



ROLE OF EMOTIONAL MATURITY ON PERSONAL EFFECTIVENESS AMONG POLICE OFFICIALS

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Abstract: This study aims to investigate the Role of Emotional maturity on personal effectiveness among police officials. This study will be conducted through the participants of 120 police officials in various districts of Kerala who will be administrated by psychological measures like, Emotional maturity scale was developed by Singh and Bhargava (1990) and The Personal effectiveness Inventory (PEI) by Andros (1999) and re-standardized by Reena (2010) was used to measure personal effectiveness. The participants were randomly selected from different police stations. The statistical tools like, Correlation and ANOVA were used. The data collected will be analyzed with the help of SPSS. The result showed that there is a high relationship between emotional maturity and personal effectiveness and emotional maturity has a significant role on personal effectiveness and its variables like personal focus, personal growth and personal adaptability; and also, moderately emotionally mature participants have high personal effectiveness

Index Terms - Emotional maturity, personal effectiveness, personal adaptability, personal focus, personal growth, police officials

INTRODUCTION POLICE PSYCHOLOGY

Police and public safety psychology is concerned with assisting law enforcement and other public safety personnel and agencies in carrying out their missions and societal functions with effectiveness, safety, health, and conformity to laws and ethics. Police and public safety psychology requires, at a minimum, distinctive knowledge of the essential functions of police and public safety organizations and personnel, working conditions unique to their respective positions, common and unusual stressors in public safety work, normal and abnormal adaptation to occupational stress and trauma, research related to resilience and recovery in public safety personnel, and the unique aspects of confidentiality and testimonial privilege when providing services to public safety personnel and/or agencies.

The police have the responsibility to keep the peace, maintain order, enforce laws, and safeguard the well-being of the community. This kind of duty to act involves the possibility of danger all the time, puts police officers at risk, and requires education and training. Critical issues in police education and training to which psychologists have given considerable attention are negotiating hostage and barricaded-suspect (HBS) situations, handling people with mental illness, conducting criminal investigations, and managing job-related stress. The police are receiving education and training in the handling of people with mental illness.

They recognize that mental illness is not a crime and that people having mental illness live in their communities, have professional vocations, and call for police services. The police also know that empirical investigations have found a link between mental illness and criminal behaviour.

Although people who have a mental illness may commit a crime, be a victim of crime, or report a crime, police responses to encounters with them have improved with training. Police personnel, psychologists, and other mental health professionals have developed training curricula that include topics such as symptomatology of mental conditions, non-arrest and arrest options, and community police responses. They have developed and made available model police policies for contacts with people with mental illness. These policies have helped police administrators standardize the nature of their departments' response while giving the police flexibility to meet the needs of people with mental illness.

EMOTIONAL MATURITY

Emotion is the complex psycho-physiological experience of an individual's state of mind as interaction with biochemical (internal) and environmental (external) influences. In humans, emotion fundamentally involves "physiological arousal, expressive behaviours and conscious experience."

The emotional aspect of maturity is the most important factor in the development of the comprehensive mature personality, especially in a workplace. This is the global factor of emotional maturity which is the strength to actualize individual abilities within the frame of social demands. Life is becoming complex day by day. In the present circumstances the youth are facing difficulties which are giving rise to many problems such as frustration, anxiety, tension and emotional imbalance in day-to-day life. We humans are constantly striving to establish a satisfactory relationship with our environment or we can say that trying to full-fill our need in order to live happily and function effectively. Individuals grow from babies to adults through various stages of maturity and expected to undergo physical, cognitive, emotional and relationship maturity. There must be a balance between our physical age, IQ, social maturity and emotional maturity so that an individual is really grown up. Parents are an essential part of their child's environment. Therefore, in order to foster caring, responsible and strong children, adults need to have a positive view of them and serve as role models for their children.

