

# **A Study on Stress Management in Central Armed Police Forces**

## **Chapter- 5**

### **INFLUENCE AND CONSEQUENCES OF STRESS IN CAPFs**

#### **5.1 INTRODUCTION:**

Influence and consequence of stress in Central Armed Police Forces personnel is major elements while taking decision, it reflects in personal behaviour, lack of participation, productivity, psychological influence, cognitive influence, emotional influence, behavioural influence, interpersonal and work and academic influence. The consequences of stress, the foremost finding confirms that the job related stresses are usually affecting the family and as well as in personal level. The chapter also discusses the control of stress and stress management in CAPF. The main objective of the chapter is nature and influence of stress in CAPFs and consequence of stress on CAPF personnel.

#### **5.2 INFLUENCE OF STRESS ON CAPF PERSONNEL:**

Stress is a natural response to challenges or demands, and it can have both positive and negative influences on individuals. Here are some key points on the influence of stress:

**Physiological Influence:** Stress triggers a physiological response in the body, known as the "fight or flight" response, which prepares the body to respond to perceived threats. This can lead to increased heart rate, elevated blood pressure, and the release of stress hormones, such as cortisol. While these physiological changes can help individuals respond to acute stressors, prolonged or chronic stress can have negative impacts on physical health, including cardiovascular diseases, weakened immune system, digestive issues, and other health problems.

**Cognitive Influence:** Stress can also affect cognitive functioning, including memory, concentration, and decision-making. Under acute stress, individuals may experience enhanced cognitive performance, as stress hormones can improve alertness and focus. However, chronic stress can impair cognitive functioning, leading to difficulties in

memory retention, problem solving, and decision-making. It can also negatively affect attention, perception, and overall cognitive performance.

**Emotional Influence:** Stress can significantly impact emotion and mood. It can cause irritability, anxiety, depression, mood swings, and other emotional changes. Prolonged stress can also contribute to the development of mental health disorders, such as anxiety disorders, depressive disorders, and post-traumatic stress disorder (PTSD). Stress can also affect emotional regulation, leading to emotional outbursts, emotional numbness, or other emotional imbalances.

**Behaviour Influence:** Stress can influence behaviour in various ways. Some individuals may engage in maladaptive coping mechanisms, such as substance abuse, overeating, or other unhealthy behaviours, as a way to cope with stress. Others may experience changes in sleep patterns, sleeping either too much or too little. Chronic stress can also lead to decreased motivation, reduced productivity, and difficulties in maintaining healthy relationships and social interactions.

**Interpersonal Influence:** Stress can impact interpersonal relationships, both positively and negatively. It can lead to increased conflict, communication breakdowns, and strained relationships due to emotional imbalances, irritability, and poor coping mechanisms. However, stress can also foster social support and bonding, as individuals seek comfort and assistance from their social network during challenging times.

**Work and Academic Influence:** Stress can influence performance in the workplace or academic settings. Acute stress can enhance performance in certain situations by increasing motivation and focus. However, chronic stress can impair job performance, academic performance, and overall productivity, leading to decreased job satisfaction, lower academic achievements, and increased risk of burnout.

Therefore, Stress can have both positive and negative influence on individuals, affecting physiological, cognitive, emotional, behavioural, interpersonal, and work/academic aspects of life. It is important to be aware of the effects of stress and to develop effective stress management strategies to minimize the negative impacts of stress and promote overall well-being. Seeking support from healthcare professionals, practicing self-care, engaging in stress-reducing activities, and developing healthy coping mechanisms can all help individuals effectively manage stress and its influences.

### **5.3 CONSEQUENCES OF STRESS IN CAPFs**

Police force is always exposed to high risk situation which is known to be stressful situations and have high possibility of increasing the risk of developing symptoms of “post-traumatic stress disorder (PTSD) and burnout (BO).” It is not yet understood and is unclear that which police personnel have higher level of risk and have high risk of developing such disorders. The study also tries to identify possible coping strategies and personality features that could help in protecting the risk factors in association to “post-traumatic stress disorder (PTSD) and burnout (BO).” The purpose of designing preventive and curative measures is to determine certain police personnel profiles those are at higher risk of developing mental diseases. The analysis identified three prime profile of police officers, the one who are not at risk of developing any disorder as they are not exposed to risk or are insensitive to such stressors, and those who are among those personalities and coping of risk strategies orient the risk of developing “post-traumatic stress disorder (PTSD) and burnout (BO).” A full functioning police force is essential for the security and enforcement of the nation, its laws, rules, and regulations, maintenance of peace, property protection, etc. The performance of police is a great concern of the public as the societal balance and stability is weakened and disrupted by the slowed down development and the insecurity. The work of police is considered as the very difficult, hard, and full of stress compared to many other occupations as they are more exposed to danger, political and legal pressures that cause them a lot of pressure and stress. The consequence of such stress and workload results in poor performance of the police force. The association between perceived work related stress and the improper functioning of their job is well-noticed. Workers who face a moderate level of stress from their jobs perform their job more efficiently, on the other hand those who face low or high levels of job stress usually show reduced work efficiency. The probable moderating impact of varied physiological, psychological, and social factors on stressed job performance association has also been evaluated in the study. All these moderators might act by making contributions to or by reducing the resources that a person can bring to cope up with different stressors. The study found that stress related to families makes no significant impact on job performance. Women play a dual role of taking care of their family and being a member of the labour force, women are more likely to adapt to stressors that are related to family

and continue to function on their jobs. Involvement of men in the matters of family has been restricted, which might be the reason that when stress related to family's impact men, the traditional social roles collaborate to limit the abilities of men to take time and seek support that they require for the management of such stress. The data collected from some studies suggests that women working in the police force or military might be stronger and more robust as compared to their male colleagues to some type of stress, as proven by their greater capabilities to function on the job regardless of such type of stressors. The outcome of the study suggests that it might be useful for the health providers of the military to concentrate on intervention to ascertain, avoid, and give relaxing care for problems related to stress and depression for personnel at police forces, in that such problems impact the ability of men and women at the police force. Reduction of stress and depression is a worthy goal in itself, not only because it would improve functioning at job, but would also enhance life's quality. It is interesting to note that even though military is a primarily male organization that put significant importance on their physical fitness and competency, and subsequently might deliver an image of macho organization, male personnel in military and police force just like women require healing and precautionary interferences to improve the stress impacts and the symptoms of depression (Bray et. al., 2001).

When we talk about the consequences of stress, the primary finding is the truth that job related stress is usually felt at the family as well as individual level. Even though this part of the study is regarding the self-perception of police personnel, it may be asked about the practical implication of such a situation to the avoidance and management of job related stress. In other words, what resources can be used to assist professionals when the impacts are primarily experienced at family or individual level? What type of training is needed by police personnel to deal with such issues? Do professionals have knowledge and understanding to face such situations? The expectations by friends and family from officers are sometimes not met because of the demands of the job because of strict rules of the job that leads to stress to the loved ones. It has been suggested by practitioners in the police force and other researchers that the culture of the police force can itself help in reducing the stress level of officers by providing healthy stress coping strategies. The model used in the study, the culture of

police force has a higher premium on the stability of emotions and toughness of mental health equally criticizing expression of sadness, anger, and distress (Chhabra & Chhabra, 2013). The perception level of hindrances of police is found to be moderate in another study because of the survey statements being described as moderate when computer per indicator. The three mean statements that scored highest mean value were: feeling of not being promoted to the higher rank as per their capability and competency, feeling of lack of understanding between community and police personnel, and feeling of un-cooperative public and community. The outcome of the study means that the negative perception of the participants in the study expresses their personal perception towards stress related to jobs among police personnel. The participants also had a positive feeling that having a negative perception towards the performance of police personnel is another problem because the level of performance is considered as a tool towards dissatisfaction from the job. The moderate level outcome of negative perception of job related stress among participants is consistent to the point that negative perception of job stress is significant to determine and treat the feeling of discontent and unhappiness of participants in the achievement of police goals and tasks. It is also found in the study that police workers who are experiencing more stress are less satisfied with the work, their superiors, and their chances of promotion at the job. The outcome of the study concludes that the causes behind the stress are a negative work environment, long hours of duty, less spending time with the family, irregular habits of eating, difficulty in taking tough decisions, improper sleep at night, bad living conditions, disturbance in personal life, falling of public trust and confidence. Looking at the findings of the study, it can be concluded that when it comes to personal occupational stress, the high level of a negative work environment can be considered as the factor in job related stress in the police force. Thus, the environment at the workplace and discomfort from frustration are the major factors that need to be considered to come up with proper coping strategies to deal with the challenges of job related stress among police personnel. The outcomes are thus ongoing job stress in the environment at the workplace in association to the negative environment, support of counselling, discussions with the family and colleagues, discomfort from frustration, emotional intolerance, etc.

