

Research Paper

Stress, Its Impact, And Coping Strategies Among Police Professionals: A Thematic Analysis

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ABSTRACT

As a law enforcement agency and a major part of the criminal justice system, police play a crucial role in creating a safe and secure environment in society. The work of police is not just to investigate crimes. The police face various challenges on a daily basis, such as threats from anti-social elements, witnessing traumatic incidents, negative criticism in the media, etc. during their work of investigating crimes and maintaining law and order in society. Police are doing hard-work to ensure the peace of society and help the people feel safe. But most of the time, public gets a negative image about police officers. Various studies have also shown that the psychological and physical well-being of police is not good enough. The extensive literature analysis on police professionals demonstrates that undefined long working hours, hierarchical and political pressures, lack of family time, society's negative attitudes towards police are some of the factors which influence stress among police. Their stress can be due to professional, personal and social reasons. This stress among police is not only affecting their psychological health; but also, their physical health. It is clear that the timely and periodical care of mental and physical health of police professionals will help in get rid of their stress and also will help them become more productive. Hence, the authors worked on a theoretical study using the secondary data sources. The present paper identifies the factors influencing the stress among police professionals and its impact on them using thematic analysis method. The study further suggests well-functioning coping strategies to reduce stress among police professionals and thus opens the door for further empirical research.

Keywords: *Police Professionals, Stress, Factors, Impacts, Coping Strategies*

Stress is a natural human response while a person is facing challenges and threats in his/her life. It's also defined as a state of worry or mental tension caused by a difficult situation. The stress brings hardship to life. Different individuals are going through different kinds of stress. It not only affects the psychological state of an individual, but also gradually affects their physical health too (Rajeswari & Chalam, 2018).

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Received: September 3, 2025; Revision Received: December 26, 2025; Accepted: December 31, 2025

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As a law enforcement agency and a part of the criminal justice system, police play a crucial role in creating a safe and secure environment in any society. The work of police is not just to investigate crimes. The police face various challenges on a daily basis, such as threats from anti-social elements, witnessing traumatic incidents, negative criticism in the media, etc. during their work of investigating crimes and maintaining law and order in society. Police personnels are regularly dealing with conflicts both occupationally as well as personally (Bag, 2023).

The high levels of stress will cause negative impacts such as distress in an individual's life. Unless and until the levels of stress are not investigated and mitigated timely, it will affect the professional and personal life of a person. Especially when it comes to the police officers it is an important problem to address, because the impact of stress among them will be adversely affecting their work, especially their roles of maintaining law and order, investigating crimes and providing justice to the victim. Police officer's stress gradually becomes a threat to society as well (Srinivasan & Ilango, 2013). Because, it may create detrimental or unpleasant behaviors of the police officers who suffer with severe stress.

The extensive literature shows that the police officers have a non-supportive culture in the department and also with a bad image among the public. This becomes a contributing factor to increase the stress among police officers. Being first responders, it is very important to have good mental and physical health, rather than they are getting severe stress. Otherwise, it may later lead to PTSD and other impacts such as suicide, substance abuse, and heart related issues (Srinivasan & Ilango, 2013). The level of stress among police personnel is gender neutral.

Coping strategies for reducing stress should be implemented in the police profession for increasing productivity and improving professional and personal life. Hence, this study is focusing on identifying different factors which influence stress among police officers and its impact on them through analyzing various secondary literatures referred. This extensive thematic analysis also tries to find out most effective coping strategies for reducing stress among police officers which will give positive influence on their profession and in turn will benefit the society.

LITERATURE REVIEW

In the arena of criminological and psychological research, stress experienced by law enforcement professionals has continuously gained maximum attention of the researchers. Due to the highly demanding nature of the profession to being exposed to the grey areas of the society induces trauma. Moreover, requirement of presence in high-risk situations, institutional pressures, also act as stressors.

A Study based on urban police stations in Bengaluru found that majority of police constables are dealing with severe stress, whereas the rest are dealing with moderate stress, which is a concerning factor as it shows that almost all police constables are dealing with stress varying in degrees. Among the factors, personal and family related issues comes out as the most prevalent factor followed by supervisors' behavior and working environment condition. Majority of the police constables dealing with stress have average coping skills whereas a small portion of them have poor coping skills. This leads to the formation of gap between the stress and its coping strategies among the police constables (Chithra & Pavithra, 2024)

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Another empirical study conducted in Karnataka enlisted 12 main stress causing factors among police professionals. Results of the study found that 6 out of 12 factors (namely, “political pressure, role conflict, strenuous working conditions, role overload, unreasonable group and intrinsic impoverishment”) contributes to severe level of stress among police professionals. Also, occupational stress index revealed that high stress is common among law enforcement employees (Hunnur, Bagali, & Sudarshan, 2014).

