



A STUDY OF GENDER DIFFERENCES ON OCCUPATIONAL STRESS AND WORK-FAMILY CONFLICT AMONG POLICE PERSONNEL OF BHIWANI DISTRICT IN HARYANA**Meenakshi****Research Scholar, Department of Sociology,
Kurukshetra University, Kurukshetra, Haryana (India).****ABSTRACT**

The aim of the present study is to investigate the relationship between occupational stress and work-family conflict among UP police personnel and gender differences feeling the extra pressure during their official duties. Occupational stress can be defined as the physiological and emotional responses that occur when workers perceive an imbalance between their work demands and their capability and resources to meet these demands. Police plays an important role in maintaining laws, rules and regulation in the society especially various odd situations. In doing so, their nature of duty put them in different kind of mental health issues like stress and anxiety. The data was collected from 80 police personnel (an equal number of male and female) utilizing incidental random sampling technique. Occupational Stress Index (Srivastava and Singh, 1981) and Work-Family Conflict Scale developed by (Carlson, Kacmar and Williams, 2000) were administered in whatsapp groups of police personals to collect the data online mode. Results were obtained by applying t-test which revealed that male and female police personnel are significantly differs on Occupational Stress. Female police personnel were found to be high on occupational stress than male police personnel whereas no significant differences were observed on Work family conflict and its variables.

**KEYWORDS:** Occupational Stress, Police, Work-Family Conflict.**INTRODUCTION**

Health is a very natural stage where people do everything for sustaining their health light physical, mental, emotional as well as social. We can say that people is very cautious for their well-being. Well-being complete state of good health. Health is a multidimensional approach of positive emotion like feeling of happiness, good health, inclusive of psychological emotions and resilience, which have the capacity to cope up strategies. In the Present era is the age of pandemic of covid-19 since November 2019. In this situation some of the government bodies are working like corona warriors. They are working with lots of stress of work pressure, releasing job and the most important person is outbreak of the pandemic. They cannot meet their family from long duration due to this outbreak situation. The pandemic of covid-19 spreads with the contacts of the person of Corona positive patients. Even after performing their duty in 24/7, unable to determine whether the person in front is suffering

from covid-19 or not. On the one hand, they perform their work sincerely but at the same time they are also show under pressure that he may not even suffer of Corona positive.

Police service is one of among the law enforcement agencies which directly or indirectly have to face and tackle minor to major crime related cases or incidence. Police personnel have to perform versatile role and responsibility in order to maintain laws and order in the society. In doing so, their nature of duty put them in different kind of mental health issues like stress, anxiety, depression etc.

The Roles of the Police personnel is very critical in nature, several studies have been conducted in this regard. Walker and Katz (2000) noted that, the role of police in any particular society is not defined clearly. Police officers are asked to provide a variety of tasks, many of which include crime prevention, order maintenance and law enforcement.

There is also the problem of role conflict amongst police officers, politicians and citizens as and it can be seen in this pandemic. According to Agolla (2009), the work of police is to protect life and property. In order to do so, they face lot of challenges such as fighting and prevention of crime. These roles and duties exposes police officers to work in different situations that require different physical and mental ability to deal with those circumstances firmly and effectively (Rollinson, 2005 and Morash et al., 2006).

Sehgal et al. (2006) revealed that women join the police service due to the pressure from women's rights activist and the courts. It was reported further that, women's work in police is generally restricted to cases involving women and children, and to clerical tasks. Usually women are assigned work relating to victims of sexual crimes, juvenile and female offenders, missing persons and abused children. According to Muhammad and Shukla (2007), the main duties performed by the Indian women police are: helping investigation team in the cases in which child and women involved, interrogation and interview of child/juvenile and women suspects, offenders and eyewitness. Also, women police assist local police in tracing missing women and children. They work as a security guard at airport, railway station and bus stands.

Above cited findings reveal that, the police personnel roles and responsibilities are so versatile and challenging that require high level of coping skills and mental health so that they can feel comfortable and serve the society in better way. When everyone stay at home these people perform their duties.