PERSONAL EFFECTIVENESS

Personal effectiveness is about making the most of our abilities. Being able to manage our time, make the most of opportunities for personal and professional development, as well being able to recognise our strengths and weakness are all vital components of personal effectiveness. The terms personal effectiveness, self-efficacy and personal efficacy are interchangeably can use. Self-efficacy is an individual's belief that he or she is capable of performing a task. The higher our self-efficacy, the more confidence we have in our ability to succeed. Changes in self-efficacy over time are related to changes in creative performance as well. Individuals high in self-efficacy also seem to respond to negative feedback which increased effort and motivation, while those low in self-efficacy are likely to lessen their effort after negative feedback.

NEED AND SIGNIFICANCE OF THE STUDY

Police psychology is an applied field of psychology and it is a relatively new field therefore the researches done in this field is limited as a result, any new study contributes abundantly to the development of police psychology as a field. Emotional maturity is a process in which the personality is continuously striving for greater sense of emotional health, both intra psychically and intra-personally. Emotionally mature individual can tolerate a reasonable amount of stress, anxiety, and frustrations.

The present study aims to find out the role of emotional maturity on personal effectiveness among police officials. Most studies related on emotional maturity focuses on the role of emotional maturity on stress, adjustment, or any other factors. There is no evidence of studies investigated the role of emotional maturity on personaleffectiveness among police officials. Researches done in this field is limited as a resultthis study helps to get an idea about how the police officials ‘emotional maturity will affect their overall functioning. It will be a breakthrough in the field of police and public safety psychology and helps further identifying the influence of, emotional maturity on personal effectiveness of police officials and how those roles affect their life. By keeping track of this influence police psychologists will get an idea aboutlevel of emotional maturity and its importance in one ‘s personal effectiveness or self- efficacy or personal efficacy.

DEFINITIONS OF KEY TERMS

- **Emotional maturity**

Emotional maturity is a process in which the personality is continuously striving for greater sense of emotional health, both intra-psychically and intra-personally (Walter and Smitson, 1974).

- **Personal effectiveness**

Personal effectiveness means making the most at all personal resources at our disposal-our personal talents, energy and time relative to what is important to us Having effective living skills can lead to more control over daily life, more focus and sense of achievement in other words it is an individual ‘s belief that he or she iscapable of performing a task.

- **Police officials**

Police officials or police officers are those who have the responsibilities ofmaintenance of law and order, preservation of the peace, prevention and detection of crime, apprehension of offenders, enforcement of all law with which it is changed. Police work has been popularly depicted as hazardous and stressful occupation.

STATEMENT OF THE PROBLEM

The problem of the present investigation is to study the **“ROLE OF EMOTIONAL MATURITY ON PERSONAL EFFECTIVENESS AMONG POLICE OFFICIALS”**

OBJECTIVES

- To find out whether there exists any relationship between emotional maturity and personal effectiveness.
- To find out the influence of emotional maturity on personal effectiveness and its variables.
- To find out the influence of emotional maturity & demographic variables (Age, Sex, Educational qualification, Marital status, Residential area, Annual income) on personal effectiveness and its variables.

HYPOTHESES

- There will be significant relationship between emotional maturity and personal effectiveness.
- There will be significant interactions between the levels of emotional maturity on personal effectiveness and its variables.
- There will be significant interactions between levels of emotional maturity & classificatory factors of demographic variables (Age, Sex, Educational Qualification, Marital status, Residential area, Annual Income) on personal effectiveness and its variables.