## **5.4 CONTROL OF STRESS IN CAPFs**

There are three temporal processes through which stress can be understood, first – the primary appraisal is the process of recognizing a risk to oneself. Second – it occurs in the secondary appraisal that resembles the process of conveying to mind a probable response to the risk. Third – coping with stress is the process of implementing that response that can be organized in two ways. Regarding different strategies that would help in coping up the stress, it is necessary to underline the high percentage of emotions-focused coping strategies. In such cases, the issues related to superiors found to be triggering problem-focused coping strategies and emotion-focused coping strategies, which suggest that police force personnel usually present and also defend their own viewpoint or solution to the problem, and sometime they found to be bending their will to the power of their seniors that is emotion-focused. Future studies must implement longitudinal and specific studies that strive to capture subjective experiences of police professionals by examining the ways they perceive and infer their work activities. The studies must also analyse the impact of demographic and personal variables on stress that are experienced by police personnel. The sample that was collected by one study did not allow analysing the difference of stress between men and women. All such efforts may help in minimizing the connection between stress and psychological and health related issues making the police personnel experience more rewards and motivation (Gomes & Afonso, 2016). Police workers usually face a lot of tension and stress in their work. Some of the most common ones are the strict working environment, long hour's duty, and high pressure from seniors, less rewards and recognition, no time for family, and separation from family. They have to be attentive and alert all the time during duty hours to provide good quality of service to the society. Lesser professional training and self-defence also work as a stressor and it is important for the safety of themselves and the society. The motivation of police personnel also decreases due to above said reasons which cause dissatisfaction from job. The two most common types of stress coping strategies are religious coping and acceptance. Many of them have faith in their destiny when talking about the dangers and risks that are associated with their jobs. To cope up with the hard and strict working conditions of their jobs, they say they accept it as a part of their job and have no option to run from it. The second most common coping strategy is acceptance of the situation and dealing

with it. Difficult working environment is accepted by them as the condition of their job and they cannot do it, but accept it as a part of the job. Majority of the constables and low rank police personnel come from poor family background and have low socio-economic status, and they have joined this government police job for job security and so that they can feed and fulfil the needs of their family. Thus, they cannot afford to complain about their job. Some of them observed in the study to be working on their problems related to stress and try to cope up with it through different measures like meditation, seeking social support, etc. (Saleem, Jamil, & Khalid, 2017).

Meditation is a kind of mental exercise that makes a positive impact on mental health just like physical exercise. Meditation helps in gaining control over mind and attention that helps in choosing the best and focus on things instead of being exposed to impulsive things in environmental circumstances. The tradition of meditation is grounded in eastern culture of India and Tibet, but has now become popular in western culture as well. One of the major exporters of meditation to western world is Maharishi Mahesh yogi. He is the one who developed a worldwide and highly effective organization that teaches meditation to people who experience more stress and are searching to cope up with it. The simplicity of meditation and its effectiveness has made it highly popular among people. The army and military personnel are the ones who are highly stressed in their life. The abnormal environment and hard operating conditions give stress to the ground. For the reduction of stress there is a need to manage the physiological and psychological impact of stress on an individual. There are no particular methods available that can help in removing stress. Apart from physical incentives and rewards that are now given to military personnel like leaves, accommodation, ration facilities, free education facilities for children all these facilities help in reducing the stress level. No other type of meditation has been proved to be more effective for permanent reduction of stress. Integrating techniques of relaxation through meditation in a regular system with other exercises gives police or military personnel relaxation from stress if performed on a routine basis. If meditation is done just for half an hour on a daily basis it would certainly reduce the level of stress from the mind and give them a stable and relaxed mind, and also help them in improving their performance at work. Such reduction in stress level also reduces the cases if suicides. The work life quality is varying from place to place and with work type and

the stress from work also varies from person to person. It is evident that a soldier or police personnel work under high pressure and usually do not have quality of work and personal life like other professions. The hard working environment give high pressures to soldiers and due that lot of them commit suicide. Not much effortis yet taken to improve the quality of their life, even their salary does not match their work quality, or to the level of hard work they do. The study suggests that more studies need to be conducted examining the stressful conditions and the ways in which that stress can be reduced or limited (Cheema & Grewal, 2013). The problems related to stress in CAPF because of their personal and family life needs effective coping strategies. The purpose of this part of the paper is to evaluate the problems related to family accommodation at the place of duty as a stress management activity, as CAPF personnel experience a lot of stress when they stay away from their families and work for their nation. Due to lack of humane approach and concerns on this issue has caused a huge gap in the wellbeing of CAPF personnel that causes distress and an unhealthy environment and leads them to take unnecessary steps in their life. The solutions for such complicated problems need to be resolved by developing effective strategies. There is a need to have a comprehensive humane approach, plan and policies to deal with the deprived police personnel after understanding the nature of their work, and stressful working conditions. Theories are not enough to deal with such stress or its management in CAPF. In a study, even after more than 50 years of raising CAPF, there are no clear guidelines or policies for better working conditions or other benefits for the betterment of CAPF personnel. As CAPF personnel work under strange and abnormal working conditions, there is a need to have a benevolent approach just like other government held departments. It is evident that there is lack of facilities and basic amenities in the basic phase and poor infrastructural conditions at the workplace of police personnel. The deployment given to police personnel is usually in far flung areas with unfriendly terrain, it is considered that allowing family to live with personnel would give them morale support and would also improve their work performance. As of now the roads near the border are being constructed, there is mobile network, fencing is done along with other developmental work. Nowtroops are thinking of bringing their families to live with them. The personnel of CAPF have the responsibility of the families as well as society and the advent of the nuclear family system in the society has also increased problems in the



conditions of job. To resolve such problems in service condition, there is one option is to allow personnel to bring their families with them and allow them to stay at BOP or the place of duty as it will make easy for personnel to take care of their family along with the society and do their duty more efficiently (Barman & Gupta, 2020).

Police personnel go through a lot of stress during their duty. They usually use some stress coping strategies like behavioural coping strategies, cognitive coping strategies, social support like help from close friends and family, and emotional coping strategies to deal with the stress that occurs due to job pressure. Many researchers are conducting discussions about different stress coping strategies. However, there is always a lack of clear classification of stress coping strategies. The purpose of this part of the work is to review research that is associated with the stress coping strategies in police forces. There are different stress coping strategies that are discussed like cognitive coping strategy, emotional, social support, and behavioural. Cognitive stress coping strategy includes two parts that are active coping and communal coping. Moreover, researchers have combined distinct terms that are given to similar stress coping strategies in one category like active stress coping, positive reappraisal coping strategies, problem focused coping strategy etc. In behavioural stress coping strategy, adaptive coping is combined with the healthy ways and maladaptive coping was combined with the unhealthy ways of coping the stress. There are some coping strategies that are used in the proper way to provide backfire to police personnel like fatigue and distrust. There are some suggestions for future studies that are to ascertain factors of preferences that can be utilized to cope up from stress like culture of the society, demographic, and geographical areas, etc. (Zulkafaly, Kamaruddin, & Hassan, 2017). Looking at many negative impacts of stress on the physical and mental health of police personnel, their families and society, it has become essential to develop and bring out effective stress coping strategies, and the intervention of stress management and health promotion activities. Numerous techniques of stress management have been used to cope up with the stress related to jobs, many researchers have made their contribution in the development of structured intervention having the aim of improving the level of stress reduction of police personnel. Program “PSAI (Pythagorean Self-Awareness Intervention)” deals not only with the stress management but also cognitive rehabilitation that represents not just like a meditation technique but more than that a

meta cognitive process and in that a vital role is played by memory that helps in providing all the needed data and recollection of events and experienced to help in making self-judgment and decisions. The study observed that the meta-cognitive approach of reducing the level of stress also makes lifestyle health and improved, it also makes people have self-awareness, and help in decision-making (Liakopoulou et. al. 2020). Every individual and police personnel get the opportunity for the management of their stress and to have control on the stress that they get from their work responsibility. All such things and coping strategies would work by preparing duties to carry them out, strategies needed to be prepared to deal with the stress related situations and to avoid stressful events. Concentrating on giving response to stress is essential as it would establish an association between healthy life and stress. An association between capabilities of performance during job and the level of stress has been observed in the study. All these themes are approached after reviewing the findings of the research on the work-related stress of police personnel that are used by police personnel. There are four alternative models available that analyses the interrelationship between behaviour of leadership, work engagement, and self-esteem for the stress management of police personnel. These models were tested for the achievement of the best model for the management of stress of police personnel. Every model has a framework that can be modified as per the requirement that can measure the structural equation model. The used model represents the measure of loads on every element to their hidden concepts that would define the association between hidden variables. On the basis of findings of the study, the model has clearly lightened the important interpreters of stress management. Similarly, self-esteem as well as work-engagement are also the elements in police personnel. Therefore, the findings of the research work in this part of the paper highlights that management of stress among police personnel to succeed should be anchored on work engagement especially on captivation. There are also critical considerations on the insertion of self-esteem. It is important to meet the assurance of stress management, especially appearance self-esteem (Naparota, Genuba, & Lovina, 2020).

Stress is considered as unavoidable sickness to mind as body that makes an impact on almost every individual, as it cannot be ignored. Stress is a vibrant state that is caused by psychological, physical, and demands of the society that are expected to be

frightening to individuals and exceeds their stress coping strategies. The outcome of stress can be mental illness, and physical weakness. Work-life balance and stability at home are found to be significant statistically to both male and female police personnel. The need of repercussion of important policy for the stress reduction activities among female police personnel with the goal of reduction of gender gap. The police officers of the police force must focus on overcoming the stereotype by finding out the same difference between the tasks both at job and home with reference to their job profiles and helping them to have a work-life balance. Occupational stress brings negative outcomes for police personnel as well as for the police force. Stress at work also makes an impact on the general well-being and the satisfaction level from the job and the commitment towards the job. The outcome of stress is harmful for people, their organization as well as for society. People experiencing higher levels of stress at work make an impact on their physical and mental health that ultimately impact their performance at work as well. Many studies were conducted that ascertained organization factors and stated that they are the most responsible factors that cause stress to mind as compared to physical illness during the job. Police administration must take extra efforts as corrective measures within their organization by initiating different activities like job improving performance programs, counselling sessions for employees related to job and family issues, increment in salary, better rewards policies, and work transparency (Kapade-Nikam & Shaikh, 2014).