As Gharat(2024) mentioned in his study, stress, anxiety and fatigue are the most prevalent stressors in the official functioning of police personnel on a daily basis, with gendered experiences of psychological health problems, being a major outcome of the study. It also suggested for gender responsive support mechanism in addition to, adaptable duty periods to reduce the level of stress among police professionals.

Empirical research undertaken by Arshnoor & Pandeya, 2025 revealed that in comparison to the male police officers, female police officers are suffering more from the higher level of stress (operational stress, organizational stress and physical health issues) which leads them to encounter unique challenges or stressors that are not commonly encountered by male officers.

Qualitative study highlighted the psychological hurdles which hamper the daily functioning of police personnel in the state of Maharashtra. It also revealed workout and peer assistance are the frequently used methods to cope stress in police department. Nevertheless, requirement of systemic assistance in addition with improved behavioral health support services are crucial to enhance psychological well-being of law enforcement personnel (Gharat, 2024)

Objectives of the Study

1. To identify the different types of stress faced by the police professionals.
2. To identify the factors influencing stress among police professionals.
3. To analyze the extent of impact of stress among police professionals.
4. To bring out the suitable coping strategies that can reduce stress among police professionals.

METHODOLOGY

The methodology of this thematic study includes secondary sources of data by reviewing more than 30 different national and international research articles and other type of secondary sources. The data were qualitatively analyzed. Emerging and relevant themes were identified through rigorous and repeated manual reviews on the selected literatures. Authors of the study categorized the findings related to i) factors, ii) impact, and iii) coping strategies of police stress into different themes. The objectives of the study were fulfilled by data analysis and discussions.

Inclusion and Exclusion Criteria

The review included peer reviewed journal articles, empirical research papers, news articles, and book chapters based on their relevancy to the police stress, including various kind of stressors, impact of stress on their health (physical, mental & professional) and coping strategies to reduce the stress.

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Both quantitative and qualitative researches were included to provide a comprehensive understanding of the study. To maintain consistency in interpretation and analysis, only studies published in English were considered.

Conversely, non-peer reviewed, conference proceedings and sources unrelated to police stress or psychological health were excluded from the review. Additionally, non-english publications were also excluded.

RESULTS & DISCUSSIONS

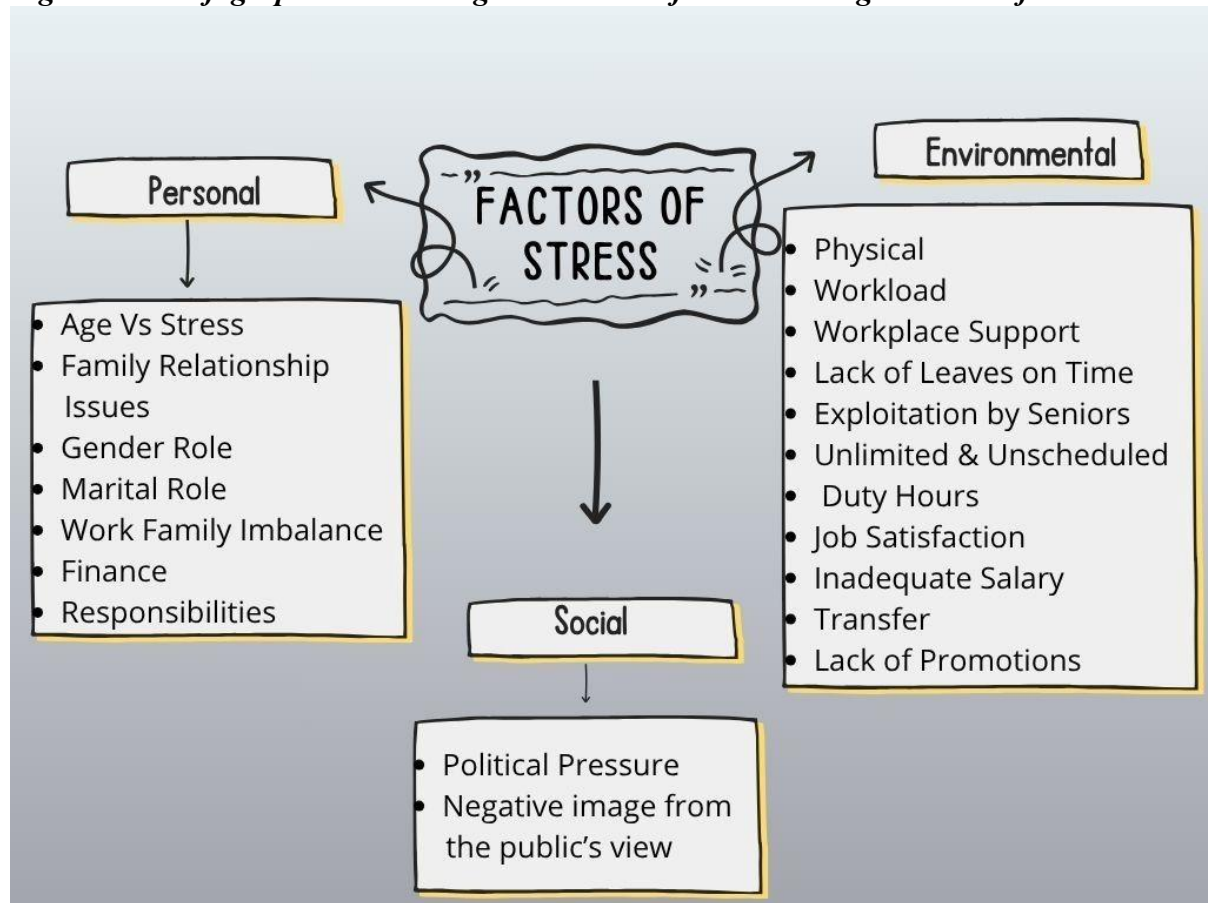
Based on the analysis of several literatures. It is found that there are different factors that are influencing stress among police personals. The factors, impacts and coping strategies are categorized in different themes and sub themes.

