish the purpose of the objective. The variable of the study are organisational police stress and functional coping strategy, experienced by police personnel, the target population is defined police personnel who have completed three years of experience and who are all working in Nagapattinam, Mayiladuthurai, Thiruvarur and Thanjavur district Tamilnadu, India. Estimate the sample size in 365 is participated this study. Sample respondents are selected through convenient sampling method. The degree of police organisational stress is measured using twenty statements Mc Creary and Thompson (2006) tools is considered for meaning of organisational police stress. organisational police stress consists of twenty statements. is classified three dimension namely lack of man power, lack of infrastructure

and Anxiety due to officials. Carver (1989) tool is considered for meaning of functional coping strategy. This scale comprises three statements, measured by the in the five point scale. The respondents are to respond the scale as rated as 5-stongly agree, 4-agree, 3-neutral. 2-disagree, 1-strongly disagree. The respondent were asked to rate of their opinion five point scale as five stands for strongly agree and one stands for disagree in order to find the answer to the hypothesis, descriptive and correlation and multiple regression are applied.

Result and Disscusion

Table - 1 Demographic Profile of the Respondents

Profile of the Respondent		Frequency	Percent
Age	Less than 30	187	51.2
	31- 40	118	32.3
	Above 41	60	16.4
Gender	Male	305	83.5
	Female	60	16.4
Nature of Family	Nuclear	314	86.0
	Joint family	51	13.9
Educational Qualification	Higher Secondary	81	22.1
	Degree	128	35.0
	PG Degree	80	21.9
	Others	76	20.8

A total of 365 police are participated in this survey. The respondents are heterogeneous in terms of their age, gender, nature of family, educational qualification, Designation, place of residence, marital status, experience and income.

Table 1 explains the profile of the employees. The participants are grouped into three age groups namely, below 30 years, 31 to 40 years and above 41 years. From the data, it is observed that 51.2 percent of the employees belongs to below 30years, followed by 31to 10 years 32.3 percent and 16.4 percent of the employees are above 41 years old. For gender wise of the respondents, 83.5 percent of employees are male and 16.4 percent of the employees are female. In the case of nature of the family system, 86.0 percent of the employees are from the nuclear family system and 16.4 are from the joint family system. With regard to educational qualification, 35.0 percent of the employees had degree qualification and 22.1 percent police had higher secondary, 20.9 percent had studied PG degree and 20.8 percent police had others.

Table 2 Police Opinion towards Lack of Manpower

Lack of Manpower	Mean	Standard Deviation
Staff shortages	3.57	1.15
Excessive administrative duties	2.97	1.26
Dealing with the court system	3.32	1.17
The need to be accountable for doing job	4.02	0.95
Lack of resources	3.05	1.25
Perceived pressure to volunteer free time	3.19	1.14
If you are sick or injured your coworkers seem to look down on you	3.19	1.25

Table 2 explains the police personnel perception towards lack of manpower has been analysed with seven statements. Then mean and standard deviation values are calculated. The mean score lies from 3.05 to 4.02 From this data, it is observed that the police personnel have higher level perception towards that the need to be accountable for doing job (4.02) followed by Staff shortages (3.57), Staff shortages (3.32), Perceived pressure to volunteer free time (3.19), If you are sick or injured your coworkers seem to look down on you (3.19) Lack of resources (3.05) and Excessive administrative duties (2.97)

It is inferred that the police personnel lack of manpower are having high level of the need to be accountable for doing job, staff shortages, perceived pressure to volunteer free time, if you are sick or injured your coworkers seem to look down on you. However, limitations to social life and making friends outside of work is at lower level among the police personnel.

Table 3 Police Opinion towards Lack of Infrastructure

Lack of Infrastructure	Mean	Standard deviation
Constant changes in policy/ legislations	3.25	1.22
Too much computer work	3.21	1.22
Inadequate equipment	3.23	1.28
Lack of training on new equipment	3.21	1.43

Table 3 explains the police personnel perception towards lack of infrastructure has been analysed with four statements. Then mean and standard deviation values are calculated. The mean score lies from 3.21 to 3.25 From this data, it is observed that the police personnel have higher level perception towards those constant changes in policy/ legislations (3.25), followed by inadequate equipment (3.23), too much computer work (3.21) and lack of training on new equipment (3.21). It is inferred that the police personnel lack of infrastructure are having high level of constant changes in policy/ legislations, Inadequate equipment. However, too much computer work and Lack of training on new equipment is at lower level among the police personnel.

Table 4 Police Opinion towards Anxiety due to Officials

Anxiety due to officials	Mean	Standard deviation
Bureaucratic red tape	3.25	0.89
The feeling that different rules apply to different people (e.g., favoritism)	3.16	0.95
Inconsistent leadership style	2.55	1.18
Unequal sharing of work responsibilities	2.48	1.13
Feeling that you always have to prove yourself to the organization	3.27	1.36
Dealing with supervisors	3.46	1.57
Leaders over-emphasize negatives	3.39	1.53
Internal investigations	3.92	1.30
Dealing with coworkers	4.01	0.99

Table 4 explains the police personnel perception towards anxiety due to officials has been analysed with nine statements. Then mean and standard deviation values are calculated. The mean score lies from 2.55 to 4.01 From this data, it is observed that the police personnel have higher level perception towards that dealing with coworkers (4.01), followed by Internal investigations (3.92), dealing with supervisors (3.46), leaders over-emphasize negatives (3.39), bureaucratic red tape (3.25), the feeling that different rules apply to different people (e.g., favoritism) is (3.16) and inconsistent leadership style (2.55). It is inferred that the police personnel anxiety due to officials are having high level of Dealing with co-workers Internal investigations, dealing with supervisors, Leaders over-emphasize negatives, Bureaucratic red tape, The feeling that different rules apply to different people (e.g., favoritism). However Inconsistent leadership style is at lower level among the police personnel.

