A STUDY ON OCCUPATIONAL STRESS AMONG WOMENPOLICE PERSONNEL IN TELANGANA

Author : Dr. SUHASINI PALLE
Associate Professor, Head of the Department
CSI INSTITUTE OF PG STUDIES, SECUNDERABAD

ABSTRACT

In the Fast-Changing socio economic world 'stress' is a common word used by people of all ages. This descriptive research is about the analysis of stress among women police personnel in Telangana. Stratified random sampling has been used and the sample size was taken as 195. The sample was taken from all the districts of Telangana. The stress level of working women is more when compared to that of the house wives. In addition the women working in Police field will have more stress due to the nature of job.Women police do experience high level of stress which affect their health and work performance also. In some of the cases it may cause depression, heart disease, stomach disorder, head ache and tendency to commit suicide. Hence it is necessary to analyze the stress problems of women police and offer suitable solutions.

Keywords- stress, job culture, womenhood, work overload, job satisfaction

INTRODUCTION

The concept of womanhood has always been held in high respect in India. The noble state of womanhood is the noblest form of the superset architecture called human hood. Indian womanhood symbolizes the higher state of human hood and is the guardian of India's cultural, spiritual, civilizational, economic and social assets. Traditionally, the living skills of a household are built by the woman in charge. Woman has the ability of life-building, man-making, character-building, assimilating fine ideas and making them one's life and character. She has to season the members of the family and others in association to turn them into socially responsible citizens. She improves the social and cultural life of the family by improving the quality of human life and helps honest livelihood of the people. She has to make the members gentle and warm by mind, heart and hand.Indian womanhood is visualized from three perspectives – hardware, software and anti-virus. She is the key hardware forming the spine of Indian womanhood, a hardware that has a strong anatomy and physiology ensuring strong family aligned with Indian ethos. She is a software as a service model capable of multitasking

based on the needs of the family – a responsible daughter-in-law, loving wife, caring mother and socially respected individual. Thanks to the social armoury an Indian woman provides, she is also the anti-virus that protects family functions from a virus called western modernity. Indian women are celebrated as global guides as they are the epitome of all virtues and potentials. Progress can be the reality only on the realization of timeless responsibilities of women. However, no one can deny the fact that woman are found relegated to the background, not enjoying the just space both in domestic and social life, dictated by patriarchy. Tradition decides a woman's efficiency based on her culinary skills and domestic management. Though she excels in her career and financially supports her family, her family and society assess her on her ability to manage home. Though the world presently is convinced of the exceptionally great potentials inherent in women and the need for their contribution to keep the human society on wheels, the gender injustice is highly prevalent first.The moment a working woman enters into a state of being married, a new chapter of multitasked problems opens up. As there is hardly any support system that enables a woman to strike a work-wife balance with no cooperation forthcoming whether it is from family members at home or official machinery at work, many women find balancing work and home difficult. This results in stress, which magnifies in the eventuality of motherhood. She feels highly dehumanized and lethally devalued. Society must be committed to overthrow all the practices that lead to the opposition and victimization of women, if the society wishes to be benefited by the power of women. Unless the society promotes gender justice and honours women who constitute half of the human population, the progress of the society stands remote. It makes meaningful the celebration of International Women's Day (March 8) which is a global day celebrating the social, economic, cultural and political achievement of women.The Spielberger State Trait model of occupational stress conceptualizes stress as a complex stress, that consists of three major components, namely sources of stress that are encountered in the work environment, the perception and appraisal of a particular stressor that are evoked when a stressor is appraised as threatening. Occupational stress is defined as the mind-body arousal resulting from physical and or psychological job demands. (spielberger et al., 2003) Occupational stress has been related to heart disease, hypertension, upper respiratory tract infections, peptic ulcers, reduced immunity, migraines, alcoholism, depression, suicidal tendencies, anxiety as well as other mental disorders (Lord, Gray & Pond, 1991; Muntaner Tien, Eaton, & Garrison, 1991.

