

## Burnout and Occupational Stress among Police Personnel

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### ABSTRACT

The aim of present research was to audit the level of occupational stress and burnout among the police personnel and to check the relationship between occupational stress and burnout. A total number of 120 (one hundred twenty) police personnel from Ranchi district were included as a sample. Purposive cum incidental sampling technique was used for the sample selection. t test was applied to see the significant of difference between samples sub groups. Product moment correlation was applied to see the significant relation between both variable namely occupational stress and burnout. The result of the study revealed that both variables positively and significantly correlated with each other. Further the results are discussed.

*Keywords: Occupational Stress, Burnout*

Before explaining the concept of burnout and occupational stress, it is important to consider here the definition of the concept of police officers, their roles and responsibilities, and empirical evidence. The concept of police is derived from the Latin word "policia", which means "polis" or "state" as reported in the Oxford Dictionary, and defines police as a regulatory system for maintaining order and enforcing law. It also means the internal government of the nation. Police form a hierarchy from high-level police officers to low-level police officers to promote and enforce social rules and regulations. A police officer can be understood as someone who has a particular office, most commonly in the law enforcement department. Police are a high-stress profession, and police officers report high levels of stress and burnout. Indian police were designed by British rulers in 1861 based on a colonial model.

Police as an organization are basically popular in the room society. It is the easiest and most positive consideration of civil citizens who is responsible for maintaining the laws and in the country. As noted in the Commonwealth Human Rights Initiative report namely police organizations in India according to law provisions in 1861. Police officers have the right to perform tasks or the following tasks such as legal compliance with controls. And guarantee given to them by their responsibility agency gathering and conveying information about attacks or affecting public peace terminating the implementation of criminals and annoyances Public identify and offer offenders according to laws and justice and arrest all those who have been legally authorized to arrest and have enough legal grounds to be arrested.

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"Burnout syndrome refers to the process by which professional attitudes and behaviours change negatively in response to work-related stress."

Schaufeli and Enzmenn (1988) define burnout as follows: Attitudes and behaviours of dysfunction in the workplace. This psychological state progresses gradually and results from a discrepancy between the intentions and reality of the workplace. Burnout is self-permanent, often due to improper coping strategies associated with the syndrome."

Professional burnout is defined as a prolonged response to elements that cause emotional stress and chronic communication on heap which can affect the health motivation and performance of public work while reducing the organization y speeding up the number of employees. (Burke & Richardsen, 1993; Cordes & Dougherty, 1993; Maslach, Schaufeli, & Leiter, 2001).

McCarty.P. et al., (2007) found that male and female civil servants did not report significantly different levels of work stress and burnout. The results of individual multivariate analyses show that male and female police officers had similar predictors of stress and burnout, but different models, with female police officers being a unique stressor in police organizations. It supports the claim that you may face. Multivariate results also show that African-American female police officers report significantly higher levels of burnout than other police officers.

Police stress has been shown to exacerbate the perception of burnout. Transformative leadership influences this relationship as high levels of transformational leadership alleviate the negative relationship between stress and burnout, but not so much under very stressful conditions. There is none. The findings have a strong impact on leaders in high-risk occupations where bureaucracy, departmental politics, and life-and-death decisions intersect Russell M (2016).

Jennifer D. Griffin<sup>1</sup> & Ivan Y. Sun<sup>1</sup> (2018) revealed that minority police officers tended to show less WFC and burnout, and better-educated police officers reported lower levels of WFC and stress. WFC had a positive correlation with stress and burnout, and resilience had an inverse correlation with stress and burnout. As WFC and resilience entered the return, the effects of race and education disappeared, suggesting that those effects were primarily mediated by WFC and resilience. Finally, stress was found to be positively associated with burnout. The impact on research and policy is being discussed.

ZygfrydJuczyńska and Nina OgińskaBulik b., (2021) Reported that many mechanisms are involved in the etiology of PTSD and burnout. Police officers deal with traumatic stressors much better than troublesome working conditions. From now on, practical conclusions can be drawn about the need to prevent the daily work of police officers.