The results & discussion have been arranged in the following three parts:

- Part 1- Factors influencing stress
- Part 2- Impact of stress
- Part 3- Coping strategies

Part 1: Factors influencing stress

Figure 1: Infographic Illustrating the Factors of Stress Among Police Professionals



Note: Image created by the authors using Canva. (Canva, July 20, 2025)

Theme 1.1: Personal factors

1.1.1 Age Vs Stress

Police officers face a wide array of stressors due to the nature of their work. The stress among police officers develops over time as a repeated exposure to difficult situations. As officers advance in age, their exposure to stressors, as well as their coping mechanisms evolve parallelly. Some research indicates that older officers experience less stress than their younger counterparts due to greater experience, while other studies suggest that older officers experience increased stress due to accumulated work pressures, physical demands, and age-related health problems (Balakrishnamurthy & Shankar, 2009).

The literature on police stress emphasizes various sources of stress, including job-related trauma, organizational factors, work-life balance issues, and societal pressures. However, a less explored area is the role of age in shaping stress experiences and coping mechanisms in law enforcement. Research by (Violanti, et al., 2017) suggests that age can influence how officers cope with stress and the types of stressors they face. Older officers, for instance, may experience fewer acute stressors but may be burdened by the long-term effects of cumulative stress and physical wear-and-tear from years of service.

Additionally, studies by (Gershon, Barocas, Canton, Li, & Vlahov, 2009) suggest that while stress levels are prevalent across all age groups, the onset of chronic physical health problems increases as officers age, often exacerbating stress and mental health conditions.

Conversely, research conducted by (Mudanur, Ramdurg, Kori, Chaukkimath, & Patil, 2020) contradicts this view, showing that older, more experienced officers may experience higher levels of stress than younger officers. This phenomenon can be attributed to several factors. As officers age, their responsibilities may increase, such as taking on more administrative tasks or mentoring younger officers, adding a new layer of stress. Furthermore, long-term exposure to traumatic incidents over the years may contribute to a buildup of psychological stress, which becomes more apparent with age. Physical health issues, including back problems, joint pain, and fatigue, may exacerbate stress and negatively impact an officer's ability to handle the demands of the job.

1.1.2 Family relationship issues

The family life of a police official impacts and is impacted by his work-life balance. The responsibility of caring to children and concentrating on family activities limit one's professional goals, even while strict and demanding work schedules, excessive workloads, and occupational stress cause problems in family life (Viegas & Henriques, 2020). The majority of police personnels are unable to live with families due to: irregular transfers, unscheduled duty hours, and the impracticality of separate living quarters for the families because of unfixed and unscheduled working hours, even after completing their shift work (Bandyopadhyay & Kumbhare, 2019).

1.1.3 Gender role

The stress levels of male and female police officers do not differ significantly. Their mean variations in emotional exhaustion, depersonalization, reduced personal accomplishment, and coping mechanisms demonstrate differences in a number of burnout and coping-related factors. Female officers use more strategies for coping than male officers do (Xavier, 2019). In comparison to female officers, male officers exhibit more depersonalization, whereas female officers exhibit more emotional exhaustion. This indicates the different ways they deal with stressful & difficult situation (Xavier, 2019).

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A survey indicated that 65 percent of female police personnel found suffering workload, which was negatively harming their personal life (Maurya & Agarwal, 2015), and another survey among women police in Jaipur found almost 4 out of every 5 of them experienced stress due to their job nature (Priyanka & Rufus, 2017) .

1.1.4 Marital role

Marriage has a significant influence on depression and anxiety. In comparison to unmarried officers, married officers often experience a high level of stress (P, Ranganatha, R, & Yunis, 2022).