Occupational stress among police is a part of their work. According to demand control model, police work can be referred to as an occupation including high demand and low control, increasing the risk of fatigue, anxiety, depression and or physical illness (Karasek & Theorell, 1996)

Police people protect the life and property of public by enforcing law and order. The work has many dangerous challenges while handling. They are the first line production for the society. Police people unexpectedly encounter dreadful situations involving major risks without any warning. Women police face occupational stress due to several factors like 24 hours availability, administration problems. Police job is one of the most stress full occupations for the women.

The present study deals with TN women police. This study explores the major causes of stress, levels of stress and effects over family life. The current belief of psychiatrists   is that 50% of all physical issues are related to mental stress. Lot of study has been made by the researcher to find the causes and effects of stress, but the results show that the stress does not

seem to have gained finality. The reasons for stress are long working time, negative working environment, irregular eating habits, lack of time spent with family members etc.

LITERATURE

Occupational stress is commonly observed among all police personnel, but the major attributes of stress in various groups are diversified by many researchers.Shweta Singh and Sujita Kumar Kar(2015)[1], in their study sources of occupational stress in the police personnel of North India, found that 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. BusharaBano (2011) in the article submitted "Job Stress among Police Personnel" reveals that Stress is an inevitable part of police personnel.The purpose of this research is to identify causes of stress and also empirically investigate the socio demographic factors affecting stress level among police personnel. Findings revealed that political pressure, lack of time for family, negative public image and low salary were the primary causes of stress among police personnel. It also emerged that stress is significantly more pronounced among those police personnel who are younger, more educated, posted in rural areas and have less work experience. Chang kirk (2011) in his study "Less stressed at work – Research on the efficacy of job stress coping strategies" investigated to clarify the efficacy of common job stress and coping strategies used by general employees. Organizational leaders & mangers should take a more active role in dealing with stress at work. Lingard H in his study has found that workers incapability of doing an unchallenging job may suffer from another kind of work stress known as "rust out syndrome."

METHODOLOGY

In the present study, the researcher has analysed the occupational stress of women police officials in Telangana. For the study, descriptive research design is used. The respondents of the study were the women police officials who are designated as grade II police, grade I police, head constables, Sub-inspectors of police and Inspectors of police. Data were collected all over the state. The jurisdiction for the study is Telangana which is divided based on the geographical areas. In the total population of 11,000 we have selected 195 for the study. In selecting the sample size convenient sampling method has been used in the study. The data needed for the study was collected through a structured questionnaire directly from the respondents. Secondary data needed for the study was collected from the government records, books, journals etc. The researcher has analyzed the data and various tools were used like descriptive statistics, correlation.

FINDINGS

The finding of the study is summarized in the following tables.

DESCRIPTIVE STATISTICS

The descriptive statistics of the study is analyzed and presented in the below tables.

TABLE 1: DEMOGRAPHIC PROFILE OF THE RESPONDENTS

AGE OF THE RESPONDENTS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 25 years	14	7.2	7.2	7.2
	26-35	114	58.5	58.5	65.6
	36-45	48	24.6	24.6	90.3
	Above45	19	9.7	9.7	100.0
	Total	195	100.0	100.0	

Marital status of the respondents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	176	90.3	90.3	90.3
	Unmarried	19	9.7	9.7	100.0
	Total	195	100.0	100.0	

DESIGNATION OF THE RESPONDENTS

		Frequency	Percent	Valid Percent	CumulativePercent
Valid	Gr.II.PC	75	38.5	38.5	38.5
	Gr.1.pc	59	30.3	30.3	68.7
	Head constable	44	22.6	22.6	91.3
	Sub inspector of police	12	6.2	6.2	97.4
	Inspector of police	5	2.6	2.6	100.0
	Total	195	100.0	100.0	

