



A STUDY OF PERCEPTION OF WOMEN POLICE TOWARD WORKCULTURE OF POLICE DEPARTMENT

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Abstract

Women police contribute significantly to maintain law and order of various states in India. It is necessary to study their concern and empower them to discharge their duties to the best of their ability.

Keywords: Women Police

Introduction

Women police perform duty at par with their male counterparts. They perform key role in handling crimes related to women and children. They have to face many challenges at workplace viz: routine Bandobast, Arresting and handling criminals, Handling court matters. They have to pay equal attention at domestic front as that of their workplace. Treatment at workplace impacts their job satisfaction as well as their preference to work as police. Fair treatment at workplace and proper recognition of her work would promote their self respect which would enable them to contribute effectively in every role they play. Stree studies using clinical survey instruments consistently show that females report significantly higher levels of Psychological and Physical stress than their male counterparts. (For review of literature, see Derogatis and Savitz, 1999) Data had been collected from 127 women police having different Rank from Police Naik, Police constable, Police Sub Inspector, Asst. Police Inspector, Assistant Commissioner of Police, Deputy Commissioner of Police.

1) I find my gender has no relation to kind of work I do.

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	03.90	16.50	22.30	21.10	28.20	3.61	1.17	30.00
API/PSI	00.00	00.00	21.10	52.60	26.30	4.05	0.70	17.00
IPS	20.00	40.00	40.00	00.00	00.00	2.20	0.84	36.00

(source-Primary Data)

Interpretation -From the above table it can be seen that out of 103 Entry Police

3.9% strongly disagree, 16.5% Disagree, 22.3% have neutral opinion, 29.1% said they agree, 28.2% said they Strongly Agree. Mean= 3.6117 S.D.(Standard Deviation) = 1.17351

Interpretation -From the above table it can be seen that out of 19 Women API/PSI

0% strongly disagree, 0% Disagree, 21.1% have neutral opinion, 52.6% said they agree, 26.3% said they Strongly Agree. Mean= 4.0526 S.D.(Standard Deviation) = 0.70

Interpretation -From the above table it can be seen that out of 5 women IPS

20.0% strongly disagree, 40.0% Disagree, 40.0% have neutral opinion, 0% said they agree, 0% said they Strongly agree. Mean= 2.2000, Since the coefficient of variance is 36%, of the IPS which is more than 33% value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. 60% respondents disagree about the statement S.D.(Standard Deviation) = 0.83666

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 agree about the statement, , API/PSI Tend to agree about the statement, IPS Tend to disagree about the statement. “I find my gender has no relation to kind of work I do”

2)I do get equal and respectful treatment at work place as that of my male counterparts..

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	08.70	20.40	17.50	26.20	27.20	3.43	1.32	38.00
API/PSI	00.00	31.60	10.50	21.10	36.80	3.63	1.30	36.00
IPS	20.00	40.00	40.00	00.00	00.00	2.20	0.84	36.00

(source-Primary Data)

Interpretation -From the above table it can be seen that out of 103 Entry Police

8.7% strongly disagree, 20.4 % Disagree, 17.5% have neutral opinion, 26.2 % said they agree, 27.2% said they Strongly Agree. Mean=3.4272 , Since the coefficient of variance is 38 %, of the Entry Police which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. 53.4 % respondents agree about the statement S.D.(Standard Deviation) = 1.31806

Interpretation -From the above table it can be seen that out of 19 Women API/PSI

0 % strongly disagree, 31.6% Disagree, 10.5% have neutral opinion, 21.1% said they agree, 36.8 % said they Strongly Agree. Mean= 3.6316 , Since the coefficient of variance is 36 %, of the API/PSI which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. 57.9 % respondents agree about the statement S.D.(Standard Deviation) =1.30002

Interpretation -From the above table it can be seen that out of 5 women IPS

20.0% strongly disagree, 40.0% Disagree, 40.0 % have neutral opinion, 0% said they agree, 0% said they Strongly agree . Mean= 2.2000, Since the coefficient of variance is 36 %, of the IPS which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. 60% respondents disagree about the statement S.D.(Standard Deviation) =0 .83666