MahamRasheed, NaeemaSarfraz, Raheel Ahmed (2008) found a significant relationship was found between income, burnout, and psychological stress. The main contribution of the result was that police officers performed the same mission and had the same responsibilities, but despite the degree of burnout, the psychological distress perceived in the five cities was occupational stress and theirs. It was different depending on the job requirements. As with the city of Lahore, there are more security needs and political addresses from other cities.

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Vaijayanthee Kumar & TJ Kamalanabhan (2017). Among the various stressors, it was revealed that the interface between the organization and the workplace contributes significantly to the development of burnout. Evidence of work support as a facilitator was also observed. The results of this study provide some practical implications for tackling police stress and burnout. This study contributed to the growing literature on police burnout in the context of India and highlights the role of employment support in the context of police.

Lambert. E.G et al., (2019). The four types of work and family relationships among Indian police officers report inconsistencies with the three aspects of burnout. All four types of work and family conflicts were actively associated with emotional burnout. Time-based, behaviour-based, and family conflicts were significantly positively associated with burnout in depersonalization and burnout with a diminished personal sense of accomplishment.

Hiteshkumar B. Roz and Dimpal T. Raval, (2017). found significant differences between the two groups in terms of job stress, burnout, stressful life events, depression and anxiety, and all of these variables were found to be highly present. than in police officers. Research highlights that police officers are susceptible to mental health problems and should undergo a full intervention program.

Richa Gupta, SaritaSood and ArtiBakhshi (2012). The study tested for significant differences between constants and testers in terms of approval scores. Correlation analysis reflected associations between resilience and burnout as well as with personality traits (pleasant and conscientious). Burnout is only related to extroversion. Conclusion: Resilience is an important factor in the work commitment of police officers.

Sachin ChandrakantVyavhare&Avinash M. Sahurkar (2015). discovered that Staff shortages, insufficient resources, layoffs, inadequate facilities, neglected family life, overwork; Late working hours were the main cause of police officer burnout in this study. In addition, working with the public, job insecurity, working from other departments, outside interference, role boundaries, poor supervision, role ambiguity, lack of communication from management levels, unfair treatment, poor relations with supervisors, harassment and/or discrimination, poor relations with co-workers are also causes of burnout that should not be overlooked.

William P. McCarty and Wesley G. Skogan (2012) Found that the burnout process is a universal one, driven by virtually the same factors among both civilians and sworn officers. Difficulty in balancing work and life responsibilities, the support they receive from colleagues and supervisors, fairness in HR policies and a number of personal factors have contributed level of exhaustion. We will also consider the implications of these findings for research and practice.

In this "era of stress", the effects of work-related stress are becoming out of control. Researchers have sought to define occupational or work-related stress. Occupational or work-related stress is "the psychological and her psychological and her psychological and her in a way that work-related factors contact the worker and force the person to deviate from normal functioning. / Or a situation that changes the physiological state. "This suggests that the effects of work-related stress may be due to multiple factors (psychological and/or physiological). Newman JE, Beeh TA (1979).

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Randhir Singh Ranta and AnupSud (2008). Therefore, RPMANOVA demonstrates the effectiveness of multidimensional interventions to reduce work stress, emotional malaise, and depersonalization assessments from pre-assessment to post-assessment studies, regardless of the rank of police personnel.

Police officers were calculated to have experienced severe depression and stress with a very high level of anxiety Waqar Husain (2014).

G Ragesh, Harish M Tarayil, Meharoof Raj TP, Mariamma Philip, AmeerHamza (2017). Both operational and organizational tensions among police officers have proved to be significant. Tissue stress was experienced at a moderate level of 68% and at a high level of 14%. The working stress values were 67% in the medium range and 16.5% in the high range. The younger age group (2135) and lower police officers were more stressed. The stress was higher for female police officers than for males. Twenty-three percent of them were diagnosed with physical illness, while 4% were diagnosed with mental illness and 29% of them reported substance abuse.

Selokar D, et al., (2011). The various stressors identified among police officials included criticism from supervisors, excessive work, no compensation, underestimation of skills and responsibilities, and lack of job satisfaction. 70 participants exceeded 15, indicating that work-related stress was a problem, and 32 participants scored 15 or less, indicating that work-related stress was not a problem. There was a significant correlation between age group, marriage status, education and working hours and police stress levels.

