

Occupational Stress and Coping Strategies among Grade II Police Constables

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Abstract

This study explores the coping strategies used by the Grade II police constables in Tamil nadu. Using survey method from police constables in Thoothukudi district and concentrated on eight sub divisions comprising 52 police stations and the researcher collected 250 samples from grade II police constables. 53 stress coping strategies used as measuring instrument. This research suggests that it is not the stressors themselves but police constables manner of coping with them that determine psychological adjustment.

Key Words: Coping, Psychological, strategy, Stress

INTRODUCTION

Police is the one of the most considerable and important profession in the world. To stop crimes from happening and to bring convicts to justice and to help people out who may need help, maybe with some legal issue, this are the main duties of policemen. And they are important for the mere fact they protect and serve the public. Importance of profession is obvious however; the social and psychological conditions apply a strong influencing on the levels of performance, job involvement and even on the health of police. Police as a job, it involves a hard working environment leads very high amount of stress. Like all other professions being a policemen is both ruthless and difficult. Every profession, it has its own demands and challenges. Undefined work nature and hard working environment leads to stress and mental problems. It is a time to identify the stress coping among the police in Tamil nadu. This current research explores the process and methods of stress copings among the grade II police constables in Thoothukudi district Tamil nadu.

Objective of the study

- To identify the demographic profile of the police constables
- To review the coping process in police stress,
- To identify adaptive and maladaptive coping styles in police work, and
- To suggest coping strategies that improve the performance of the police constables.

Police work stressors are divided into two broad yet important categories: police role and administrative stressors. Police role stressors are those associated with the basic tasks of policing, and with the responsibilities and roles of the police. Administrative stressors are those linked with features of the police administration, such as policies, procedures, and organizational management. Both of these groups of stressors have been found to correlate positively with reports of psychological discomfort among officers (Kroes, Margolis & Hurrell, 1974; Philips & Cochrane, 1991; Violanti & Aaron, 1993).

Stressors in policing

Cartwright and Cooper (1997) identify several organizational situations which could potentially lead to different problems, even serious ones, for an unprepared deputy or captain.

Work overload: Two different kinds of work overload have been described: quantitative and qualitative. Quantitative work overload refers to having too much work and might mean having to work overtime, do additional work from home and/or multi task. Qualitative work overload refers to work which is too difficult for an individual. Both kinds of work overload create stress for most people and have been linked to smoking, alcohol consumption, and other indicators of stress (Cartwright, Cooper, 1997).

Responsibility: There are two kinds of responsibility—that which relates to people and that which relates to material items (for example, money, equipment and buildings). Responsibility for people is particularly stressful

because it requires constant social interaction and sometimes requires managers to become involved with difficult interpersonal relations. This sense of responsibility for others might hinder successful stress management as decision-making is often a key factor in coronary heart disease levels (Cartwright, Cooper, 1997).

Role conflict: This type of conflict is especially common in the period following an individual's appointment to a new role. Individuals may find themselves torn between both bosses and subordinates and colleagues and customers (Jia, Johns, 1995). Research has shown that anxious people are more likely to suffer from role conflict than people whose lifestyle is more adaptable. The stress resulting from role conflict may cause high levels of blood pressure and an increase in the number of somatic complaints (Cartwright, Cooper, 1997).

Relationships with subordinates: Relationships with subordinates are critical to performance in the workplace. Studies have shown that stress levels are higher for senior workers with a technical background who have a tendency to be more "things oriented" and lower for senior workers who are "people oriented". Management skills can be taught, which means that various crucial issues resulting from problematic relationships between subordinates and bosses can be avoided (Cartwright, Cooper, 1997).

Coping

According to Lazarus and Folkman (1984) occupational stress takes place when job demands exceed the person's adaptive resources. Therefore stress refers to the temporary adaptation process that is accompanied by mental and physical symptoms, and is caused by a disturbance in the equilibrium between job demands and the ability of the worker to respond to the demands. When job demands are too high to cope with, stress reactions are likely to occur. The term "coping" is used in reference to perceptual, cognitive or behavioral responses that are used in managing, avoiding or controlling situations that could be regarded as difficult (Folkman & Lazarus, 1984; Moos, 1994; Zeidner & Endler, 1996) coping as a term could be used to refer to the strategies or results. As a strategy, coping refers to the different methods that a person may use in managing his/her circumstances. In coping as a result, reference is made to the eventual outcome of this strategy for the person. Non-coping is defined as efforts that have failed to cope, accompanied by various physical and psychosocial disturbances, which result in increased stress (Callan, 1993). Non-coping also results in higher levels of depression and anxiety (Carver, Scheier & Weintraub, 1989).

Carver et al. (1989) describe five varieties of problem – focused coping:

1. Active coping. This consists of the process of taking steps towards the removal or alleviation of the stressor and its effects. It includes initiating direct action, increasing one's efforts, and attempting to use a coping attempt in a step-by-step manner.
2. Planning. This refers to thinking about how to cope with the stressor. It involves thinking about various ways which could be used to solve the problem.
3. Suppression of competing activities. This means putting other projects on the background, and trying to avoid becoming distracted by other events in order to deal with the stressor.
4. Restraint coping. This involves waiting until the right opportunity to solve a problem and avoiding acting prematurely. The person's behavior is focused on dealing effectively with the stressor.
5. Seeking social support for instrumental reasons. This deals with looking for advice, help or information.

RESEARCH METHODOLOGY

The research design chosen is descriptive as the study reveals the existing facts. This study is based on the police constables in Thoothukudi district and concentrated on eight sub divisions comprising 52 police stations and the researcher collected 250 samples from grade II police constables. The researcher used convenience sampling for the study. The researcher prepared structured questionnaires for data collection for this study. The questionnaires included questions on demographic profile and 53 coping strategies. Primary data were collected through the questionnaire directly from the respondents and the secondary data were collected from government records, books, journals and the Internet. The researcher used descriptive analysis, factor analysis and ANOVA for data analysis.

