

Police Personnel's Perception about Causes for Occupational Stress

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Abstract:

This paper states that police personnel 'views on the causes of job stress such as content structure (objectives and objectives), structure (size, level of centralization), structural processes (leadership, decision-making, etc.), type of work (shifts, etc.) environment (employee safety), rewards etc.) Symbolize the magnitude of the climate. This research can be descriptive and reveal existing facts. The report is about police officers anywhere in the Tuticorin region, south of Tamilnadu. The study focused on 52 police stations divided into eight sections and 600 samples collected in three completely different categories of police officers. Police pressure collection (PSI) is usually live on the amount of job stress. An acceptable mathematical tool was used for data analysis. As a result, most police officers work very closely together. Female police officers face higher pressure compared to male police officers. This study concludes most constables are under moderate stress level and the results show significant differences between the state of job creation (objectives and objectives), composition (size, level of centralization), structural processes (leadership leadership, determination etc.), staff nature (shifts, etc.) and the environment (employee safety, salaries, etc.)

Key Words: *Decision Making, Environment, Job Stress, Leadership, Police Stress Inventory (PSI)*

I. Introduction

2. Statement of Problem

Occupational stress analysis has a powerful history with over 3 decades of sound studies that show clear correlations between sure structure factors and stress. However, as best as may be determined, there are a unit} only a few quantitative studies that measure the impact those stressors could wear police performance in Indian context. Activity stress among police

personnel will cut back productivity, encourage absence, lower morale, and increase conflict with others, cause physical and emotional issues and poor satisfaction in life. a part of the issues could also be that shaping performance has been a challenge for several years and there's no agreement among students the way to operationalize the conception. Combination the matter is that the definition of stress and also the instruments accustomed live it in police investigation. This has semiconductor diode researchers to maneuver off from generic stress scales and into domain-specific scales that live the distinctive characteristics of policing. this study represents a targeted interest in stress analysis therein it seeks to isolate specific self-reported structure stressors that will negatively impact police performance, further as analyze the extent to that the cope techniques are adopted by the policemen. The investigator believes that of all occupations police investigation may be thought of, extremely nerve-racking. Establishing the amount of stress police personnel expertise and also the cope methods they apply would profit intervention effort to handle the matter i.e., stress management or say, reducing stress levels.

3. Scope of the Study

The overall goal of the study is to explore the key personal and psychological feature factors with activity stress, and to characteristic the connection between quantity of stress, causes and stress cope methods. the present study are helpful to a large spectrum of police officers, policy manufacturers and authorities in understanding the character and causes of activity stress Janus-faced by the police constables and it should facilitate to border strategic visions to beat their stress.

4. Objectives of the Study

- To measure the Police Personnel's Perception about Causes for Occupational Stress

5. RESEARCH METHODOLOGY

5.1 Introduction

Research could be a logical and systematic seek for new and helpful data on a selected topic. it's associate degree investigation of finding solutions to scientific and social issues through objective and systematic analysis. it's an exploration for data, that is, a discovery of hidden truths. Here data means that data concerning matters. the data could be collected from completely different sources like expertise, kinsfolk, books, journals, nature, etc. a groundwork will result in new contributions to the prevailing data. solely through analysis it's doable to create progress during a field. analysis is finished with the assistance of study, experiment, observation, analysis, comparison and reasoning.

5.2 Research Methodology

The analysis methodology of the study consists of 2 stages.

Stage I: initial stage of the analysis is explorative naturally. this can be worn out 2 phases. The initial part is to undertake elaborate secondary information search concerning activity stress,

causes and effects of stress on police personnel. This forms the table analysis work wherever the reviews of accessible secondary literature for the study were collected. This explorative search forms the premise for getting ready the form for subsequent stage.

Stage II: A descriptive analysis has been administrated at the second stage by applying a survey technique. information for the study were collected from police constables each men and ladies operating in Thoothukudi District, Tamilnadu. The tool used for information assortment was a well-structured form.