R.S. Suresh, R.N. Anantharaman, AjithaAngusamy and Jaya Ganesan (2013). Indicates that stress is due to more organizational factors than to physical risks at work. Police authorities should try to take corrective measures such as organizational change and training program improvements. Police authorities should try to take corrective measures such as organizational change and training program improvements.

Wani M. Amin (2015). To find that there is no significant difference between the level of job stress in male and female police officers. But a significant difference was found between the levels of job stress between married and unmarried police officers.

Busharabano (2011). The results show that the main causes of stress for police officers are political pressure, lack of family time, negative public image and low wages. We also found that stress was significantly more pronounced among young, well-educated, rural and inexperienced people. The results complement existing knowledge and help to understand the role of socio-demographic factors influencing the causes of stress and stress levels of police officers.

G Ragesh, Harish M Tarayil, Meharoof Raj TP, Mariamma Philip, AmeerHamza (2017). The investigation found that both operational and organizational burdens were important among police officers. Tissue stress was experienced at a moderate level of 68% and at a high level of 14%. The working stress values were 67% in the medium range and 16.5% in the high range. The younger age group (2135) and lower police officers were more stressed. The stress was higher for female police officers than for males. Twenty-three percent of them were diagnosed with physical illness, while 4% were diagnosed with mental illness and 29% of them reported substance abuse.

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Asad Afzal Humayon, ShoaibRaza, Hina Amir, Muhammad SajjadHussain, Noorul Ain Ansari (2018). found that 97% of employees reported high levels of stress in police work. The results also showed that workload is the most important factor influencing the impact of work stress. Therefore, in order to reduce the stress of police work, it is necessary to consider the different dynamics of three factors.

Joyce AtienoOweke, James Muola& Owen Ngumi (2014). It: Police officers in Kisumu County were suffering from work-related stress. The work environment, work overload, and work schedule were sources of professional stress. This study recommends the following: The Police Services Commission needs to develop stress management policies to guide police officers in their day-to-day operations, guidance, operations, and counselling.

Bhattacharya and Guha (2006) conducted a study on stress and coping: a study by a female criminal lawyer in the city of Kolkata. A group of 34 female criminal lawyers was selected for the study. The main sources of stress are busy work schedules, irregular working hours, inadequate interactions, management trends, and inadequate interpersonal relationships between colleagues in the work environment.

### *Objectives*

- To examine the level of burnout among assistant sub-inspector (ASI) and sub-inspector (SI).
- To examine the level of burnout among sub-inspector (SI) and constable.
- To examine the level of burnout among assistant sub-inspector (ASI) and constable.
- To examine the level of occupational stress among assistant sub-inspector (ASI) and sub-inspector.
- To examine the level of occupational stress among sub-inspector (SI) and constable.
- To examine the level of occupational stress among assistant sub-inspector (ASI), and constable.
- To examine the significant relationship between burnout and occupational stress among assistant sub-inspector (ASI) and sub-inspector (SI).
- To examine the significant relationship between burnout and occupational stress among sub-inspector (SI) and constable.
- To examine the significant relationship between burnout and occupational stress among assistant sub-inspector (ASI) and constables.

### *Hypotheses*

The following hypotheses have been formulated in this paper:

- **Ho1:** Assistant sub-inspectors (ASI) and sub-inspectors (SI) would not differ significantly in term of burnout.
- **Ho2:** sub-inspectors (SI) and constables would not differ significantly in term of burnout.
- **Ho3:** Assistant sub-inspectors (ASI) and constables would not differ significantly in term of burnout.
- **Ho4:** Assistant sub-inspectors (ASI) and sub-inspectors (SI) would not differ significantly in term of occupational stress.
- **Ho5:** Sub-inspectors (SI) and constables would not differ significantly in term of occupational stress.
- **Ho6:** Assistant sub-inspectors (ASI) and constables would not differ significantly in term of occupational stress.

