

Occupational stress and emotional maturity among unmarried and married police

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ABSTRACT

The main purpose of this research was to find out the study Occupational stress and Emotional Maturity among Unmarried and Married police. For these Unmarried and Married police (30 Unmarried and 30 Married) were taken as a sample. The research tool for Occupational Stress is developed by A.K. Shrivastav & Singh [1981] of Gujarati translate. While the tools for Emotional Maturity was measured by psychologist Roma Pal [1988]. Here t-test applied to check the significant difference of Occupational Stress and Emotional Maturity among Unmarried and Married police. Result revealed that no significant difference in Occupational Stress among Unmarried and Married police. There is no significant difference in Emotional Maturity among Unmarried and Married police.

Keywords: *Occupational Stress, Emotional Maturity*

Occupational stress process personal characteristics stressors strains work outcomes organizational job characteristics dissatisfaction job demands perceived stress physical role characteristics reduced job interpersonal involvement relationships working conditions career concerns emotional absenteeism turnover behavioral work appraisal of situation for year's police work has ranked among the top five most stressful occupations. Recently, the amount of research into the area of police-related stress has grown. A variety of studies have been conducted with various conclusions being reached. Regardless of the findings, one predominant notion is prevalent--stress is omnipresent in law enforcement. Who it affects the most and why seems always to be an underlying theme in these studies. However, the ultimate conclusions seem to sidestep the issue and do not provide a very solid answer. Terry (1981) best summarizes the problems with previously published works related to police-stress: "current work in the area of police stress reveals the great conceptual and methodological complexities involved in establishing causal linkages between individual, organizational, and environmental effects (p. 71)." although terry examined studies conducted before 1981, his conclusions are justifiable for those studies conducted since his report. The purpose of this paper is to review several such studies on police-stress in an attempt to support terry's conclusions. Another purpose is to attempt to better understand current problems in conducting research in this area and hopefully provide ideas and

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recommendations for future research. This will be accomplished through the review of the purposes, methodologies/samples, and conclusions of several studies published since 1981 (except for Kroes et al. 1974 which probably can be considered the pioneer study and starting block for studies in this area). Stress may be defined as an adaptive response, to an external situation that results in physical, psychological and behavioral deviations. Occupational stress can be explained as the physiological and emotional responses that originate when workers feel an imbalance between their work demands and their capability and/or resources to meet these demands. Worker's responses to stressors may be positive or negative which is dependent on the type of demands placed on them, the amount of control they exercise over the situation, the amount of support they get and also the individual response of the person.

Occupational stress or job stress refers to the job-related nervousness and anxiety, which affect people's emotional and/or physical health - Netemeyer, Maxham, and Pullig, (2005). Job stress results from the interaction of the worker and the work conditions. Views differ on the importance of worker characteristics versus working conditions as the primary cause of job stress. The differing viewpoints suggest different ways to prevent stress at work. Differences in individual characteristics such as personality and coping skills can be very important in predicting whether certain job conditions will result in stress. In other words, what is stressful for one person may not be a problem for someone else. Some of the job conditions which lead to stress are: (1) the design of tasks: heavy workload, infrequent rest breaks, long work hours and shift work; hectic and routine tasks that have little inherent meaning, little control over work, underutilization of workers' skills, little room for flexibility, self-initiative, or rest. (2) management style: lack of workers' participation in management decisions, poor organizational communication, lack of employee-friendly policies, insensitivity to employee family needs. (3) interpersonal relationships: poor social environment, lack of support or help from co-workers and supervisors. (4) work roles: conflicting or uncertain job expectations, too much responsibility and too many "hats to wear." (5) career concerns: job insecurity, lack of opportunity for growth and advancement, rapid changes and unprepared workers. (6) environmental conditions: unpleasant or dangerous physical conditions such as crowding, noise, air pollution, or ergonomic problems.