ACADEMIC QUALIFICATION OF THE RESPONDENTS

		Frequency	Percent	Valid Percent	Cumulative Percent
	Up to SSLC	27	13.8	13.8	13.8
	HSC	53	27.2	27.2	41.0
	UG	90	46.2	46.2	87.2

Valid		Frequency	Percent	Valid Percent	Cumulative Percent
	PG	24	12.3	12.3	99.5
	Others	1	.5	.5	100.0
	Total	195	100.0	100.0	

YEARS OF SERVICE OF THE RESPONDENTS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Up to 5 years	20	10.3	10.3	10.3
	6 to10years	59	30.3	30.3	40.5
	11to 15years	64	32.8	32.8	73.3
	Above15years	52	26.7	26.7	100.0
	Total	195	100.0	100.0	

INCOME OF THE RESPONDENTS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below Rs.10000	8	4.1	4.1	4.1
	Rs.10001-15000	20	10.3	10.3	14.4
	AboveRs.15000	167	85.6	85.6	100.0
	Total	195	100.0	100.0	

RESIDENCE OF THE EMPLOYEES WITH FAMILY

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	159	81.5	81.5	81.5
	No	36	18.5	18.5	100.0
	Total	195	100.0	100.0	

DISTANCE BETWEEN WORK AND STAY

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below10 kms	95	48.7	48.7	48.7
	10-20 kms	43	22.1	22.1	70.8
	20and above kms	57	29.2	29.2	100.0
	Total	195	100.0	100.0	

NO OF TRANSFERS IN SERVICE

		Frequency	Percent	Valid Percent	Cumulative Percent

	1 time	45	23.1	23.1	23.1
	2 times	37	19.0	19.0	42.1
	3 times	35	17.9	17.9	60.0
Valid	Above 3 times	78	40.0	40.0	100.0
	Total	195	100.0	100.0	

The above Table 1 shows that most (58.5%) of the respondents are between 26 to 35 years of age. The table also shows that in the study 90.3% of the women police officials are married.

It is clear from Table 3 that most (46.2%) of the female police are having Under Graduation Degree as their educational qualification. From the table it is found that in the study most (38.5%) are Grade II PC, followed by Grade I PC who are 30.3% of the population, then head constables (22.6%).It can be seen from table 1 that 32.8% of the respondents in the study have experience of 11 years to 15 years and 30.3% of the respondents have 6 to 10 years of experience. Table 1 further shows that 85.6% of the women police have their monthly income above Rs.15, 000 and 10.3 % of the women police earn Rs.10, 000 to 15,000.From the table it is clear that 81.5 % of the respondents are residing with their family and only 18.5% of them are boarded in hostels. The table also explains that 48.7% of the women police are travelling less than 10 kms to work place. The results of the study depict that 40% of the women police officials have been transferred for more than three years in their period of service.

PEARSON CORRELATIONS

Correlation is a statistical technique that is used to measure and describe the strength and direction of the relationship between two variables. In the present study, Marital status is compared with factors in stress faced by the women police officials in Telangana.

TABLE : 2 CORRELATION BETWEEN MARITAL STATUS VS JOB CULTURE AND CLIMATE

JOB CULTURE AND CLIMATE

	Marital status	Routine work dullness	Performance evaluation communication	Gender and stress	Last minute cancellation	Organization climate	Neck work and stress	Job expectation and demands	Un ethical practices in Organization	Mistake leads to consequences in workplace	Work of quality is unrealistic
Marital status	1	.048	.071	.019	.092	.063	-.068	-.136	-.015	.040	-.008
Routine work dullness	.048	1	.368**	.320**	.316**	.424**	.286**	-.063	.273**	-.070	.362**
Performance evaluation communication	.071	.368**	1	.310**	.446**	.476**	.421**	.012	.312**	.306**	.364**
Gender and stress	.019	.320**	.310**	1	.298**	.328**	.280**	-.046	.311**	.088	.302**
Last minute cancellation	.092	.316**	.446**	.298**	1	.502**	.552**	-.100	.316**	.354**	.324**