ANALYSIS AND INTERPRETATION

Table 1: Percentage analysis

The table shows that out of the total 250 grade II police constables of the study, 81.2 % of the total constables were in ages 20-29 years, 57.6 % of the total constables were female gender, 70.8 % of the total constables are having UG level educational qualification, 72.4 % respondents are unmarried, 44.4 % of the constables are having 6 to 10 year experience.

Table 2: Reliability test

| Cronbach's Alpha | Number of scaling variables |
|-------------------------|------------------------------------|
| 0.786 | 53 |

Table 2 shows Cronbach's alpha is **0.786**, which indicates a high level of internal consistency for scale with this specific sample.

Table 3: Mean opinion about the stress coping strategies.

The table below shows the mean opinion about the stress coping strategy used by the grade II police constables with regard to some 53 coping strategies in due course of their jobs.

1. I usually don't do this at all, 2. I usually do this a little bit 3. I usually do this a medium 4. Amount I usually do this a lot.

| Factors | Mean | SD |
|---|--------|--------|
| 1. I take additional action to try to get rid of the problem. | 2.9600 | 1.0052 |
| 2. I take direct action around the problem. | 2.9080 | 0.9712 |
| 3. I get upset, and am really aware of it. | 2.8960 | 0.9470 |
| 4. I make a plan of action. | 2.8560 | 1.0274 |
| 5. I accept the reality of the fact that it happened, | 2.8560 | 0.9502 |
| 6. I make sure not to make matters worse by action to soon. | 2.8240 | 1.0025 |
| 7. I just give up trying to reach my goal. | 2.8120 | 0.9902 |
| 8. I think about how I might best handle the problem. | 2.8040 | 0.9805 |
| 9. I think hard about what step to take. | 2.8000 | 0.9527 |
| 10. I get used to the idea that it happened. | 2.7840 | 0.9784 |
| 11. I try to see it in a different light to make it seem more positive. | 2.7800 | 1.0197 |
| 12. I force myself to wait for the right time to do something. | 2.7760 | 0.9929 |
| 13. I do what has to be done one step at a time. | 2.7600 | 0.9850 |
| 14. I try hard to prevent other thinks from interfering with my efforts at dealing with this. | 2.7600 | 1.0211 |
| 15. I discuss my feelings someone. | 2.7560 | 1.0757 |
| 16. I talk to someone but how I feel. | 2.7520 | 0.9952 |
| 17. I put in my trust in god. | 2.7520 | 1.0348 |
| 18. I try to come up with the strategy what to do. | 2.7400 | 1.0299 |
| 19. I look for some think good what is happening | 2.7240 | 0.9858 |
| 20. I learn to live with it. | 2.7120 | 0.9803 |
| 21. I pray more than usual. | 2.7080 | 0.9646 |
| 22. I restrain myself from doing anything do quickly | 2.7040 | 1.0530 |
| 23. I talk to someone who could do some think. About the problem. | 2.7000 | 0.9537 |
| 24. I try to get advice someone about what do to. | 2.6760 | 0.9585 |
| 25. I let my feelings out. | 2.6560 | 0.9105 |
| 26. A talk to someone to find out more about the situation. | 2.6520 | 1.0154 |
| 27. I learn soothing from experience. | 2.6400 | 0.9686 |
| 28. I go to movies or watch TV or think it. | 2.6360 | 1.0058 |
| 29. I give up the attempt to get what I want. | 2.6080 | 1.0328 |
| 30. I accept that this has happened and that that can't we changed. | 2.6080 | 0.9305 |
| 31. I seek god's help. | 2.6080 | 1.0052 |
| 32. I try to grow as a person as a result of the experience. | 2.6040 | 0.9690 |
| 33. I daydream about thinks other than this. | 2.6000 | 1.0060 |
| 34. I try to get emotional support from friends or relatives. | 2.5960 | 1.0301 |
| 35. I hold of doing anything about it until the situation permits. | 2.5920 | 0.9702 |
| 36. I try to find comfort in my religion, | 2.5520 | 0.9814 |
| 37. I turn to work or other substitute activities to take my mind. | 2.5320 | 0.9658 |
| 38. I put aside other activities in order to concentrate on this. | 2.5200 | 1.0187 |
| 39. I concentrate on efforts on doing something about it. | 2.5160 | 0.9280 |
| 40. I keep myself from getting distracted by other thought or activities. | 2.4920 | 0.9949 |
| 41. I act as thought it hasn't even happened. | 2.4840 | 0.9867 |
| 42. I focus on dealing with the problem and it necessary let other thinks slide a little. | 2.4800 | 1.0266 |
| 43. I feel a lot of Emotional distress and I find myself expressing those feelings a lot. | 2.4800 | 1.0650 |
| 44. I say to me "This isn't real. | 2.3920 | 0.9433 |
| 45. I upset and let my emotion out | 2.3680 | 0.9445 |
| 46. I sleep more than usual. | 2.3520 | 0.9632 |
| 47. I pretended that it has not really happened. | 2.3480 | 1.0427 |
| 48. I ask people who have had similar experience what they did. | 2.3440 | 0.9280 |
| 49. I refuse to believe it has happened | 2.3280 | 0.8761 |
| 50. I get sympathy and understanding from someone. | 2.3240 | 0.8979 |
| 51. I reduce the amount of effort I putting to solving the problem. | 2.3092 | 0.9655 |
| 52. I admit to myself that I can't deal with it, and quit trying. | 2.1280 | 1.0640 |
| 53. I drink alcohol or drink drugs, in order to think about it less. | 2.0520 | 1.0761 |

Most useful stress coping strategy is "*I take additional action to try to get rid of the problem*" with the mean value of 2.9600, second most useful stress coping strategy is "*I take direct action around the problem*" with the mean value of **2.908**, then next most useful stress coping strategy is "*I get upset, and am really aware of it*" with the mean value of **2.8960**.