Important role is played by the police force for the society and stress makes potential reduction in the effectiveness of police personnel. Police personnel who are experiencing stress are a threat to themselves, their peers, for society and the public as well. Therefore, it is a matter of concern for psychologists to develop effective strategies and to guide stressed people teaching them how to deal with such stressful life. There are many activities that can help in the reduction, elimination, and modification of stress among police workers with the help of psychological techniques that are usually based on western models. This part of the study suggests stress management tools and stress coping techniques that are based on the models of Indian psychology. The chosen multidimensional psychological intervention in the study is based on psychological point of views that are surrounded by Yoga and meditation techniques. The participants for study are taken from different ranks in the police force

like constable, head constable, Assistant Sub-Inspectors, Sub-Inspectors and Inspectors to know and understand the stress coping strategies that they use as a control group technique. For the assessment of the efficiency of such multidimensional psychological interventions, the score on stress and the ways of coping with it were taken before and after the intervention. In another study repeated measure analysis of variance was applied for the comparison of experimental and control groups. The analysis observed that there was a significant impact of multidimensional psychological interventions on reducing the stress from job, and it also enhances the coping behaviour of subjects. It is also revealed that the multidimensional intervention developed in the study was chosen arbitrarily, and it reduces the stress from job significantly among police personnel. Not just this, all such techniques enhance the coping behaviour of police force personnel. Therefore, these two observations from the study need more replicating studies for the verification and their standardization. There is a requirement to choose those groups of intervention along with some theoretical basis (Ranta, 2009). The job of police force is known for its strictness, hard work, and to be highly stressful. The research conducted related to occupational stress among police personnel and the stress coping strategies and the support from society that they receive makes a buffering impact on the stress and also provides them a kind of mental support. In general, the stress coping strategies use methods that are action oriented involving focusing on efforts taken by an individual by doing something to deal with the situation and developing strategies for the improvement of the situation. In the adaptive stress coping strategies, an individual attempts positive reframing regarding the situation by looking at its different manner, try to look for something good to deal with the stressful situation and try to accept the situation and the circumstances and live with it. The outcome of the study revealed the stress coping strategies along with the social support in order to have a moderating impact on the association between the mental health and stress among police personnel. It is suggested by the primary effect model that social support and coping strategies provide protection to personnel from poor situations that impact their job stress in two ways, where first is coping and social support makes a direct positive impact on mental health, nevertheless of the stressful situations. Secondly, when the level of support from the society and coping strategies is high, the work stress automatically gets reduced (Singh, Gupta, & Mishra, 2022). Learning and understanding the importance of physical

and mental well-being and the need of regular exercises, nutritional food, techniques to relax the body and mind would help in improving the health of police personnel. They also need to learn how to maintain balance between personal and professional life i.e. work-life balance. Maintaining physical and mental health would be beneficial for police personnel as well as for the force.

## **5.5 MITIGATION OF STRESS IN CENTRAL ARMED POLICE FORCES:**

Reducing stress in the armed forces in India is crucial for the well-being and performance of CAPF personnel. Here are some brief tips on how to reduce stress in the armed forces:

- **Mental Health Support:** Providing access to mental health services, such as counselling, therapy, and psychiatric support, can help CAPF personnel manage and cope with stress. Creating a supportive environment that encourages seeking help for mental health concerns and reducing stigma associated with mental Health can promote well-being in the armed forces.
- **Training in Stress Management Techniques:** Providing training in stress management techniques, such as relaxation techniques, mindfulness, and breathing exercises, can equip CAPF personnel with effective coping skills to manage stress. These techniques can help individuals regulate their physiological and emotional responses to stress, promoting resilience and adaptive coping.
- **Physical Fitness and Health Promotion:** Encouraging physical fitness and overall health promotion can help CAPF personnel better to manage stress. Regular exercise, healthy nutrition, and adequate sleep can enhance resilience to stress and improve overall well-being.
- **Work-life Balance:** Promoting a healthy work-life balance for Central Armed Police Forces personnel can help reduce stress. Ensuring adequate time for rest, recreation, and family/personal activities can help prevent burnout and promote a sense of well-being.

- **Social Support:** Building and fostering social support networks within the Central Armed Police Forces can provide a crucial source of support for their personnel. Encouraging peer support, camaraderie, and team-building activities can help create a supportive environment that can buffer the impact of stress.
- **Regular Leave and R&R (Rest and Recuperation):** Providing regular leaves and opportunities for rest and recuperation for military personnel can help reduce stress and promote well-being. These breaks from duty allow personnel to recharge, spend time with loved ones, and engage in activities that bring them joy and relaxation.
- **Leadership and Management Support:** Providing effective leadership and management support within the armed forces can help reduce stress. Ensuring clear communication, providing resources and support, and addressing issues that may contribute to stress can create a positive and supportive work environment.

Therefore, reducing stress in the armed forces in India requires a multi-faceted approach that addresses mental health, stress management techniques, physical fitness, work-life balance, social support, regular leaves, and effective leadership. By implementing these measures, the armed forces can better support the well-being of military personnel and enhance their ability to cope with stress in a healthy and adaptive manner.

## 5.6 DATA ANALYSIS AND INTERPRETATION:

**Q 5.1 To examine the nature of the influence of stress on the personal behaviour of the CAPF Personnel**

**Table 5.1 KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.919
Bartlett's Test of Sphericity	Approx. Chi-Square	2855.633
	Df	21
	Sig.	.000

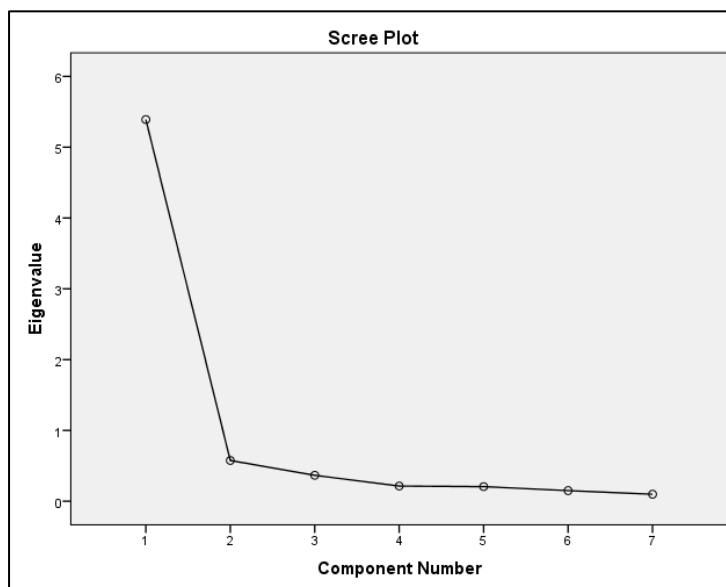
KMO is 0.919 in the Table 5.1, which means that the sample size for Factor Analysis is adequate and the “Bartlett’s Test of Sphericity” is also significant, which means that there is sufficient relation among variables to lead them for Factor Analysis.

**Table 5.2 Total Variance Explained**

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% Of Variance	Cumulative %	Total	% Of Variance	Cumulative %
1	5.391	77.012	77.012	5.391	<b>77.012</b>	<b>77.012</b>
2	.575	8.220	85.232			
3	.366	5.229	90.461			
4	.214	3.059	93.521			
5	.206	2.936	96.456			
6	.150	2.137	98.593			
7	.098	1.407	100.000			

The “principal component analysis” method was applied to extract the factor and it was found that 7 variables from 1 Factor, based on the Eigen values (>1).

The factors explained the variance of 77.012%. The total variance explained is 77.012%, which is sufficient for the requirements of Factor Analysis (Table 5.2).



**Figure 5.1 Scree Plot**

Figure 5.1 is the graphical presentation of the Eigen values obtained from the Table... "Total Variance Explained." The figure shows an elbow at 1 component. Hence portrays that only 1 Factor is extracted.

**Table 5.3 Influence of stress on the personal behaviour**

S. No.	Statements	Factor Loading	Factor Reliability
	<b>Influence of stress on the personal behaviour</b>		.948
1.	My behaviour toward others is harsh	.936	
2.	I had started using alcohol and smoking	.904	
3.	I am not able to balance my personal and work life	.904	
4.	I am not able to concentrate on my work	.900	
5.	I get irritated very easily	.891	
6.	I started feeling Suicidal behaviour tendencies	.873	
7.	I am going through aggressiveness and impulsivity	.716	



The factor is named as Influence of stress on the personal behaviour and the associated variables are My behaviour toward others is harsh, I had started using alcohol and smoking, I am not able to balance my personal and work life, I am not able to concentrate on my work, I get irritated very easily, I started feeling Suicidal behaviour tendencies and I am going through aggressiveness and impulsivity.

**Table 5.4 Reliability Statistics**

Cronbach's Alpha	N of Items
.948	7

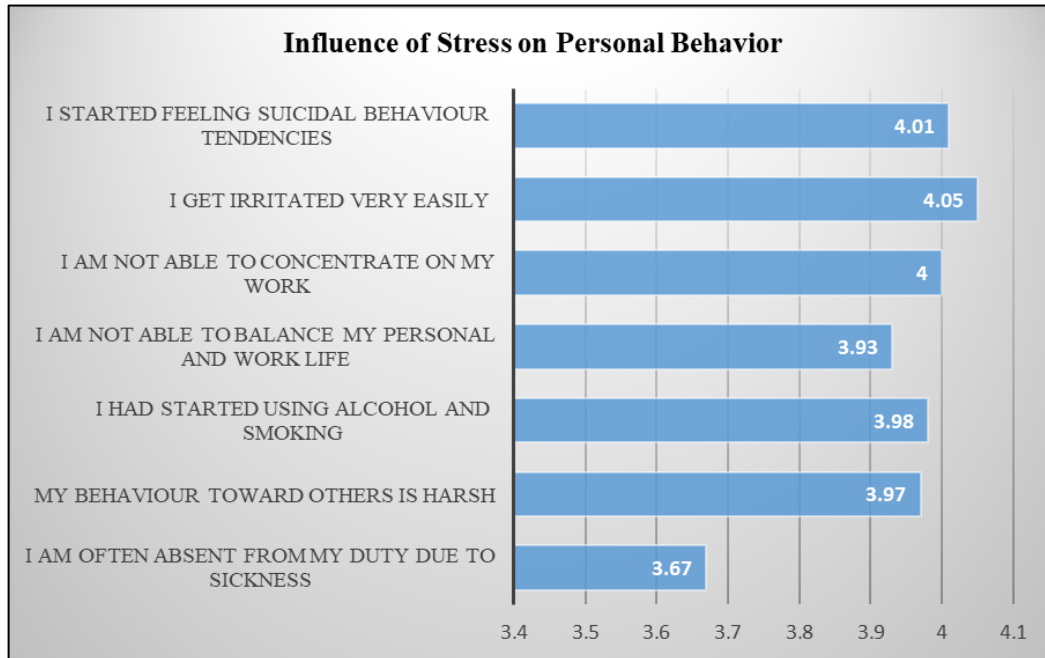
The reliability of the factor was computed with the help of the “Cronbach’s Alpha”. The value of reliability of the constructs that includes a total 7 numbers of items is 0.948. The criteria minimum value of “Cronbach’s” Alpha (>0.7) was fulfilled.