REVIEW OF LITERATURE

EMOTIONAL MATURITY

Nehra (2003) conducted a study to know the relationship between adjustment and emotional maturity at secondary stage. In the present study, a descriptive survey method was used. The sample comprised of 100 students (50 boys and 50 girls) of Class IX from 4 Government schools. The study will be helpful for teachers, students, parents and all the stakeholders in the process of education. For the present study Singh and Bhargava 's Emotional Maturity Scale & Adjustment inventory by Sinha and Singh was used to assess the emotional maturity and adjustment of the students studying in IX class. The procedure adopted for administration of the test: questionnaire was distributed to the students and they were given some time limit. There was one correct answer for each option which was cross marked in the box given in front of the sentences. Scoring was done according to the norms and instruction given in the manual and final analysis was completed by calculating mean, standard deviation, correlation, and t-value etc. Result revealed that: (i) there is no significant difference between the adjustment of boys and girls studying in class IX (ii) there is no significant difference between the emotional maturity of boys and girls studying in class IX & (iii) there is no significant relationship between Adjustment and emotional maturity. The findings of the present study may be helpful to the students, teachers, principals, administrators, and educational planners.

PERSONAL EFFECTIVENESS

Kwants, and Boglarsky (2007) investigated the perceptions of organizational culture, leadership effectiveness and personal effectiveness across six countries. Perceptions of which facets of organizational culture are related to leadership and personal effectiveness were examined using archival data from Canada, Hong Kong, New Zealand, South Africa, the United Kingdom, and the United States. Organizational culture was strongly perceived as being related to both leadership effectiveness (explaining 40% of the variance) and personal effectiveness (24% of the variance).

Reena and Jayan (2012) investigated the quality of work life of engineering college teachers under various dimensions. New challenges can be faced with employee's satisfaction, commitment and involvement in achieving personal effectiveness. This study helps the engineering college teachers to know the role of QWL on job attitude and personal effectiveness. The sample consisted of 457 engineering college teachers in Kerala state, who completed quality of work life questionnaire (Jayan, Reena, Susan, & Rekha 2010) and job attitude scale (Jayan, 2004) and personal effectiveness inventory (Andros, 1999). The collected data after being coded were analysed using statistical package for social science research (SPSS) and bivariate correlation and one-way Anova were used.

EMOTIONAL MATURITY AND PERSONAL EFFECTIVENESS

Khan, Khan, Kawa, Fatima and Baby (2015) examined the relationship between emotional maturity and self-efficacy among university students. University students were also compared on emotional maturity and self-efficacy with respect to their gender. The sample of the study consists of 100 students (males=50, females=50) belonging to various departments of Aligarh Muslim University. The general Self efficacy scale (Schwarzer and Jerusalem, 1995) and emotional maturity scale by Yashvir Singh and Mahesh Bhargava (1971) were used in the present study. The data was analysed by using appropriate statistical techniques like Pearson 's product moment correlation and t-test. The results revealed that significant negative correlation exist between self-efficacy and emotional immaturity, emotional instability, emotional regression, and personality disintegration whereas insignificant correlation was found between self-efficacy and social maladjustment and lack of independence. Further the results revealed that there was insignificant difference in self-efficacy (personal effectiveness), emotional immaturity, emotional instability, emotional regression, personality disintegration and whereas significant difference was found in lack of independence and social maladjustment among the students of Aligarh Muslim University with respect to gender.

Saihlupuii (2020) was studied the relationship between emotional maturity and self-esteem among college students with the age group of 18-22. The sample of the study comprised of 100 students 50 male and 50 female. The Emotional Maturity of the students was measured by using Emotional Maturity Scale (EMS) developed by Singh and Bhargava (1984) and self-esteem was measured by using Self-Esteem Inventory (SEI) developed by Prasad and Thakur.

Nehra & Rangnekar (2021) discussed a cross-sectional survey, carried out by the authors, with data from 410 employees employed in cement and power manufacturing organisations in North India, to determine if emotional maturity factors have positive relationship with personal effectiveness in Indian context. This study uses broaden-and-build theory as theoretical framework to investigate the proposed relationship. The sample data was collected through convenience sampling method and a cross-sectional survey-based research design was employed. A paper-pencil survey was administered for this purpose by distributing a total of 476 questionnaires during office hours. However, only 410 responses were considered for final analysis using confirmatory factor analysis and multiple hierarchical regression analysis. Results reveal that emotional maturity factors (i.e., emotional stability, social adjustment, and personality integration) are positively associated with personal effectiveness. This study fully supports the applicability of broaden-and-build theory in explaining the proposed relationships in Indian context. This study offers advanced insights on the proposed relationship that has not been examined till now, and serves as a potential policy guideline for personal effectiveness in understudied non-US cultures like India. The findings of this study enrich the literature on personal effectiveness from broaden-and-build theory perspective.