Least used stress coping strategy is "*I drink alcohol or drink drugs, in order to think about it less*" with the mean value of **2.0520**, second least used stress coping strategy "*I admit to myself that I can't deal with it, and quit trying*" with the mean value of **2.1280**, third least used stress coping strategy is "*I reduce the amount of effort I putting to solving the problem*" with mean value of **2.3092**.

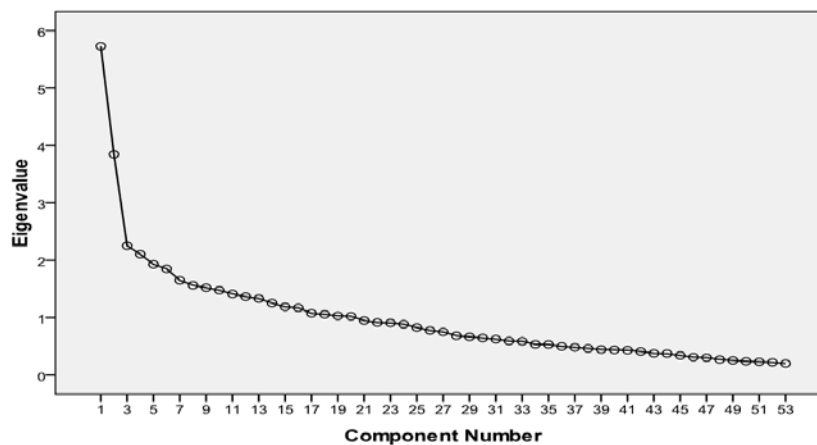
Table 4: Factor Analysis of Opinion about Frequency of use of Stress coping strategies

The opinion about the frequency of use of Stress various coping strategies was subjected to factor analysis to ascertain the important stress coping strategies. As a first step Kaiser-Meyer-Olkin Measure of Sampling Adequacy and Bartlett's Test of Sphericity were conducted and the results are shown in the table below.

| | | |
|--|--------------------|----------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | 0.650 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 3537.263 |
| | df | 1378 |
| | Sig. | .000 |

Kaiser-Meyer-Olkin Measure of Sampling Adequacy (KMO) is 0.650. This means the sample size is adequate. Bartlett test of Sphericity is a statistical test for the presence of correlations among the variables and it clearly shows that the test static chi-square is significant as it is less than 0.05.

Scree Plot



The screen plot above shows that 20 factor components were extracted (from 53 stress copings) as the points have Eigen values more than 1.

Table 5: ANOVA between stress coping factors extracted and age of the respondents

| ANOVA | | Sum of Squares | df | Mean Square | F | Sig. |
|---|----------------|----------------|-----|-------------|-------|-------|
| Taking other actions to control | Between Groups | .255 | 1 | .255 | .255 | .614 |
| | Within Groups | 247.745 | 247 | 1.003 | | |
| | Total | 248.000 | 248 | | | |
| Learn to live with it | Between Groups | .293 | 1 | .293 | .292 | .589 |
| | Within Groups | 247.707 | 247 | 1.003 | | |
| | Total | 248.000 | 248 | | | |
| Accept the reality of the fact that it happened | Between Groups | 1.757 | 1 | 1.757 | 1.762 | .186 |
| | Within Groups | 246.243 | 247 | .997 | | |
| | Total | 248.000 | 248 | | | |
| Feel a lot of emotional distress | Between Groups | 4.012 | 1 | 4.012 | 4.061 | .045* |
| | Within Groups | 243.988 | 247 | .988 | | |
| | Total | 248.000 | 248 | | | |
| Upset and let my emotion out | Between Groups | .591 | 1 | .591 | .590 | .443 |
| | Within Groups | 247.409 | 247 | 1.002 | | |
| | Total | 248.000 | 248 | | | |
| Put in my trust in god. | Between Groups | .155 | 1 | .155 | .154 | .695 |
| | Within Groups | 247.845 | 247 | 1.003 | | |
| | Total | 248.000 | 248 | | | |
| Go to movies or watch TV | Between Groups | 4.658 | 1 | 4.658 | 4.728 | .031* |
| | Within Groups | 243.342 | 247 | .985 | | |
| | Total | 248.000 | 248 | | | |
| Keep myself from getting distracted by other thought or activities. | Between Groups | .214 | 1 | .214 | .214 | .644 |
| | Within Groups | 247.786 | 247 | 1.003 | | |
| | Total | 248.000 | 248 | | | |
| Keep myself from getting distracted | Between Groups | 4.444 | 1 | 4.444 | 4.507 | .035* |