Interpretation based on the of frequency table value of 3 categories of police, it can be concluded that women Entry Police Tend to agree about the statement, , women API/PSI Tend to agree about the statement, women IPS Tend to disagree about the statement. “I do get equal and respectful treatment at work place as that of my male counterparts”

3) My seniors especially male officers are always available and accessible in case when they need to be contacted

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	08.70	22.30	20.40	26.20	22.40	3.31	1.28	36.00
API/PSI	05.30	36.80	15.80	36.80	05.30	3.00	1.11	36.00
IPS	20.00	00.00	40.00	20.00	20.00	3.20	1.48	43.00

(source-Primary Data)

Interpretation -From the above table it can be seen that out of 103 Entry Police

8.7 % strongly disagree, 22.3% Disagree, 20.4% have neutral opinion, 26.2% said they agree, 22.4% said they Strongly Agree. Mean= 3.3107 , Since the coefficient of variance is 36 %, of the Entry Police which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. Respondents Tend to have mixed opinion about the statement S.D.(Standard Deviation) = 1.28360

Interpretation -From the above table it can be seen that out of 19 Women API/PSI

5.3 % strongly disagree, 36.8% Disagree, 15.8% have neutral opinion, 36.8 % said they agree, 5.3% said they Strongly Agree. Mean= 3.0000, Since the coefficient of variance is 36 %, of the API/PSI which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. Respondents Tend to have mixed opinion about the statement S.D.(Standard Deviation) =1.11

Interpretation -From the above table it can be seen that out of 5 women IPS

20.% strongly disagree, 0 % Disagree, 40.0% have neutral opinion, 20.0% said they agree, 20.0 % said they Strongly agree . Mean= 3.2000 , Since the coefficient of variance is 43 %, of the IPS which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. Respondents Tend to have mixed opinion about the statement S.D.(Standard Deviation) =1.48324

Interpretation based on the of frequency table value of 3 categories of police, it can be concluded that women Entry Police Tend to have mixed opinion about the statement, , women API/PSI Tend to have mixed opinion about the statement, women IPS Tend to have mixed opinion about the statement. “My seniors especially male officers are always available and accessible in case when they need to be contacted”

4) I have no fear while dealing with criminals as I always get accompanied by male counterparts who protect me in bad time.

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	04.90	20.40	22.30	24.30	28.20	3.50	1.24	34.00
API/PSI	05.30	15.80	31.60	15.80	31.60	3.52	1.26	34.00
IPS	00.00	00.00	20.00	40.00	40.00	4.20	0.84	19.00

(source-Primary Data)

Interpretation -From the above table it can be seen that out of 103 Entry Police

4.9% strongly disagree, 20.4% Disagree, 22.3% have neutral opinion, 24.3 % said they agree, 28.2% said they Strongly Agree. Mean= 3.5049, Since the coefficient of variance is 34 %, of the Entry Police which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. 52.5% respondents agree about the statement. S.D.(Standard Deviation) = 1.23569

Interpretation -From the above table it can be seen that out of 19 Women API/PSI

5.3% strongly disagree, 15.8 % Disagree, 31.6% have neutral opinion, 15.8 % said they agree, 31.6% said they Strongly Agree. Mean= 3.5263 , Since the coefficient of variance is 34 %, of the Entry Police /API/PSI/IPS which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. Respondents Tend to have mixed opinion about the statement S.D.(Standard Deviation) = 1.26352

Interpretation -From the above table it can be seen that out of 5 women IPS

0 % strongly disagree, 0% Disagree, 20.0% have neutral opinion, 40.0 % said they agree, 40.0 % said they Strongly agree . Mean=4.2000 S.D.(Standard Deviation) = 0.84

Interpretation based on the of frequency table & on the basis of respective Mean value of 1 categories of police, it can be concluded that women Entry Police Tend to agree about the statement, , women API/PSI Tend to have mixed opinion about the statement, women IPS Tend to strongly agree about the statement. "I have no fear while dealing with criminals as I always get accompanied by male counterparts who protect me in bad time."