METHOD

The method used for this study is described in below;

PARTICIPANTS FOR THE STUDY

The present study was conducted using descriptive research design. A total of 120 police officials were drawn from a population of police officials by simple random sampling method from different districts, in Kerala. The age of participants ranged from 20-50 years. Participants who could speak and understand English or Malayalam and who were free from any congenital, developmental, or behavioural disorders were included in this study.

MEASURES USED

The present study contains 2 inventories for the data collection procedure;

- Emotional maturity scale by Singh and Bhargava (2012).
- Personal effectiveness scale by Andros (1999) and re-standardized by Reena(2010)
- Personal data sheet

Emotional maturity scale

Emotional maturity scale was developed by Singh and Bhargava (2012). The scale has a total of 48 items and five categories (emotional stability, emotional progression, social adjustment, personality integration and independence). The Emotional maturity scale was rated in 5-point Likert scale with 5 indicating very much to 1 indicating never. The scores for the responses were 5,4,3,2 & 1 respectively for very much, much, undecided, probably and never.

Personal effectiveness scale

The personal effectiveness Inventory (PEI) by Andros (1999) and re- standardized by Reena (2010) was used to measure personal effectiveness. The PEI is

60 item questionnaire that measures the 6 dimensions of personal effectiveness. However, in the present study only 40 items measuring 5 dimensions of personal effectiveness is used. The personal effectiveness inventory was rated in 5-point Likert scale with 5 indicating strongly agree to 1 indicating strongly disagree. The scores for the responses were 5,4,3,2 &1 respectively for strongly agree, agree, undecided,disagree and strongly disagree. The sum of the scores for all the items constituted the total score on the scale. All items were positive.

Personal data sheet

PROCEDURE AND ADMINISTRATION

The questionnaire will be a self-administrating one. Instructions will be printed at the beginning of the inventories. Response space will be provided against each item, and the respondent will require ticking the appropriate column representing his/her response. Participants will be approached individually during the working hours in their respective organizations with the help of the concerned administration.

The participants will be briefed about the purpose of the study and confidentiality will be assured. Sufficient time will be given to respond to the questionnaires and then the data collection will be made. Scoring will be done as per manuals.

ANALYSIS OF DATA (STATISTICAL TECHNIQUES)

The following statistical techniques will be used to analyse the data collected, to throw light on the information sought from the investigation. Computer analysis (SPSS version 18) will be done to test the various hypotheses. The statistical tools of percentage analysis, preliminary analysis, correlation analysis, Analysis of variance or ANOVA will be used.

RESULTS AND DISCUSSION

SECTION 1

CORRELATION ANALYSIS BETWEEN EMOTIONAL MATURITY AND PERSONAL EFFECTIVENESS

In order to find out the correlation between emotional maturity and personal effectiveness, we use the Karl Pearson product moment correlation test. The coefficients of correlation obtained between different variables and also the intercorrelation are represented in table 1.1. The inter correlation of the entire data is found. There are 8 variables altogether i.e, 6 variables of personal effectiveness and the overall/total personal effectiveness. The 7th variable is the overall/total emotional maturity and the 8th variable is the emotional maturity level others are demographic variables. In the total correlations, there are 67 significant ones. Out of them 28 are significant at 0.01 levels and 39 are significant at 0.05 levels.

