

Research Paper

Correlation between Locus of Control, Occupational Stress, Job Involvement and Psychological Well-being: A Comparative study of Sahayak Police and Permanent Police Employees

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ABSTRACT

Psychological Factors of Sahayak Police and Permanent Police are examined in the Present Research. Sample of 360 policy employees are selected as sample using 2×2×2 Psychological well-being factorial research design randomly. Locus of Control scale, Occupational Stress, Job Involvement and Psychological Well-being scale are used for collection of data. Correlation method (r) is used for statistical analysis. Result of the present research study is as under Ho1: Correlation seen between Locus of Control and Occupational stress of Police Employees. Ho2: Correlation seen between Locus of Control and Job Involvement of Police Employees. Ho3: Correlation seen between Locus of Control and Psychological Well-Being of Police Employees. Ho4: Correlation seen between Occupational stress and Job Involvement of Police Employees. Ho5: Correlation seen between Occupational stress and Psychological Well-Being of Police Employees. Ho6: Correlation seen between Job Involvement and Psychological Well-being of Policy Employees.

Keywords: *Locus of Control, Occupational Stress, Job Involvement and Psychological Well-Being*

So many problems are seen in the present times. It may be social Problem, Economical Problem, Psychological Problem; it may be a matter of nation life or may be responsibility of challenging to democracy of nation. Responsibility of safety of border is well of three wings of army and our army maintaining it properly. But responsibility of safety of society is with police. They have to work among accused persons involved in different crimes and among different factors of society. Moreover, shortage of police staff, Police employees on fixed pay and they have to maintain more than one duty. Some time they maintain their duty remaining away from family. In such circumstances, they feel their duty challengeable. So Police employees experience mental and physical tension.

If we think regarding the origin of the word 'policy' it is come down from Greek word 'politea' or latin word 'politia' use of the words 'polity' and 'policy' is done in sense of rule of state or government or citizenship by getting meaning of Greek or latin words. 'Politeia' is a latin word which is used in sense of state rule or politeness

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Similar word in French is polis. So it can be said that word police is come down from French word polis.

Kautilya (4th century B.C.E) in his book “Arthashastra” described state rule in the time of Chandragupt as a police state.

If we see in India of modern age, Indian police is a gift of British government Establishment of modern police was done by Cornwallis in 1786 A.D British established police for their safety.

Congress was ruling party for long time in India after independence the police was faithful to people. Today also police is faithful to people So it is said that police is friend of people Responsibility of police employees increasing day by day even though their work spirit is maintained. So our police force is no behind than police of any other country. Today, law and order situation is maintained in Indian society. It is a fruit of hard work of police force.

The present research is taken on hand whether there is any significant difference between Locus of Control, Occupational Stress, Job Involvement and Psychological Well-being. Several concepts are defined as under.

Locus of Control:

Locus of Control is such attribute which is related to way of Perceiving of a person towards his life. Locus of control is seen as an important aspect of personality of person. Starting at organized study was first of all done by Rotter (1966) According to him; Locus of Control is a proportion of individual responsibility regarding what is happening with a person.

Bhogayata (1985) informs while making understating of Locus of Control that, “Locus of Control is more explicitly an individual’s perception of the location of responsibility for events (Negative or Positive) which happens to that person.”

Occupational Stress:

Occupational Stress is also known as job stress or work stress. There are several factors in Occupation a person does which creates stress in him. It is also known as stress experienced in work situation of a person. According to Arnold and Feldman (1986) “Occupational Stress is the emotional and psychological reaction to threat towards events”

Job Involvement:

Job involvement means interest of employees in his work. When a person or employee is working in any organization, he does this as his own work. It is called job involvement. Attention of Lodhal and Krijner was attracted first of all. It was established in formal studies that job involvement is directly related to occupation, satisfaction and work. In short, positive attitude of an employee towards job engrossment.

According to Rebino Witsz and Hole (1977) definition of job involvement can be divided in two parts. According to first part, job involvement is self importance (High or Low) evolved from job behavior. While according to second part, how much identify a person (or an employee) experiences psychologically in his occupation are called job involvement.