5.3 Area of Study

Thoothukudi may be a port city placed within the Gulf of Mannar concerning 125Km. North of Cape Comorin and 720km south of Thoothukudi. The city may be a quick growing industrial space of South Asian country. Realising the importance of the city, the Department of city AND Country designing notified Thoothukudi city and its close twenty nine villages as native designing space and recognised the Thoothukudi native designing Authority to guide and management the event in an orderly manner. Since a caste has sturdy roots in Tamilnadu, it ends up in several communal riots among the distinguished communities in Thoothukudi and alternative sub-classes. additionally, there square measure several civil crimes, social crimes and social and cultural activities keep the police personnel busy round the clock, inflicting significant stress. supported the prominence of the study space and its socio-cultural activities this space is taken into account for the conduct of the study.

5.4 Sampling Framework

This study is based on the police constables in Tuticorin district. The research concentrated on eight sub divisions comprising 55 police stations i.e., 48 local and armed forces stations and seven (7) all women stations. The eight taluks are Tuticorin, Thiruchendur, Sathankulam, Srivaikundam, Ottapidaram, Kovilpatti, Ettayapuram and Vilathikulam.

5.5 Tool Applied in the Study

The distribution of the variables has helped the research worker to calculate distribution price of variables tested. Weighted arithmetic means that and Likert's Summated scales helped in deciphering the averages, police personnel's perception concerning activity stress, frequency of its occurrences and stress cope designs. unidirectional ANOVA take a look at was applied to live the association between job profile of the cops and their perception concerning their activity stress. With the support of Rotation correlational analysis existing similarities within the police officers' perception concerning their occupation stress, its incidence frequency and outcome of stress were established by the research worker. constant take a look at is applied to segregate the information supported the strain cope designs adhered to by the cops in numerous grades and work experiences, supported their designation. Paired 't' test is applied to live the present gap between the police officers' perception concerning their occupation stress and its incidence frequencies. reliability and F take a look at were applied to live and take a look at the strain

cope designs adhered to by the cops in numerous grades and work experiences, supported their designation.

6. REVIEW OF LITERATURE

Occupational Stress

Rodwell et al.'s (1998) analysis article explores the character of structure communication within the human resource management context. Associate in Nursing Associate in Nursing analysis of survey information collected from workers of an Australian data technology company found that worker perceptions of cooperation, communication, worker job satisfaction, commitment, and stress considerably foreseen self-rated performance. Unexpectedly, communication was found to be negatively associated with performance. Analysis of the pattern of relationships indicates that whereas the direct relationship between communication and performance is negative, the role of communication is one in every of enhancing cooperation, job satisfaction, and commitment. The article relates the findings to the "communication met myth" that assumes that additional communication is essentially smart. S E Pandi (1998) conducted a study on a sample of 450 workers of BHEL, hardware and explore the link between temperament dimension of trade and their perceived structure role stress. The findings of the study indicates that psychoticism reality and mental disorder stability dimensions found completely related to trade perceived structure role stress, whereas additional version, intra version dimension is found negatively related to perceived Ops. Biswas (1998) examines the results of six life vogue stressors i.e. performance, threat, boredom, frustration, sorrowfulness and physical or structure commitment. Job involvement and perceived structure effectiveness across job levels (managers, supervisors and workers). information were collected from a hundred and sixty workers happiness to 9 totally different organizations placed close to Vidalia. Findings counsel that performances threat and frustration stressors ar important predictors of organization commitment whereas none of stressors predict job involvement than supper in forces and works. staff report considerably higher performance stress than managers and supervisors. Mohan V. Chauhan D (1999) in his empirical work comment that optimum stress is important for acting well in one's job. It acts as a drive and might be known as Eustress. however once stress exceeds an exact limit it will cause burnout and harmfully have an effect on work performance. this study was conducted on 174 middle level managers from Government (50), public (76) and personal (48) sectors. there have been 137 males and thirty seven females. Overall, the latter were terribly less in variety. These managers were administered structure Role Stress (ORS) Scale by Udai Pareek. A t-test was done to search out sex variations, if any, on the ten subscales of ORS and also the total score. None of the t-ratios were significant; in and of itself the info were pooled. straightforward multivariate analysis were finished all the ten subscales and total ORS scores to check the variations amongst the 3 sectors. The results showed that there have been solely 2 important F-ratios-for Role Erosion and Self-Role Conflict. The managers of Public Sector older the utmost Role Erosion and Self Role Conflict, followed by Government and also the personal sector. The personal sector looks to possess an improved work climate that is giving enough forward orientation in