Additionally, officers who are married and have more than three kids experience higher levels of stress and difficulties to maintain work-life balance (Shanmughavadivu & Sethuramasubbiah, 2018). In addition, stress levels were higher among those who had been married for a longer time and those with more than two children (Salam, & Reddy, 2019), as well as among married officers compared to unmarried or divorced officers (Selokar, Nimbarte, Ahana, Gaidhane, & Wagh, 2011).

Study by Salam, & Reddy (2019) indicates that police officers whose spouses were employed found less stressed. It could be because working persons are more aware of the workplace expectations, than spouses who were not employed.

1.1.5 Work family imbalance

Work & family are the two essential aspects of everyone's life. Both of these aspects are demanding in nature, personnels occasionally have to choose between them on their top priority list. This leads to work-family conflict, resulting in a variety of stressors in their personal and professional lives (Elahi, Abid, Contreras, & Fernandez, 2022).

The inability to spend quality time with friends and family due to extra duty hours was the most significant stressor that was found to have an impact on the person's stress (Bag, 2023) Work-family conflict arises when demands from the work and family spheres are incompatible, making it more difficult to participate in the family role as a result of participating in the work role (Viegas & Henriques, 2020).

1.1.6 Finance

Nowadays, having a stable income is essential for everyone to have a secure life. Due to lower income, lack of savings, higher spending on substance abuse, education for the successive generation, housing and shelter, customary spending on marital events, medical services, travel expenses, and an inability to obtain emergency funds create stress among police personnels (Savarimalai, Christy, Binu, & Sekar, 2023).

1.1.7 Responsibilities

Due to nature of work, they are unable to spend sufficient time with family, and meet the expectations of family. It creates stress and makes the officers feel guilty for not fulfilling the responsibilities of their family (Savarimalai, Christy, Binu, & Sekar, 2023). They get stressed when they are unable to participate in auspicious and inauspicious events of their family, like birthdays, childbirth, anniversary, wedding, festivals, participation in activities of children's school, living away from family and due to giving less importance to family it affects their personal life as well as professional life (Savarimalai, Christy, Binu, & Sekar, 2023).

They sacrifice their own personal time with their family and serve duty on several occasions, religious, social events, various functions and festivals (Raghuvanshi, 2019).

Theme 1.2: Environmental factors

1.2.1 Physical

Extreme weather conditions, lack of a place to rest after long work days, dirty restrooms, shortage of vehicles along with equipment are some of the factors police personnel have to deal with (Savarimalai, Christy, Binu, & Sekar, 2023). Environmental factors influence their ability to work and trigger psychological and physical issues. Poor physical working conditions, inadequate lightning conditions, an unregulated temperature, and lack of noise control can all be extremely upsetting. According to study findings, the nature of job and poor working conditions increase stress, anxiety, and depression symptoms in both personal and occupational life (Galanis, Fragkou, & Katsoulas, 2021).

1.2.2 Workload

Pessimistic work conditions like- work burden, role overload, increased duty period, over time shift work, poor physical health, injuries during work, extend stress level in police officers (Galanis, Fragkou, & Katsoulas, 2021). They experience work overload and increased stress due to a lack of staff, inadequate resources & the demanding nature of their jobs (Bag, 2023).

1.2.3 Workplace support

Lack of support at the workplace, favoritism, lack of departmental neutrality, lack of support from co-workers are some professional stressors that are responsible for stress (Galanis, Fragkou, & Katsoulas, 2021).

Many times, conflict with colleagues and pressure from seniors make low rank officials experience stress (Kraye, Kulhari, Sharma, & Robinson, 2023).

1.2.4 Lack of leaves on time

Despite the labor law's recommendation for all occupations to adhere to an 8-hour work shift, police officers often work 12-hour shifts. This is due to a variety of reasons, including a lack of resources, high crime rates, workload, and work from other departments (Patel, Saha, Sharma, & Maniyar, 2019).

They never receive leaves (earned holidays, national holidays, casual adieu, legal holidays, and weekly off) that resulting them to feel depressed, dissatisfied at work, and stressed (Patel, Saha, Sharma, & Maniyar, 2019).

1.2.5 Mistreatment by seniors

Many times, the senior officers misbehave, discriminate the subordinates, the lower officials do work with incapable, unskilled and irresponsible superiors which leads to poor interpersonal relationship, lack of understanding between them, lack of trust creates professional stress which affects their job satisfaction too (Savarimalai, Christy, Binu, & Sekar, 2023). Sometimes senior level officers treat subordinates in a very bad manner, they assign them extra work to take some kind of revenge (Kraye, Kulhari, Sharma, & Robinson, 2023).