| ANOVA | | Sum of Squares | df | Mean Square | F | Sig. |
|--|----------------|----------------|-----|-------------|-------|-------|
| by other thought | Within Groups | 243.556 | 247 | .986 | | |
| | Total | 248.000 | 248 | | | |
| Do what has to be done one step at a time | Between Groups | .884 | 1 | .884 | .884 | |
| | Within Groups | 247.116 | 247 | 1.000 | | |
| | Total | 248.000 | 248 | | | .348 |
| Daydream about thinks other than stress | Between Groups | .964 | 1 | .964 | .964 | |
| | Within Groups | 247.036 | 247 | 1.000 | | |
| | Total | 248.000 | 248 | | | .327 |
| Ask people who have had similar experience | Between Groups | 7.152 | 1 | 7.152 | 7.334 | |
| | Within Groups | 240.848 | 247 | .975 | | |
| | Total | 248.000 | 248 | | | .007* |
| Try to grow as a person as a result of the experience | Between Groups | 6.742 | 1 | 6.742 | 6.902 | |
| | Within Groups | 241.258 | 247 | .977 | | |
| | Total | 248.000 | 248 | | | .009* |
| Put aside other activities in order to concentrate on this. | Between Groups | .334 | 1 | .334 | .333 | |
| | Within Groups | 247.666 | 247 | 1.003 | | |
| | Total | 248.000 | 248 | | | .565 |
| Talk to someone but how i feel. | Between Groups | .112 | 1 | .112 | .111 | |
| | Within Groups | 247.888 | 247 | 1.004 | | |
| | Total | 248.000 | 248 | | | .739 |
| Turn to work or other substitute activities to take my mind | Between Groups | .006 | 1 | .006 | .006 | |
| | Within Groups | 247.994 | 247 | 1.004 | | |
| | Total | 248.000 | 248 | | | .937 |
| Talk to someone to find out more about the situation | Between Groups | 1.909 | 1 | 1.909 | 1.917 | |
| | Within Groups | 246.091 | 247 | .996 | | |
| | Total | 248.000 | 248 | | | .167 |
| Give up the attempt to get what i want | Between Groups | 1.215 | 1 | 1.215 | 1.217 | |
| | Within Groups | 246.785 | 247 | .999 | | |
| | Total | 248.000 | 248 | | | .271 |
| Let my feelings out | Between Groups | 4.263 | 1 | 4.263 | 4.320 | |
| | Within Groups | 243.737 | 247 | .987 | | |
| | Total | 248.000 | 248 | | | .039* |
| Focus on dealing with the problem and it necessary let other thinks slide a little | Between Groups | 1.215 | 1 | 1.215 | 1.216 | |
| | Within Groups | 246.785 | 247 | .999 | | |
| | Total | 248.000 | 248 | | | .271 |

#H₁ Rejected at 5%

The significance of 'F' is less than 0.05 for the factor "Feel a lot of emotional distress, Go to movies or watch TV , Keep myself from getting distracted by other thought, Ask people who have had similar experience, Try to grow as a person as a result of the experience, and Let my feelings out". So, the null hypothesis is not accepted and it is concluded that the factors Feel a lot of emotional distress, Go to movies or watch TV, Keep myself from getting distracted by other thought, Ask people who have had similar experience, Try to grow as a person as a result of the experience, and Let my feelings out do vary with the age of the respondents at 5%.

Table 6: ANOVA between stress coping factors extracted and gender of the respondents

| ANOVA | | Sum of squares | Df | Mean square | F | Sig. |
|---|----------------|----------------|-----|-------------|--------|-------|
| Taking other actions to control | Between groups | 6.138 | 1 | 6.138 | 6.268 | |
| | Within groups | 241.862 | 247 | .979 | | |
| | Total | 248.000 | 248 | | | .013* |
| Learn to live with it | Between groups | 26.132 | 1 | 26.132 | 29.092 | |
| | Within groups | 221.868 | 247 | .898 | | |
| | Total | 248.000 | 248 | | | .000* |
| Accept the reality of the fact that it happened | Between groups | 16.551 | 1 | 16.551 | 17.663 | |
| | Within groups | 231.449 | 247 | .937 | | |
| | Total | 248.000 | 248 | | | .000* |
| Feel a lot of emotional distress | Between groups | 1.315 | 1 | 1.315 | 1.316 | |
| | Within groups | 246.685 | 247 | .999 | | |
| | Total | 248.000 | 248 | | | .252 |
| Upset and let my emotion out | Between groups | 3.180 | 1 | 3.180 | 3.208 | |
| | Within groups | 244.820 | 247 | .991 | | |
| | Total | 248.000 | 248 | | | .074 |
| Put in my trust in god. | Between groups | 2.084 | 1 | 2.084 | 2.093 | |
| | Within groups | 245.916 | 247 | .996 | | |
| | Total | 248.000 | 248 | | | .149 |
| Go to movies or watch TV | Between groups | .012 | 1 | .012 | .012 | |
| | Within groups | 247.988 | 247 | 1.004 | | .913 |

| ANOVA | | Sum of squares | Df | Mean square | F | Sig. |
|--|----------------|----------------|-----|-------------|-------|-------|
| | Total | 248.000 | 248 | | | |
| Keep myself from getting distracted by other thought or activities. | Between groups | .083 | 1 | .083 | .083 | .774 |
| | Within groups | 247.917 | 247 | 1.004 | | |
| | Total | 248.000 | 248 | | | |
| Keep myself from getting distracted by other thought | Between groups | .789 | 1 | .789 | .788 | .376 |
| | Within groups | 247.211 | 247 | 1.001 | | |
| | Total | 248.000 | 248 | | | |
| Do what has to be done one step at a time | Between groups | .000 | 1 | .000 | .000 | .987 |
| | Within groups | 248.000 | 247 | 1.004 | | |
| | Total | 248.000 | 248 | | | |
| Daydream about things other than stress | Between groups | .045 | 1 | .045 | .044 | .833 |
| | Within groups | 247.955 | 247 | 1.004 | | |
| | Total | 248.000 | 248 | | | |
| Ask people who have had similar experience | Between groups | 2.118 | 1 | 2.118 | 2.128 | .146 |
| | Within groups | 245.882 | 247 | .995 | | |
| | Total | 248.000 | 248 | | | |
| Try to grow as a person as a result of the experience | Between groups | 5.857 | 1 | 5.857 | 5.974 | .015* |
| | Within groups | 242.143 | 247 | .980 | | |
| | Total | 248.000 | 248 | | | |
| Put aside other activities in order to concentrate on this. | Between groups | 3.272 | 1 | 3.272 | 3.302 | .070 |
| | Within groups | 244.728 | 247 | .991 | | |
| | Total | 248.000 | 248 | | | |
| Talk to someone but how i feel. | Between groups | .237 | 1 | .237 | .237 | .627 |
| | Within groups | 247.763 | 247 | 1.003 | | |
| | Total | 248.000 | 248 | | | |
| Turn to work or other substitute activities to take my mind | Between groups | 2.846 | 1 | 2.846 | 2.868 | .092 |
| | Within groups | 245.154 | 247 | .993 | | |
| | Total | 248.000 | 248 | | | |
| Talk to someone to find out more about the situation | Between groups | .124 | 1 | .124 | .123 | .726 |
| | Within groups | 247.876 | 247 | 1.004 | | |
| | Total | 248.000 | 248 | | | |
| Give up the attempt to get what i want | Between groups | .493 | 1 | .493 | .492 | .484 |
| | Within groups | 247.507 | 247 | 1.002 | | |
| | Total | 248.000 | 248 | | | |
| Let my feelings out | Between groups | .679 | 1 | .679 | .678 | .411 |
| | Within groups | 247.321 | 247 | 1.001 | | |
| | Total | 248.000 | 248 | | | |
| Focus on dealing with the problem and it necessary let other things slide a little | Between groups | .255 | 1 | .255 | .254 | .615 |
| | Within groups | 247.745 | 247 | 1.003 | | |
| | Total | 248.000 | 248 | | | |