**Table 5.5 Influence of Stress on Personal Behaviour**

S. No.	Influence of stress on personal behaviour	Mean Value
1.	My behaviour toward others is harsh	3.97
2.	I had started using alcohol and smoking	3.98
3.	I am not able to balance my personal and work life	3.93
4.	I am not able to concentrate on my work	4.00
5.	I get irritated very easily	4.05
6.	I started feeling Suicidal behaviour tendencies	4.01
7.	I am going through aggressiveness and impulsivity	3.78

Table above is showing the mean value of the variables associated with influence of stress on the personal behaviour of the CAPF Personnel. The respondent says that I get irritated very easily with highest mean value 4.05 followed by I started feeling Suicidal behaviour tendencies with mean value 4.01, I am not able to concentrate on my work (4.00), I had started using alcohol and smoking

(3.98), My behaviour toward others is harsh (3.97), I am not able to balance my personal and work life (3.93) and I am going through aggressiveness and impulsivity with lowest mean value 3.78.



**Figure 5.2 Influence of Stress on Personal Behaviour**

**Multiple Regression Analysis**

With the help of SPSS statistics, the multiple regression analysis model summary as follows:

**Table 5.6 Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.719 <sup>a</sup>	.517	.511	.50299
a. Predictors: (Constant), Work Overload, Long Working Hours, Job Insecurity, Lack of Participation in Decision and Making Lack of Fairness at Workplace				

In the table 5.6, it is observed that R value and R square value informed that relationship of independent variables with dependent variables. To measure the impact of all 5 constructs – Work Overload, Long Working Hours, Job Insecurity, Lack of

Participation in Decision and Making Lack of Fairness at Workplace on “Overall influence of stress on the personal behaviour of the CAPF Personnel”, multiple regressions were applied. The model explained 51% of the variance with R Square value 0.517.

**Table 5.7 ANOVA<sup>a</sup>**

<b>Model</b>		<b>Sum of Squares</b>	<b>Df</b>	<b>Mean Square</b>	<b>F</b>	<b>Sig.</b>
1	Regression	106.851	5	21.370	84.469	.000 <sup>b</sup>
	Residual	99.680	394	.253		
	Total	206.531	399			
DV: Overall influence of stress on the personal behaviour of the CAPF Personnel						
b. Predictors: (Constant), Work Overload, Long Working Hours, Job Insecurity, Lack of Participation in Decision and Making Lack of Fairness at Workplace						

Table 5.7 shows whether the IDVs have significant impact on the DVs. The significance value is less than 0.05 (0.000), which reflects that one or more of the IDVs significantly influences the DV.

**Table 5.8 Coefficients**

<b>Model</b>	<b>Unstandardized Coefficients</b>		<b>Standardized Coefficients</b>	<b>T</b>	<b>Sig.</b>
	<b>B</b>	<b>Std. Error</b>	<b>Beta</b>		
(Constant)	3.911	.025		155.514	.000
Work Overload	.465	.025	.647	18.486	.000
Long Working Hours	.074	.025	.103	2.942	.003
Job Insecurity	.176	.025	.244	6.982	.000
Lack of Participation in Decision Making	.117	.025	.162	4.628	.000
Lack of Fairness at Workplace	.034	.025	.047	1.337	.182
DV: Overall influence of stress on the personal behaviour of the CAPF Personnel					

Table 5.8 shows that all the factors namely Work Overload, Long Working Hours, Job Insecurity and Lack of Participation in Decision Making has significant impact on “Overall influence of stress on the personal behaviour of the CAPF personnel” except the factor "Lack of Fairness at Workplace" showing insignificant impact on dependent variables.

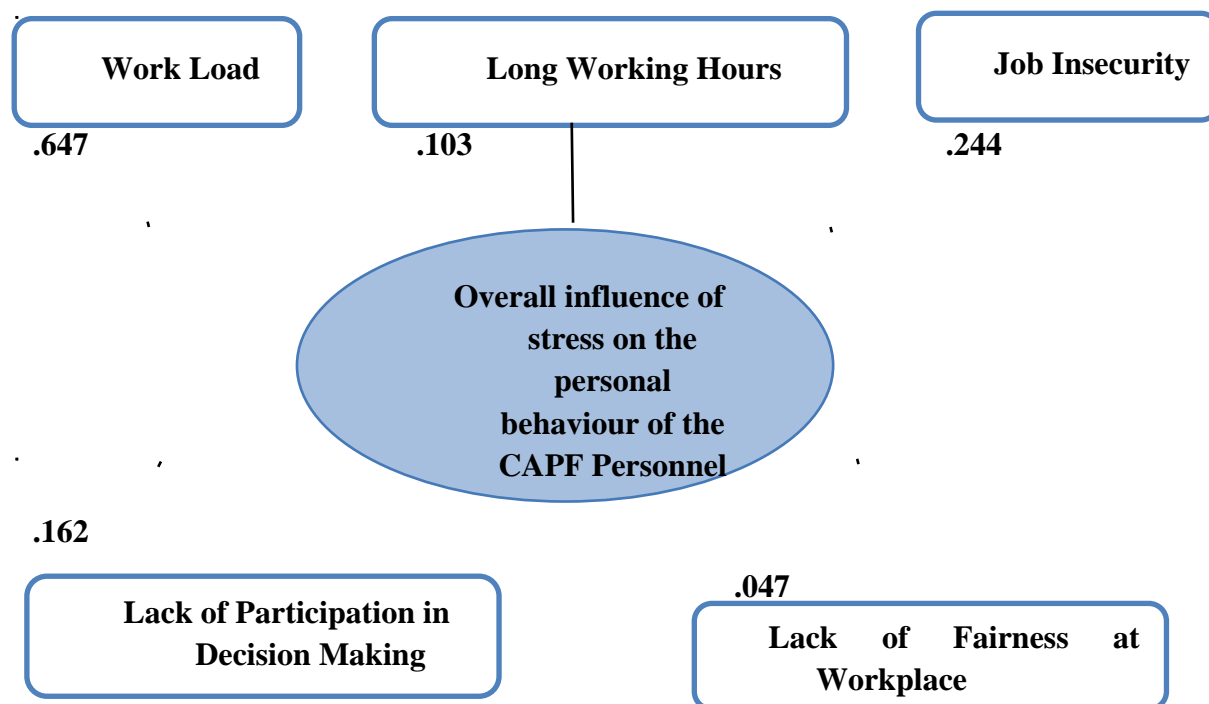


Figure 5.3 overall influence of stress

Q. 5.2 To examine the consequences of stress on taking decisions by the CAPF Personnel regarding professional development

Table 5.9 KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.855
Bartlett's Test of Sphericity	Approx. Chi-Square	2012.248
	Df	21
	Sig.	.000

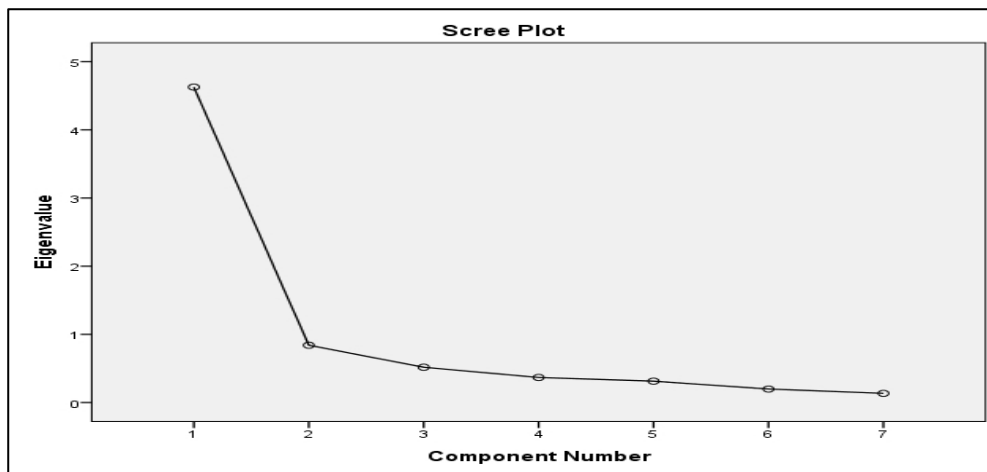
KMO is 0.855 in the Table 5.9, which means that the sample size for Factor Analysis is adequate and the “Bartlett’s Test of Sphericity” is also significant,

which means that there is sufficient relation among variables to lead them for Factor Analysis.

**Table 5.10 Total Variance Explained**

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% Of Variance	Cumulative %	Total	% Of Variance	Cumulative %
1	4.627	66.106	66.106	4.627	<b>66.106</b>	<b>66.106</b>
2	.841	12.008	78.115			
3	.518	7.399	85.513			
4	.367	5.247	90.760			
5	.314	4.487	95.248			
6	.198	2.828	98.075			
7	.135	1.925	100.000			

The “principal component analysis” method was applied to extract the factors and it was found that 7 variables from 1 Factor, based on the Eigen values (>1). The factor explained the variance of 66.106%. The total variance explained is 66.106%, which is sufficient for the requirements of Factor Analysis (Table 5.10).