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Psychological Well-being:

Concept of Psychological Well-being is very important in present times. This concept was developed by Cantril. This concept was believed as a cognitive experience. A person becomes effortive to obtain what he percepts regarding present situation. He fills satisfied if his desire is fulfilled. He becomes worried and frustrated when his desire is not fulfilled. So as the proportion of satisfaction, happiness and gaiety is high, his psychological well-being is high.

Sinha (1990), states that to define psychological well-being is difficult. Generally it can be said that psychological well-being implies physical and psychological health of a person. As a whole when happiness satisfaction or gaiety is experienced internally, it is called psychological well-being.

Objectives:

1. To get Information whether there is any correlation between Locus of Control and Occupational Stress of Police Employees.
2. To get Information whether there is any correlation between Locus of Control and Job Involvement of Police Employees.
3. To get Information whether there is any correlation between Locus of Control and Psychological Well-being of Police Employees.
4. To get Information whether there is any correlation between Occupational Stress and Job Involvement of Police Employees.
5. To get Information whether there is any correlation between Occupational Stress and Psychological Well-being of Police Employees.
6. To get Information whether there is any correlation between Job Involvement and Psychological Well-being of Police Employees.

Hypothesis:

- Ho1.** There will be no correlation between Locus of Control and Occupational Stress of Police Employees.
- Ho2.** There will be no correlation between Locus of Control and Job Involvement of Police Employees.
- Ho3.** There will be no correlation between Locus of Control and Psychological Well-being of Police Employees.
- Ho4.** There will be no correlation between Occupational Stress and Job Involvement of Police Employees.
- Ho5.** There will be no correlation between Occupational Stress and Psychological Well-being of Police Employees.
- Ho6.** There will be no correlation between Job Involvement and Psychological Well-being of Police Employees.

Research Methodology:

Variables: Following variables are taken in the present research.

(1) Independence Variables:

- A Type of Job: A1 Sahayak Police
A2 Permanent Police
- B Area of Job: B 1 Rural Police
B 2 Urban Police
- C Social Status: C1 Reserved Category Police
C2 Unreserved Category Police

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(2) Dependent Variable:

1. Locus of Control Scale (Bhogayata,1985)
2. Occupational Stress Scale (Shrivastava and Shing,1965)
3. Job Involvement Scale (Lodhi and Kinzner 1965)
4. Psychological Well-being(Bhogle and Prakash ,1965)

(3) Delimitation of the Research:

1. Only Anand, Kheda and Vadodara districts of Central Gujarat are included in the present research.
2. Retired police employees are not included in the present Research.
3. Traffic police employees and railway police employees are not included in the present research.

Sample:

2×2×2 Factorial design is used in the present Research. Total 360 police employees in which 180 Sahayak police and 180 Permanent police employees were selected by random sampling method. Among each 180 police employees 90 were from rural area while 90 police employees were from urban area,among each 90 police employees 45 were of reserved category police employees and 45 were of unreserved category police employees.

ANALYSIS OF DATA:

Correlation method is used for analysis of data.

Interpretation of Result:

Table-1
Correlation (r) between Locus of Control and Occupational Stress

Variables	Occupational Stress	Level of Significant
Locus of Control	-0.17	**
**p>0.01		

N=360
0.05=0.10
0.01=0.13

Ho1. There will be no correlation between locus of control and Occupational Stress of Police Employees. While examining the above Hypothesis correlation (r) between Locus of Control and Occupational Stress is seen -0.17 in Table-1 which is Significant at 0.01 level. Interpreting the above factors, it can be said that, as internal control decreases then, occupational stress increases. So correlation seen in police employees implies negative correlation Planning of psychological training should be arranged to decrease effect of external control in police employees. By this occupational stress seen in police employees can be decreased. Here the hypothesis Ho1 is rejected.

Table-2
Correlation (r) between Locus of Control of and Job Involvement

Variables	Job Involvement	Level of Significant
Locus of Control	0.21	**
**p>0.01		

N=360
0.05=0.10
0.01=0.13

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Ho2. There will be no correlation (r) between Locus of Control and Job Involvement of Police Employees. While examining the above hypothesis, correlation (r) between locus of control and job involvement in table-2 is seen 0.21. This correlation is significant at 0.01 level. Positive correlation is seen between the factors. Interpreting the above factors it can be said that, as the Locus of Control among police employees is high the job involvement is also high. Entirely involved employees in his job can develop organization as well as himself also. So to maintain these factors try should be done to maintain job involvement attending more on locus of control here the hypothesis Ho2 is rejected.