1.2.6 Unlimited & unscheduled duty hours

Police profession considers as highly demanding profession, working in nights increases the stress, that affects their job satisfaction and makes them feel negatively towards the nature of work (R & Khan, 2021). Regularly, unscheduled duty hours, inadequate time for exercise, meditation, and insufficient sleep, affects their personal and professional lives (Galanis, Fragkou, & Katsoulas, 2021).

1.2.7 Job satisfaction

Many factors, including salary, perks, promotion, policies and procedures, relationships with superiors, work schedules, work-family conflict, and the job itself, are used to evaluate an employee's level of job satisfaction (Viegas & Henriques, 2020).

The police-public relationship has an impact on their job satisfaction; public's unawarded and non-concerned attitude towards their work, risky & stressful lives, lack of emotional support also the negative perception of public towards them, make their lives more stressful (Verma & Buttola, 2019).

1.2.8 Inadequate salary

Many constables feel that even after serving a job for more than two shifts, they get paid very less salary, due to low salary, they are unable to fulfill the expectations of their family (Singh & Kar, 2015).

1.2.9 Transfer

The police professionals who are; impartial, honest and not being convenient to some powerful politicians are more prone to be transferred more frequently. This has negative impact on the mental health of police officers and also make them feel demotivate towards work (Project Report on Impact of Frequency of Transfers on Efficiency and Effectiveness of Superintendents of Police).

Uncertain, frequent & clueless transfers cause stress, because the moment they adopt and start learning work of the police station they are transferred to another place (Bandyopadhyay & Kumbhare, 2019).

1.2.10 Lack of promotions

Research on police constables reveals that the opportunities of promotions in a work life has a high level of satisfaction with the job (Bennett, 1997). In many studies, it is proved that satisfaction of job has positive relationship with promotions, but it depends on impartial, intellect and equality of employees (R & Khan, 2021).

Theme 1.3: Social factors

1.3.1 Political pressure

According to research, 72% of police officers have experienced political pressure while conducting an investigation. The politicization of law enforcement officers can be observed in plenty of situations. The National Police Commission (1979) indicates that "transfer" and "suspension" are the two major weapons used by politicians for removing police officers (Khera, 2022).

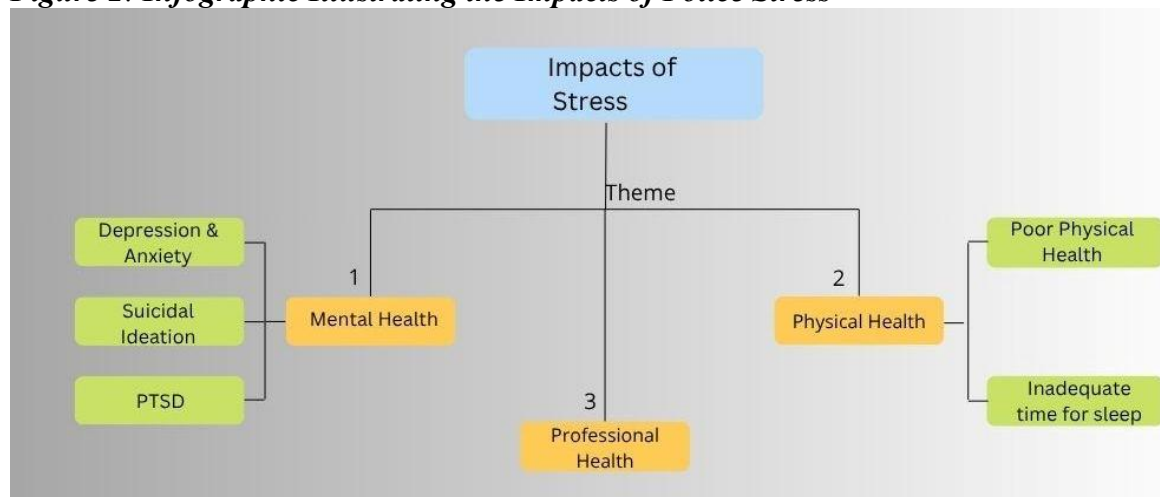
1.3.2 Negative image from the public's view

Police perform to ensure safe environment for society yet they always get negatively viewed by the public. They accept the fact that there are a few police officers who are corrupted, which brings a wrong name to the whole department (Verma & Buttola, 2019).

Part 2: Impacts of police stress

On the basis of thorough analysis of the relevant literatures, the impacts of police stress have been classified under three major criteria for this study: 1. Impact on Mental Health 2. Impact on Physical Health 3. Impact on Professional Health.

Figure 2: Infographic Illustrating the Impacts of Police Stress



Note: Image created by the authors using Canva (Canva, July 19, 2025)

Theme 2.1: Mental health

2.1.1 Depression & anxiety

Negative stress or discomfort destroys the positive attitude of workers and causes absenteeism, turnover, immorality, anxiety, depression, aggression, and other problems (Rajeswari & Chalam, 2018).