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- **Ho7:** There would not significant relationship in occupational stress between assistant sub-inspector (ASI) and sub-inspector (SI).
- **Ho8:** There would not significant relationship between burnout and occupational stress among sub-inspectors (SI) and constable.
- **Ho9:** There would not significant relationship between burnout and occupational stress among Assistant sub-inspectors (ASI) and constables.

### METHODOLOGY

#### *Sample*

A total number of 120 police personnel were selected as a sample. The sample was based on three cadres viz; ASI, SI and Constable equally split 40 each. All of them were male and working in Gumla district of Jharkhand. The age range of the sample was between 30- 45 years. Purposive sampling technique was applied for the sample selection.

#### *Tools*

Occupational stress scale by Srivastava and Singh (1981) was used for data collection. The scale consists of 46 items, each to be rated on five-point scale ranging on a continuum of strongly agree, agree, uncertain, disagree and strongly disagree. Out of 46 items 28 are 'true keyed' and rest 18 are false-keyed.' The term related to almost all relevant components of the job life which cause stress in same way or the other, such as, role overload, role ambiguity, role conflict, group and political pressure, responsibilities for persons, under participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working conditions and unprofitability. The reliability of the occupational stress index determined by the computation of alpha co-efficient was .90. The internal consistency of the test was .93 determined by the odd even method. Index of homogeneity and internal validity of individual items was determined by computing point bi-serial coefficient of correlation. The value of co-efficient of correlation ranged from 0.36 to 0.59.

#### *Maslach burnout inventory*

Maslach burnout inventory was prepared by maslach and Jackson (1981). It is paper pencil test consisting of 22 items and all the items are written in the form of statements about personals feelings or attitudes. Some of the items are positively worded and some are negatively worded. For giving response, subjects are to evaluate the statements on 7-point scale ranging from 1 to 7 (1=very mild, 2=mild, 3=somewhat moderate, 4=moderate, 5=somewhat strong, 6= strong, 7= very strong). It contains of three sub-scales: i.e. emotional exhaustion, depersonalization, & personal accomplishment. Maslach and Jackson (1980) reported Cronbachs alpha coefficients varying from .71 to.91. Test-retest reliability vary from .60 to .82. According to the Maslach and Jackson, person with higher scores on the emotional exhaustion and Depersonalization subscales and with low scores on personal Accomplishment subscales would perceive themselves as burnout.

### RESULTS AND INTERPRETATION

*Table 1: Presenting the Mean, SD, N and t value of ASI and SI on occupational stress.*

Groups	N	Mean	SD	t value
ASI	40	115	23.25	0.80 nt sig.
SI	40	111	21.02	

Table 1 presents the N mean SD and t value of ASI and SI on occupational stress. It is clear from the above table that ASI scored higher mean (mean=115) on occupational stress as

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compared to their counterpart SI mean (mean=111). Their SDs are 23.25 and 21.02 respectively. The t value 0.08 clearly shows that both groups not significantly differ on their level of occupational stress. Thus, null hypothesis H04 “Assistant sub-inspectors (ASI) and sub-inspectors (SI) would not differ significantly in term of occupational stress” not to be rejected.

**Table 2: Presenting the Mean, SD, N and t value of ASI and constable on occupational stress.**

Groups	N	Mean	SD	t value
ASI	40	115	23.25	0.58 nt sig.
Constable	40	118	22.52	

Table 2 presents the N mean SD and t value of ASI and constable on occupational stress. It is clear from the above table that ASI scored lower mean (mean=115) on occupational stress as compared to their counterpart constable mean (mean=118). Their SD’s are 23.25 and 22.52 respectively. The t value 0.58 clearly shows that both groups not significantly differ on their level of occupational stress. Thus, null hypothesis H06 “Assistant sub-inspectors (ASI) and constables would not differ significantly in term of occupational stress” not to be rejected.

**Table 3: Presenting the Mean, SD, N and t value of SI and constable on occupational stress.**

Groups	N	Mean	SD	t value
SI	40	111	21.02	1.43 not sig.
Constable	40	118	22.52	

Table 3 shows the N mean SD and t value of SI and constable on occupational stress. It is clear from the above table that SI scored lower mean (mean=111) on occupational stress as compared to their counterpart constable mean (mean=118). Their SDs are 21.02 and 22.52 respectively. The t value 1.43 clearly shows that both groups not significantly differ on their level of occupational stress. Thus, null hypothesis H05 “Sub-inspectors (SI) and constables would not differ significantly in term of occupational stress” not to be rejected.