Organization climate	.063	.424**	.476**	.328**	.502**	1	.436**	-.177*	.351**	143*	.306**
Neck work and stress	-.068	.286**	.421**	.280**	.552**	.436**	1	-.040	.401**	.253**	.355**
Job expectation and demands	-.136	-.063	.012	-.046	-.100	-.177*	-.040	1	-.110	.090	-.044
Un ethical practices in organization	-.015	.273**	.312**	.311**	.316**	.351**	.401**	-.110	1	.246**	.418**
Mistake leads to consequences inworkplace	.040	-.070	.306**	.088	.354**	143*	.253**	.090	.246**	1	.338**
Standard of quality is unrealistic	-.008	.362**	.364**	.302**	.324**	.306**	.355**	-.044	.418**	.338**	1
**. Correlation is significant at the 0.01 level (2-tailed)											
*. Correlation is significant at the 0.05 level (2-tailed)											

The significant value of routine work dullness (0.048), gender and stress (0.019), and mistake leads to consequences at work place (0.040) is less than 0.05 we conclude that there is significant relationship between marital status and routine work dullness, mistake leads to consequences at work place, gender involvement in stress.

The significant value of Performance evaluation communication (.071), Last minute cancellation (.092), Organization climate(.063) , is greater than 0.05 so we accept null hypothesis and we conclude that there is no significant relationship between marital status and Performance evaluation communication, Last minute cancellation, Organization climate.

These following factors are negatively correlated with marital status, Neck work and stress (-.068), Job expectation and demands (-.136).
Standard of quality is unrealistic (-.008), Un ethical practices in organization (-.015).

TABLE : 3 CORRELATION BETWEEN MARITAL STATUS VS PERSONAL CONFLICT

PERSONAL CONFLICT

	Marital status	Saying real thinking	Job	Response Jobifgiven	Receiving recognition	Proud towards job	Discrimination against work	Work environment	Job interface with family	Frequent arguments	Control over workers life	Losing temper in minor	Criticism in work	Personal Revenge Towards the	Getting emotions for	No time for sports
Marital status	1	.074	-.066	.019	-.045	.042	.015	.194**	.156*	.047	.110	.028	.063	.003	-.059	.094
Saying real thinking	.074	1	.413**	-.338**	.040	.180*	.089	.243**	.323**	.119	.267**	.145*	.149*	.327**	.069	.289**
Job responsibility	-.066	.413**	1	-.267**	.046	.321**	.333**	.279**	.193**	.214**	.320**	.224**	.098	.192**	.121	.284**
Doing better job if given more time	.019	-.338**	-.267**	1	.106	-.028	-.006	-.232**	-.204**	-.095	-.112	-.012	.074	-.239**	-.013	-.124
Receiving recognition	-.045	.040	.046	.106	1	.025	-.044	-.026	.101	-.059	.092	.065	.059	.072	.019	.093
Proud to wards job	.042	.180*	.321**	-.028	.025	1	.396**	.185**	.235**	.172*	.309**	.243**	.108	.038	.107	.218**
Discrimination against work	.015	.089	.333**	-.006	-.044	.396**	1	.397**	.183*	.243**	.323**	.239**	.107	.143*	.091	.266**
Work environment	.194**	.243**	.279**	-.232**	-.026	.185**	.397**	1	.240**	.241**	.303**	.148*	.104	.138	.069	.296**
Job interface with family	.156*	.323**	.193**	-.204**	.101	.235**	.183*	.240**	1	.135	.350**	.158*	.164*	.299**	.013	.377**
Frequent arguments with workers	.047	.119	.214**	-.095	-.059	.172*	.243**	.241**	.135	1	.398**	.469**	.158*	.206**	.316**	.237**
Control over life	.110	.267**	.320**	-.112	.092	.309**	.323**	.303**	.350**	.398**	1	.584**	.222**	.370**	.158*	.530**
Losing temper in minor problems	.028	.145*	.224**	-.012	.065	.243**	.239**	.148*	.158*	.469**	.584**	1	.314**	.308**	.362**	.270**
Criticism in work	.063	.149*	.098	.074	.059	.108	.107	.104	.164*	.158*	.222**	.314**	1	.397**	.054	.249**
Personal revenge towards the criticism	.003	.327**	.192**	-.239**	.072	.038	.143*	.138	.299**	.206**	.370**	.308**	.397**	1	.110	.378**
Getting emotions for minor problem	-.059	.069	.121	-.013	.019	.107	.091	.069	.013	.316**	.158*	.362**	.054	.110	1	.001
No time for sports	.094	.289**	.284**	-.124	.093	.218**	.266**	.296**	.377**	.237**	.530**	.270**	.249**	.378**	.001	1
**. Correlation is significant at the 0.01 level (2-tailed).																
*. Correlation is significant at the 0.05 level (2-tailed).																