Their mental and physical well-being suffers as a result of their demanding job. Police officers' psychological state is negatively affected by the constant exposure to stressful situations—such as gang disputes, murders, rapes, suicides, mob violence, and serious riots, that come with working in metropolitan and expansive areas (Berg, Hem, Lau, Haseth, & Ekeberg, 2005).

They frequently face hazards situations on a daily basis, confusion, lack of self-confidence, substance abuse, loneliness, anger issues all are the factors that affect police personnel's psychological well-being and produce stress (Savarimalai, Christy, Binu, & Sekar, 2023).

2.1.2 Suicidal ideation

The work pressure, exploitation by seniors, relationship with colleagues, incapability to fulfill family responsibilities, external pressure, stigma, frustration are major factors that lead police officers towards suicide (Krayar, Kulhari, Sharma, & Robinson, 2023).

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Geographical conditions, stress at workplace, lack of obscurity, insufficient funding for mental health and training programs are the main four reasons which differentiate suicide rates of smaller and larger police departments (Violanti, et al., 2017).

The primary causes that lead police officer towards suicide are family, economic, professional, psychological, and political factors (Sahni, 2023).

2.1.3 PTSD

Police professionals are taught to conceal their feelings. They believe that their emotions are interfering with their ability to serve their jobs. For years, emotions are repressed on a daily basis. Police officers who are under a lot of stress may develop Post-Traumatic Stress Disorders (PTSD) either swiftly or gradually (Pandey, 2017). Complex PTSD gets developed with the police officers as they are generally exposed to violence, suicidal incident investigations, accidents, etc. As per the recent study by the Cambridge University approximately 20% of Police officers suffer with complex PTSD and most of them do not aware about their sufferings (Police workforce: Almost one in five suffer with a form of PTSD, 2025). A recent empirical study conducted by (Kaur, Pandita, Padmasri, & Narula, 2025) among the police officers from few Indian cities has also found the emotional exhaustion of police officials has mild positive correlation with PTSD of police professional at 1% level of significance.

Theme 2.2: Physical health

2.2.1 Poor physical health

Due to the risky lifestyle, police personnel face serious health issues. They frequently struggle with cardiovascular disorders, musculoskeletal discomfort, anxiety, depression, high blood pressure, diabetes, and visual impairments. Due to an intense workload, unviability of holidays and lack of time to relax, they are unable to receive treatment (Meena, Kumar, & Meena, 2018).

2.2.2 Inadequate time for sleep

Even in an entire day, the majority of police officers have trouble getting sufficient rest and enough sleep, which produces fatigue, tiredness, anger and exhaustion during their duty. They are unable to get 5 hours uninterrupted sleep in a 24-hour period, and they receive emergency calls almost every night at any point of time. Also, they struggle to obtain a good night's sleep after approximately 16 hours of duty (Bandyopadhyay & Kumbhare, 2019).