**Table 4: Presenting the Mean, SD, N and t value of ASI and SI on burnout.**

Groups	N	Mean	SD	t value
ASI	40	71	11.02	0.38 nt sig.
SI	40	72	11.98	

Table 4 shows the N mean SD and t value of ASI and SI on burnout. It is clear from the above table that SI scored higher mean (mean=72) on burnout as compared to their counterpart ASI mean (mean=71). Their SDs are 11.02 and 11.98 respectively. The t value 0.38 clearly shows that both groups not significantly differ on their level of occupational stress. Thus, null hypothesis H01 “Assistant sub-inspectors (ASI) and sub-inspectors (SI) would not differ significantly in term of burnout” not to be rejected.

**Table 5: Presenting the Mean, SD, N and t value of ASI and constable on burnout.**

Groups	N	Mean	SD	t value
ASI	40	71	11.02	1.16 nt sig.
Constable	40	74	12.05	

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Table 5 presents the N mean SD and t value of ASI and Constable on burnout. It is clear from the above table that constable scored higher mean (mean=74) on burnout as compared to their counterpart ASI mean (mean=71). Their SD's are 11.02 and 12.05 respectively. The t value 1.16 clearly signifies that both groups not significantly differ on their level of burnout. Thus, null hypothesis H03 "Assistant sub-inspectors (ASI) and constables would not differ significantly in term of burnout" not to be rejected.

**Table 6: Presenting the Mean, SD, N and t value of SI and constable on burnout.**

Groups	N	Mean	SD	t value
SI	40	72	11.98	0.74 nt sig
Constable	40	74	12.05	

Table 6 presents the N mean SD and t value of SI and Constable on burnout. It is clear from the above table that constable scored higher mean (mean=74) on burnout as compared to their counterpart SI mean (mean=72). Their SD's are 11.98 and 12.05 respectively. The t value 0.74 clearly signifies that both groups not significantly differ on their level of burnout. Thus, null hypothesis H02 "sub-inspectors (SI) and constables would not differ significantly in term of burnout" not to be rejected.

**Table 7: Presenting the correlation coefficient between occupational stress and burnout among different sample subgroups (ASI, SI and Constable). N=40 each**

	Occupational stress	Groups
Burnout	.61	ASI
Burnout	.58	SI
Burnout	.60	Constables

Table 7 clearly shows the correlation between occupational stress and burnout among the three groups namely Assistant sub inspector, sub inspector and constable. It is evident from the table that occupational stress and burnout positively and significantly correlate with each other among assistant sup inspector. Among sub inspector both variables namely occupational stress and burn out positively and significantly correlated with each other and among the constables' occupational stress and burnout significantly and positively associated with each other.

### CONCLUSION

- Assistant sub-inspectors (ASI) and sub-inspectors (SI) not differ significantly in term of burnout.
- Sub-inspectors (SI) and constables not differ significantly in term of burnout.
- Assistant sub-inspectors (ASI) and constables not differ significantly in term of burnout.
- Assistant sub-inspectors (ASI) and sub-inspectors (SI) not differ significantly in term of occupational stress.
- Sub-inspectors (SI) and constables not differ significantly in term of occupational stress.
- Assistant sub-inspectors (ASI) and constables not differ significantly in term of occupational stress.
- There is significant and positively relationship between occupational stress and burnout among assistant sub-inspector (ASI).



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- There is significant and positive relationship between burnout and occupational stress among sub-inspectors (SI).
- There is significant and positive relationship between occupational and burnout stress among Assistant sub-inspectors (ASI).

### *Suggestions for Future Research*

For future research following suggestions are suggested:

- Increase the sample size so that the results can be generalised confidentially.
- Samples from other districts should be included for future study.
- The both variables should and must be study with personality and coping mechanism.

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### **Conflict of Interest**

The author(s) declared no conflict of interest.

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