Studies on occupational stress have shown that police officers are exposed to acute and chronic stressful events at work, which can result in impaired psychosocial wellbeing and physical health - Lucas T, Weidner N, Janisse J [2012] and, Magnavita N, Garbarino S [2013]. Perceptions of stress have been investigated in relation to gender, role and sector of intervention. Researchers have found female police officers to be exposed to more stressors, which may in part be explained by their attempts to gain acceptance and win the esteem of colleagues and superiors within what has historically been a male-dominated profession. Berg et al - Berg AM, Hem E, Lau B, Håseth K, Ekeberg O. [2005]. found that policewomen reported higher stress levels than their male colleagues, although the latter reported greater exposure to serious incidents. Previous studies investigating the relationship between stress and role have often produced discordant findings. Workers with more years of service reported lower stress level than colleagues with less experience.

Emotional maturity entails being able to accept the imperfections and failings of others, and acknowledging the randomness of certain life events. It requires the ability to assess a situation for its real meaning and impact and respond accordingly. Emotionally mature people possess some of the following characteristics: adequate self-direction that allows for achievement of goals, ability to control one's impulses; thinking before acting, willingness to hold oneself accountable and take responsibility for choices/decisions, to recognize the

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difference between short-term expediency and long-term goals, recognition of the benefit of proper perspective, the ability to sustain and value intimate relationships, and hold positive connections with others, recognizing how being generous with others reaps personal rewards, knowing what you believe in and when it worth fighting for, maintaining a sense of symmetry and equanimity in times of stress of anxiety, perseverance, an ability to admit when you're wrong, apologize, and accept responsibility

Emotional development is one of the major aspects of human growth and development. Emotions like fear, anger, love, affection, play important role in child personality. Intellectual social and moral development is also controlled by emotions and experiences. In the modern society neither individual are emotionally stable nor emotionally mature to handle their life in society. This emotional instability leads to anxiety and stress. In modern education system, for students there is no provision for emotional, moral, spiritual and social development of a student. Even the modern society and education today does not provide the curriculum and methods for the multidimensional growth of the personality. This kind of society makes a man over ambitious, jealous, selfish and materialistic, emotionally imbalance and maladjusted. This single sided development leads to formation of negative traits like anxiety, stress, tension, hatred and jealousy. These negative traits are the main reasons for the imbalances and non-adjustment with emotions of the person. Cole (1954) says, the chief index of emotional maturity is the ability to bear tension". This view lays stress upon self-control" and not on self-fulfillment" according to crow and crow (1962), "the emotionally mature or stable individual regardless of his age, is the one who has the ability to overcome tension to disregard certain emotion stimulators that effect the young and view himself objectively, as he evaluates his assets and liabilities and strive towards an improved integration of his thought, his emotional attitude and his overt behavior. Geoghagen et.al. (1963) says that a person is considered emotionally mature when his responses to a situation are (a) appropriate to his degree of development and (b) proportionate to the demands of situation. Walter and Smitson (1974) said, emotional maturity is a process in which the personality is continually striving for greater sense of emotional health, both intra-psychically and intra personally". Sabapathy (1986) examined the relationship between the variables anxiety, emotional, social maturity, socioeconomic status and academic achievements of students. He found that emotional maturity was positively and significantly related to achievement in individual subjects and academic achievement in particular. Singh and Bhargava (1999) stated that „emotional maturity is not only the effect determinant of personality patterns but it also helps to control the growth of an adolescent's development. A person who is able to keep his emotions under control, which is able to rock delay and to suffer without self-pity, might still be emotionally stunted and childish". Performance in any endeavour is largely contingent upon mental preparation, psychological strength and emotional maturity. Students are the pillars of the future generations their emotional maturity is vital one. Emotional maturity is defined as, "a process in which the personality is continually striving for greater sense of emotional health, both intra-psychically and intra-personally". Emotions are aroused by happenings or circumstances that enhance the gratification of a person need or the realization of high goal. Educational process of development occurs in physical, social, cultural and psychological environment. A proper and adequate environment is very much necessary for a fruitful learning of the child. Especially the home and the school should provide the necessary stimulus for learning experience. Home environment is giving appropriate atmosphere which is helpful in child's proper development and forming basic patterns of behavior. A mentally healthy person shows a homogeneous organization of desirable attitudes, healthy values and righteous self- concept and a scientific perception of the world as a whole.