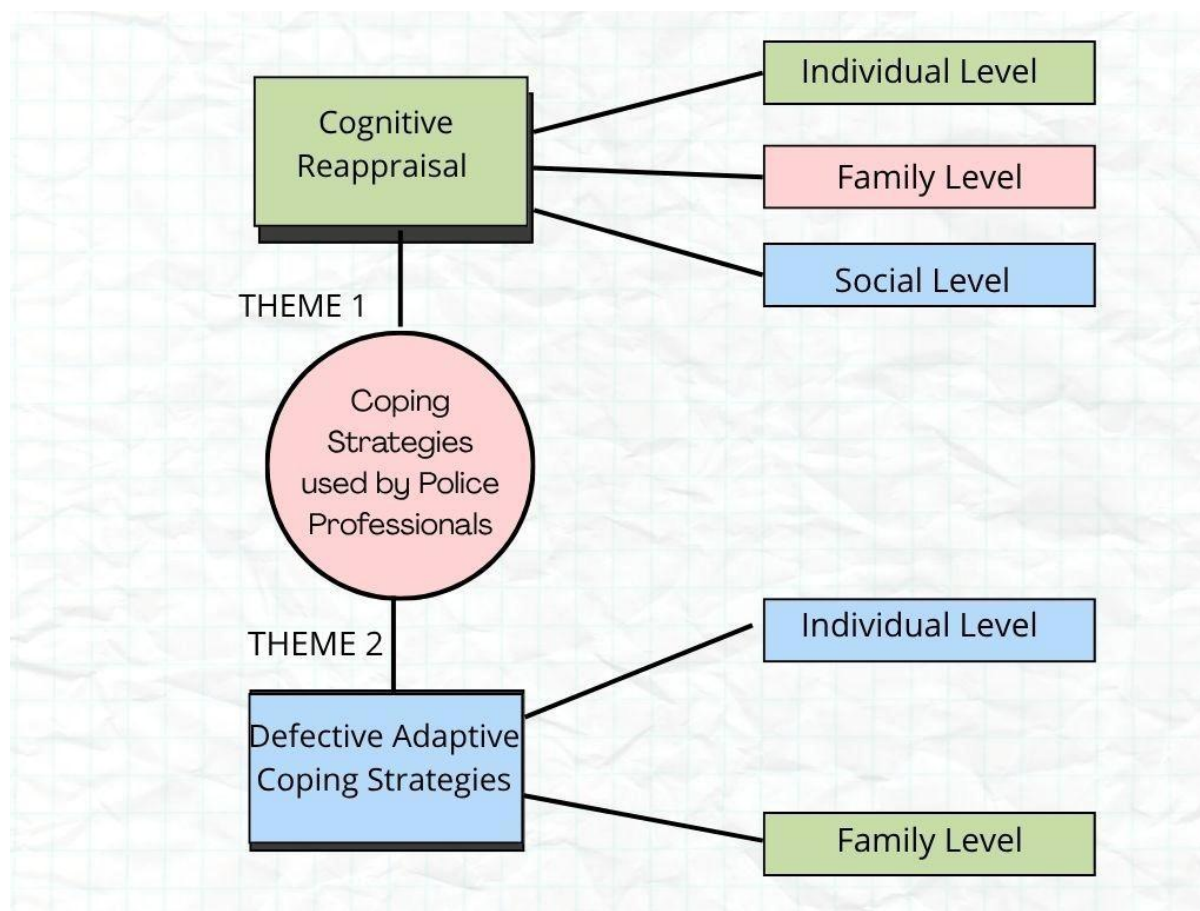
Theme 2.3: Professional health

Job stress affects professional life of police; stress and satisfaction of job have negative correlation. When police personnels are motivated and satisfied with their jobs, they experience less stress, and vice versa (R & Khan, 2020).

Part 3: Coping strategies

Coping strategies defined as the efforts that used to overcome stress, that can be negative or positive. These strategies not only affect the person who uses it but also those around him/her.

Figure 3: Infographic Illustrating the Coping Strategies used by Police Professionals



Note: Image created by the authors using Canva (Canva, July 19, 2025)

Theme 3.1: Cognitive reappraisal

It is a positive way used by police officers to cope with their stress and deal with it in a productive way (Savarimalai, Christy, Binu, & Sekar, 2023).

3.1.1 Individual level

At this level the person who is stressed, takes the help of yoga, meditation, exercises, spends time in hobbies, sports activities to reduce the stress, and all these activities does not have any negative impact on anyone (Savarimalai, Christy, Binu, & Sekar, 2023). Physical exercises, yoga, watching films, listening songs are some primary mechanisms to cope up from stress (Bag, 2023).

3.1.2 Family level

In this level, police officers try to spend time with their family members whenever they get an opportunity to participate in family functions, spend quality time with parents, drop their children to school, give a ride to their partners, take them shopping. All these activities help them to stay positive and help them to be away from the depression, stress that comes due to occupation (Savarimalai, Christy, Binu, & Sekar, 2023).

3.1.3 Social level

Everyone needs some quality time to deal with stress and stressful situations. Therefore, they get involved in different kinds of activities; cultural activities, donating money &

helpful resources to some NGOs, doing some voluntary activities spend quality time with their friends helps them to deal with the stress (Savarimalai, Christy, Binu, & Sekar, 2023).

Theme 3.2: Defective adaptive coping strategies

A harmful way that police personnel choose to deal with stress. It affects negatively to the individual itself, family and society as well. The defective adaptive coping strategies can be classified into two different levels-

3.2.1 Individual level

On an individual level of defective adaptive coping strategies, police officers get involved in the activities that have a negative impact on their physical as well as psychological health. They consume substances such as alcohol (Bag, 2023), cigarettes etc. Sometimes they stop talking with others and get isolated, get involved in gambling, stop taking care of themselves are some of the factors which affect them negatively (Savarimalai, Christy, Binu, & Sekar, 2023).

3.2.2 Family level

Police officers show bad behavior towards family, they abuse their family members, get involved in domestic violence. These sort of coping strategies not only badly affect that person but also make their family members suffer without any mistake (Savarimalai, Christy, Binu, & Sekar, 2023).