one's job role and conjointly less quantity of intra-personal conflictual things. this could have implications for improvement of labor climate in Government and Public Sector. Pestonjee and Singh (1998) investigated the type-A pattern of behavioural disposition on the link between role stresses and state- attribute anxiety. The findings disclosed that stresses, type-A behavior, state and attribute anger were related completely and most of the coefficients of correlation were statistically important. Sharon Conley and fortified wine A. Woosley (2000) have commented that academic researchers have long been involved with role stress among lecturers. In education, analysis on the implications of such role stress for lecturers has for the most part involved outcomes valued by people like job satisfaction and reduced stress. Less analysis has centered on examining the results of role stress on outcomes valued by the organization, like worker commitment and worker retention. In examining the role stress-outcome relationship, analysis suggests the importance of taking into thought the work orientations of people as doable moderators of the role stress-outcome relationship. The role of communication is one in every of enhancing team work, job satisfaction and commitment initial whether or not role of stresses—role ambiguity, role conflict, and role overload – ar associated with 2 one by one and 2 organizationally valued states and second, whether or not teachers' of higher-order would like strength moderates these role stress-outcome relationships. The study found that role stresses relate to one by one and organizationally valued outcomes among each elementary and secondary lecturers. Rutledge, John Edvard (2001) studied structure role stress in 2 little enforcement agencies. a complete of eighty six officers were surveyed as a part of this study. The objectives of the null hypothesis ar to look at compare the self-reported existence of role stressors that exist among the agencies and between the agencies. The analysis found that there's a distinction between the agencies new queries and from the study on the character and explanation for the structure stress variations that warrant any analysis.

7. Analysis and Interpretation

7.1 Police Personnel's Perception about Causes for Occupational Stress

The police force faces demands and risks in the field of combat, over the course of their daily working lives. To cope with these risks, such as violent offenders and a hostile environment, police organizations have evolved into tightly organized hierarchies of authoritarian leadership. Police bureaucracies pride themselves upon loyalty to organizational rules and authority; much like a military organization obeys a strict chain of command when it is engaged in decision-making. The climate of the organization is perceived either favorably or unfavorably and has its impact upon organizational effectiveness, stress and other variables. Various factors like organizational context (goals and objectives), organizational structure (size, degree of centralization), organizational processes (leadership style, decision making etc.), nature of work (shifts etc.) and physical environment (employee safety, rewards etc.) constitute the dimensions of the climate.

Police personnel in general and Tamilnadu in particular are exposed to various duty-related stressors that are significantly different, in terms of quality and quantity to those

experienced by the general population. Stress and burnout are usually considered to be by products of police work. In and of itself, the nature of police work is regarded to be highly stressful and can even be described as hazardous. The job profile of a police officer includes witnessing a fellow officer killed in the line of duty, killing someone in the line of duty, recovering bodies from motor vehicle accidents, witnessing domestic or community violence, and responding to cases involving child battery, stress also accrue due to job demand and nature. Based on this concept, this section of the study draws attentions on police personnel's perception towards their occupational stress.

