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## A STUDY OF PERCEPTION OF POLICE PERSONNEL TOWARD WORK AND REWARD POLICY OF POLICE DEPARTMENT.

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### Abstract

Nature of work, Reward policy of any organization always have lasting impact on its employees.

Keywords: Seniors, Police, Reward

### Introduction-

Police work is considered to be one of the most stressful occupations (Anshel, Robertson, & Caputi, 1997). Police in India are extremely overworked and under resourced. Reward policy is very significant in attracting and retaining personnel. Similarly nature of relations with colleagues, seniors and subordinates determine quality of work life at work place.

### Objective

- To examine the perceptions of police sample on variable of Senior & Reward, which tends to capture relationship of police with their senior and peer group, also it reflects their perception on Pay related issue.

### Source of data for all these statements is Primary data collected by researcher.

Data collection has been significant stage in the process of research. Primary data was collected from 10 Police stations out of 33 Police stations in Pune City. Care has been taken to ensure that sample represents total population of Pune Police. Total Primary data contain Police men and Police women. Data was collected from 397 Police men and 103 police women called entry Police, from 25 police inspectors, 32 API/PSI male officers and 19 API/PSI female officers. Data collection from 15 IPS officers has been done through discussion of questionnaire with 1 commissioner of Police (Male), 1 Joint commissioner of police (Female), 2 Additional commissioner of Police (Male), 4 Deputy Commissioner of Police (3 male and 1 female), 7 Assistant commissioner of Police (3 male and 4 female) officers.

Introduction-Researcher had selected 10 significant statements of work related stress and captured perception of police personnel. Respondents include following category of Police.

Entry Police-It includes Entry level of police staff which includes police naik Police constable etc.

Police Inspector-This include Police inspector who is main in charge of Police station.

API/PSI-This means Assistant Police Inspector, Police Sub-Inspector

IPS-This include officers which are recruited through examination conducted by Union Public Service Commission of Indian Police Service.

## 1) have Lack of employee engagement activity at work

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	03.20	12.40	21.40	34.40	28.60	3.70	1.10	29.00
Police Inspector	00.00	00.00	36.00	44.00	20.00	3.80	0.74	19.00
API/PSI	00.00	03.90	23.50	47.10	25.50	3.90	0.81	20.00
IPS	06.70	26.70	26.70	40.00	00.00	3.00	1.00	33.00

(source-Primary Data)

Interpretation based on the basis of respective Mean value of 4 respondents it can be concluded that Entry Police Tend to agree about the statement, Police Inspector Tend to agree about the statement, API/PSI Tend to agree about the statement, IPS Tend to be neutral about the statement. "I have Lack of employee engagement activity at work."

## 2) I have Lack of connectivity with colleagues, subordinates.

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	08.40	14.40	20.60	29.60	27.00	3.50	1.25	35.00
Police Inspector	00.00	00.00	16.00	48.00	36.00	4.20	0.70	17.00
API/PSI	02.00	15.70	31.40	27.50	23.50	3.50	1.00	28.00
IPS	00.00	60.00	20.00	20.00	00.00	2.60	0.82	31.00

(source-Primary Data)

Interpretation based on the basis of respective Mean value of 4 respondents it can be concluded that Entry Police Tend to agree about the statement, Police Inspector Tend to strongly agree about the statement, API/PSI Tend to agree about the statement, IPS Tend to disagree about the statement. "I have Lack of connectivity with colleagues, subordinates"

## 3) I have high degree of job insecurity..

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	03.40	16.60	20.60	30.40	29.00	3.60	1.16	30.00
Police Inspector	00.00	04.00	28.00	40.00	28.00	3.92	0.86	22.00
API/PSI	00.00	07.80	23.50	39.20	29.40	3.90	0.92	23.00
IPS	20.00	13.30	46.70	20.00	00.00	2.66	1.04	38.00

(source-Primary Data)

Interpretation based on the basis of respective Mean value of 3 respondents, on the basis of frequency table it can be concluded that Entry Police Tend to agree about the statement, Police Inspector Tend to agree about the statement, API/PSI Tend to agree about the statement, IPS Tend to have neutral about the statement. "I Have High degree of job insecurity"

## 4) My immediate Senior is honest with me..

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	30.20	28.60	26.40	11.40	03.40	2.29	1.11	50.00
Police Inspector	16.00	44.00	40.00	00.00	00.00	2.24	0.72	32.00
API/PSI	27.50	41.20	25.50	05.90	00.00	2.09	0.87	43.00
IPS	06.60	06.70	26.70	60.00	00.00	3.40	0.91	26.00

(source- Primary Data)

Interpretation based on the basis of respective Mean value of 2 respondents, based on the basis of frequency table it can be concluded that Entry Police Tend to disagree about the statement, Police Inspector Tend to disagree about the statement, API/PSI Tend to disagree about the statement, IPS Tend to be neutral about the statement. "My immediate Senior is honest with me"

## 5) My Senior listens to me what I have to say..

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	24.60	35.20	19.80	16.40	04.00	2.40	1.14	47.00
Police Inspector	28.00	36.00	36.00	00.00	00.00	2.08	0.81	40.00
API/PSI	15.70	27.50	33.30	19.60	03.90	2.68	1.08	41.00
IPS	06.70	06.70	33.30	33.30	20.00	3.53	1.12	31.00

(source-Primary Data)

Interpretation based on the of frequency table and on the basis of Mean value of 1respondents it can be concluded that Entry Police Tend to disagree about the statement, Police Inspector Tend to disagree about the statement, API/PSI Tend to have neutral about the statement, IPS Tend to agree about the statement. “My Senior listens to me what I have to say.”