TABLE 1.1; Table showing the correlation and inter-correlation of Emotional maturity and Personal effectiveness

VARIABLES	PF	PG	TE	RE	PA	PES	EMS
PF	-						
PG	.822**	-					
TE	.834**	.805**	-				
RE	.792**	.770**	.839**	-			
PA	.792**	.777**	.822**	.799**	-		
PES	-.925**	-.906**	-.936**	-.911**	-.915**	-	
EMS	-.590**	-.570**	-.592**	-.559**	-.532**	-.619**	-
E Range	-.558**	-.516**	-.516**	-.519**	-.463**	-.559**	.892**
Age	.133	.131	.198*	.161	.076	.155	.255**
Sex	.152	.114	.188*	.162	.084	.152	.200*

**significant at 0.01 level and 0.05 level

INTER CORRELATIONS BETWEEN THE DIMENSIONS OF PERSONAL EFFECTIVENESS

The correlation coefficient indicates the strength of the relation between the variables. A coefficient is considered significant if the p-value is < 0.01 . Total personal effectiveness is significantly correlated with personal focus (PF) ($r=.925, p<0.01$); personal growth (PG) ($r=.906, p<0.01$); team effectiveness (TE) ($r=0.936, p<0.01$); relationships (RE) ($r=0.911, p<0.01$); personal adaptability (PA) ($r=0.915, p<0.01$). This indicates that there exists a high significant positive correlation between overall personal effectiveness and its variables.

According to Pareek (2001) Personal effectiveness as, being the best to oneself by mobilizing motivation and galvanizing cognitive capability in order to address the demand of a given situation; and the dimensions, self-disclosure is defined as, sharing with others what they do not seem to know about one- self.

CORRELATION BETWEEN EMOTIONAL MATURITY AND PERSONAL EFFECTIVENESS

The emotional aspect of maturity is the most important factor in the development of the comprehensive mature personality, especially in a workplace. This is the global factor of emotional maturity which is the strength to actualize individual abilities within the frame of social demands. Workplace has become an area of demands, pressures, competition and interpersonal conflicts. If one wants to succeed one must have the abilities to respond positively to workplace challenges. Effectiveness does not only mean being efficient but, it also takes a lot of understanding of interpersonal behaviours and integrity at the workplace.

The correlation matrix presented in table 1.1 indicates that there is a significant correlation between emotional maturity and personal effectiveness. The results of the correlation between the scores of emotional maturity and personal effectiveness, that these variables are significantly correlated ($r= -.619, p <0.01$). The overall emotional maturity has a significant correlation between all the 5 dimensions of personal effectiveness that is the personal focus (PF) ($r=-.590^{**}, p<0.01$); personal growth (PG) ($r=-.570^{**}, p<0.01$); team effectiveness (TE) ($r=-.592^{**}, p<0.01$); relationships (RE) ($r=-.559^{**}, p<0.01$); personal adaptability (PA) ($r=-.532^{**}, p<0.01$). This indicates that there exists a high negative significant correlation between emotional maturity and personal effectiveness. That means emotional immaturity decreases personal effectiveness. Studies also shows significant negative association between emotional maturity and personal effectiveness (Khan, Khan, Kawa, Fatima & Baby, 2015).

CORRELATION BETWEEN EMOTIONAL MATURITY, PERSONAL EFFECTIVENESS AND DEMOGRAPHIC VARIABLES

The relationship of socio-demographic variables (age, sex, educational qualification, marital status, residential area, and annual income) with emotional maturity is examined and the study shows that emotional maturity has a significant correlation with two demographic variables like age ($r=0.255, p < 0.01$) and sex ($r=.200, p<0.01$). Personal effectiveness shows no correlation with other demographic variables like age, sex, educational qualification, marital status, residential area, and annual income.

SECTION 2**ROLE OF EMOTIONAL MATURITY ON PERSONAL EFFECTIVENESS**

In order to examine the role of emotional maturity on personal effectiveness, the data is classified into different categories and the significance of differences in emotional maturity and the scores of the respondents in the different categories are tested by analysis of variance (ANOVA).