5) Being a woman police I can relate effectively with sensitive issue related to child, domestic violence

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	05.80	16.50	16.50	33.00	28.20	3.61	1.22	33.00
API/PSI	05.30	31.60	21.10	05.30	36.80	3.37	1.42	42.00
IPS	00.00	00.00	40.00	40.00	20.00	3.80	0.84	21.00

(source-Primary Data)

Interpretation -From the above table it can be seen that out of 103 Entry Police

5.8% strongly disagree, 16.5% Disagree, 16.5 % have neutral opinion, 33.0% said they agree, 28.2 % said they Strongly Agree. Mean=3.6117 S.D.(Standard Deviation) = 1.22

Interpretation -From the above table it can be seen that out of 19 Women API/PSI

5.3% strongly disagree, 31.6% Disagree, 21.1% have neutral opinion, 5.3% said they agree, 36.8% said they Strongly Agree. Mean= 3.3684 , Since the coefficient of variance is 42 %, of the API/PSI which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. Respondents Tend to have mixed opinion about the statement S.D.(Standard Deviation) =1.42246

Interpretation -From the above table it can be seen that out of 5 women IPS

0% strongly disagree, 0% Disagree, 40.0% have neutral opinion, 40.0 % said they agree, 20.0% said they Strongly agree . Mean= 3.8000 S.D.(Standard Deviation) =0.83666

Interpretation based on the of frequency table & on the basis of respective Mean value of 2 categories of police, it can be concluded that women Entry Police Tend to agree about the statement, , women API/PSI Tend to have mixed opinion about the statement, women IPS Tend to agree about the statement. "Being a woman police I can relate effectively with sensitive issue related to child, domestic violence."

6) I feel safe & secured during my duty.

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	10.70	18.40	20.40	24.30	26.20	3.36	1.33	39.00
API/PSI	10.50	10.50	26.30	36.80	15.80	3.36	1.21	36.00
IPS	00.00	00.00	20.00	40.00	40.00	4.20	0.83	19.00

(source-Primary Data)

Interpretation -From the above table it can be seen that out of 103 Entry Police 10.7% strongly disagree, 18.4% Disagree, 20.4% have neutral opinion, 24.3% said they agree, 26.2% said they Strongly Agree. Mean=3.3689, Since the coefficient of variance is 39 %, of the Entry Police which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. 50.5% respondents agree about the statement S.D.(Standard Deviation) =1.33571

Interpretation -From the above table it can be seen that out of 19 Women API/PSI 10.5% strongly disagree, 10.5% Disagree, 26.3% have neutral opinion, 36.8% said they agree, 15.8 % said they Strongly Agree. Mean= 3.3684, Since the coefficient of variance is 36 %, of the API/PSI/ which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. 52.6 % respondents agree about the statement S.D.(Standard Deviation) = 1.21154

Interpretation -From the above table it can be seen that out of 5 women IPS 0 % strongly disagree, 0% Disagree, 20.0% have neutral opinion, 40.0% said they agree, 40.0% said they Strongly agree . Mean= 4.2000 S.D.(Standard Deviation) =0.83666

Interpretation based on the of frequency table & on the basis of respective Mean value of 2 categories of police, it can be concluded that women Entry Police Tend to agree about the statement, , women API/PSI Tend to agree about the statement, women IPS Tend to strongly agree about the statement. "I feel safe & secured during my duty."

7) I do get respect from my male colleagues for being woman police..

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	07.90	18.40	25.20	23.30	25.20	3.39	1.29	36.00
API/PSI	15.80	10.50	36.80	21.10	15.80	3.05	1.39	43.00
IPS	00.00	00.00	20.00	40.00	40.00	4.20	0.84	19.00

(source-Primary Data)

Interpretation -From the above table it can be seen that out of 103 Entry Police 7.9% strongly disagree, 18.4% Disagree, 25.2% have neutral opinion, 23.3% said they agree, 25.2% said they Strongly Agree. Mean= 3.3883, Since the coefficient of variance is 36%, of the Entry Police which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. Respondents Tend to have mixed opinion about the statement S.D.(Standard Deviation) = 1.29

Interpretation -From the above table it can be seen that out of 19 Women API/PSI 15.8% strongly disagree, 10.5% Disagree, 36.8% have neutral opinion, 21.1% said they agree, 15.8 % said they Strongly Agree. Mean= 3.0526 , Since the coefficient of variance is 43 %, of the /API/PSI/ which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. Respondents Tend to have mixed opinion about the statement S.D.(Standard Deviation) = 1.39

