

**STRESS MANAGEMENT OF WOMEN  
CONSTABLES IN TAMILNADU POLICE FORCE:  
AN EMPIRICAL STUDY**  
**(With Reference to Chennai City Police)**

**A THESIS**

Submitted to University of Madras  
As a partial fulfillment of the requirements for  
the award of the degree of

**DOCTOR OF PHILOSOPHY IN COMMERCE**  
Submitted By  
**G.ANANDHI**

Under the Guidance and supervision of  
**Dr. A. KRISHNAN., M.Com. M.Phil. M.B.A., Ph.D.,**  
**Associate professor**

**PG AND RESEARCH DEPARTMENT OF COMMERCE.  
PRESIDENCY COLLEGE (NIRF RANK III)  
CHENNAI – 600 005  
TAMILNADU (INDIA)**



**UNIVERSITY OF MADRAS  
CHENNAI 600 005**

**JUNE 2019**

## **CHAPTER VI**

### **FINDINGS SUGGESTIONS AND CONCLUSION**

In today's scenario, all human beings will be definitely suffering by the stress due to misbalancing noticed in the work life balance especially those who were working in the police department have forced to have the stress because of their working nature. They are having 24 x 7 shift and they could not have free time to spend even with their family members. Today, it is evident to see that from the childhood to the adult, all are having the problem of stress and their blood pressure is going up due to the stress experiencing by them in all the areas more specifically in the working environment.

#### **6.1 FINDING - FAMILY ENVIRONMENTAL FACTORS AFFECTED STRESS OF WOMEN POLICE CONSTABLES**

1. Among the age group, stress affected family environment factors are no family support, no happy week end with family, no recognition, often problem in the family, not feel best, not plan by own, not disclose feeling, not with own though and criticism.
2. Among the religion group, stress affected family environment factors are fight a lot with family, spending week end ,different ideas, not disclose feeling, not doing own think, feeling importance, planned activities, criticism, resolve problem.
3. Among the marital status group, stress affected family environment factors are no family support, not disclose feeling, fight a lot, not doing own think, spending week end, resolve problem, different ideas, and feeling importance, Planned activities criticism

4. Among the educational qualification group, stress affected family environmental factors are no family support, not disclose feeling, fight a lot, not doing own think, spending week end, planned activities, different ideas, feeling importance, criticism
5. Among the monthly income group, stress affected family environmental factors are no family support, different ideas, not disclose feeling, fight a lot, not doing own think, feeling importance, spending week end, planned activities, resolve problems
6. Among the service wing group, stress affected family environmental factors are no family support, feeling importance, resolve problem, disclose feeling, fight a lot, not doing own think, spending week end.

## **6.2 FINDINGS - WORK ENVIRONMENTAL FACTORS AFFECTED STRESS OF WOMEN POLICE CONSTABLES**

1. Among the age group, stress affected work environmental factors are lot of responsibilities, tolerance, long work, free time, too tired, shift work, adequate break time, impersonal treatment, feel over head, no control on work, boring and challenging impersonal treatment.
2. Among the religion group, stress affected work environmental factors are feel over head, lot of responsibility, tolerance, long work, too tired, shift work, adequate break time, heavy work load, impersonal treatments, free time, no control on work, lack of communication.
3. Among the marital status group, stress affected work environmental factors are lot of responsibilities, tolerance, long work, free time, too tired, adequate break times, heavy work load, feel over head, shift work, impersonal treatments and lack of communication

4. Among the educational qualification group, stress affected work environmental factors are lot of responsibilities , tolerance ,long work, free time, too tired, adequate break times, heavy work load, feel over head, no control on work, shift work, lack of communication
5. Among the monthly income ,stress affected work environmental factors are lot of responsibilities, tolerance ,long work, free time, too tired, adequate break times, heavy work load feel overhead, no control on work ,boring and challenging, shift work, impersonal treatment, lack of communication.
6. Among the service wing , stress affected work environmental factors feel over head, lot of responsibilities, tolerance, long work, free time, too tired, shift work, adequate break time, heavy work load, impersonal treatment, lack of communication. feel overhead.

### **6.3 FINDINGS- SOCIAL ENVIRONMENTAL FACTORS AFFECTED STRESS OF WOMEN POLICE CONSTABLES**

1. Among the age group , stress affected social environmental factors are not getting significance for work ,less Salary, less salary, making adjustment, contradictory instruction, self respect, suggestion implemented ,insufficient information
2. Among the religion group, stress affected social environmental factors are making adjustment, contradictory instruction, suggestion Implemented, insufficient information, less salary, making adjustment, contradictory instruction , not getting significance for work.