Main effects (One -way interaction):**(a) Emotional maturity on Personal effectiveness and its variables**

Emotional maturity on personal effectiveness and its variables were tested for its mean value. It can be noticed from Table 1.2 that Emotional maturity has indeed a significant role on personal effectiveness ($F=26.889$; $p<0.001$); and personal effectiveness variables like Personal focus(PF) ($F=26.324$; $p<0.001$), Personal growth(PG) ($F=19.795$; $p<0.001$), Team effectiveness(TE) ($F=21.293$; $p<0.001$), Relationships (RE)($F=20.639$; $p<0.001$) and Personal adaptability(PA)($F= 16.622$, $p<0.001$). That means emotional maturity make a significant difference on personal effectiveness.

*Table 1.2***(a) Results of the one- way ANOVA of emotional maturity on personaleffectiveness and its variables**

	Emotional maturity
	F-value
Personal effectiveness	26.889***
Personal focus	26.324***
Personal growth	19.795***
Team effectiveness	21.293***
Relationships	20.639***
Personal adaptability	16.622***

*** $p<0.001$

Emotional Maturity brings with it a capacity for independence, the willingness to take action as free agent along with the capacity to affiliate, to freely initiate and sustain loving relationships.

Personal effectiveness means making the most at all personal resources at our disposal-our personal talents, energy, and time relative to what is important to us.

Studies also show that emotional maturity has a significant influence on personal effectiveness.

Table 1.3 Mean and Standard deviation of different levels of emotional maturity on personal effectiveness and its variables

personal effectiveness and its variables	Levels of emotional maturity	Mean	Std. deviation
PF	1	33.64	3.231
	2	35.41	5.328
	3	31.23	5.023
	4	25.42	5.488
PG	1	33.42	2.763
	2	34.35	2.714
	3	31.64	6.145
	4	26.65	5.076
TE	1	33.60	2.828
	2	35.29	2.910
	3	31.73	5.453
	4	26.65	5.811
RE	1	33.62	3.162
	2	35.29	2.823
	3	31.32	5.735
	4	27.19	4.593
PA	1	33.34	3.108
	2	35.59	5.304
	3	31.50	6.360
	4	26.48	6.044
PE	1	167.68	11.831
	2	176.00	15.492
	3	157.36	26.707
	4	132.35	24.703

Emotional maturity has four levels such as 50-80 indicates extremely emotionally mature, 81-88 indicates moderately emotionally mature, 89-106 indicates emotionally immature and 107-240 indicates extremely emotionally immature. Based on mean scores (Table 1.3) it can also be reported that moderately emotionally mature participants have higher mean scores on personal effectiveness and its variables. That means moderately emotionally mature participants has high personal effectiveness as compared to others

SECTION 3

ROLE OF EMOTIONAL MATURITY AND CLASSIFICATORY FACTORS OF DEMOGRAPHIC VARIABLES (AGE, SEX, EDUCATIONAL QUALIFICATION, MARITAL STATUS, RESIDENTIAL AREA, ANNUAL INCOME) ON PERSONAL EFFECTIVENESS AND ITS VARIABLES

There is no significant interaction between emotional maturity and classificatory factors of demographic variables like age, sex, educational qualification, marital status, residential area, annual income on personal effectiveness and its variables. But in correlation analysis emotional maturity has a significant correlation with two demographic variables like age ($r=0.255$, $p < 0.01$) and sex ($r=-.200$ $p < 0.01$). As a result, the importance of demographic variables cannot be completely ignored.

According to Young (1996) the emotionally mature or stable individual regardless of his age, is the one who has the ability to overcome tension, to disregard certain emotion stimulations that affect him, and to view himself objectively as he evaluates his assets and liabilities and strings towards an improved integrator of his thoughts and emotional attitudes and his overt behaviour, so the mature individual is said to have control

over his emotions.