TABLE 7.1.1 POLICE PERSONNEL'S PERCEPTION ABOUT CAUSES FOR STRESS (JOB DEMAND)

Variables	High	Moderate	Low	Sum	Mean	Rank
Job demand						
Assignment of disagreeable duties	134(22.33)	287(47.83)	179(29.83)	1155	1.93	18
Assignment of new or unfamiliar duties	119(19.83)	325(54.17)	156(26.00)	1163	1.94	17
Performing tasks not in job description	204(34.00)	273(45.50)	123(20.50)	1281	2.14	10
Periods of inactivity	152(25.33)	323(53.83)	125(20.83)	1227	2.05	15
Assignment of increased responsibility	172(28.67)	252(42.00)	176(29.33)	1196	1.99	16
Competition for advancement	184(30.67)	295(49.17)	121(20.17)	1263	2.11	12
Frequent changes from boring to demanding activities	163(27.17)	308(51.33)	129(21.50)	1234	2.06	14
Shift work	255(42.50)	228(38.00)	117(19.50)	1338	2.23	6
Delivering a death message or bad news to someone	248(41.33)	235(39.17)	117(19.50)	1331	2.22	7
Attending to incidences of domestic violence	170(28.33)	319(53.17)	111(18.50)	1259	2.10	13
Reorganization and transformation within the organization	204(34.00)	281(46.83)	115(19.17)	1289	2.15	9
Killing someone in the line of duty	281(46.83)	233(38.83)	86(14.33)	1395	2.33	2
Handling nob/riot etc	250(41.67)	259(43.17)	91(15.17)	1359	2.27	3
Having to handle a large crowd/mass demonstration	261(43.50)	235(39.17)	104(17.33)	1357	2.26	4
A forced arrest or being	200(33.33)	285(47.50)	115(19.17)	1285	2.14	10

physically attacked						
Having to go to court	222(37.00)	251(41.83)	127(21.17)	1295	2.16	8
Having to deal with the media	259(43.17)	234(39.00)	107(17.83)	1352	2.25	5
Seeing criminals go free (for example because of lack of evidence, court leniency)	278(46.33)	248(41.33)	74(12.33)	1404	2.34	1

Source: Primary Data

TABLE: 7.1.2
POLICE PERSONNEL'S PERCEPTION ABOUT CAUSES FOR STRESS(LACK OF RESOURCES)

Variables	High	Moderate	Low	Sum	Mean	Rank
Lack of resources						
Lack of opportunity for advancement	256(42.67)	262(43.67)	82(13.67)	1374	2.29	1
Fellow workers not doing their job	166(27.67)	311(51.83)	123(20.50)	1243	2.07	13
Inadequate support by supervisor	165(27.50)	329(54.83)	106(17.67)	1259	2.10	10
Lack of recognition for good work	246(41.00)	266(44.33)	88(14.67)	1358	2.26	4
Inadequate or poor quality equipment	191(31.83)	276(46.00)	133(22.17)	1258	2.10	10
Inadequate salary	190(31.67)	296(49.33)	114(19.00)	1276	2.13	8
Difficulty getting along with supervisor	210(35.00)	273(45.50)	117(19.50)	1293	2.16	6
Insufficient personnel to handle an assignment	184(30.67)	314(52.33)	102(17.00)	1282	2.14	7
Lack of participation in policy-making decisions	245(40.83)	274(45.67)	81(13.50)	1364	2.27	3
Poor or inadequate supervision	159(26.50)	318(53.00)	123(20.50)	1236	2.06	14
Noisy work area	180 (30.00)	298 (49.67)	122 (20.33)	1258	2.10	10
Insufficient personal time (e.g., coffee breaks, lunch)	205 (34.17)	295 (49.17)	100 (16.67)	1305	2.18	5
Poorly motivated co-workers	182(30.33)	305(50.83)	113(18.83)	1269	2.12	9
Staff shortages	258(43.00)	249(41.50)	93(15.50)	1365	2.28	2

