

A Study on Occupational stress Faced by Traffic Police in Pune District.

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Abstract:

Background: Occupational stress refers to the amount of stress experienced by an employee in the work environment. Workplace-stress is caused by numerous factors, including what duties an individual must perform, or their peer group in an organization, and their overall workload. An employee who has stressful work-related duties, such as an emergency room doctor, law enforcement police officers and traffic police who is responsible for the lives of countless people each day, are more likely to experience workplace stress. An employee, who has a heavy workload, is also more likely to experience workplace-stress. Workplace-stress often leads to the stress outside the workplace due to the attending to other items of work in an individual's daily life. This stress is the cause of experiencing lower quality of work life. **Objective:** To study the occupational stress faced by the Traffic police in Pune District. **Methodology:** The cross-sectional study was conducted among 392 traffic police personnel in Pune District. The researcher evaluated traffic police of different designations. After receiving informed consent, a pre-structured proforma was used to collect the primary data **Results:** The research study analysis revealed that 27 percent traffic police realizing job pressure at work ,whereas 23 percent traffic police Feel anxiety, nervousness, and unease at work But it is also worth noting that around 84.2 percent respondents have not denied that they are not feeling frustrated **Conclusion:** Traffic police experience job pressure, job overload, a bad work environment, lack of resources, infrastructural facilities, and a proportional number of traffic cops, leading to anxiety, nervousness, and unease at work..

Key Words: Occupational stress, Job Pressure, Anxiety, Nervousness, Unease at Work, Angry and Frustrated and Workplace Conflict

Introduction:

Police personnel play a pivotal role in maintaining the disciplinary and legislative homeostasis of the society. Stress among police personnel is being acknowledged as an international phenomenon of serious concern. Stress is a complex phenomenon. An individual's experience of stress depends upon numerous aspects related to personality, environment, sociocultural situation, and several contextual factors. Occupational stress is a matter of concern in the current scenario. Occupational stress results in disruption of the psychological as well as physiological homeostasis of the individual, leading to deviant functioning in the working environment. In addition to the nature of job, there are numerous other issues like long and unpredictable working hours, constant pressure to perform, accountability, work overload and noxious physical environment. Occupational stress is defined by the European Commission as "set of emotional, cognitive, physiological, and behavioral reactions to harmful aspects of the content, organization, or context of the work. It is a condition that is characterized by high levels of excitation, distress, and the feeling of not being able to do anything." Employee's health negatively affected by psychosocial risk factors and occupational stress. Highly stressful occupations such as those of frontline workers like traffic police officers come with multiple challenges such as uncertain safety, being at constant guard for

security, lack of understanding, social acceptance, unintentional fear affecting socialization, and inadequate departmental support. These challenges compounded by the lack of efforts of their employers' results in stress in the officers which goes unmeasured. This unmeasured stress relates to increasing health issues faced by the Traffic Police. The present study assessed the opinion of traffic police in operating in Pune District.

Review of Literature:

Avey et al., (2009) Suggests that stress management has received much scientific and practical attention, and fresh research is needed. This study uses positive organizational behavior to alleviate occupational stress. Psychological capital (the positive resources of efficacy, hope, optimism, and resilience) may be crucial to explaining the difference in perceived stress symptoms, quit intentions, and job search activities. The paper finishes with practical suggestions for increasing employees' psychological capital to reduce workplace stress.

C. A. Thompson & Protas, (2006) focuses on occupational stress, quality of life, work-related stresses, and coping techniques among senior Brazilian police officers. They collected data using a quantitative questionnaire. 418 senior So Paulo police officers say their job is tough. 43 percent of police personnel had stress symptoms. 54 percent more women than men are stressed (40 percent).

Interactions with other police departments are the biggest stressor. Professional and health quality of life is lacking. This is the first study to link excessive emotional stress and low life quality among Brazilian police personnel. The large number of stress symptoms and low quality of life observed in this study indicates a need for preventive efforts within the Brazilian police force to stimulate lifestyle modifications in high-ranking police officers.

Dick, (2011) examined how occupational stress affects marriage. He tested hypotheses using 1,632 police officer spouse responses. He employed ordinal, logistic variables to estimate coefficient effects. This study shows that occupational stress is substantially linked to the dependent variable. When the officer utilized SRCs, his/her marriage improved. Higher education increases spousal relationship issues.