#H₁ Rejected at 5%

The significance of 'F' is less than 0.05 for the factor "taking other actions to control, Learn to live with it, accept the reality of the fact that it happened and Try to grow as a person as a result of the experience". So, the null hypothesis is not accepted and it is concluded that the factors taking other actions to control, Learn to live with it, Accept the reality of the fact that it happened and Try to grow as a person as a result of the experience do vary with the gender of the respondents at 5%.

Table 7: ANOVA between stress coping factors extracted and Qualification of the respondents

| ANOVA | | Sum of squares | Df | Mean square | F | Sig. |
|---|----------------|----------------|-----|-------------|-------|------|
| Taking other actions to control | Between groups | 7.197 | 3 | 2.399 | 2.441 | .065 |
| | Within groups | 240.803 | 245 | .983 | | |
| | Total | 248.000 | 248 | | | |
| Learn to live with it | Between groups | 6.586 | 3 | 2.195 | 2.228 | .086 |
| | Within groups | 241.414 | 245 | .985 | | |
| | Total | 248.000 | 248 | | | |
| Accept the reality of the fact that it happened | Between groups | 3.890 | 3 | 1.297 | 1.301 | .275 |
| | Within groups | 244.110 | 245 | .996 | | |
| | Total | 248.000 | 248 | | | |
| Feel a lot of emotional distress | Between groups | 4.381 | 3 | 1.460 | 1.469 | .224 |
| | Within groups | 243.619 | 245 | .994 | | |
| | Total | 248.000 | 248 | | | |
| Upset and let my emotion out | Between groups | 3.850 | 3 | 1.283 | 1.288 | .279 |
| | Within groups | 244.150 | 245 | .997 | | |
| | Total | 248.000 | 248 | | | |

| ANOVA | | Sum of squares | Df | Mean square | F | Sig. |
|--|----------------|----------------|-----|-------------|-------|-------|
| Put in my trust in god. | Between groups | 3.357 | 3 | 1.119 | 1.120 | .341 |
| | Within groups | 244.643 | 245 | .999 | | |
| | Total | 248.000 | 248 | | | |
| Go to movies or watch TV | Between groups | .942 | 3 | .314 | .311 | .817 |
| | Within groups | 247.058 | 245 | 1.008 | | |
| | Total | 248.000 | 248 | | | |
| Keep myself from getting distracted by other thought or activities. | Between groups | .316 | 3 | .105 | .104 | .958 |
| | Within groups | 247.684 | 245 | 1.011 | | |
| | Total | 248.000 | 248 | | | |
| Keep myself from getting distracted by other thought | Between groups | 5.988 | 3 | 1.996 | 2.020 | .112 |
| | Within groups | 242.012 | 245 | .988 | | |
| | Total | 248.000 | 248 | | | |
| Do what has to be done one step at a time | Between groups | 11.541 | 3 | 3.847 | 3.986 | .008* |
| | Within groups | 236.459 | 245 | .965 | | |
| | Total | 248.000 | 248 | | | |
| Daydream about things other than stress | Between groups | 3.924 | 3 | 1.308 | 1.313 | .271 |
| | Within groups | 244.076 | 245 | .996 | | |
| | Total | 248.000 | 248 | | | |
| Ask people who have had similar experience | Between groups | 7.581 | 3 | 2.527 | 2.575 | .055 |
| | Within groups | 240.419 | 245 | .981 | | |
| | Total | 248.000 | 248 | | | |
| Try to grow as a person as a result of the experience | Between groups | 6.961 | 3 | 2.320 | 2.358 | .072 |
| | Within groups | 241.039 | 245 | .984 | | |
| | Total | 248.000 | 248 | | | |
| Put aside other activities in order to concentrate on this. | Between groups | 8.753 | 3 | 2.918 | 2.988 | .032* |
| | Within groups | 239.247 | 245 | .977 | | |
| | Total | 248.000 | 248 | | | |
| Talk to someone but how i feel. | Between groups | .584 | 3 | .195 | .193 | .901 |
| | Within groups | 247.416 | 245 | 1.010 | | |
| | Total | 248.000 | 248 | | | |
| Turn to work or other substitute activities to take my mind | Between groups | 5.424 | 3 | 1.808 | 1.826 | .143 |
| | Within groups | 242.576 | 245 | .990 | | |
| | Total | 248.000 | 248 | | | |
| Talk to someone to find out more about the situation | Between groups | .154 | 3 | .051 | .051 | .985 |
| | Within groups | 247.846 | 245 | 1.012 | | |
| | Total | 248.000 | 248 | | | |
| Give up the attempt to get what i want | Between groups | 8.709 | 3 | 2.903 | 2.972 | .032* |
| | Within groups | 239.291 | 245 | .977 | | |
| | Total | 248.000 | 248 | | | |
| Let my feelings out | Between groups | 19.353 | 3 | 6.451 | 6.912 | .000* |
| | Within groups | 228.647 | 245 | .933 | | |
| | Total | 248.000 | 248 | | | |
| Focus on dealing with the problem and it necessary let other things slide a little | Between groups | 3.107 | 3 | 1.036 | 1.036 | .377 |
| | Within groups | 244.893 | 245 | 1.000 | | |
| | Total | 248.000 | 248 | | | |