Source: Primary Data

TABLE:7.1.3POLICE PERSONNEL'S PERCEPTION ABOUT CAUSES FOR STRESS (POLICE STRESSES/OCCUPATIONAL STRESS)

Variables	High	Moderate	Low	Sum	Mean	Rank
Police stresses/occupational stress						
Working overtime	184(30.67)	309(51.50)	107 (17.83)	1277	2.13	7
Dealing with crisis situations	231(38.50)	264(44.00)	105(17.50)	1326	2.21	4
Experiencing negative attitudes toward the organization	203(33.83)	297(49.50)	100(16.67)	1303	2.17	6
Making critical on-the-spot decisions	175(29.17)	309(51.50)	116(19.33)	1259	2.10	9
Personal insult from customer/Senior/colleague	253(42.17)	253 (42.17)	94(15.67)	1359	2.27	2
Frequent interruptions	147(24.50)	264(44.00)	189(31.50)	1158	1.93	12
Excessive paperwork	149(24.83)	322(53.67)	129(21.50)	1220	2.03	11
Meeting deadlines	180(30.00)	299(49.83)	121(20.17)	1259	2.10	9
Covering work for another employee	180(30.00)	315(52.50)	105(17.50)	1275	2.13	7
Conflicts with other departments	230(38.33)	249(41.50)	121(20.17)	1309	2.18	5
Too much supervision Stressful Job-Related Events	247(41.17)	253(42.17)	100(16.67)	1347	2.25	3
A fellow officer killed in the line of duty	269(44.83)	240(40.00)	91(15.17)	1378	2.30	1

Source: Primary Data

Findings,Conclusions and Recommendations

Law enforcement personnel area unit exposed to high levels of stress in their career. Personnel happiness to clothed services, UN agency area unit assigned field duties area unit even a lot of liable to stress and its adverse effects. The table clearly depicts that, out of the overall constables of the study, majority of the respondents' have aforesaid that they become terribly finite, after they see the criminals go free attributable to lack of proof, court leniency and it's graded in initial place by them. Secondly, they need a guilty aware within their mind after they kill somebody in the line of the duty. The police constables have stress after they handle the criminals and additionally feel difficulties at time of handling massive crowd/mass demonstration; these subjects area unit graded in third and fourth place severally. Followed by, is that the terribly pressure to wear down the media and additionally the shift work provides pressure to them; they're graded in fifth and sixth place severally. Delivering the death message or dangerous news to somebody within the jail may be a exhausting issue to them and having to travel the court is additionally terribly strainful activity duty for them, these variables area unit graded in seventh and eighth place severally. Reorganization and transformation inside the organization provides stress to the constables, it's graded in ninth place. The results clearly reveal that the utmost police personnel have exhibited the work demand stress attributable to a forced

arrest or being physically attacked or periods of inactivity, each the themes area unit graded in tenth place severally. it's clear that, competition for advancement and getting to incidences of force were giving stress to the constables, these subjects area unit graded in twelfth and thirteenth place severally. It provides pressure once the work often changes from boring to stern activities, periods of inactivity and these matters area unit graded in fourteenth and fifteenth place severally. The police constables get finite once their responsibilities area unit exaggerated, assignment of unfamiliar duties, assignment of disagreeable duties, these variables area unit graded in sixteenth seventeenth and eighteenth severally.

From the analysis it's clearly inferred that, majority of the police constables get stress, after they don't get the chance for career advancement and it's stratified in initial place. workers shortages and lack of participation in dogmas selections provide stress to the constables; these subjects square measure stratified in second and third place severally. Followed by, it offers pressure, after they lack the popularity permanently work and conjointly they get stress after they don't get personal timings in between their duties for e.g., occasional breaks, lunch, they're stratified in fourth and fifth place severally. The respondents' get finite as a result of their supervisors provide tough state of affairs to them associated insufficiency personnel to handle an assignment, these factors square measure stratified in sixth and seventh place severally. The results clearly reveal that the utmost police personnel have exhibited that they get stress as a result of associate inadequate regular payment and poorly motivated co- workers; they're stratified in eighth and ninth place severally. it's clear that, inadequate support by supervisor, poor quality instrumentation and rackets work space offers pressure to the constables; every of the topics is stratified in tenth place. The police constables get finite as a result of, the man employees not doing their job properly and inadequate supervisions, these variables square measure stratified in thirteenth and fourteenth place severally.