Objectives of the Study:

Table: Occupational Stress Factor:

Sr.No	Statements		Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
1	Realize Job Pressure At Work	Frequency	0	0	286	91	15
		Percentage	0	0	73	23.2	3.8
2	Feel Anxiety, Nervousness, And Unease At Work	Frequency	13	67	221	91	0
		Percentage	3.3	17.1	56.4	23.2	0
3	Feel Angry And Frustrated When You Get Back To Home	Frequency	10	23	330	29	0
		Percentage	2.6	5.9	84.2	7.4	0
4	Face Workplace Conflict In Your Daily Work	Frequency	0	61	287	39	5
		Percentage	0	15.6	73.2	9.9	1.3

1. To study the occupational stress faced by the Traffic police in Pune District.
2. To give suggestions if required.

Materials and Method

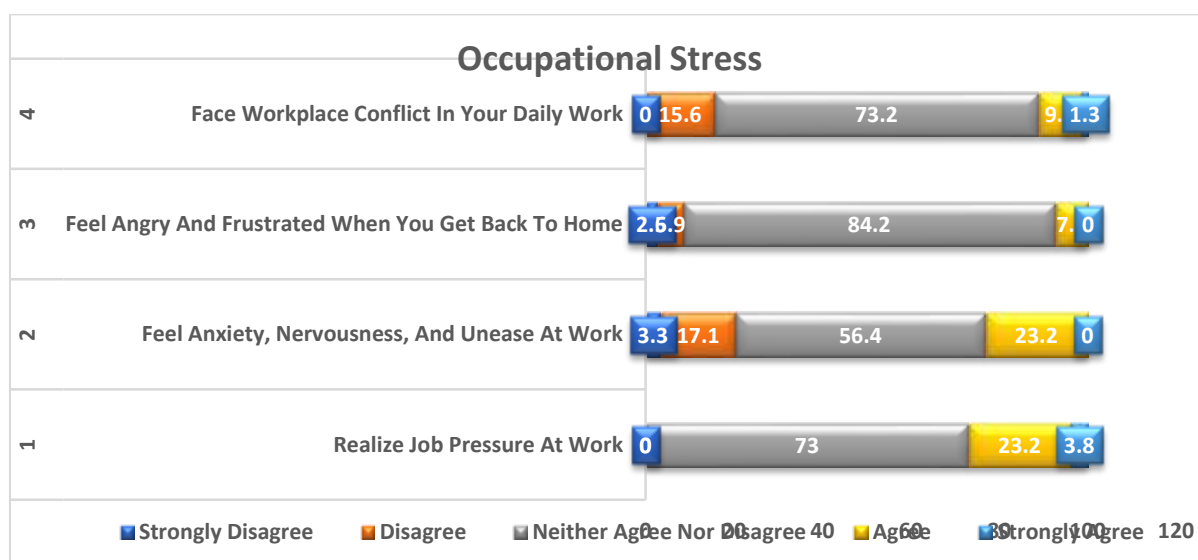
Study period: April and August 2022.

Study population: Traffic police personnel working in Pune District.

Sample size: 392 was calculated using this formula: Z was 1.96 at 95% confidence level, prevalence (p) was 50 %, and absolute precision was 5 %. 1570 traffic police personnel were working in Pune city, and 392 study participants, traffic police, were selected using proportionate stratified random sampling. One stratum means one division of traffic police.

Data collection: Permission was obtained from the Deputy Commissioner of traffic Police. Data were collected from three divisions from Pune District i.e Pimpri chinchwad Police Commission rate, Pune City and Pune Rural Traffic division.

Graph: Occupational stress



Result and Discussion:

1. **Realize Job Pressure at Work:** Employees are generally feel job pressure in their workplace. It is often produced by unexpected obligations and demands that do not correspond to a person's knowledge, talents, or expectations, affecting one's ability to manage. Job pressure resulted in to stress and long-term workplace stress may lead to job burnout, which can be costly to the organization in terms of missed working days. Continuous stress is detrimental to an employee's health, causing symptoms such as high blood pressure, gastrointestinal disorders, heart attacks, sleep disturbances, migraines, back pain, skin problems, and others. However, the work of a traffic police is very complicated, since they are constantly exposed to environmental pollutants such as noise, light, colour, heat, and intense pollution. All of these elements have an influence on traffic policemen' job stress.

Hence Traffic Police were asked, whether they are agreed with the statement, that they realize job pressure at work. Here out of total respondents contacted 23.2 percent respondents were Agree and 3.8 percent were Strongly Agree. It signifies that around 27 percent respondents are expressed that they realize job pressure at work. Whereas 73 percent respondents stated that they are Neither Agree or Disagree. Most importantly no single traffic police have firmly said that they do not realize job pressure at work. Overall analysis reveals that 27 percent traffic police realise job pressure at work. Along with environmental concerns, traffic officers suffer role conflict, as well as uncertainty in duty and authority, which produces stress.