Interpretation -From the above table it can be seen that out of 5 women IPS 0% strongly disagree, 0% Disagree, 20.0 % have neutral opinion, 40.0% said they agree, 40.0% said they Strongly agree . Mean=4.2000 S.D.(Standard Deviation) = 0.84

Interpretation based on the of frequency table & on the basis of respective Mean value of 1 categories of police, it can be concluded that women Entry Police Tend to have mixed opinion about the statement, , women API/PSI Tend to have mixed opinion about the statement, women IPS Tend to strongly agree about the statement. "I do get respect from my male colleagues for being woman police.."

8) I do get pat on my back for good work done from my male counterparts.

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	18.40	24.30	16.50	23.30	17.50	2.97	1.39	44.00
API/PSI	15.50	47.40	15.80	10.50	10.50	2.53	1.22	48.00
IPS	00.00	00.00	40.00	40.00	20.00	3.80	0.84	21.00

(source-Primary Data)

Interpretation -From the above table it can be seen that out of 103 Entry Police

18.4% strongly disagree, 24.3% Disagree, 16.5% have neutral opinion, 23.3% said they agree, 17.5 % said they Strongly Agree. Mean= 2.9709, Since the coefficient of variance is 44 %, of the Entry Police which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. Respondents Tend to have mixed opinion about the statement S.D.(Standard Deviation) = 1.39

Interpretation -From the above table it can be seen that out of 19 Women API/PSI

15.8% strongly disagree, 47.4 % Disagree, 15.8% have neutral opinion, 10.5% said they agree, 10.5 % said they Strongly Agree. Mean=2.5263 , Since the coefficient of variance is 48 %, of API/PSI which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. 63.2% respondents disagree about the statement S.D.(Standard Deviation) =1.21

Interpretation -From the above table it can be seen that out of 5 women IPS

0 % strongly disagree, 0% Disagree, 40.0% have neutral opinion, 40.0 % said they agree, 20.0% said they Strongly agree . Mean= 3.8000 S.D.(Standard Deviation) = 0.84

Interpretation based on the of frequency table & on the basis of respective Mean value of 1categoryof police, it can be concluded that women Entry Police Tend to have mixed opinion about the statement, , women API/PSI Tend to disagree about the statement, women IPS Tend to agree about the statement. "I do get pat on my back for good work done from my male counterparts."

9) I do get some concessional treatment in my duty from my seniors, colleagues, when my family wants me at home in emergency situations.

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	12.60	23.30	19.40	26.20	18.40	3.15	1.32	41.00
API/PSI	10.50	31.60	36.80	21.10	00.00	2.68	0.95	34.00
IPS	00.00	00.00	20.00	60.00	20.00	4.00	0.70	17.00

(source-Primary Data)

Interpretation -From the above table it can be seen that out of 103 Entry Police

12.6% strongly disagree, 23.3% Disagree, 19.4% have neutral opinion, 26.2 % said they agree, 18.4% said they Strongly Agree. Mean= 3.1456 , Since the coefficient of variance is 41 %, of the Entry Police which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. Respondents Tend to have mixed opinion about the statement S.D.(Standard Deviation) = 1.31662

Interpretation -From the above table it can be seen that out of 19 Women API/PSI

10.5% strongly disagree, 31.6% Disagree, 36.8% have neutral opinion, 21.1% said they agree, 0% said they Strongly Agree. Mean= 2.6842, Since the coefficient of variance is 34 %, of the API/PSI which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. Respondents Tend to have mixed opinion about the statement S.D.(Standard Deviation) = 0.95

Interpretation -From the above table it can be seen that out of 5 women IPS

0 % strongly disagree, 0% Disagree, 20.0 % have neutral opinion, 60.0% said they agree, 20.0% said they Strongly agree ., Mean= 4.0000 S.D.(Standard Deviation) = 0.70

Interpretation based on the of frequency table & on the basis of respective Mean value of 1 category of police, it can be concluded that women Entry Police Tend to have mixed opinion about the statement, , women API/PSI Tend to have mixed opinion about the statement, women IPS Tend to agree about the statement. "I do get some concessional treatment in my duty from my seniors, colleagues, when my family wants me at home in emergency situations."