Differences in gender role and responsibility at social and family level reflect ability to balance between social/family and occupational roles and responsibilities. As the gender differences plays important role in performing one's task in the family and at the services. Gender difference also plays equally important role in determining one's ways of coping skills from psychological distress and mental health.

Work-Family Conflict

Work-family conflict has been defined as –a form of inter-role conflict in which the role pressures from the work and family domains are mutually incompatible in some respect.

That is, participation in the work (family) role is made more difficult by the virtue of participation in the family (work) role (Greenhaus & Beutell, 1985a). Three forms of work-family conflict have been identified in the literature: (a) Time-based conflict, (b) Strain-based conflict, and (c) Behavior-based conflict. Time based conflict may occur when time devoted to one role makes it difficult to participate in another role. Strain based conflict suggests that strain experienced in one role intrudes into and interferes with participation in another role. Behavior based conflict occurs when specific behaviors required in one role are incompatible with behavioral expectation in another role (Greenhaus & Beutell, 1985b).

Review of literature

Parkinson (2010) reported that workplace stress has become a major problem in today's society. A quarter of employees view their job as the major stress in their lives. Several factors contribute to workplace stress, one of them being longer working hours. She also said that police

officers reported more suicidal thoughts than the general population. Policing is an inherently stressful job where officers constantly face danger, threat of death, violence and very high demands. On same line, 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 were the most stressful ones among other causes of stress. Moreover, there were differences in some stressors depending on the size and structure of the department. Further, Mc Carty, Zhao and Garland (2007) showed that stressors of police job were common to the work of policing. Stress has been known to have both psychological and physical efforts on a person's health. This may result in depersonalization and withdrawals where an individual leads solitude lifestyle. Policing job is vital to the society and the well-being of the police officers should be of great concern to the society at large. Another study, Saha, Sahu, Paul and Ghosh (2014) conducted a study to evaluate the psycho-physiological characteristic and occupational stress of 50 police officers who had been teaching in police and a huge experience of stress in police stations. It was found that high ratings were found for stressors which were listed as contact with criminals, lack of a modern system, boring daily duty, lack of resources etc. Study also revealed that many stressors were correlated to each other. Results also showed that lack of modern system and negative criticisms to police were responsible for heavy work load and stress.

Police work not only affects officers; it also affects families, loved ones and friends. Studies of stress in the immediate families of male police officers reveal that between 10 to 20 percent male police wives are dissatisfied with their husband's jobs and would like to see their husband leave the police departments. In addition, rotation shift work interferences with planning and celebrating holidays and important family events such as birthdays and anniversaries (Dempsey, 2005). The American Psychological Association identified a number of job-related issues that contribute to family dysfunction in police families: Family disruption due to rotating shifts, Unpredictable work environment, Job related personal change and family relations, Community expectations and demands, Intrusion in the family life (Nagarajamurthy, 2008). In a study, Kaur and Gupta (2016) conducted a study on police personnel in Punjab, India. The study included all the police personnel working within the police stations of Doaba region, Punjab. Data collected from the survey of 653 police personnel including males and females of Non-Gazetted Officers (NGOs) (Inspectors, Sub Inspectors and Asstt. Sub. Inspectors and Other Ranks (ORs) (Head Constables and Constables), out of which 79.4% were the married respondents with 80.2% of them had children in the survey. The total score from each respondent was calculated and used as an indicator of family support, rather than a precise measurement tool. Socio-demographic information like age, sex, working hours, marital status, type of family and education was collected. The outcome variable assessed was the family support among police personnel.

Recent study by, Qureshi et al., (2019) found that Policing is a stressful occupation that may give rise to work-family conflict (WFC). WFC arises when the work domain encroaches into the family domain, or vice versa, causing officers to become less attached to their job and the police organization. Using survey data collected from a sample of police officers in India, they examined the relationship between four dimensions of WFC (time-based, strain based, behavior-based, and family-based WFC) and two dimensions of organizational commitment (continuance and affective). Family-based WFC was found to reduce continuance commitment, while strain-based WFC reduced affective commitment. Time based, strain-based, and behavior-based WFC increased continuance commitment. An et al . (2020) also examined the effects of work-family conflict, job stress, and job satisfaction on seafarer performance. Data were collected from merchant ship seafarers in the Yangshan Port, Shanghai, China ($n = 337$). After using hierarchical regression analysis results revealed that work-family conflict and job stress negatively affects seafarer self-reported performance, while job satisfaction positively influences seafarer job performance. Findings also show that job satisfaction plays a moderating role in the relationships between work-family conflict, job stress and seafarer performance. Overall results show

that work-family conflict, job stress and job satisfaction manifested are significant predictors for seafarer performance.