* H_1 Rejected at 5%

The significance of 'F' is less than 0.05 for the factor "Let my feelings out, give up the attempt to get what I want, Put aside other activities in order to concentrate on this, Do what has to be done one step at a time". So, the null hypothesis is not accepted and it is concluded that the factors Let my feelings out, give up the attempt to get what I want, Put aside other activities in order to concentrate on this, Do what has to be done one step at a time do vary with the qualifications of the respondents at 5%.

Table 8: ANOVA between stress coping factors extracted and Marital status of the respondents

| ANOVA | | Sum of squares | Df | Mean square | F | Sig. |
|---|----------------|----------------|-----|-------------|-------|-------|
| Taking other actions to control | Between groups | 17.223 | 3 | 5.741 | 6.095 | .001* |
| | Within groups | 230.777 | 245 | .942 | | |
| | Total | 248.000 | 248 | | | |
| Learn to live with it | Between groups | 6.478 | 3 | 2.159 | 2.191 | .090 |
| | Within groups | 241.522 | 245 | .986 | | |
| | Total | 248.000 | 248 | | | |
| Accept the reality of the fact that it happened | Between groups | 8.939 | 3 | 2.980 | 3.054 | .029* |
| | Within groups | 239.061 | 245 | .976 | | |
| | Total | 248.000 | 248 | | | |

| ANOVA | | Sum of squares | Df | Mean square | F | Sig. |
|--|----------------|----------------|-----|-------------|--------|-------|
| Feel a lot of emotional distress | Between groups | 28.567 | 3 | 9.522 | 10.632 | .000* |
| | Within groups | 219.433 | 245 | .896 | | |
| | Total | 248.000 | 248 | | | |
| Upset and let my emotion out | Between groups | 10.499 | 3 | 3.500 | 3.610 | .014* |
| | Within groups | 237.501 | 245 | .969 | | |
| | Total | 248.000 | 248 | | | |
| Put in my trust in god. | Between groups | 5.798 | 3 | 1.933 | 1.955 | .121 |
| | Within groups | 242.202 | 245 | .989 | | |
| | Total | 248.000 | 248 | | | |
| Go to movies or watch TV | Between groups | 9.961 | 3 | 3.320 | 3.417 | .018* |
| | Within groups | 238.039 | 245 | .972 | | |
| | Total | 248.000 | 248 | | | |
| Keep myself from getting distracted by other thought or activities. | Between groups | .641 | 3 | .214 | .212 | .888 |
| | Within groups | 247.359 | 245 | 1.010 | | |
| | Total | 248.000 | 248 | | | |
| Keep myself from getting distracted by other thought | Between groups | 1.432 | 3 | .477 | .474 | .700 |
| | Within groups | 246.568 | 245 | 1.006 | | |
| | Total | 248.000 | 248 | | | |
| Do what has to be done one step at a time | Between groups | 5.929 | 3 | 1.976 | 2.000 | .115 |
| | Within groups | 242.071 | 245 | .988 | | |
| | Total | 248.000 | 248 | | | |
| Daydream about things other than stress | Between groups | .854 | 3 | .285 | .282 | .838 |
| | Within groups | 247.146 | 245 | 1.009 | | |
| | Total | 248.000 | 248 | | | |
| Ask people who have had similar experience | Between groups | 6.075 | 3 | 2.025 | 2.051 | .107 |
| | Within groups | 241.925 | 245 | .987 | | |
| | Total | 248.000 | 248 | | | |
| Try to grow as a person as a result of the experience | Between groups | 12.830 | 3 | 4.277 | 4.455 | .005* |
| | Within groups | 235.170 | 245 | .960 | | |
| | Total | 248.000 | 248 | | | |
| Put aside other activities in order to concentrate on this. | Between groups | 16.087 | 3 | 5.362 | 5.665 | .001* |
| | Within groups | 231.913 | 245 | .947 | | |
| | Total | 248.000 | 248 | | | |
| Talk to someone but how i feel. | Between groups | 1.834 | 3 | .611 | .608 | .610 |
| | Within groups | 246.166 | 245 | 1.005 | | |
| | Total | 248.000 | 248 | | | |
| Turn to work or other substitute activities to take my mind | Between groups | 3.155 | 3 | 1.052 | 1.052 | .370 |
| | Within groups | 244.845 | 245 | .999 | | |
| | Total | 248.000 | 248 | | | |
| Talk to someone to find out more about the situation | Between groups | .349 | 3 | .116 | .115 | .951 |
| | Within groups | 247.651 | 245 | 1.011 | | |
| | Total | 248.000 | 248 | | | |
| Give up the attempt to get what i want | Between groups | .975 | 3 | .325 | .322 | .809 |
| | Within groups | 247.025 | 245 | 1.008 | | |
| | Total | 248.000 | 248 | | | |
| Let my feelings out | Between groups | 8.262 | 3 | 2.754 | 2.814 | .040* |
| | Within groups | 239.738 | 245 | .979 | | |
| | Total | 248.000 | 248 | | | |
| Focus on dealing with the problem and it necessary let other things slide a little | Between groups | 1.199 | 3 | .400 | .397 | .755 |
| | Within groups | 246.801 | 245 | 1.007 | | |
| | Total | 248.000 | 248 | | | |