SUGGESTIONS

If agonizing stress of police professionals is not identified and dealt as early as possible in an appropriate manner, it can worsen the personal and professional life of them, and lead to depression and poor life quality. Some suggestions of the authors to deal with the stress are given as follows, after a thorough review of research articles:

- **Self-Management:** There are feasible several types of self-management techniques recommended by (Mahakud, Kaur, & Arora, 2021) : i) Cognitive and behavioral (it encourages positive thinking and planning constructive actions); ii) Social support (It encourages to talk with your best friends for feeling easy); iii) Physical (It suggests for reasonable exercise for relaxation and minimum sleep for 8-hours; iv) Diet (Have healthy food, avoid junk food and alcohol); v) Relaxation (Suggest to listen desired music, do body massages, and avoid lonely situations during the stressful feels). These can be followed by every police professional as these techniques are feasible.
- **Activity based Management:** Most of the research is that, yoga, physical activities, meditation and spending quality time with family as the best way to reduce stress. Most of the research suggested that doing yoga, physical activities, meditation and spending quality time with family are the best ways to reduce stress. But due to shortage of staff and lack of time, they are overburdened and are unable to perform these activities. So, individual police staff must be taught to regularly manage the activities for their stress reduction and job productivity.
- **Periodical Assessment:** Monthly assessment should be done to check their stress levels with the help of professionals. Additionally, it is crucial to replace the maladaptive coping mechanisms with adaptive coping strategies (D & Nagarajamurthy, 2023). Standardized psychometric scales to be prepared by every Indian state to do such assessments.
- **Referral Services:** Policemen found to involve in substance abuse as a mean of stress release should be referred to relevant organization which effectively offer

instructional treatments or counselling services so as to prevent them before they become addicts (Singo & Shilubane, 2022). Otherwise, substance abuse can increase physical, psychological and professional risks. Referral services costs must be borne by the state by doing a specific budgetary allotment to it.

- **Gender and Factor Specific Interventions:** Keeping in mind that there are differences in the type of stressors, the level of stress, and other health issues between male and female police officers, stress in the police force, interventions, or support to cope with stressors should be done from a gender perspective (Arshnoor & Pandeya, 2025). Police organization must identify individual specific factor and offer specific interventions to the ones who suffer by stress to improve the employees positive work environment, job satisfaction and overall wellbeing (Mini et al., 2025).
- **Weekly Off Systems:** Police personnels may be given the regular weekly one day off. Weekly off system for police personnel will help to reduce their stress and promote their well-being. To ensure the leave system is transparent, easier and prompt, the support of smartphone application or technology can be used by the police departments of various states of the country (Express, 2025).
- **Sensitization of Family for Cooperation:** Once a year, the family members of a particular police station can come together and through experienced and trained police officers, they can be made aware of the challenges of policing, the need for healthy food, rest and a caring environment for their overall well-being. Similarly, police officers can be made aware of the expectations of their families. By doing this, mutual support and cooperation can be improved between police officers and their family members, thereby improving the resilience of police officers from stressful situations.

FUTURE SCOPE AND IMPLICATIONS OF THE STUDY

Stress among police professionals is multi-dimensional and persisting problem which can adversely affect the individuals physical and mental health, and law and order efficiency of law enforcement officials. For this reasons, inter-disciplinary or multidisciplinary perspective studies can be done with the help of criminologists, counselling psychologists, social-work professionals, organizational behavior experts. While understanding stress and its impact on policing, it may seem like a routine part of social research on policing. As modern technology increasingly becomes involved in police duties, it is important to study the role of technological developments in causing and reducing police stress. The aim of empirical future studies is to gain a deeper understanding of how modern technologies affect stress among police professionals and how to effectively use modern technologies to cope with stress.

CONCLUSION

This study aimed to identify the various type of factors influencing the stress, impact of stress and coping strategies. Through the thematic analysis on the issue, the researchers understood various types of stressors & factors influencing the stress among police personnels which are divided under three factors: social, environmental, and personal factors. Among the personal factors work-life imbalance found the main causing factor, whereas under environmental factors, work overburden, lack of promotions and lack of leaves on the required time found to be the major stressors of police professionals. Negative perception of public towards police makes them dissatisfied with their job.

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Through the intense review it is found that, high-level stress has negative impacts on their mental health. Stress is understood as having the propulsion to lead policemen towards depression, suicide thoughts, etc. It also affects overall well-being and the productivity of work.

To reduce their level of stress, police personnel are found using two kind of coping strategies which are both positive and negative coping strategies. Negative coping strategies are the ones that not only affect them but also the people around them. The stress among police professionals is a very serious issue which needs to be addressed and mitigated timely. For the purpose of reducing stress, government and the police department should identify the root cause and work on that.

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Acknowledgment

The authors thank all those who encouraged this research paper.

Conflict of Interest

The author(s) declared no potential conflict of interests with respect to the research, authorship, and/or publication of this article.

How to cite this article: Maina, K., Shayana, T.K., & Rufus, D. (2025). Stress, Its Impact, And Coping Strategies Among Police Professionals: A Thematic Analysis. *International Journal of Indian Psychology*, 13(4), 2968-2983. DIP:18.01.270.20251304, DOI:10.25215/1304.270