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The delhi high court has said it was “unfortunate” that india was still following british era recruitment process and selecting police personnel on basis of only physical strength and fitness and advised devising of a procedure which would include criteria like emotional maturity and psychological tests. [New Delhi | published: 2016]

“What we find in India is that the only screening done is with respect to the moral character and integrity, physical strength and (that the person is) free from medical disease. “no evaluation pertaining to the emotional maturity, ability to remain calm in emotionally charged situations, ability to handle difficult situations and be responsive and the ability of initiative in work is conducted,” a bench of justices Pradeep Nandrajog and Pratibha rani said. The bench said it was “unfortunate” that India was still following British era recruitment process and “not marching ahead in the comity of nations”, where psychological tests are also conducted to ascertain suitability of a candidate commensurate to the nature of job they are being inducted to. It advised the center to devise a selection procedure under which those who are desirous of joining police forces would be tested with regard to not only their integrity, physical strength and fitness but also with respect to their emotional maturity, ability to be calm in charged situations, ability to exercise initiative in their work, dependability and good judgement.

The observations came on a man’s plea challenging the order withdrawing his appointment to post of constable in the CISF on the ground that he was an accused in a criminal case, even though he was acquitted by the trial court.it noted there were “no rules to guide the authorities in Delhi police as to in what cases despite acquittal, the person can be kept out of service or can be deprived of employment”.

With regard to the criteria of criminal background of a candidate, the court said it would be a violation of the constitutional right of a person if “trivial offences” by him would justify the government “shutting its eyes and denying employment”. It said it was “high time” that the executive made a policy for not treating summary or ordinary conviction as a bar to entry or retention in government service, including the police force. Noting that his acquittal was “Honourable” as it came after the prosecution led all its evidence, the high court set aside his rejection and directed that he be inducted into service as a constable with central industrial security force (CISF). It also said that “he would be entitled to all benefits of seniority and continuity into service with effect from the date the person immediately beneath the petitioner in the empaneled list was made to join”.

REVIEW OF LITERATURE

Review of Occupational Stress

J.E. Agolla[2009]: this tractate is based on the empirical study on the police work stress, symptoms and coping strategies among the police service in Botswana. The data was based on a sample size of (n = 229) of police officers in Gaborone and its surrounding. A total of 10 police stations were sampled for this study. A simple convenient random sampling technique was employed to sample the participants. Data was analyzed using a simple descriptive statistics and frequency tables. The finding from this study reveals that the police work stressors are; getting injured while on duty and the use of force when the job demand to do so etc. The coping strategies were identified as exercising, socialising, healthy eating or diets, career planning and employee training. This treatise had its own limitations. Sample size and geographical coverage was only confined to Gaborone and its surroundings. Therefore, there is need to include more regions using larger sample size. The research adopted survey approach using quantitative method only, therefore it is suggested that, the study be

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replicated using triangulation methods to validate these findings. However, it is hoped that these findings will add to the existing body of knowledge and contribute to the understanding of the nature of police work stress.

D. Acquadro maran, A. Varetto, M. Zedda and V. Ieraci[2015] background: studies on occupational stress have shown that police officers are exposed to stressful events more often than other workers and this can result in impaired psychosocial well-being and physical health. Aims : to measure the level of stress experienced, the consequences in terms of anxiety and the coping strategies adopted in a sample of police officers working in a large city in northern Italy. Methods: we used the police stress questionnaire and the distress thermometer to measure occupational stress, the state-trait anxiety inventory to measure anxiety and the brief cope questionnaire to measure coping strategies. Results: six hundred seventeen police officers completed the questionnaire, a response rate of 34%. Differences between genders, sectors and roles emerged, but overall the study population generally demonstrated good use of positive coping strategies. Women in all operational service roles were more vulnerable to both organizational and operational stressors than men ($p < 0.001$), while in the interior department, men were more vulnerable to organizational stressors ($p < 0.05$).