#H₁ Rejected at 5%

The significance of 'F' is less than 0.05 for the factor "Let my feelings out, Put aside other activities in order to concentrate on this, Try to grow as a person as a result of the experience, Go to movies or watch TV, Upset and let my emotion out, Feel a lot of emotional distress, Accept the reality of the fact that it happened, Taking other actions to control". So, the null hypothesis is not accepted and it is concluded that the factors Let my feelings out, Put aside other activities in order to concentrate on this, Try to grow as a person as a result of the experience, Go to movies or watch TV, Upset and let my emotion out, Feel a lot of emotional distress, Accept the reality of the fact that it happened, Taking other actions to control do vary with the marital status of the respondents at 5%.

Table 9: ANOVA between stress coping factors extracted and experience of the respondents

| ANOVA | | Sum of squares | Df | Mean square | F | Sig. |
|--|----------------|----------------|-----|-------------|-------|-------|
| Taking other actions to control | Between groups | .912 | 4 | .228 | .225 | .924 |
| | Within groups | 247.088 | 244 | 1.013 | | |
| | Total | 248.000 | 248 | | | |
| Learn to live with it | Between groups | 4.230 | 4 | 1.058 | 1.059 | .378 |
| | Within groups | 243.770 | 244 | .999 | | |
| | Total | 248.000 | 248 | | | |
| Accept the reality of the fact that it happened | Between groups | 11.615 | 4 | 2.904 | 2.997 | .019* |
| | Within groups | 236.385 | 244 | .969 | | |
| | Total | 248.000 | 248 | | | |
| Feel a lot of emotional distress | Between groups | 8.823 | 4 | 2.206 | 2.250 | .064 |
| | Within groups | 239.177 | 244 | .980 | | |
| | Total | 248.000 | 248 | | | |
| Upset and let my emotion out | Between groups | 2.262 | 4 | .566 | .562 | .691 |
| | Within groups | 245.738 | 244 | 1.007 | | |
| | Total | 248.000 | 248 | | | |
| Put in my trust in god. | Between groups | 3.623 | 4 | .906 | .904 | .462 |
| | Within groups | 244.377 | 244 | 1.002 | | |
| | Total | 248.000 | 248 | | | |
| Go to movies or watch TV | Between groups | 2.841 | 4 | .710 | .707 | .588 |
| | Within groups | 245.159 | 244 | 1.005 | | |
| | Total | 248.000 | 248 | | | |
| Keep myself from getting distracted by other thought or activities. | Between groups | 3.221 | 4 | .805 | .803 | .525 |
| | Within groups | 244.779 | 244 | 1.003 | | |
| | Total | 248.000 | 248 | | | |
| Keep myself from getting distracted by other thought | Between groups | 16.874 | 4 | 4.218 | 4.453 | .002* |
| | Within groups | 231.126 | 244 | .947 | | |
| | Total | 248.000 | 248 | | | |
| Do what has to be done one step at a time | Between groups | 6.477 | 4 | 1.619 | 1.636 | .166 |
| | Within groups | 241.523 | 244 | .990 | | |
| | Total | 248.000 | 248 | | | |
| Daydream about things other than stress | Between groups | 4.929 | 4 | 1.232 | 1.237 | .296 |
| | Within groups | 243.071 | 244 | .996 | | |
| | Total | 248.000 | 248 | | | |
| Ask people who have had similar experience | Between groups | 4.792 | 4 | 1.198 | 1.202 | .311 |
| | Within groups | 243.208 | 244 | .997 | | |
| | Total | 248.000 | 248 | | | |
| Try to grow as a person as a result of the experience | Between groups | 4.155 | 4 | 1.039 | 1.039 | .387 |
| | Within groups | 243.845 | 244 | .999 | | |
| | Total | 248.000 | 248 | | | |
| Put aside other activities in order to concentrate on this. | Between groups | 15.151 | 4 | 3.788 | 3.969 | .004* |
| | Within groups | 232.849 | 244 | .954 | | |
| | Total | 248.000 | 248 | | | |
| Talk to someone but how i feel. | Between groups | 2.324 | 4 | .581 | .577 | .680 |
| | Within groups | 245.676 | 244 | 1.007 | | |
| | Total | 248.000 | 248 | | | |
| Turn to work or other substitute activities to take my mind | Between groups | 8.045 | 4 | 2.011 | 2.045 | .089 |
| | Within groups | 239.955 | 244 | .983 | | |
| | Total | 248.000 | 248 | | | |
| Talk to someone to find out more about the situation | Between groups | 4.215 | 4 | 1.054 | 1.055 | .380 |
| | Within groups | 243.785 | 244 | .999 | | |
| | Total | 248.000 | 248 | | | |
| Give up the attempt to get what i want | Between groups | 4.315 | 4 | 1.079 | 1.080 | .367 |
| | Within groups | 243.685 | 244 | .999 | | |
| | Total | 248.000 | 248 | | | |
| Let my feelings out | Between groups | 8.233 | 4 | 2.058 | 2.095 | .082 |
| | Within groups | 239.767 | 244 | .983 | | |
| | Total | 248.000 | 248 | | | |
| Focus on dealing with the problem and it necessary let other things slide a little | Between groups | 6.727 | 4 | 1.682 | 1.701 | .150 |
| | Within groups | 241.273 | 244 | .989 | | |
| | Total | 248.000 | 248 | | | |

***H₁ Rejected at 5%**

The significance of 'F' is less than 0.05 for the factor "Accept the reality of the fact that it happened, Keep myself from getting distracted by other thought and Put aside other activities in order to concentrate on this". So, the null hypothesis is not accepted and it is concluded that the factors Accept the reality of the fact that it happened, Keep myself from getting distracted by other thought and Put aside other activities in order to concentrate on this do vary with the experience of the respondents at 5%.