2. **Feel anxiety, nervousness, and unease at work:** Further traffic police were enquired about whether they feel anxiety, nervousness, and unease at work. Here out of total respondents contacted 23.2 percent respondents were Agree whereas 56.4 percent respondents stated that they are Neither Agree nor Disagree. Whereas 20.1 percent respondents have stated that they do not feel anxiety, nervousness, and unease at work. Out of it 3.3 percent were strongly disagree and 17.1 percent were disagree. The findings suggest that the profession of traffic cops causes anxiety, uneasiness, and discomfort. Almost 23 percent traffic police Feel anxiety, nervousness, and unease at work.

It should be noted that employment is quite important in anyone's life since it occupies the majority of one's time. It was found that during study traffic police went through job overload, a bad work environment, a lack of resources, infrastructural facilities, and a proportional number of traffic cops is less to the population and number of cars increases as the primary reasons of anxiety, nervousness, and unease at work. **Feel angry and frustrated when you get back to home:** Further it was explored whether feel angry and frustrated when they get back to home. Here out of total respondent's 7.4 percent respondents were agreed whereas 84.2 percent respondents stated that they are Neither Agree nor Disagree. Here although only 7.4 percent have stated that they are feeling angry and frustrated. It is worth noting that around 84.2 percent respondents have not denied that they are not feeling frustrated. It reveals a high percentage of respondents are not firmly stating that they are not frustrated. Besides only 8.5 percent respondents have firmly denied that they are not feeling frustrated. Out of it 2.6 percent respondent said they are Strongly Disagree and 5.9 percent respondent said they are Disagree that they feel frustrated when they get back to home. The overall study reveals that 7.4 percent traffic police working in Pune district feel angry and frustrated when they get back to home. But it is also worth noting that around 84.2 percent respondents have not denied that they are not feeling frustrated. Further Traffic Police job demands them to work in shift. Working varied shifts and long hours may generate stress at home since officers typically struggle to secure time off for family activities. A variety of factors influence the degree of frustration experienced by traffic officers. On a daily basis, traffic officers face tremendous traffic, pollution, and violence, all of which cause exceptionally high levels of stress. Such stress may have an impact on an officer's personal life in addition to their professional performance. Traffic Police are always in danger of being physically harmed. They often deal with unstable or unpredictable persons, many of whom may attempt to harm them, as they react to risky and often unforeseen circumstances. Traffic Police confront additional stressors in addition to the possibility of physical injury. Officers experience psychological stress as a result of obligations such as assisting commuters and traffic at sites. Further Traffic Police are often subjected to intense public scrutiny, which may make them feel pressured while doing their jobs. Finally,

many Traffic Police believe they do not receive enough departmental assistance. All these has a direct influence on Traffic Police officers' personal life. Furthermore, many families face financial difficulties, the stress of witnessing a loved one struggle with trauma, and an unfavourable public opinion of the Traffic Police. All of these factors may have a negative influence on Traffic Police marriages and family ties, leading to emotional weariness and work-family conflict. Negative public opinion, in particular, may create stress in Traffic Police families.

Face Workplace conflict in your daily work:

It was also assessed whether traffic police perceive they face workplace conflict. Traffic Police respondents were asked, whether they are agree with the statement, that they face Workplace conflict in your daily work. Here out of total respondents contacted 9.9 percent respondents were Agree and 1.3 percent were Strongly Agree. Whereas only 15.6 percent respondent said they are disagreed with the statement revealing that they do not face workplace conflict. It is noteworthy that 73.2 percent respondents stated that they are Neither Agree or Disagree. This huge number of respondent traffic police have not denied that they face workplace conflict. The workplace conflict is one of the adding the fuel in the level of stress faced by the traffic police.

Suggestions:

1. Traffic cops are subjected to acute and chronic stressful events at work, which may lead to decreased psychological well-being and physical health. Traffic cops are a subset of the police force who direct traffic or work in traffic or road policing units enforcing traffic laws. The growing population and number of automobiles have increased the workload and stress on traffic police working in Pune district. With a greater proportion of smoking and alcohol addiction, traffic policemen' lives and working environments are under continual stress. Because they are continually exposed to pollution, traffic officers are at the greatest risk of developing pollution-related ailments (vehicular emissions). These variables may have a substantial impact in their psychological well-being, causing traffic officers to experience anxiety, nervousness, and uncomfortable at work. Hence department take this fact in to consideration and should take corrective action.

2. It was observed that traffic police department is a high pressured and stressful department to work in. Traffic police are constantly under pressure to perform in the face of adverse conditions like political pressure, public pressure and performance-oriented management system. In these circumstances, the support of top management becomes essential to support the frontline officers against the political or public pressure for smooth functioning of their duties. The support can come in the form of providing better working conditions as well as giving work related autonomy so that these traffic police can perform at their best and take decisions as and when required.

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