Table 5 Police Opinion towards Functional Coping

Functional Coping	Mean	Standard deviation
Manage time	3.56	1.12
Prepare an action plan for the work	3.74	1.26
Set goals daily and prioritize the work	3.28	1.03

Table 5 explains the police personnel perception towards functional coping stress has been analysed with three statements. Then mean and standard deviation values are calculated. The mean score lies from 3.28 to 3.56. From this data, it is observed that the police personnel have higher level perception towards that Prepare an action plan for the work (3.74) followed by Manage time (3.56), Set goals daily and prioritize the work (3.28), It is inferred that the police personnel functional coping are having high level of prepare and action plan for the work and manage time. However set goals daily and prioritize the work is lower level among police personnel.

Table 6 Relationship between Organisational Police Stress and Functional Coping

Organisational police stress	Functional Coping	
	r-value	P- value
Lack of manpower	0.615	0.000
Lack of infrastructure	0.812	0.000
Anxiety due to officials	0.783	0.000

H_1: organisational police stress have been related with their functional coping

In order to examine the above stated hypothesis, Pearson correlation test is applied. The result is displayed table 6 The calculated P-values for organisational police stress and functional coping have found to significant at one percent level. Thus, the stated hypothesis is accepted.
It is inferred that there is relationship between organisational police stress and functional coping. Further, the correlation values are ranged from 0.615 to 0.783. From the r-values, it is observed that organisational police stress, lack of infrastructure highest value (r=0.812) with functional coping, followed by anxiety due to officials (r=0.783) and lack of manpower (0.615)

From the result, it is revealed that organisational police stress have positive and significant relationship with functional coping strategy. lack of infrastructure highest value with functional coping, followed by anxiety due to officials and lack of manpower.

Table 9 Effect of Organisational Police Stress on Functional Coping Strategy

R-value	R²-value	Adjusted R² Value	F-value	P-value
0. 468	0.360	0.396	86.538	0.000

Predictors	Unstandardized Co-efficient		Standardized Coefficients	t-value	p-value
	B	**Std. Error**	**Beta**		
Constant	1.384	0.193	-	10.529	0.000
Lack of manpower	0.334	0.046	0.458	7.298	0.000
Lack of infrastructure	0.472	0.049	0.164	1.989	0.000
Anxiety due to officials	0.221	0.042	0.146	2.870	0.002

H_1: Organisational police stress have influenced the functional coping strategy.

In order to examine the above stated hypothesis, multiple linear regression test has been applied. The result is presented in the table 9. Here, organisational police stress have been treated as the independent variables. functional coping strategy has been taken as dependent variable. From the result, it is observed that the calculated adjusted R^2 value is 0.360, the corresponding F-value is 86.538, which is significant (P = 0.001) at one percent level. Thus, the stated hypothesis is accepted. Further, adjusted R^2-value indicated that the organisational police stress have been explained at 36.0 percent on the functional coping strategy. The regression co-efficient values have been indicated the strength of association between the independent variable and the dependent variable. It is expressed by the following equation.

Submissive coping strategy = 1.384 + 0.472 (Lack of infrastructure) + 0.334 (Lack of manpower) + 0.221 (Anxiety due to officials)

From the regression equation, it is inferred that lack of infrastructure, lack of manpower and anxiety due to officials have positive effect.

Further, co-efficient value in the regression equation indicated that increase of functional coping strategy is influenced by lack of infrastructure, lack of manpower and anxiety due to officials at some level. Here, to have one unit of improving functional coping strategy has been influenced at 1.384 level, when other factors remain constant.

Similarly, lack of infrastructure has been influenced at 0.472 level and the lack of manpower at 0.334 level and anxiety due to officials at 0.221 level. From the result, it is revealed that functional scoping strategy have been positively influenced lack of infrastructure, lack of manpower and anxiety due to officials.

Finding and Recommendation

The police personnel lack of manpower are having high level of the need to be accountable for doing job, staff shortages, perceived pressure to volunteer free time, if you are sick or injured your coworkers seem to look down on you. However, limitations to social life and making friends outside of work is at lower level among the police personnel

The police personnel lack of infrastructure are having high level of constant changes in policy/ legislations, Inadequate equipment. However, too much computer work and Lack of training on new equipment is at lower level among the police personnel.

The police personnel anxiety due to officials are having high level of Dealing with co-workers Internal investigations, dealing with supervisors, Leaders over-emphasize negatives, Bureaucratic red tape, The feeling that different rules apply to different people (e.g., favoritism). However Inconsistent leadership style is at lower level among the police personnel.

The police personnel functional coping are having high level of prepare and action plan for the work and manage time. However, set goals daily and prioritize the work is lower level among police personnel.

Organisational police stress have positive and significant relationship with functional coping strategy. Lack of infrastructure highest value with functional coping, followed by anxiety due to officials and lack of manpower. Functional scoping strategy have been positively influenced lack of infrastructure, lack of manpower and anxiety due to officials.

Conclusion

In this study is find the relationship between organizational police stress and functional coping strategy of police personnel at Nagapattinam, Mayiladuthurai, Thiruvarur and Thanjavur district   It is concluded that organisational police stress factors determining the functional coping strategy. Functional coping strategy to

reduce the organisational police stress. Organization should come forward to make their life is important and give due to more weightage on personal factor. Organisation should treat that their police personnel service is more important to environmental. Even more is today ever challenges society that demands are balancing of work responsibilities organization activity seek to improve police personnel ability interest and satisfaction as well as aiming reduce source of stress at work it will be improve their personal and organisation.

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