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Police work is usually thought to be a particularly trying occupation, and personnel concerned in field duties usually report form of psychological, behavioural and health-related issues. In India, there square measure a sizeable variety of police members WHO square measure stressed and square measure managing inefficaciously. From the study the first causes known for incidence of activity stress among the police personnel are: once the police personnel see the criminals go free due to lack of proof, court leniency and once a fellow officer killed in line of duty. it's additionally been inferred that majority of the police constables get stress, after they don't get the chance for career advancement. Similarly, frequency of burnout and stress symptoms square measure discovered to be a lot of once constable face the matter of handling the criminals, at the time of workers shortages and lack of participation in affairs of state selections and additionally once the their fellow officers were killed within the line of duty. thanks to constant stress the police personnel experiences stress outcome symptoms like: loss of sexual interest or pleasure, crying simply and thoughts of ending one's life i.e., committing suicide. any the study reveals that at stress things sixty one.25 per cent of police constables on the average obtain resolution from the opposite police personnel, 60.50 per cent of the sample subjects have opined that they absolutely take a shot to induce out of stress, 47.75 per cent of the sample police constables have aforementioned that they apply negative header ways like denying to just accept the issues and that they limit themselves from doing alternative acts; fifty eight.25 per cent of the sample subjects have aforementioned that they rummage around for various ventilation; twenty five per cent of the police constables underneath trying state of affairs restrain themselves from doing something quickly and forty seven.75 per cent daydream concerning thinks aside from stress causes. Other types of stress will come back from management. All of these not in management positions grasp we will bang higher. we've higher concepts, higher palms and would amendment the maximum amount as we have a tendency to might. we have a tendency to produce that stress upon ourselves. we must always see our own concepts as useful suggestions to be brought in work cluster conferences as the way to push a far better state of affairs for all concerned. Management could be a troublesome position to own in anyplace of employment. The police got to handle all of the workplace politics, personal problems and be ready to work well with those on top of and below cadres. it's a delegate balance that place you in themiddle everyday he goes to figure. Managing needs that not solely to require orders; the police got to issue them too. Stress can come back from knowing a number of the orders the police provide won't create him a preferred person. Management isn't a contest tho' and therefore the personal feelings once more got to forgot so as to attain the final word goal. To be with success incharge of individuals that may do the duty that's given them to try and do the most effective of their ability whether or not or not they consider it. The department had no means that at the time for officers want counselling. the price of the counselling is severely straining police personnel financially, as a result of insurance doesn't cowl the services. The confidentiality facet has been lost and everybody within the department is aware of personal state of affairs. this is often not by any loss of confidentiality through the department chief. it's due to obtaining thus emotional at the time of designed up the spirit to talk to the department chief, that everybody knew one thing was

seriously wrong in their skilled furthermore as personal life. For the foremost a part of the department has been absolutely corroborative however as was expressed before, grasp that things regarding personal life square measure being talked concerning behind that once more adds to the strain. The author likes to conclude the study by stating that the strain has effects on them mentally and physically. it's additionally moving their social relationships. Reducing activity stress from a frequent analysis by the superiors will facilitate equal distribution of laborload and there by the standard of work of subordinate i.e., police constables are often increased. This successively might result in high satisfaction with regards to the character of labor rendered by the police constables. a lot of rigorous studies square measure required so as to guage the efficaciousness of stress management interventions among cops and recruits.

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