**Figure 5.4 Scree Plot**

Figure 5.4 is the graphical presentation of the Eigen values obtained from the Table 5.10 “Total Variance Explained.” The figure shows an elbow at 1 component. Hence portrays that only 1 Factor is extracted.

**Table 5.11 Factor and Associated Variables**

S. No.	Statements	Factor Loading	Factor Reliability
	<b>Consequences of stress</b>		.914
1.	I am often absent from my duty due to sickness	.858	
2.	I am under anxiety and depression due to stress on workplace	.835	
3.	My physical condition (sleeping disorder, BP, headache etc.) is poor	.830	
4.	Error rate is increasing in my day-to-day tasks	.828	
5.	Tension and conflicts are there among me and my colleagues	.802	
6.	I feel loss of motivation and commitment for my work	.789	
7.	I am not able to plan and control my tasks	.745	

The factor is named as Consequences of stress and the associated variables are I am often absent from my duty due to sickness, I am under anxiety and depression due to stress on workplace, my physical condition (sleeping disorder, BP, headache etc.) is poor, Error rate is increasing in my day-to-day tasks, Tension and conflicts are there among me and my colleagues, I feel loss of motivation and commitment for my work and I am not able to plan and control my tasks.

**Table 5.12 Reliability Statistics**

Cronbach's Alpha	N of Items
.914	7

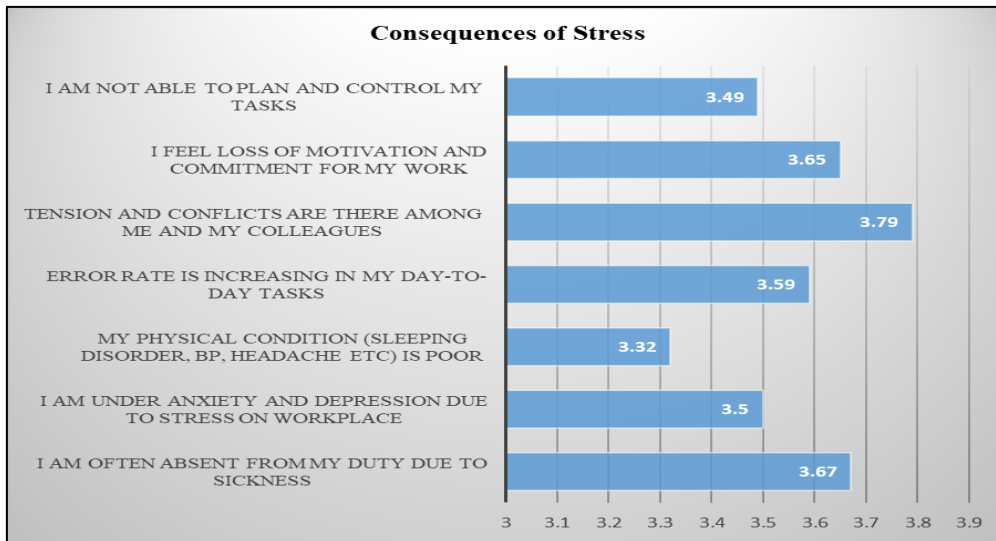
The reliability of the factor was computed with the help of the “Cronbach’s Alpha”. The value of reliability of the constructs that includes a total 7

numbers of items is 0.914. The criteria minimum value of “Cronbach’s” Alpha (>0.7) was fulfilled.

**Table 5.13 Consequences of stress**

<b>S. No.</b>	<b>Consequences of stress</b>	<b>Mean</b>
1.	I am often absent from my duty due to sickness	3.67
2.	I am under anxiety and depression due to stress on workplace	3.50
3.	My physical condition (sleeping disorder, BP, headache etc) is poor	3.32
4.	Error rate is increasing in my day-to-day tasks	3.59
5.	Tension and conflicts are there among me and my colleagues	3.79
6.	I feel loss of motivation and commitment for my work	3.65
7.	I am not able to plan and control my tasks	3.49

Table 5.13 is showing the consequences of stress on taking decisions by the CAPF Personnel regarding professional development. The respondent says that Tension and conflicts are there among me and my colleagues with the mean value 3.79, I am often absent from my duty due to sickness with the mean value 3.67 and I feel loss of motivation and commitment for my work with the mean value 3.65 as the consequences of stress on taking decisions by the CAPF Personnel regarding professional development. The respondent also says that Error rate is increasing in my day-to-day tasks with the mean value 3.59, I am under anxiety and depression due to stress on workplace with the mean value 3.50, I am not able to plan and control my tasks with the mean value 3.49 and my physical condition (sleeping disorder, BP, headache etc.) is poor with the mean value 3.32.



**Figure 5.5** Consequences of Stress

**Q 5.3 Suggestions to control the stress**

**Table 5.14** KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.876
Bartlett's Test of Sphericity	Approx. Chi-Square	7297.607
	Df	276
	Sig.	.000

KMO is 0.876 in the Table 5.14, 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.

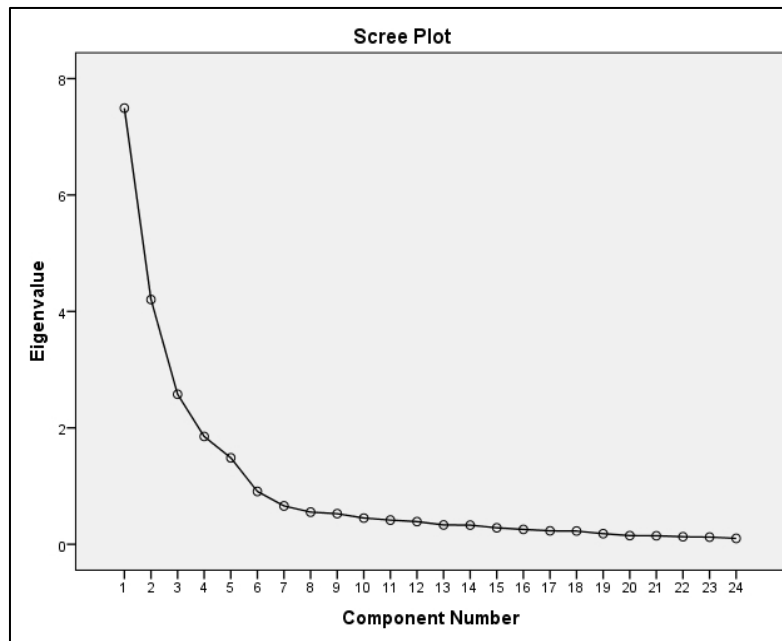


**Table 5.15 Total Variance Explained**

Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% Of Variance	Cumulative %	Total	% Of Variance	Cumulative %
1	7.492	31.218	31.218	4.149	<b>17.288</b>	17.288
2	4.204	17.516	48.734	3.900	<b>16.249</b>	33.537
3	2.577	10.738	59.472	3.506	<b>14.607</b>	48.144
4	1.852	7.717	67.189	3.486	<b>14.525</b>	62.669
5	1.485	6.187	73.376	2.570	<b>10.707</b>	<b>73.376</b>
6	.908	3.782	77.158			
7	.659	2.747	79.905			
8	.552	2.301	82.206			
9	.526	2.190	84.396			
10	.451	1.878	86.274			
11	.415	1.730	88.004			
12	.390	1.624	89.627			
13	.331	1.381	91.008			
14	.329	1.371	92.379			
15	.284	1.183	93.562			
16	.256	1.066	94.628			
17	.230	.960	95.587			
18	.227	.948	96.535			
19	.182	.760	97.295			
20	.149	.621	97.916			
21	.146	.609	98.525			
22	.129	.538	99.063			
23	.123	.514	99.577			
24	.101	.423	100.000			

The “principal component analysis” method was applied to extract the factors and it was found that 24 variables form 5 Factors, based on the Eigen values (>1). The factors explained the variance of 17.288%, 16.249%, 14.607%, 14.525% and 10.707%

respectively. The total variance explained is 73.376%, which is sufficient for the requirements of Factor Analysis (Table 5.15).



**Figure 5.6 Scree Plot**

Figure 5.6 is the graphical presentation of the Eigen values obtained from the Table 5.15 “Total Variance Explained.” The figure shows an elbow at 5 components. Hence portrays that total 5 Factors have been extracted.