The significant value of doing better job if given more time(0.019), Proud towards job (0.042) Discrimination against work (0.015), frequent arguments with workers(0.047),losing temper in minor problems(0.028), Personal revenge towards the criticism (0.003) is less than 0.05 so we conclude that there is a significant relationship between marital status and the following factors, doing better job if given more time, receiving recognition, Proud towards job, Discrimination against work , frequent arguments with workers, losing temper in minor problems, Personal revenge towards the criticism.

The significant value of Saying real thinking (0.074), Work environment (.194)Job interface with family (.056) Control over life (.110)Criticism in work (.063), , is greater than 0.05 so we accept our null hypothesis and we conclude that there is no significance relationship between marital status with the factors Saying real thinking, Work environment, Job interface with family, Control over life, Criticism in work. These factors are negatively correlated. Job responsibility (-.066) no time for sports (-.094), getting emotions for minor problem (-.059),

TABLE : 4 CORRELATION BETWEEN MARITAL STATUS VS HEALTH OUTCOMES

HEALTH OUTCOMES

	Marital status	Job assignments and physical capabilities	Physical	Lack of emotional support from coworker affect health	Lack of interval between the work affect health	Improper eating lead to health problem	Heavy noise causes mental stress	Insufficient leave affect physically	Target causes hypertension	Unhygienic atmosphere create health hazards	Standing position lead to leg pain, backpain
Marital status	1	.106	.090	.112	.140	.111	.111	.083	.109	.047	.043
Job assignments and physical capabilities	.106	1	.595**	.378**	.387**	.338**	.307**	.322**	.276**	.243**	.247**
Physical discomfort and stress	.090	.595**	1	.533**	.471**	.409**	.504**	.459**	.466**	.381**	.324**
Lack of emotional support from coworker affect health	.112	.378**	.533**	1	.556**	.395**	.565**	.410**	.395**	.479**	.411**
Lack of interval between the work affect health	.140	.387**	.471**	.556**	1	.681**	.637**	.578**	.509**	.570**	.573**
Improper eating lead to health problem	.111	.338**	.409**	.395**	.681**	1	.484**	.612**	.508**	.468**	.469**
Heavy noise causes mental stress	.111	.307**	.504**	.565**	.637**	.484**	1	.659**	.516**	.579**	.512**
Insufficient leave affect physically	.083	.322**	.459**	.410**	.578**	.612**	.659**	1	.651**	.599**	.383**
Target causes hypertension	.109	.276**	.466**	.395**	.509**	.508**	.516**	.651**	1	.521**	.488**
Unhygienic atmosphere create health hazards	.047	.243**	.381**	.479**	.570**	.468**	.579**	.599**	.521**	1	.522**

Standing position lead to leg pain, back pain	.043	.247**	.324**	.411**	.573**	.469**	.512**	.383**	.488**	.522**	1

**. Correlation is significant at the 0.01 level (2-tailed).

The significant value of Unhygienic atmosphere create health hazards(0.047), standing position leading to leg pain (0.043) is less than

0.05. So we conclude that there is a significant relationship between marital status with the following factors, Unhygienic atmosphere createshealth hazards, standing position leads to leg pain.