The inconsistencies in the research findings have been observed which suggest that there is significant gender difference in occupational stress. Mix findings have also been reported in the existing literature. Therefore, the present study was formulated to understand gender difference in occupational stress and work family conflict in UP police personnel in Shamli district. Aim of the study is to understand how male and female police personals of UP police, different from each other in terms of Occupational Stress and Work Family Conflict.

Objective

- To study gender differences in Occupational Stress and Work Family Conflict among police personnel.

Hypothesis

1. Female police personnel were expected higher on Occupational Stress and its dimensions than male police personnel.
2. Male police personnel were expected higher on Work Family Conflict than Female police personnel.

METHOD

Sample

The data was collected from 160 police personals (an equal number of male and female). Incidental random sampling technique is used for sample. Data of only married people was selected for the study.

Tools

Occupational Stress Index (OSI) (Srivastava & Singh, 1981):

In the present study, the Occupational Stress Index developed by Srivastava and Singh (1984) has been used. This scale consists of 46 items out of these 28 are true keyed and rest of 18 are false keyed. The subject's task was to assess on a five-point scale for each item, the extent to which a particular feature/characteristic was present in his/her job situation. Based on the response of the subject on different type of items in the various sub scales of Occupational Stress Index, their values were found. The total value using different patterns of scoring for true and false keyed items yielded the total stress score. The reliability index ascertained by split-half (odd-even) method and Cronbach's alpha was found to be .93 and .90 respectively. The reliability indices of the 12 sub scales were computed by the (split half) method which varies from 0.45 to 0.84 (Srivastava & Singh, 1984).

Work-Family Conflict Scale (Carlson, Kacmar & Williams, 2000):

Work-Family Conflict scale is an 18-item scale developed by Carlson, Kacmar and Williams (2000) with 3 items measuring each of the 6 dimensions. The responses are to be given on a 5-point Likert scale ranging from (1) Strongly disagree to (5) Strongly agree. The internal consistency of each of the six dimensions was estimated with coefficient alpha. The reliabilities exceeded the conventional level of acceptance of .70.

Results-

The results obtained by applying t-test on the data collected from male and female police personnel on the total Occupational Stress and Work Family Conflict is presented below in the table 1

Domain	Male (mean)	Male(SD)	Female (mean)	Female (SD)	T ratio
Total Occupational stress	130.50	11.90	188.30	10.20	56.50
Total Work -Family conflict	78.46	3.60	77.80	6.50	0.62

Significant T-value at 0.05=1.97 and significant t-value at 0.01=2.61

A glance at t-ratios Table-1 comparing Male and Female Police personnel revealed that Female Police personnel scored higher than male Police personnel on Total Occupational Stress and its Dimensions Viz., Role Overload, Role Ambiguity, Role Conflict, Unreasonable group and Political Pressure, Responsibility for Persons, Under participation, Powerlessness, Poor Peer Relations, Intrinsic Impoverishment, Low Status, Strenuous, Working Conditions .It was found that t-value of total occupational stress is significant at 0.01 level.

A glance at t-ratios Table comparing Male and Female Police personnel revealed that there emerged no significant gender difference on Work Family Conflict .

Hence, hypothesis 1 related to the Female police personnel were expected higher on Occupational Stress and its dimensions than male police personnel is accepted here.

Hypothesis 2 regarding the Male police personnel were expected higher on Work Family Conflict than Female police is rejected here as the value of t ratio is not significant on 0.01 and 0.05 level.

Male police personnel face less occupational stress as compare to female police constables and also, male police constables were found to have lower scores on all the twelve variables of occupational stress than female police constable.

This study specifically will be helpful for the professional serving with police department for the purpose of police personnel's training and counseling.

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