

Findings of the Study

The following are the main findings of the study from the analysis discussed in the above sections.

1. For the CRPF and Manipur police respondents, most of them are Lady Constables. Almost all the respondents of the CRPF sample are Lady Constables. Out of 158 respondents, 111 turn out to be Lady Constables making up about 70% of the total. Out of the remaining 47 Lady Police Personnels, 25 are ASI and 22 are SI.
2. A high difference prevails between the Manipur Police and the CRPF when age at the time of entering service is considered. Manipur police personnels enter their services lately as compared to the CRPF personnels.
3. The number and proportion of graduate and post graduate holders are more than that of the matric and secondary degree holders meaning that there are many underemployed respondents in the sample. The proportion of such respondents is more in the case of Manipur police.
4. Only 43% of the total respondents belong to the General category. The remaining are spread between other categories.
5. The proportion of married respondents is higher than that of the unmarried respondents. There is no widowed respondent in the sample.
6. 70.25% of the total numbers of respondents are Hindus. The proportion of Hindu respondents is more in the CRPF sample than the Manipur Police sample. Hindus and Christians make up around 99% of the whole sample. The number and proportions of the respondents belonging to Muslims are quite low.
7. The maximum number of respondents has their heights ranging between 5 feet 2 inches (5.2) and 5 feet 4 inches (5.4).
8. The status of the respondents regarding their participation in games and sports is not a healthy. Only 16 respondents are found who have participated in games and sports. It comprises of 11 lady personnels from

the Manipur Police and 5 from the CRPF. The proportion of the respondents who have participated in other extra curriculum activities such as ACC, NCC and NSS is found to be a little higher than that who have participated in games and sports.

9. Majority of the respondents have not achieved any promotions so far. 87.34% of respondents for the whole sample, 89.47% of respondents for the Manipur Police sample and 84.13% of respondents for the CRPF sample have not achieved any promotions so far.
10. Most of the respondents are of the opinion that there is nothing like a fixed working hour duration of their duties. The number of working hours depends on the needs and requirements of the job.
11. There has been an opposite response between the Manipur Police and the CRPF personnels regarding this issue that assessment of one's performance is done openly. Total respondents of Women Manipur police personnels agree with the statement where total respondents of CRPF respondents disagree with the statement.
12. More than three fourths of the CRPF lady Police personnels strongly agree with the view that duties and responsibilities are assigned according to their own capability. As for Manipur Police sample, they simply agree with the statement.
13. Almost all the respondents, both from the Manipur Police and the CRPF sample seem to agree with the view that 'Annual Confidential report are Prepared for Giving Promotions'. The same can be found in case of the statement that society and cultural frame is taken as an important issue in performing the work of police.
14. A big difference is found between the responses of the Manipur and the CRPF respondents regarding the matter that freedom is being given to subordinates for sharing their views and ideas. More freedom is given to Manipur Police subordinates for sharing ideas and views in comparison with CRPF which totally disagrees with the statement in Likert Scale.

15. While almost all the respondents of the CRPF sample seem to be feeling pretty good about the way trainings are conducted, only few of the total sample of the Manipur Police feel the same way.
16. The proportion of the respondents who hold that good working conditions are provided is more in the CRPF sample than the Manipur Police sample.
17. When the parameters for considering awards such as merit, dedication, loyalty and political recommendation are considered, the proportions of the respondents who hold that all these parameters are looked into are more in the case of the CRPF sample than that of the Manipur police except that of the political recommendation
18. CRPF lady police personnels are of the view that awards and rewards are not given on time. Whereas in Manipur police they agree with the statement that rewards and awards are given on time which help in motivating the personnel.
19. Most of the CRPF respondents feel that important data are not kept and maintained properly. For Manipur police, the hill districts seem to be far better than the valley districts in terms of keeping and maintaining important files.
20. Most of the respondents feel that ex employees are regarded and respected though the proportion of such respondents is higher in the case of the CRPF respondents.
21. Most of the respondents, both in the Manipur police and the CRPF sample are of the opinion that top level employees are valued more than lower level. Similarly, most of them also agree to the view that talented employees are encouraged.
22. While less than half of the total respondents of the Manipur police respondents feel that holidays are given to motivate them, even CRPF respondents feel the same way.
23. In terms of promotions being given out on due dates, the CRPF is found to be far better than the Manipur Police.