10) If I had woman officer as my senior, she can relate to me better than male officer

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	07.80	18.40	22.30	24.30	27.20	3.45	1.28	35.00
API/PSI	10.50	31.60	31.60	21.10	5.30	2.79	1.08	37.00
IPS	20.00	40.00	40.00	00.00	00.00	2.20	0.84	36.00

(source-Primary Data)

Interpretation -From the above table it can be seen that out of 103 Entry Police

7.8 % strongly disagree, 18.4% Disagree, 22.3% have neutral opinion, 24.3 % said they agree, 27.2% said they Strongly Agree. Mean= 3.4466 , Since the coefficient of variance is 35%, of the Entry Police which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents.51.5 % respondents agree about the statement S.D.(Standard Deviation) = 1.28130

Interpretation -From the above table it can be seen that out of 19 Women API/PSI

10.5% strongly disagree, 31.6% Disagree, 31.6 % have neutral opinion, 21.1 % said they agree, 5.3% said they Strongly Agree. Mean= 2.7895 , Since the coefficient of variance is 37 % , of the API/PSI which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. Respondents Tend to have mixed opinion about the statement S.D.(Standard Deviation) = 1.08418

Interpretation -From the above table it can be seen that out of 5 women IPS

20.0% strongly disagree, 40.0% Disagree, 40.0 % have neutral opinion, 0 % said they agree, 0% said they Strongly agree . Mean= 2.2000, Since the coefficient of variance is 36 % , of the IPS which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents.60 % respondents disagree about the statement S.D.(Standard Deviation) = 0 .83666

Interpretation based on the of frequency table value of 3 categories of police, it can be concluded that women Entry Police Tend to agree about the statement, , women API/PSI Tend to have mixed opinion about the statement, women IPS Tend to disagree about the statement. "If I had woman officer as my senior, she can relate to me better than male officer."

11) I think independent women police outpost/ choukies should be set up to represent number of women equally.

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	07.80	21.40	20.40	24.30	26.20	3.39	1.29	36.00
API/PSI	15.80	15.80	10.50	21.10	36.80	3.47	1.54	44.00
IPS	00.00	20.00	40.00	20.00	20.00	3.40	1.14	32.00

(source-Primary Data)

Interpretation -From the above table it can be seen that out of 103 Entry Police

7.8% strongly disagree, 21.4% Disagree, 20.4% have neutral opinion, 24.3% said they agree, 26.2% said they Strongly Agree. Mean=3.3981 , Since the coefficient of variance is 36 % , of the Entry Police which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. 50.5 % respondents agree about the statement S.D.(Standard Deviation) = 1.29357

Interpretation -From the above table it can be seen that out of 19 Women API/PSI

15.8% strongly disagree, 15.8 % Disagree, 10.5% have neutral opinion, 21.1% said they agree, 36.8% said they Strongly Agree. Mean= 3.4737, Since the coefficient of variance is 44 % , of the API/PSI which is more than 33 % ,value of Mean is insignificant to interpret therefore conclusion has been based on the majority of opinion of the respondents. 57.9 % respondents agree about the statement S.D.(Standard Deviation) = 1.54087

Interpretation -From the above table it can be seen that out of 5 women IPS

0 % strongly disagree, 20.0% Disagree, 40.0 % have neutral opinion, 20.0% said they agree, 20.0% said they Strongly agree . Mean=3.4000 S.D.(Standard Deviation) = 1.14

Interpretation based on the of frequency table & on the basis of respective Mean value of 1 category of police, it can be concluded that women Entry Police Tend to agree about the statement, , women API/PSI Tend to agree about the statement, women IPS Tend to have mixed opinion about the statement. " I think independent women police outpost/ choukies should be set up to represent number of women equally"

Conclusion

Above study indicates high need of recognition of efforts of female police both at family level ,workplace level and society at large. There is need to change mindset of male police officers toward female police. Frequent counseling sessions would help male police to effectively team up with female police. Future research needs to be undertaken to study impact of hormonal changes of behavior pattern of women police.

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