FINDINGS

Percentage Analysis

- The table shows that out of the total 250 grade II police constables of the study, 81.2 % of the total constables were in ages 20-29 years, 57.6 % of the total constables were female gender, 70.8 % of the total constables are having UG level educational qualification, 72.4 % respondents are unmarried, 44.4 % of the constables are having 6 to 10 year experience.
- The table 3 shows that Most useful stress coping strategy is "*I take additional action to try to get rid of the problem*" with the mean value of 2.9600, second most useful stress coping strategy is "*I take direct action around the problem*" with the mean value of **2.908**, then next most useful stress coping strategy is "*I get upset, and am really aware of it*" with the mean value of **2.8960**.

ANOVA findings

- The significance of 'F' is less than 0.05 for the factor "Feel a lot of emotional distress, Go to movies or watch TV, Keep myself from getting distracted by other thought, Ask people who have had similar experience, Try to grow as a person as a result of the experience, and Let my feelings out". So, the null hypothesis is not accepted and it is concluded that the factors Feel a lot of emotional distress, Go to movies or watch TV, Keep myself from getting distracted by other thought, Ask people who have had similar experience, Try to grow as a person as a result of the experience, and Let my feelings out do vary with the age of the respondents at 5%.
- The significance of 'F' is less than 0.05 for the factor "taking other actions to control, Learn to live with it, accept the reality of the fact that it happened and Try to grow as a person as a result of the experience". So, the null hypothesis is not accepted and it is concluded that the factors taking other actions to control, Learn to live with it, Accept the reality of the fact that it happened and Try to grow as a person as a result of the experience do vary with the gender of the respondents at 5%.
- The significance of 'F' is less than 0.05 for the factor "Let my feelings out, give up the attempt to get what I want, Put aside other activities in order to concentrate on this, Do what has to be done one step at a time". So, the null hypothesis is not accepted and it is concluded that the factors Let my feelings out, give up the attempt to get what I want, Put aside other activities in order to concentrate on this, Do what has to be done one step at a time do vary with the qualifications of the respondents at 5%.
- The significance of 'F' is less than 0.05 for the factor "Let my feelings out, Put aside other activities in order to concentrate on this, Try to grow as a person as a result of the experience, Go to movies or watch TV, Upset and let my emotion out, Feel a lot of emotional distress, Accept the reality of the fact that it happened, Taking other actions to control". So, the null hypothesis is not accepted and it is concluded that the factors Let my feelings out, Put aside other activities in order to concentrate on this, Try to grow as a person as a result of the experience, Go to movies or watch TV, Upset and let my emotion out, Feel a lot of emotional distress, Accept the reality of the fact that it happened, Taking other actions to control do vary with the marital status of the respondents at 5%.
- The significance of 'F' is less than 0.05 for the factor "Accept the reality of the fact that it happened, Keep myself from getting distracted by other thought and Put aside other activities in order to concentrate on this". So, the null hypothesis is not accepted and it is concluded that the factors Accept the reality of the fact that it happened, Keep myself from getting distracted by other thought and Put aside other activities in order to concentrate on this do vary with the experience of the respondents at 5%.

DISCUSSIONS AND CONCLUSION

20 factors are extracted from the rotation components, and in these factors feelings of emotional distress, going to movies and watching TV, Getting distracted from other thoughts are the main factors that do vary with the age of the police constables, and most of the police personals are belongs to 20 to 29 years old. Taking other actions to control the stress, learn to live with the stress, accept the reality of the facts and try to grow from the past experience these are some factors that do vary with the gender, because most of the respondents are in this research is females, doing what has to be done at one time, put aside other activities in order to concentrate on the particular problems, giving up the attempt to get what they want and let their feelings out, these factors are do vary with the educational qualifications of the police personals, Taking other actions to get rid of stress, watching TV, accept the reality, emotional distress, mental upset, try to grow from past experience, put aside others activities in order to concentrate on the problems, let the feelings out are the same factors that do vary with marital status. Accepting the reality, put aside others activities in order to concentrate on the problems and Keep myself from getting distracted by other thought all the problem vary with the experience of the police constables. And addition to

that I take additional action to try to get rid of the problem, I take direct action around the problem and I get upset, and am really aware of it are some coping methods are most using stress coping strategies.

This stress coping strategies are widely used, but as per the Tamil nadu police departments, they don't have any standardized stress coping strategies. This research recommended that future research must be made to identify the standard coping strategies for police personals. Our finding suggests that police departments must pay attention to the convergent factors that leads to police stress. There are some negative coping are common among the police constables like upset, emotional distress, taking too much of alcohol and smoking. The administration must understand the stress associate with management, family, environment and their personal needs. Positive stress coping strategies must be developed. In additional all the efforts need to be implemented from the beginning stage. For example during the classroom training and physical training, they must include stress training sessions that includes positive and negative stress coping strategies related with work and family conflicts. Sensible approach must be developed, like department have to clearly assess the physical and psychological stress to understand the stressors for each officer. Monitoring each officers adaptive and maladaptive coping methods with medical checkups. Effective peer counseling, which must be realistic and effective.

Effective stress coping strategies in policing is essential because police department is one of the highly stressful job. Police personals unable to deal with stress and they may fail to provide efficient service to public.

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