**Table 5.16 Factors and the associated variables**

S. No.	Statements	Factor Loading	Factor Reliability
	<b>Policies and security</b>		.946
1.	Leave need to be granted at regular interval of time and whenever required	.938	
2.	Jobs are to be secured with salary and pension plans	.933	
3.	Individual need to be heard before taking any action	.903	
4.	All the possible benefits to be provided by the government	.900	
5.	Working hours to be limited	.857	
	<b>Counselling</b>		.938

6.	Counselling sessions need to be arranged regularly	.871	
7.	Psychological assessment is suggested for every individual	.845	
8.	Counsel to fill the gap in well-being	.823	
9.	Need to help an individual to deal with prolonged separations	.812	
10.	Special counselling for drug abuse and alcohol addiction	.783	
	<b>Monitoring of stressor</b>		.887
11.	I will try to monitor and manage my fear of power and torture	.845	
12.	I will create a healthy work environment	.775	
13.	I will interaction and communicate more with seniors and colleagues	.774	
14.	Task and duties to be allotted as per the capability	.764	
15.	I will distribute my workload accordingly	.763	
	<b>Self-Management</b>		.879
16.	I will try to be positive and think about the solution	.859	
17.	I will express and share my emotions with friends and family	.859	
18.	I will meditate and try to take proper sleep	.858	
19.	I will exercise and practice yoga	.730	
20.	I will take healthy food and avoid alcohol and smoking	.682	
	<b>Stress management training</b>		.783
21.	Stress management programs to be organised	.766	
22.	Positive coping techniques need to be taught during service	.765	
23.	The personnel are advised to attend stress management workshops	.746	
24.	I will learn to deal with day-to-day conflicts	.711	

The 1<sup>st</sup> factor is named as Policies and security which includes the variables like Leave need to be granted at regular interval of time and whenever required, Jobs are to be secured with salary and pension plans, Individual need to be heard before taking any action and all the possible benefits to be provided by the government and Working hours to be limited. the 2<sup>nd</sup> factor is named as Counselling and the associated variables are Counselling sessions need to be arranged regularly, psychological assessment is suggested for every individual, Counsel to fill the gap in well-being, need to help an individual to deal with prolonged separations and Special counselling for drug abuse and alcohol addiction. Monitoring of stressor is factor number three which consist of variables like I will try to monitor and manage my fear of power and torture, I will create a healthy work environment, I will interaction and communicate more with seniors and colleagues, Task and duties to be allotted as per the capability and I will distribute my workload accordingly. 4<sup>th</sup> factor is named as Self-Management which includes the variables like I will try to be positive and think about the solution, I will express and share my emotions with friends and family, I will meditate and try to take proper sleep, I will exercise and practice yoga and I will take healthy food and avoid alcohol and smoking. 5<sup>th</sup> and the last factor is Stress management training which includes the variables like Stress management programs to be organised, Positive coping techniques need to be taught during service, The personnel are advised to attend stress management workshops and I will learn to deal with day-to-day conflicts.

### **Construct wise Reliability**

The reliability of the factors was computed with the help of the “Cronbach’s Alpha”. The values of reliability for 5 constructs named as Policies and security, Counselling, Monitoring of stressor, Self-Management and Stress management training were found 0.946, 0.938, 0.887, 0.879 and 0.783 from construct 1 to 5 respectively. The criteria minimum value of “Cronbach’s” Alpha (>0.7) was fulfilled.

**Table 5.17 Reliability Statistics**

<b>Cronbach's Alpha</b>	<b>N of Items</b>
.877	24

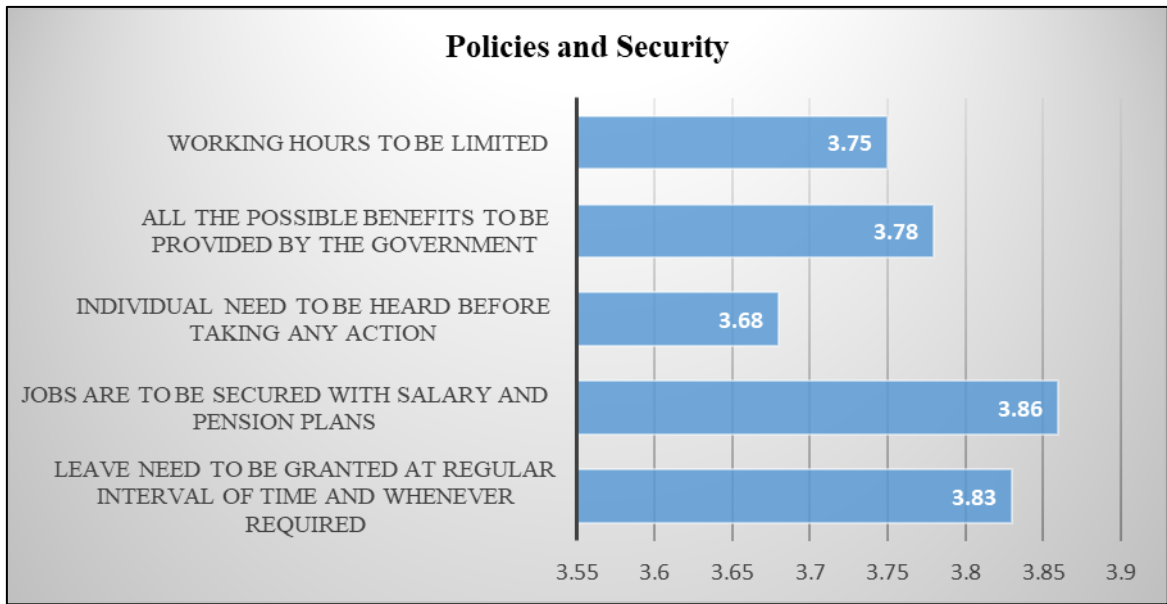
The reliability of the factors was computed with the help of the “Cronbach’s Alpha”. The value of reliability for 5 constructs that includes total 24 numbers of items is 0.877. The criteria minimum value of “Cronbach’s” Alpha (>0.7) was fulfilled.

### Factor wise mean values of the variables

**Table 5.18 Policies and Security**

<b>S. No.</b>	<b>Policies and Security</b>	<b>Mean Value</b>
1.	Leave need to be granted at regular interval of time and whenever required	3.83
2.	Jobs are to be secured with salary and pension plans	3.86
3.	Individual need to be heard before taking any action	3.68
4.	All the possible benefits to be provided by the government	3.78
5.	Working hours to be limited	3.75

Table 5.18 above is showing the mean value of the variables associated with the factor Policies and Securities as a suggestion to control the stress in CAPF Personnel. The respondent suggests that Jobs are to be secured with salary and pension plans with highest mean value 3.86 followed by Leave need to be granted at regular interval of time and whenever required with mean value 3.83, All the possible benefits to be provided by the government (3.78) and Working hours to be limited 3.75 Individual need to be heard before taking any action with lowest mean value 3.68.

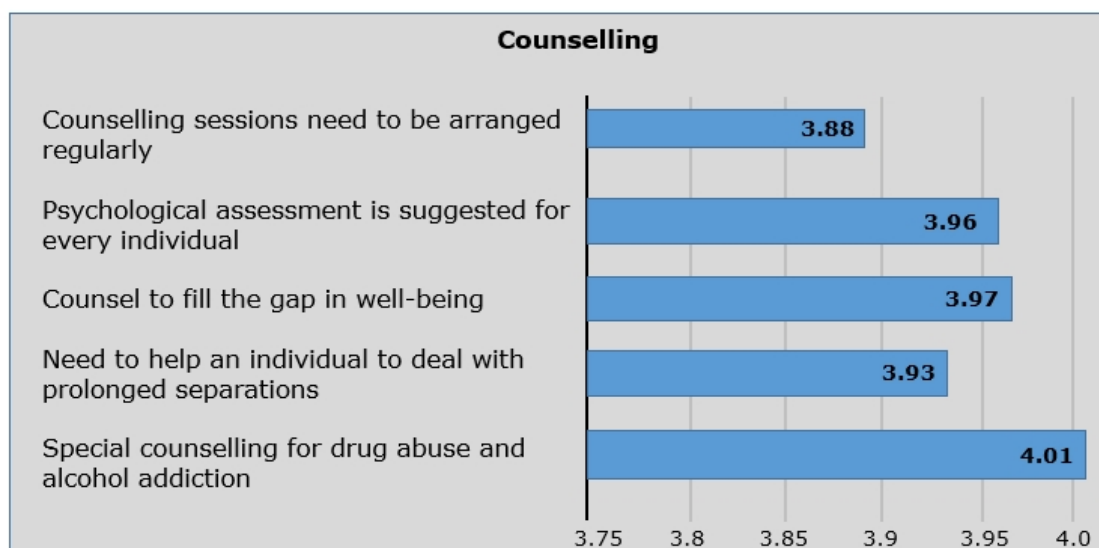


**Figure 5.7 Policies and Security**

**Table 5.19 Counselling**

S. No.	Counselling	Mean Value
1.	Counselling sessions need to be arranged regularly	3.88
2.	Psychological assessment is suggested for every individual	3.96
3.	Counsel to fill the gap in well-being	3.97
4.	Need to help an individual to deal with prolonged separations	3.93
5.	Special counselling for drug abuse and alcohol addiction	4.01

Table above is showing the mean value of the variables associated with Counselling as a suggestion to control the stress in CAPF Personnel. The respondent suggests that Special counselling for drug abuse and alcohol addiction with highest mean value 4.01 followed by Counsel to fill the gap in well-being with mean value 3.97, Psychological assessment is suggested for every individual (3.96), Need to help an individual to deal with prolonged separations (3.93) and Counselling sessions need to be arranged regularly with lowest mean value 3.88.