3. Among the marital status group, stress affected social environmental factors are less salary, contradictory Instruction , making adjustment, less Salary, insufficient information, self respect, suggestion implemented
4. Among the educational qualification group , stress affected social environmental factors are making adjustment, self respect, less salary, insufficient information, making adjustment, suggestion implemented, not getting significance for work
5. Among the monthly income group , stress affected social environmental factors are insufficient information, making adjustment, suggestion implemented, self respect,less salary, not getting significance for work.
6. Among the service wing group ,stress affected social environmental factors are contradictory instruction, making adjustment, suggestion implemented, self expect insufficient information, not getting significance for work.

#### **6.4 FINDINGS - MENTAL IMPACT FACTORS AFFECTED STRESS OF WOMEN POLICE CONSTABLES**

1. Among the age group , stress affected mental impact factors are worry a lot, depression, anxious, irritability. easily frustrated, aggressive outbursts, poor concentration, forgetfulness, poor motivation, want to be alone always, poor self esteem
2. Among the religion group, stress affected mental impact factors are depression, worry a lot easily frustrate, anxious, irritability, easily frustrated, aggressive, forgetfulness, poor motivation, poor self esteem

3. Among the marital status , stress affected mental impact factors are depression, worry a lot, anxious, irritability, easily frustrate, aggressive, poor concentration, forgetfulness, poor motivation, want to be alone always , poor self esteem
4. Among the educational qualification , stress affected mental impact factors are depression, worry a lot, anxious, irritability, easily frustrate, aggressive, poor concentration, forgetfulness, poor motivation, want to be alone always , poor self esteem
5. Among the monthly income , stress affected factors are anxious, worry a lot, irritability, aggressive, poor concentration, forgetfulness, depression, want to be alone always, poor self-esteem, feel out of control.
6. Among the service wing , stress affected mental impact factors are worry a lot, irritability, easily frustrated, poor concentration, forgetfulness, depression, poor motivation, anxious aggressive, feel out of control.

## **6.5 FINDINGS - PHYSICAL IMPACT FACTORS AFFECTED STRESS OF WOMEN POLICE CONSTABLES**

1. Among the age group , stress affected physical impact factors are headache, indigestion, trouble sleeping, ulcers, high blood pressure, hyperventilation, asthma, decreased immunity, change in marriage life.
2. Among the religion group , stress affected physical impact factors are head ache, indigestion, ulcers, high blood pressure, trouple sleeping, decreased immunity, spastic colon, hyper ventilation, asthma, stiff, sore, muscle, change in marriage life.

3. Among the marital status , stress affected physical impact factors are headache, ulcers, trouble sleeping, indigestion ,high blood pressure, stiff, sore muscles, decreased immunity, change in marriage life.
4. Among the educational qualification , stress affected physical impact factors are educational qualification headache, indigestion, hyperventilation, trouble sleeping, decreased immunity .change in marriage life. ulcers. high blood pressure, asthma. stiff, sore, muscles.
5. Among the monthly income , stress affected physical impact factors are headache, spastic colon, ulcers, hyperventilation, asthma, decreased immunity, change in marriage life.
6. Among the service wing group , stress affected physical impact factors are h eadache, indigestion, ulcers, trouble sleeping, decreased immunity, high blood pressure, stiff sore muscles.

#### **6.6 FINDINGS - OTHER IMPACT FACTORS AFFECTED STRESS OF WOMEN POLICE CONSTABLES**

1. Among the age group ,stress affected other impact factors are tense circumstance, meditation, assignments are monotonous, insufficient no of employees, objectives of work role, officials do not interfere, group or political pressure , responsibilities of future.
2. Among the religion group ,stress affected other impact factors are meditation, tense circumstances, Insufficient no. of employees, objectives of my work role, responsibility of future assignments are monotonous, officials do not interfere.

3. Among the marital status , stress affected other impact factors are responsibilities for the future, meditation, assignments are monotonous, tense circumstances, insufficient no of employees, officials do not interfere, group or political pressure.
4. Among the educational qualification, stress affected other impact factors are tense circumstances, assignments are monotonous, insufficient no of employees, objectives of my work role, group or political pressure, meditation, officials do not interfere responsibilities for future,
5. Among the monthly income ,stress affected other impact factors are alcohol, smoking, tense circumstances, insufficient no of employees, objectives of my work role, officials do not interfere, responsibilities for future. meditation, assignments and monotonous, group or political pressure
6. Among the service wing ,stress affected other impact factors are meditation, tense circumstances, group or political pressure, responsibilities for future meditation, smoking, assignments are monotonous, insufficient no of employees, objectives of my work role, officials do not interfere, group or political pressure.

## **6.7 STRATEGIES WITH COPE MECHANISM AFFECTED STREES OF WOMEN POLICE CONSTABLES**

1. Among the age group ,stress affected strategies with cope mechanism factors are support from friends, meditate or pray, positive way, adequate sleep, exercise regularly, emotional support, going to movies, fun of situation, on the time management.
2. Among the religion group, stress affected strategies with cope mechanism factors are support from friends, positive way, on the time management, adequate sleep, exercise regularly, support from

friends, meditate or pray, drink alcohol to relax, emotional support, going to movie, fun of situation, on the time management.