Physical discomfort and stress(.090), Lack of emotional support from co-worker affect health(0.112) Lack of interval between the work affects health(0.140).Improper eating leads to health problem (0.111) Heavy noise causes mental stress(0.111). Insufficient leave affects physique (0.083) Target causes hypertension(0.109) , is greater than 0.05- so we accept our null hypothesis and we conclude that there is no significance relationship between marital status with the factors Physical discomfort and stress, Lack of emotional support from co-worker affects health, Lack

of interval between the work affects health, Improper eating leads to health problem. Heavy noise causes mental stress, insufficient leave affectphysically, Target causes hypertension.

TABLE : 5 CORRELATION BETWEEN MARITAL STATUS VS SUPERVISION IN WORK

SUPERVISION IN WORK

	Maritalstatus	Promanagementattitudeofsuperiors	Morenoofstaffstobemonitored	Respectformyposition	Propercoordinationinworking	Lackofcontroloversubordinates	Commandsarenotclear	Informalrelationandstress	Superiorsarepartial	Superiorsconcernwithownwelfare
Maritalstatus	1	-.029	.114	.116	-.055	.003	-.010	.023	.026	-.006
Promanagementattitudeofsuperiors	-.029	1	.074	.072	-.118	-.066	.039	.003	-.157*	-.129
Morenoofstaffstobemonitored	.114	.074	1	.537**	.393**	.449**	.510**	.421**	.340**	.330**
Respectformyposition	.116	.072	.537**	1	.512**	.335**	.574**	.568**	.464**	.493**
Propercoordinationinworking	-.055	-.118	.393**	.512**	1	.570**	.602**	.307**	.383**	.425**
Lackofcontroloversubordinates	.003	-.066	.449**	.335**	.570**	1	.443**	.252**	.234**	.277**
Commandsarenotclear	-.010	.039	.510**	.574**	.602**	.443**	1	.404**	.442**	.438**
Informalrelationandstress	.023	.003	.421**	.568**	.307**	.252**	.404**	1	.674**	.628**
Superiorsarepartial	.026	-.157*	.340**	.464**	.383**	.234**	.442**	.674**	1	.788**
Superiorsconcernwithownwelfare	-.006	-.129	.330**	.493**	.425**	.277**	.438**	.628**	.788**	1

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

The significance value of Lack of control over subordinates (.003)Informal relation and stress(.023)Superiors are partial(.026) is less than 0.05 so we conclude that there is a significant relationship between marital status and the factors Lack of control over subordinates, Informal relation and stress, Superiors are partial.

The significance value of more no of staff to be monitored (.114) Respect for position (.116) is greater than 0.05 so we accept our null hypothesis and we conclude that there is no significance relationship between marital status with factors more no of staff to be monitored, Respect for my position

These factors Pro management attitude of superiors (-.029), Proper coordination in working (-.055), Commands are not clear (-.010), Superiors concern with own welfare (-.006) are negatively with marital status.