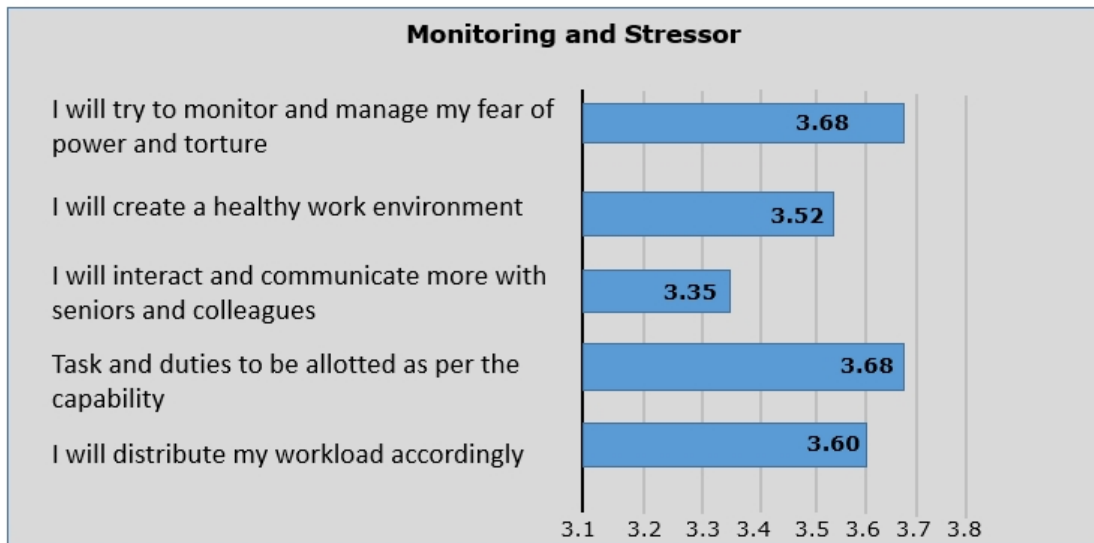


**Figure 5.8 Counselling**

**Table 5.20 Monitoring and Stressor**

S. No	Monitoring and Stressor	Mean Value
1.	I will try to monitor and manage my fear of power and torture	3.68
2.	I will create a healthy work environment	3.52
3.	I will interact and communicate more with seniors and colleagues	3.35
4.	Task and duties to be allotted as per the capability	3.68
5.	I will distribute my workload accordingly	3.60

Table above is showing the mean value of the variables associated with the factor Monitoring and Stressor as a suggestion to control the stress in CAPF Personnel. The respondent says that I will try to monitor and manage my fear of power and torture and Task and duties to be allotted as per the capability with highest mean value 3.68 followed by I will distribute my workload accordingly with mean value 3.60, I will create a healthy work environment (3.52) and I will interact and communicate more with seniors and colleagues with lowest mean value 3.35.



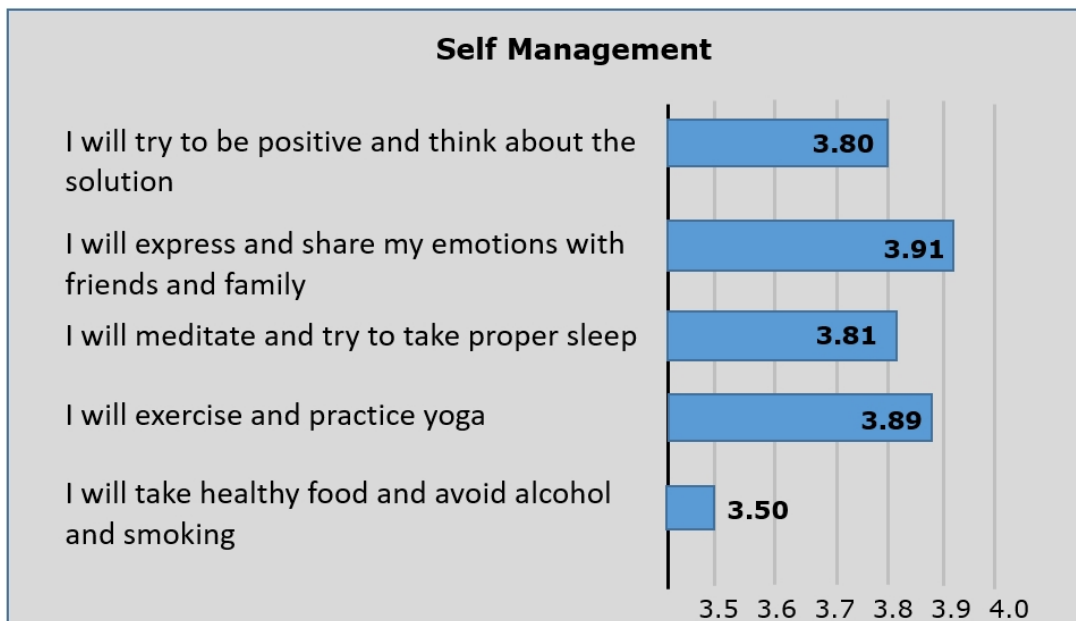
**Figure 5.9 Monitoring and Stressor**

**Table 5.21 Self-Management**

S. No.	Self-Management	Mean Value
1.	I will try to be positive and think about the solution	3.80
2.	I will express and share my emotions with friends and family	3.91
3.	I will meditate and try to take proper sleep	3.81
4.	I will exercise and practice yoga	3.89
5.	I will take healthy food and avoid alcohol and smoking	3.50

Table above is showing the mean value of the variables associated with the factor Self-management as a suggestion to control the stress in CAPF Personnel. The respondent says that I will express and share my emotions with friends and family with highest mean value 3.91 followed by I will exercise and practice yoga with mean value 3.89, I will meditate and try to take proper sleep (3.81), I will try to be positive and think about the solution (3.80) and I will take healthy food and avoid alcohol and smoking with lowest mean value 3.50.



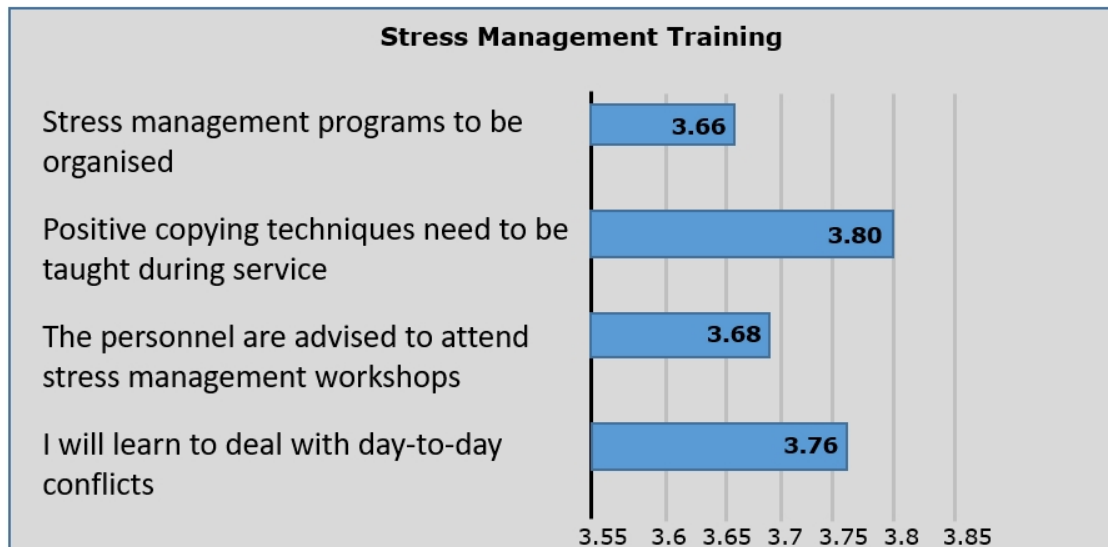


**Figure 5.10 Self-Management**

**Table 5.22 Stress Management Training**

S. No	Stress management training	Mean Value
1.	Stress management programs to be organised	3.66
2.	Positive coping techniques need to be taught during service	3.80
3.	The personnel are advised to attend stress management workshops	3.68
4.	I will learn to deal with day-to-day conflicts	3.76

Table above is showing the mean value of the variables associated with the factor Stress Management Training as a suggestion to control the stress in CAPF Personnel. The respondent says that Positive coping techniques need to be taught during service with highest mean value 3.80 followed by I will learn to deal with day-to-day conflicts with mean value 3.76, The personnel are advised to attend stress management workshops (3.68) and Stress management programs to be organised with lowest mean value 3.66.



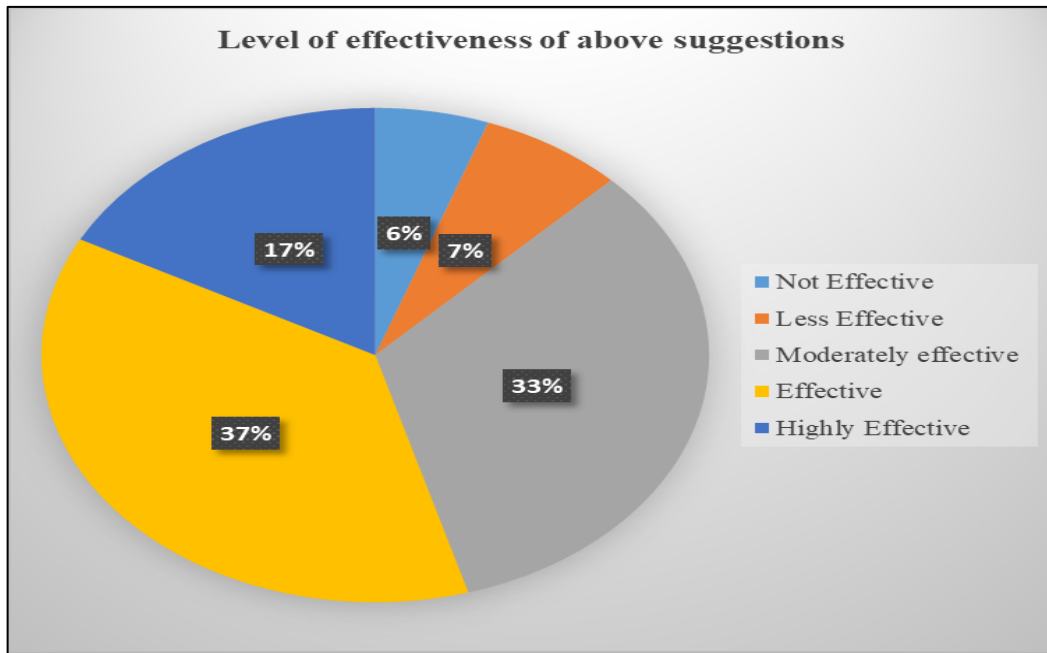
**Figure 5.11 Stress Management Training**

**Q 5.4 Rate the level of effectiveness of above suggestions**

**Table 5.23 Level of effectiveness of above suggestions**

Level of effectiveness of above suggestions	Frequency	Percent
Not Effective	22	5.5
Less Effective	28	7.0
Moderately effective	132	33.0
Effective	149	37.3
Highly Effective	69	17.3

Table 5.23 is showing Level of effectiveness of the above suggestions in CAPF personnel. It is found that 37.3% of the respondents are saying that all the above suggestions are effective, 33.0% of them are saying it is moderately effective, 17.3.0% of the CAPF personnel are believe it is highly effective, 7.0% with says that these suggestions are less effective and rest 5.5% of the respondents says that the suggestions are not effective.