Conclusions: our results suggest that for Italian police officers, training courses and support in dealing with occupational stress should take into account gender, role and type of work. Tailored training courses and support programmes could be useful and effective tools for preventing stress before it becomes chronic.

Review of Emotional Maturity

Hemakant N. Wakde, [2017] the purpose of the present study was to explore the effect of emotional maturity level of pre-service teachers on their anxiety as well as an effect of gender, location and marital status of pre-service teachers on their emotional maturity and anxiety. The sample consist of 309 B.Ed. Course trainers (150 male and 159 female) randomly taken from private teacher training institutions of Bhopal city which are affiliated with Barkatullah university, Bhopal (Madhya Pradesh).to measure the emotional maturity and anxiety of pre-service teachers, emotional maturity scale (ems) developed by dr. Yashvir Singh & dr. Mahesh Bhargava and comprehensive anxiety scale developed by dr. Harish Sharma, dr. Rajeev Lochan Bhardwaj & dr. Mahesh Bhargava (2006) were used. Mean, SD, ANOVA and 't'test were used for analyzing the data. The result showed that there is significant effect of emotional maturity level of pre-service teachers on their anxiety. Male pre-service teachers are more stable in emotional maturity and low anxious as compare to their female counterparts. Emotional maturity and anxiety of pre-service teacher is independent of their location as well as marital status.

Tanya Tandon [2017]: 'A relationship between emotional maturity and life satisfaction among employees' the current study investigates the relationship between emotional maturity and life satisfaction among employees. Emotional maturity is an aspect that is very close to the personality. Personality is what will shape the individual brought in daily life for themselves and their environment. A person can be said to have matured emotionally when they have been able to think objectively. Emotional maturity is an expression of emotion that is constructive and interactive. Individuals who have reached emotional maturity is characterized by the presence in the ability to control emotions, to think realistically, understand themselves and be able to show emotion when and where appropriate. Life satisfaction is an assessment of the overall conditions of existence as derived from a

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comparison of one's aspiration to one's actual achievement. It is expected that there is a relationship between emotional maturity and life satisfaction among the employees. The test was administered on 60 employees working in Canara bank, Chandigarh. The age range was kept 25 to 30 years. Purposive random sampling was used. Inter correlation between emotional maturity and life satisfaction among employees was taken out. Pearson's r was used to analyze the data. It was seen that the value of inter correlation came out to be significant which means that there is a relationship between emotional maturity and the understanding and life satisfaction. In other words, the deeper the emotional maturity, the more will be the life satisfaction among employees.

Research problem

“Occupational Stress and Emotional Maturity among Unmarried and Married Police”

Objectives

The main objectives of study were as under:

1. To measure the Occupational Stress among Unmarried and Married Police.
2. To measure the Emotional Maturity among Unmarried and Married Police.

Null-Hypothesis

To related objectives of this study null-hypothesis were as under:

1. There is no significant difference Occupational Stress among Unmarried and Married Police.
2. There is no significant difference Emotional Maturity among Unmarried and Married Police.

METHODOLOGY

Participants

According to the purpose of present study total 60 samples has been selected. There were Occupational Stress and Emotional Maturity and 30 Unmarried and 30 Married Police were taken as a sample from different area in Amreli district.

Instruments

For this purpose the following test tool were considered with their reliability, validity and objectivity mentioned in their respective manuals. In present study two inventory used in research.

1. Occupational Stress Scale : The scale was developed by psychologist A.K. Shrivastav & Singh[1981]. Total 46 statements in this scale, parting in two parts very 'positive' and 'negative'. In have positive sentence is 1,2,3,4,5,9,11,12,13,16,17,23,24,25,26,27,28,29,34,35,36,37,38,39,42,44,45 and 46 it marks measurement is 5,4,3,2,and 1. In have negative sentence is 6,7,8,10,14,15,18,19, 20,21, 22,30,31,32,33,40,41 and 43 it marks of measurement is 1, 2, 3, 4 and 5.