24. Almost all the respondents, both the Manipur police and the CRPF, have positively responded on the view that development and modernization of department are required.
25. Most of the respondents have opined that police department should not be affected by such factors as political, cultural and economic factors etc
26. Most of the respondents from both the sample frames think that their profession gets respect from the society.
27. Though majority of the respondents, both from the Manipur police and the CRPF, are found to agree to the statement that allowances should be given for performing risk involving activities, some of them are found to be indeterminate to the matter. Even a few numbers of them are also found to be disagreeing to the statement.
28. Most of the respondents from both the sample frames think that benefits that are provided to the police should be free from all taxes.
29. Almost all the CRPF respondents think that they are servants of the society. As far as the Manipur police are concerned, the proportion of respondents who agree to the statement is quite low as compared to that of the CRPF.
30. Most of the police personnels of both the Manipur police and the CRPF is of the opinion that duty hours are long and tiring.
31. The proportion of those respondents who strongly agree and agree to the statement that there is frequent transfer in the department is found to be higher in the case of the CRPF than that of the Manipur police respondents. There is also wide difference in the opinions between plain respondents and hill respondents in the case of Manipur police.
32. Most of the respondents is of the opinion that favourism is followed at the time of posting.
33. Becoming police was their desire in life for both CRPF and Manipur Police. Service for society and becoming part of policing were their strong desires for most of the respondents since their childhood.

34. The availability of staff is not sufficient for both the Manipur police and the CRPF according to most of the respondents. Similarly most of the hill respondents of the Manipur police sample feel the same way more than their counterparts in the plain districts.
35. While a little more than half of the Manipur police sample feels that legal expertise is available in the department, most of the CRPF respondents feel the other way.

Suggestions:

1. Young and energetic lady should be encourage to join state police force as comparing with central force where they have lower the age of lady who want to join early. Target should be done for attracting more young blood for promoting new ideas and means for solving issues relating with women in state of Manipur.
2. Since only one battalion for women in CRPF are posted in Manipur it becomes difficult to handle issues when a situation arises. More battalions should be posted in Manipur
3. Updated training with modern equipment is necessary to make employee more competent to work and face any challenging task in unpredicted environment of Manipur. As people in crime are becoming more of technology friendly the police women who are going to handle the case should also be highly technical person.
4. Promoting greater opportunities and participation for the women personnel's in all the challenging task of the society so that their skill and knowledge about handling sensitive issues improves by making them more confidence in performing their task.
5. Bias in time of distribution of work should be removed by giving equal changes to women police and acknowledging their abilities in handling situation and other critical events.
6. There should be new policies and other new benefits schemes like crèche facilities should be provided to women in police so that they work with full

satisfaction and it will help in improving their confidence, efficiency and delicate more interest towards their work.

7. Establishing new and effective eligible criteria of promotion where irrespective of seniority staff is being promoted on basis of their experience on critical situation and excellence performance for their duty. Promoting senior officers hieratically irrespective of their week performance sometimes demotivate younger staff from improving their dedication towards duty.
8. Promotion should be based on competence and skill of the personnel and not on time serve in the department. Organization should link to performance appraisal on work based assessment.
9. Electronic attendance should be install for recording timely arrival and exit of the personnel which will help in evaluating the efficiency.
10. There should be consistency in promotion process irrespective of unavoidable situations relating with external or internal factors .Time bound promotion exam should be conducted as for maintaining the quality of officers at top level.
11. For motivating more female personnel shift allowance should be provided to staff on regular basis with proper incentive.
12. Organizing more seminars and conferences with expert panel on current issues so that the personnel developed their knowledge and skills in handling a particular issue. Conducting more leadership development programs is necessary as leader play important role in taking right decision at right time.
13. The contents of training needs are to be updated regularly as every time new problems and issues comes up which need to be handle with latest trends of scientific and technological development
14. Focusing more on responsibility of education and pre-employment training for enhancing employability which will be able to bring more capable and confidence employee in the organization.
15. Attractive incentives should be given to officers and staff for making them work for long hours and in location which are very sensitive.

16. In- service training is necessary for continuous professional growth in order to meet the requirement of growing crime and other activities in the developing society
17. Introducing of more transparent type of promotion process will help in increasing fair competition among police personnel.
18. Regularly recognizing of personnel and acknowledging their skills and competencies will help in motivating for future task. This can be achieved by conducting regular evaluation of their performance so that they have clear idea.
19. Details information on career succession and workforce plan should be inform to staff so that they are more aware of the job which will help in planning their career path.
20. Various programs of team building should be conducted across different departments in the organization so that relationship among fellow police personnel improve.

Conclusion:

Positive change in terms of Human Resource Development in respect of both State and Central Women Police Force is the need of the hour to usher in a healthy society, for the safety of the people of Manipur to live in. As the crime rate against women is on an increasing trend in the state, the necessity for human resource development is much more than ever felt for better control over any such crime.

Decentralization in decision-making process will help in building up the morale of the personnel and enable them in performing their job to a prominent level. The researcher has made various attempts to study the various factors that affect the Human Resource Development of women workforce in Manipur Police and CRPF personnel posted in Manipur. Valuable suggestions and recommendations are made to help the growth of both the state as well as the

central women force. Also, changing the culture of police leadership will help in creating a healthy relationship among the women personnel.

Findings were consolidated with the help of data collection through questionnaire, data analysis and data interpretation. It covers various areas like personal factors, human resource factor and organizational factors.

It is believed that the suggestions or recommendations given shall definitely enhance the personnel management practices and result in higher level of efficiency in discharging the responsibilities and functions of the Police towards achieving the overall mission of a crime-free society and safe and healthy Manipur.