Table-3
Correlation(r)between Locus of Control of and Psychological Well-being

Variables	Psychological Well-being	Level of Significant
Locus of Control	-0.31	**
	**p>0.01	

N=360
0.05=0.10
0.01=0.13

Ho3 There will be no correlation between Locus of Control and Psychological Well-being of Police Employees. While examining the above hypothesis correlation (r) between Locus of Control and Psychological Well-being is seen -0.31 in Table -3 which is Significant at 0.01 levels. Interpreting the above factors, it can be said that as the external Locus of Control will be high Psychological Well-being will be low. Psychological Well-being is joined with each individual. If Psychological Well-being will be decrease he cannot fulfill his duty with full strength due to this, the organization as well as the employees have to suffer loss. So removing this factors atmosphere should be created that, internal control may increase. If the external control will decrease then psychological well-being will increase. Here the hypothesis is Ho3 is rejected.

Table -4
Correlation (r)between Occupational Stress and Job Involvement

Variables	Job Involvement	Level of Significant
Occupational Stress	-0.17	**
	**p>0.01	

N=360
0.05=0.10
0.01=0.13

Ho4 There will be no correlation(r) between Occupational Stress and Job Involvement of Police Employees. While examining the above hypothesis, correlation (r) between Occupational Stress and Job Involvement is seen -0.17 in Table-4 which is significant at 0.01 level and shows negative correlation interpreting both the above factors as the occupational stress increase, job involvement decreases. Stress decreases the power of creativity. So planning should be done to decrease stress among police employees then and then job involvement can be increased. Here hypothesis Ho4 is rejected.

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Table-5
Correlation(r) between Occupational Stress and Psychological Well-being

N=360

Variables	Psychological Wellbeing	Level of Significant
Occupational Stress	-0.24	**
**p>0.01		

0.05=0.10

0.01=0.13

Ho5 There will be no correlation between Occupational Stress and Psychological well-being of police employees. While examining the above hypothesis correlation (r) between Occupational Stress and Psychological well-being is seen -0.24 in Table-5 Which is Significant at 0.01 level. Interpreting both the factors it can be said that, due to more Occupational Stress his Psychological Well-being is affected i.e Psychological Well- being is seen less. Here negative correlation is seen between both the factors. So to maintain psychological well-being among police employees occupational stress, should be decreased. Psychological well-being can be increased considering atmosphere of work place and economic position of police employees Here hypothesis Ho5 is rejected.

Table-6
Correlation (r)between Job Involvement and Psychological Well-being

N=360

Variables	Psychological Well-being	Level of Significant
Job Involvement	0.33	**
**p>0.01		

0.05=0.10

0.01=0.13

Ho6. There will be no correlation between Job Involvement and Psychological well-being of Police Employees. While examining the above hypothesis, correlation (r) between high involvement and psychological well being is seen 0.33 in Table-6 which is significant at 0.01 level. Positive correlation is seen between both the factors. Interpreting the result it can be said that, due to high involvement of police of employees in job their psychological well-being is seen more while changing one variable the another variable changing positively. In the same way due to better psychological well-being their job involvement increases. Here one thing should be noted that organization should constantly take care of their employees, so that psychological well being can experience well for long time here the above the hypothesis Ho 6 is rejected

CONCLUSION:

- (1) Negative Correlation seen between Locus of Control and Occupational Stress of police employees.
- (2) Positive Correlation seen between Locus of Control and Job Involvement of police employees.
- (3) Negative Correlation seen between Locus of Control and Psychological Well-being of police employees.
- (4) Negative Correlation seen between Occupational Stress and Job Involvement of police employees.

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- (5) Negative Correlation seen between Occupational Stress and Psychological Well-being of police employees.
- (6) Positive Correlation seen Job Involvement and Psychological Well-being between of police employees.

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Conflict of Interest

The author declared no conflict of interest.

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