TABLE : 6 CORRELATION BETWEEN MARITAL STATUS VS SUPERVISION IN WORK

BENEFITS RECEIVED

	Marital status	Lack of incentives	Less availability of loan facilities	Fringe benefits are fair	Lack of pay compared to my education	Incentives will increase my job satisfaction	Insufficient common amenity gives job dissatisfaction	Insufficient welfare facilities	No insufficient incentives for good workers	Service benefits offered are not par
Marital status	1	.036	.087	-.145*	-.088	.039	-.007	.104	.074	-.045
Lack of incentives	.036	1	.622**	-.225**	.313**	.259**	.380**	.377**	.495**	.363**
Less availability of loan facilities	.087	.622**	1	-.279**	.348**	.248**	.386**	.435**	.444**	.259**
Fringe benefits are fair	-.145*	-.225**	-.279**	1	.020	-.204**	-.059	-.079	-.080	-.070
Lack of pay compared to my education	-.088	.313**	.348**	.020	1	.240**	.300**	.391**	.429**	.189**
Incentives will increase my job satisfaction	.039	.259**	.248**	-.204**	.240**	1	.414**	.427**	.383**	.305**
Insufficient common amenity gives job dissatisfaction	-.007	.380**	.386**	-.059	.300**	.414**	1	.611**	.513**	.396**
Insufficient welfare facilities	.104	.377**	.435**	-.079	.391**	.427**	.611**	1	.675**	.455**
No insufficient incentives for good workers	.074	.495**	.444**	-.080	.429**	.383**	.513**	.675**	1	.482**
Service benefits offered are not par	-.045	.363**	.259**	-.070	.189**	.305**	.396**	.455**	.482**	1
*. Correlation is significant at the 0.05 level (2-tailed).										
**. Correlation is significant at the 0.01 level (2-tailed).										

The significant value of Lack of incentives (.036), Incentives will increase job satisfaction (.039) is less than 0.05 so we conclude that there is a significant relationship between marital status and the factors Lack of incentives , Incentives will increase my job satisfaction.

The significant values of less availability of loan facilities (.087) Insufficient welfare facilities (.104) No insufficient incentives for good workers (.074) are greater than (0.05) so we accept our null hypothesis and we conclude that there is no significance relationship between values of less availability of loan facilities ,Insufficient welfare facilities.

These factors are negatively correlated Fringe benefits are fair (-.145), Lack of pay compared to education (-0.88), Insufficient common amenity gives job dissatisfaction (-.007), Service benefits offered are not par (-.045).

TABLE : 7 CORRELATION BETWEEN MARITAL STATUS VS WORK AND FAMILY CONFLICT

WORK AND FAMILY CONFLICT						
	Maritalstatus	Workandfamilyinterface	Nopropertimetospend with family	Lackoftimeforhomeduties	Unfulfillment of family duty	Insufficientsalary
Maritalstatus	1	.168*	.108	.043	.177*	-.025
Workandfamilyinterface	.168*	1	.608**	.447**	.352**	-.337**
Nopropertimetospend with family	.108	.608**	1	.642**	.460**	-.361**
Lackoftimeforhomeduties	.043	.447**	.642**	1	.488**	-.453**
Unfulfillmentof family duty	.177*	.352**	.460**	.488**	1	-.304**
Insufficientsalary	-.025	-.337**	-.361**	-.453**	-.304**	1
*. Correlation is significant at the 0.05 level (2-tailed).						
**. Correlation is significant at the 0.01 level (2-tailed).						

The significant level of Lack of time for home duties (.043) is less than 0.05 so we conclude that there is a significant relationship between marital status and the factor Lack of time for home duties.The significance level of Work and family interface (.168), No proper time to spend with family (.108), Un fulfillment of family duty (.177), so we accept our null hypothesis and we conclude that there is no significance relationship between work and family interface, No proper time to spend with family, Un fulfillment of family duty, and the factor in sufficient salary is negatively correlated with marital status.

CONCLUSION

All types of job are expected to be with some stress. Less stress could be found in employee participation from the bottom to up, Implementation of policies that take employee needs into account and empowers employees to do their best. Employers should provide a stress free work environment, recognize where stress is becoming a problem for staff and take action to reduce stress. Moderate level of stress increases effort, stimulates creativity and encourages diligence in one's work. Excessively high levels of stress can overload and breakdown a person's physical and mental system. Stress is an inevitable part of one's life and cannot be avoided. What can however be avoided is the negative reaction of stress. Thus it is the duty of the departments to lay down policies for creating a better work environment, both inside and outside the working place. Women police officials should plan their routine so that they can manage themselves from the stress.

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