3. Among the marital status, stress affected strategies with cope mechanism factors are support from friends, positive way, adequate sleep , meditate or pray, emotional support, going to movies, fun of situation, on the time management.
4. Among the educational qualification , stress affected strategies with cope mechanism factors are adequate sleep ,meditate or pray, positive way, on the time management, support from friends, exercise regularly, drink alcohol to relax, emotional support, going to movies, fun of situation
5. Among the monthly income , stress affected strategies with cope mechanism factors are adequate sleep, exercise regularly, support from friends, meditate or pray, drink alcohol to relax, positive way, going to movies, fun of situation, on time management.
6. Among the service wing , stress affected strategies with cope mechanism factors are adequate sleep, exercise regularly, support from friends, meditate or pray, drink alcohol to relax, positive way, going to movies, fun of situation, on time management.

## **6.8 SUGGESTIONS**

- i. Police personnel enjoys frequent and ongoing stressors of their work. While these stressors are inherent and generic by the women police employees, they need now not necessarily cause burnout or other psychological troubles, marital problems, tension, melancholy or post-stressful pressure sickness.

- ii. The running conditions of law enforcement officials are no longer probable to trade given the realities of the current financial system. But there are things that officials can do to control it. For instance, officials can control how they select to react to stressful incidents and need to acknowledge that fatigue plays a direct role in private strain degrees. Officers will respond as they were skilled when they're properly rested and alert.
- iii. Elected officers and senior regulation enforcement officers must deliver affordable balance thru rules which can be supported by using studies. Till current research have proved that police way of life helps the mentality that running greater is higher to your profession, despite the reality that chronic fatigue reasons extreme performance and fitness issues.
- iv. Stress cannot be taken out of police paintings; however, it could be identified and employing imparting help to the police employees and their own family, strain resulting from the company itself can be reduced.
  - a. The department ought to create a non-punitive environment and talk four clear messages: Seeking assist will now not result in job termination or punitive motion.
  - b. All statistics could be reputable and saved exclusively.
  - c. Other ways exist for dealing with the state of affairs; irrespective of how hopeless it seems at the time.
  - d. Someone is available to assist them in dealing with their troubles.

- v. The women police personnel needs to avoid bringing too many private troubles to the attention of co-workers as it will cause them to spend too much time speaking approximately the troubles to others. This, in turn, will reduce the productive working environment.
- vi. The stress in police paintings can be identified employing supporting the officials in three areas. First, they can offer help to character officers. Second, family existence can be helped. Third, the pressure induced by way of the police employer itself can be decreased.
- vii. Stress managing strategies applications performed on man or woman's police personnel frequently assist reduce departmental stress. Care must be taken from the pinnacle stages via having a psychologist in the branch.
- viii. The police branch wishes to have rules for shifting the police personnel temporarily for decreasing strain in a job. The police personnel needs to study approximately the symptoms and results of task pressure. Proactive training helps ward off stress when officers come upon it.
- ix. Family existence that is the one of the fundamental responsibility of each police personnel may be helped in several ways. Counseling via the psychologist has to be available for family individuals of the police employees. Orientation seminars for spouses will allow them to learn about the Department first hand. Appreciation and awards for satisfactory works ought to be carried out for motivating the police personnel and the family contributors that give them a threat to sit down in a friendly atmosphere with the individuals who respect them.

- x. Poor communication reasons strain. The branch can enhance by using having a representative layout for an entire device of conversation. A simple well-written publication for records, not propaganda, bridges the verbal exchange gap. In quick, the police branch needs to cast off its problems earlier than pointing at character police employees and officials and placing all of the blame on them.

## **6.9 CONCLUSIONS**

The researcher concludes from the study that stress is inevitable in the Police department in women cop due to their activity profile and nature of labor. It could be tough to make a police department to preserve pressure-free surroundings at work region, but few steps can be taken to reduce stress many of the employees of the police Department.

Stress- unfastened paintings area is the crucial aspect of creating pressure-loose surroundings the various employees in placing clear expectations, having a reasonable and consistent praise and popularity programme, emphasizing on schooling and personal development, creating an evident and open work subculture with clean channels of conversation. This provides up in creating a piece environment that is comfy and minimizes stress in employees.

Training in the process provided to the personnel often increases the information and abilities of the staff for the particular task in which they're recruited as the maximum final results of education is gaining knowledge of new habits, delicate talents, and useful information that enables them to enhance overall performance and prevent stress.

## **SCOPE FOR FURTHER RESEARCH**

- A comparative study of stress management in different segments in the police Department for women cop can be done.
- A further study can be carried out on the relationship between stress management and organizational development and productivity in the police department.
- The impact of stress management techniques over human resource development practices could be made in the police department in future.