2. Emotional Maturity scale: The Emotional Maturity scale was developed by psychologist Roma Pol [1994]. Total 40 statements in this scale, parting in five part is fully Agree, Agree, general, Disagree and fully Disagree. Total 40 statements in this scale it marks measurement is 5, 4, 3, 2 and 1. In this scale validity score is = 0.80. In this scale reliability score is = 0.84.

Procedure

The testing was done on a group of unmarried and married police. The whole procedure of fill the inventory was explained to them fully and clearly. The instructions given on the questionnaire were explained to them. It was also made clear to them that their scores would

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be kept secret. It was checked that none of the subjects left any questions unanswered of that no subject encircled both the answers given against question.

Research Design

The aim of present research was to a study of occupational stress and emotional maturity among unmarried and married police. For these total 60 unmarried and married police were taken as a sample. Here to measure occupational stress A.K. Shrivastav & Singh's occupational stress scale was used [1981], to check emotional maturity and Roma Pal's emotional maturity scale was used [1988]. To check the difference between groups, t-test was used. The result and discussion of study is as under.

RESULT & DISCUSSION

The main objective of present study was to study of occupational stress and emotional maturity among unmarried and married police. In it statistical 't' method was used. Result discussion of present study is as under.

Table-1 Showing mean S.D. and t-value of Occupational Stress among Police.

Sr.No.	Sample Groups	N	Mean	SD	t
1	Unmarried	30	127.07	128.25	0.21NS
2	Married	30	134.20	134.15	

*P < 0.05 = 2.02

** P < 0.01 = 2.71 NS = Not Significant

According to table-1 the result obtained on the basic area of occupational stress reveals significant difference among unmarried and married police. In occupational stress received unmarried police low mean score 127.07 as compare married police 134.20 (table-1). There has mean difference was 0.21. The 't' value was 2.02.(table-1) there was 0.05 level significant difference of occupational stress among unmarried and married police. So we can't that say first hypothesis was accepted.

Table-2 Showing mean, SD, and t-value of Emotional Maturity among Police.

Sr.No.	Sample Groups	N	Mean	SD	t
1	Unmarried	30	125.97	125.91	0.01NS
2	Married	30	125.70	124.17	

*P < 0.05 = 2.02

** P < 0.01 = 2.71 NS = Not Significant

According to table-2 the result obtained on the basic area of emotional maturity reveals significant difference among unmarried and married police. In emotional maturity unmarried police received high mean score 125.97 as compare married police 125.70 (table-2). There has mean difference was 0.01. The 't' value was 2.02 (table-2). There was 0.05 level significant difference of emotional maturity among unmarried and married police. So we can't that say second hypothesis was accepted.

CONCLUSION

There was not significant differences occupational stress among unmarried and married police. There was not significant differences emotional maturity among unmarried and married police.

Limitation

In the research work taken sample was not achieved with concentration on particular area. The study was restricted to only unmarried and married police. There for other person in not affected with the result. The present research includes 60 samples. So generalization of the result might be unfelt here. No other mental except questionnaires had been adopted in the present research work for the collection of information. In sample selection this random method was followed. The present research in only a part of the study, thus generalization should not be consummated, the scientific in not approached in the selection of sample. The conclusions of the present research are significant so one aspect the limitation reveals that both occupational stress and emotional maturity are internal aspect of a person's personality and character. There for in this practical world all peoples' taken differently and act differently. So it is inevitably complicated task to determine the proportion of occupational stress and emotional maturity in person's character.

Suggestion

Endeavour can be executed to analyze move them 60 data of sample with efficacy to attain better results. For the accumulation of information, variegated methods except questionnaires can be adopted. Selection of sample can be accomplished with the intake of different people from different state and district to ascertain their occupational stress and emotional maturity among unmarried and married police. To crown the research work, other method of selecting sample can be appropriated.

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Conflict of Interest

The author declared no conflict of interests.

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