

ABSTRACT

Stress is a common phenomenon in the society, every organisational workforce are facing stress due to lack of stress management in their life. In Central Armed Police Forces which includes Border Security Force, Central Reserve Police Force, Sashastra Seema Bal, Indo-Tibetan Border Police, Central Industrial Security Force, Assam Rifles and National Security Guard, all the CAPFs personnel are presently facing stress due to various reasons such as work overload, long working hours, job insecurity, lack of participation in decision making, lack of fairness at workplace and family management issues. This research study highlights the sources of stress in the Central Armed Police Forces personnel, level of stress among the CAPFs personnel, nature and influence of stress on personal behaviour and consequences of stress on personnel in regards to professional development. There are six chapters in the research study as follows: (1) Introduction, (2), Review of Literature, (3) Research Methodology, (4) Sources and Level of Stress for CAPF Personnel, (5) Influence and Consequences of Stress in CAPFs and (6) Findings, Summary and Conclusion.

In the first chapter introduction part emphasis on meaning of stress, history of stress, relationship of stress and CAPFs, organisational profile of the CAPFs, deployment of Central Armed Police Forces, statement of the problem and need of the study.

In second chapter on review of the literature with reference to stress due to high workload, impact of stress on physical and mental health, stress of women Police personnel, measures to prevent the stress in CAPFs and Research Gap problem formulation.

In third chapter on research methodology of the study, draw the objective of the study, hypotheses, research process, research design, determination of sample size, tools of data analysis and use of statistical tools.

The research objectives of the study are as follows:

1. To find out the sources of stress in the CAPF Personnel.
2. To examine the level of stress amongst the CAPF personnel.
3. To examine the influence of stress on the personal behaviour of the CAPF Personnel.
4. To examine the consequences of stress on CAPF Personnel with regard to professional development.

The research hypotheses of the study are as follows:

Null Hypotheses:

H₀ There is no significant relationship between the various demographic variable and level of stress amongst CAPF personnel.

H₀ There is no significant influence of Stress on Personal Behaviour of CAPF personnel.

H₀ There is no significant relationship between consequences of stress with regards to professional development of CAPF personnel.

Alternative Hypotheses:

H₁ There is a significant relationship between the various demographic variable and level of stress amongst CAPF personnel.

H₁ There is a significant influence of Stress on Personal Behaviour of CAPF personnel.

H₁ There is a significant relationship between consequences of stress with regards to professional development of CAPF personnel.

In fourth chapter on Sources and Level of Stress for CAPFs personnel is designed on the basis of objectives 1 and 2. This chapter highlights the theoretical aspects of sources of stress in Armed Forces, factors affecting occupational stress, sources of stress in CAPF, stress and personal behaviour in CAPF, impact of stress on personal behaviour and also analyse the demographic profile of the respondent by using pie-chart. Factor Analysis including KMO and Bartlett's test, total variance explained scree plot, Reliability and Multiple regression analysis used to test the hypothesis of study. The data interpretation shows that sources of stress in CAPF personnel is significant relationship among the variables lead for factor analysis and also highlights the five components like work overload, long working hours, job insecurity, lack of participation in decision making and lack of fairness at workplace. The testing the hypothesis, observation, explanation and feedback of the respondents against questionnaire analysis null hypothesis No. 1 There is no significant relationship between various demographic variable and level of stress amongst CAPFs Personnel is rejected and alternative hypothesis no 1 there is a significant relationship between the demographic

variable and level of stress amongst CAPFs personnel is accepted. In support of accepting alternative hypothesis KMO is 0.900 in the table 4.7, which means that the sample size for factor analysis is adequate and the “Bartlett’s Test of Sphericity” is also significant which means that there is sufficient relation among variables to lead them for Factor Analysis.

In fifth chapter on influence and consequences of stress in CAPFs is framed with reference to objective number 3 and 4. This chapter highlights Psychological influence, Cognitive influence, emotional influence, behaviour influence, interpersonal influence, academic influence, consequences of stress in Central Armed Police Forces, control of stress in CAPFs, mitigation of stress in CAPFs. Factor Analysis including KMO and Bartlett’s test, total variance explained scree plot, Reliability and Multiple regression analysis used to test the hypothesis of study. After testing the hypothesis, observation, explanation and feedback of the respondents against questionnaire analysis null hypothesis No. 2 There is no significant influence of stress on personal Behaviour of CAPFs Personal is rejected and alternative hypothesis no 2 there is significant influence of stress on personal Behaviour of CAPFs personal is accepted. In support of accepting alternative hypothesis KMO is 0.919 in the table 5.1, which means that the sample size for factor analysis is adequate and the “Bartlett’s Test of Sphericity” is also significant which means that there is sufficient relation among variables to lead them for Factor Analysis.

The null hypothesis No. 3 There is no significant relationship between stress on taking decision with regards to professional development of CAPFs Personnel is rejected and alternative hypothesis no 3 There is significant relationship between stress in taking decision with regards to professional development of CAPFs personnel is accepted. In support of accepting alternative hypothesis no 3 KMO is 0.8.55 in the table 5.9, which means that the sample size for factor analysis is adequate and the “Bartlett’s Test of Sphericity” is also significant which means that there is sufficient relation among variables to lead them for Factor Analysis.

In the last sixth chapter on Findings, Summary and Conclusion of all the chapters, the scholar conducted the study in a very systematic manner where the researcher had relevantly focused on the objective and the goal of the study. The source of stress among CAPFs personnel is highlighted with the help of different factors. The study is helpful for the system and the individual as well as it shows all the key sources that become the reason of stress among the people working in Central Armed Police Forces. The major findings highlight objective wise after using the Kaise-Meyer-Olkin test and Barlett’s tests, factor and reliability

test analysis, exploratory factor analysis and also put suggestions, conclusion and Scope for future Research as More demographic variables can be included in the study, may consider more respondents from different ranks and positions top to bottom, may include more constructs to elaborate stress among CAPF personnel, include more factors while focussing on consequences of stress and suggestions to control stress. The future research may include a number of other aspects related to stress management and suggest to the system how to look after stress related issues in CAPF personnel and incorporate strategies that help them to balance their personal and work life effectively.