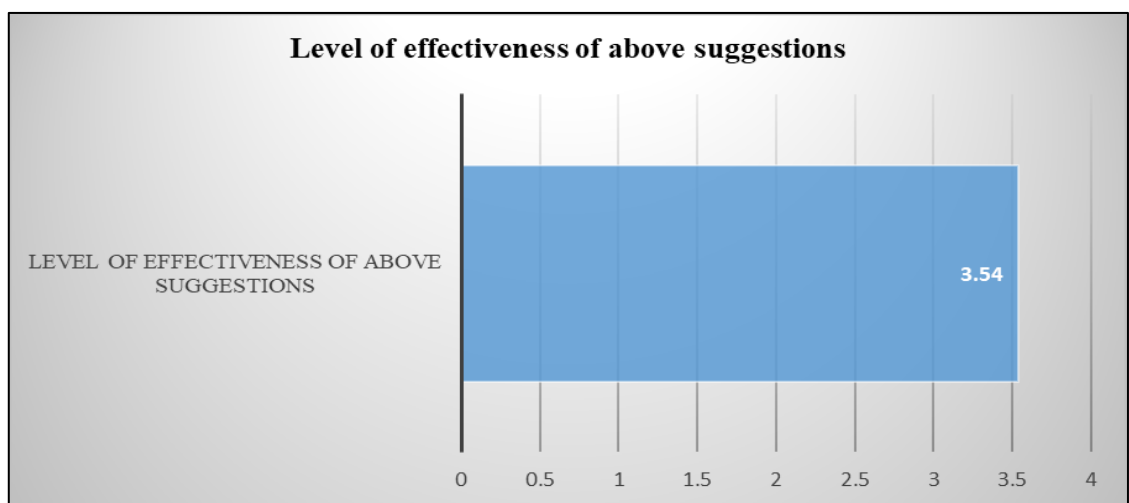


**Figure 5.12 Level of effectiveness of above suggestions**

**Table 5.24 Level of effectiveness of above suggestions**

Variable	Mean
Level of effectiveness of above suggestions	3.54

Table 5.24 is showing a mean value which is 3.54 of Level of effectiveness of above suggestions in CAPF Personnel.



**Figure 5.13 Level of effectiveness of above suggestions**

## **5.7 TEST OF HYPOTHESIS:**

In the light of the above 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 consequences of stress with regards to professional development of CAPFs Personnel is rejected and alternative hypothesis no 3: There is significant relationship between consequences of stress with regards to professional development of CAPFs personnel is accepted. In support of accepting alternative hypothesis no 3 KMO is 0.855 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.

## **5.8 Conclusion**

Influence and Consequences of stress in Central Armed Police Forces plays a vital role with regards to professional development of Central Armed Police Forces Personnel. In this chapter highlight the key points on Influence of Stress as physiological, cognitive, emotional, behaviour, interpersonal and work and academic influence. Consequences of stress in Central Armed Police Forces, control of stress in Central Armed Police Forces, mitigation of stress in Central Armed Police Forces by various means like mental health support, training in stress management technique, physical fitness and health promotion, work life balance , social support, regular leave and rest and recuperation and leadership and management support. This chapter also analysis the data and test of hypothesis with the help of 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.

## References

1. Aston, J., & Paranjape, V.N. (2012). Restructuring the Indian Police System: The Need for Accountability and Efficiency, *Nirma University Law Journal*, 1(2).
2. Banurekha, R., Saranya, K., Sachin, S.S., & Praveen, M.A. (2020). Work Life Balance of Police in India, *International Journal of Research in Engineering and Management*, 4, 246-253.
3. Barman, R.D., & Gupta, J. (2020). A Study On Stress Management In Capfs With Reference To Family Accommodation At Border Outpost Duty, *European Journal of Molecular & Clinical Medicine*, 7(3), 8-16.
4. Bindu, J. (2020). A Review on Stress Level among Women in Police Department, *Journal of Critical Reviews*, 7(4), 4423-4426.
5. Chandra, K., & Sageetha, V. (2020). A Study On Stress Among Women Police In Thoothukudi, *Journal of Xi'an University of Architecture & Technology*, 12(4), 1428-1434.
6. Chaturvedi, A. (2017). Police Reforms in India, 1-21.

7. Cheema, S.S., & Grewal, D.S. (2013). Meditation for stress reduction in Indian Army- An Experimental Study, *Journal of Business and Management*, 10(2), 27-37.
8. Dawar, R.K. & Santosh (2017). Job-Related Stress: An Analysis on Stressors for Indian Police Force, *Journal of Advances and Scholarly Researches in Allied Education*, 13(1), 387-391.
9. Dixit, K.C. (2011). Addressing Stress Related Issues in Army, IDSA Occasional paper No. 17, Institute for Defence Studies and Analyses, New Delhi.
10. Edwards, K.L., Eaton-Stull, Y.M., & Kuehn, S. (2020). Police Officer Stress and Coping in a Stress-Awareness Era, *Police Quarterly*, 1-32.
11. Elango, L., & Fonceca, C.M. (2021). Data On Work Life Balance Experienced By Women Police Officials Of Tirupattur District, Tamil Nadu, India, *International Journal of Aquatic Science*, 12(2), 667-673.
12. Gajjar, N. (2018). Identifying the Factors Causing Organizational Stress in Police Officers, *Socioint 2018- 5th International Conference on Education, Social Sciences and Humanities*, 751-756.
13. Gomes, A.R., & Afonso, J.M.P. (2016). Occupational Stress and Coping among Portuguese Military Police Officers, *Avances en Psicología Latinoamericana*, 34(1), 47-65.
14. Govind, B.E. (2019). Reorganising & Restructuring Central Armed Police Force (CAPF) In India's National Security Interests, *International Journal of Business and Management Invention*, 8(12), 10-15.
15. Kapoor, V., & Karmarkar, Y. (2014). Police Investigators' Stress Study, *The Indian Police Journal*, 85-105.
16. Liakopoulou, D., Tigani, X., Varvogli, L., Chrousos, G.P., & Darviri, C. (2020). Stress management and health promotion intervention program for police forces, *International Journal of Police Science & Management*, DOI: 10.1177/1461355719898202, 1-11.
17. Mann, S., & Rawat, S.R. (2021). Factors Affecting Police Stress: A Study of Maharashtra, *Turkish Journal of Computer and Mathematics Education*, 12(1), 1110-1116.

18. Noblet, A., Rodwell, J., and Allisey, A. (2009). Police stress: the role of psychological contract and perceptions of fairness, *Policing, An international journal of police strategies and management*, 32(4), 613-630.
19. Ogungbamila, B., & Fajemirokun, I. (2016). Job Stress and Police Burnout: Moderating Roles of Gender and Marital Status, *Journal of Psychology & the Behavioral Sciences*, 2(3), 17-32.
20. Onkari, D., & Itagi, S. (2016). Occupational stress of men and women police, *Advance Research Journal of Social Science*, 7(2), 175-181.
21. Pawar, A.A., Chikkanna, C.B., Rote, M.S., Singh, R.J., Bhanot, G., Pillai A. (2012). Occupational stress and social support in naval personnel, *Med J Armed Forces India*, 68(360).
22. Pinki, Panchal, S., & Pal, S. (2021). Gender Differences in Stress Symptoms and Burnout among Police Constables, *Journal of Psychology & Psychotherapy*, 11(6), 1-5.
23. Rabbing, L., Bjorkelo, B., Fostervold, K.I., Stromme, H., & Lau, B. (2022). A Scoping Review of Stress Measurements and Psychometry in Police Research, *Journal of Police and Criminal Psychology*, 37, 457-482.
24. Raj, M.M.A., Ashifa, K.M., Aliyev, A., & Godfrey, A. (2021). Occupational Burnout among Women Police Force: An Empirical Analysis, *Journal of Legal, Ethical and Regulatory Issues*, 24(1), 1-5.
25. Randhawa, G. & Narang, K. (2013). Women in Police: Employment Status and Challenges, *ASCI Journal of Management*, 42(2), 38-51.
26. Randhawa, G., & Narang, K. (2013). Police in India: Reforms and Employment Status, *the Indian Police Journal*, 1-24.
27. Ranta, R.S. (2020). Job stress among police personnel in Himachal Pradesh (India), *International Journal of Creative Research Thoughts*, 8(6), 2210-2216.
28. Saleem, A., Jamil, F., & Khalid, R. (2017). Workplace Stress and Coping Strategies of Security Guards working in Universities, *Pakistan Journal of Social and Clinical Psychology*, 15(2), 29-36.
29. Sefotho, M.M., & Seema, C.T. (2020). Utilizing counselling services by law enforcement: An exploratory case study, *Journal of Psychology in Africa*, 30(4), 374-378.

30. Shaik, K. (2022). Occupational Stress among Police Personnel – A Literature Review, *DogoRangsang Research Journal*, 12(2), 1-135.
31. Singh, Gupta, & Mishra (2022). Stress, Coping Strategies and Social Support as Predictors of Mental Health of Police Personnel of North India, *Indian Journal Of Community Health*, 34(1), 136-139.
32. Singh, N., & Audichya, S. (2018). Challenges in Central Armed Police Forces: A Review, *5th International Conference on Recent Research Development in Environment, Social Science and Humanities*, 6-11.
33. Varghese, J. Police Structure: A Comparative Study of Policing Models.