6) I have complete knowledge of my job description..

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	33.20	40.80	12.00	12.60	1.40	2.08	1.03	50.00
Police Inspector	00.00	04.00	28.00	40.00	28.00	3.92	0.86	22.00
API/PSI	29.40	39.20	17.60	09.80	03.90	2.19	1.09	47.00
IPS	00.00	06.70	40.00	33.30	20.00	3.66	0.89	24.00

(source-Primary Data)

Interpretation based on the of frequency table & on the basis of respective Mean value of 2respondents, it can be concluded that Entry Police Tend to disagree about the statement, Police Inspector Tend to agree about the statement, API/PSI Tend to disagree about the statement, IPS Tend to agree about the statement. “I have complete knowledge of my job description.”

7) My Senior praises me when i do good job.

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	31.00	35.60	18.20	12.80	02.40	2.20	1.08	45.00
Police Inspector	28.00	48.00	24.00	00.00	00.00	1.96	0.73	37.00
API/PSI	25.50	33.30	19.60	15.70	05.90	2.43	1.20	50.00
IPS	06.70	00.00	40.00	26.70	26.30	3.66	1.11	30.00

(source-Primary Data)

Interpretation based on the of frequency table & on the basis of respective Mean value of 1 categories of police, it can be concluded that Entry Police Tend to disagree about the statement, Police Inspector Tend to disagree about the statement, API/PSI Tend to disagree about the statement, IPS Tend to agree about the statement. “My Senior praises me when i do good job.”

8) My department recognizes and rewards outstanding performance

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	27.80	31.60	16.20	17.60	06.80	2.40	1.25	50.00
Police Inspector	28.00	52.00	20.00	00.00	00.00	1.92	0.70	36.00
API/PSI	29.40	35.30	09.80	23.50	02.00	2.33	1.19	47.00
IPS	20.00	20.00	20.00	33.30	06.70	2.86	1.30	46.00

(source-Primary Data)

Interpretation based on the frequency table , it can be concluded that Entry Police Tend to disagree about the statement, Police Inspector Tend to disagree about the statement, API/PSI Tend to disagree about the statement, IPS Tend to be neutral about the statement. “My department recognizes and rewards outstanding performance.”

9) My Department has fair holidays and leave policies.

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	24.80	29.40	14.00	19.80	12.00	2.64	1.35	49.00
Police Inspector	00.00	00.00	20.00	36.00	44.00	4.24	0.77	18.00
API/PSI	07.80	29.40	19.60	25.50	17.60	3.15	1.25	40.00
IPS	00.00	00.00	33.300	46.70	20.00	3.86	0.74	19.00

(source-Primary Data)

Interpretation based on the of frequency table & on the basis of respective Mean value of 2 categories of police, it can be concluded that Entry Police Tend to disagree about the statement, Police Inspector Tend to strongly agree about the statement, API/PSI Tend to be neutral about the statement, IPS Tend agree about the statement. “My Department has fair holidays and leave policies”

## 10) My current wage (pay) structure is satisfactory.

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	26.00	29.80	14.60	17.20	12.40	2.60	1.36	50.00
Police Inspector	00.00	00.00	00.00	40.00	60.00	4.60	0.50	10.00
API/PSI	35.30	37.30	07.80	11.80	07.80	2.19	1.26	57.00
IPS	00.00	00.00	40.00	26.70	33.30	3.93	0.88	22.00

(source-Primary Data)

Interpretation based on the of frequency table & on the basis of respective Mean value of 2 categories of police, it can be concluded that Entry Police Tend to disagree about the statement, Police Inspector Tend to strongly agree about the statement, API/PSI Tend to disagree about the statement, IPS Tend to agree about the statement. “My current wage (pay)structure is satisfactory”.

## 11) My current wage structure recognizes stresses and strains in my job.

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	14.60	23.20	18.00	27.60	16.60	3.08	1.32	44.00
Police Inspector	40.00	36.00	24.00	00.00	00.00	1.84	0.80	44.00
API/PSI	15.70	31.40	21.60	23.50	07.80	2.76	1.20	44.00
IPS	00.00	06.70	26.70	40.00	26.70	3.86	0.91	23.00

(source-Primary Data)

Interpretation based on the of frequency table & on the basis of Mean value of categories of police, it can be concluded that Entry Police have mixed opinion about the statement, Police Inspector Tend to disagree about the statement, API/PSI Tend have mixed opinion about the statement, IPS Tend to agree about the statement. “My current wage structure recognizes stresses and strains in my job”.

### Conclusion

It has been concluded from above discussion that relations with seniors and those of others must be improved to become cohesive to enhance morale of police. Pay policy of police department should be redrafted in tune with Kerala Police and Goa Police to infuse sense of motivation and satisfaction among police.

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