CONCLUSION

The present study investigates the relationship of emotional maturity on personal effectiveness among police officials. This study is quite distinctive because it will look at the direction of these variables. The focus points of this study are the relationship between emotional maturity and personal effectiveness. The study will try to confirm the hypothesis associated with emotional maturity and personal effectiveness. The findings of the study will add new insights and hope to generate further studies in the same framework. Effectiveness does not only mean being efficient but, it also takes a lot of understanding of interpersonal behaviours and integrity at the workplace. This will also help the police psychologists will get an idea about level of emotional maturity and its importance in one's personal effectiveness or self-efficacy or personal efficacy.

VARIABLES OF THE STUDY

- **Independent Variable**

Personal effectiveness

- **Dependent Variable**

Emotional maturity

- **Demographic variables**

Age, Sex, Educational qualification, Marital status, Residential area, Annual income

TENABILITY OF HYPOTHESES

Three main hypotheses were formulated for the study. In the light of the results of the study, the tenability of these hypotheses is tested:

- **The first hypothesis states: There will be significant relationship between emotional maturity and personal effectiveness.**

Pearson correlation was used for testing the hypothesis about correlation with emotional maturity and personal effectiveness. And there is a high positive interrelationship between personal effectiveness variable with its sub-variables. There exists a high significant negative relationship between emotional maturity and personal effectiveness. A study also shows significant negative association between emotional maturity and personal effectiveness. The overall emotional maturity has a significant relationship between all the 5 dimensions of personal effectiveness that is the personal focus (PF), personal growth (PG), team effectiveness, relationships (RE), and personal adaptability (PA). Hence the hypothesis is substantially accepted.

- **The second hypothesis states: There will be significant interactions between the levels of emotional maturity on personal effectiveness and its variables.**

A one-way ANOVA was conducted to find out the independent effect of emotional maturity on personal effectiveness. The results indicate that emotional maturity has indeed a significant role on personal effectiveness and personal effectiveness variables like Personal focus (PF), Personal growth (PG), Team effectiveness (TE), Relationships (RE) and Personal adaptability (PA). That means emotional maturity makes a significant difference on personal effectiveness. So the hypothesis is fully confirmed.

- **The third hypothesis states: There will be significant interactions between levels of emotional maturity & classificatory factors of demographic variables (Age, Sex, Educational Qualification, Marital status, Residential area, Annual Income) on personal effectiveness and its variables.**

Emotional maturity has a significant correlation with two demographic variables like age and sex and others are not at all significant. But there will not be any significant interactions between levels of emotional

maturity & classificatory factors of demographic variables (Age, Sex, Educational Qualification, Marital status, Residential area, Annual Income) on personal effectiveness and its variables. Hence this hypothesis is significant only in some extent.

MAJOR FINDINGS OF THE STUDY

- 1) There is a high positive interrelationship between overall personal effectiveness and its variables.
- 2) High emotional immaturity reduces personal effectiveness.
- 3) A high negative relationship exists between emotional maturity and personal effectiveness.
- 4) A high negative relationship exists between emotional maturity and variables of personal effectiveness.
- 5) Emotional maturity has a significant relationship between the demographic variables like age and sex.
- 6) Emotional maturity has a significant role on personal effectiveness and its variables.
- 7) Moderately emotionally mature participants have high personal effectiveness.

IMPLICATIONS OF THE STUDY

The present study was designed to understand and find out the relationship between emotional maturity on personal effectiveness among police officials. This study has a lot of influence in the field of police psychology. It is hoped that this study will stimulate enthusiastic investigators to undertake future research programmes that may further illuminate this area. Emotional maturity is an essential condition for the development of every individual.

Police psychology is an applied field of psychology and it is a relatively new field. It will be a major breakthrough in the field of police and public safety psychology and helps further identifying the influence of, emotional maturity on personal effectiveness of police officials and how those roles affect their life personal effectiveness. Police psychologists will get an idea about level of emotional maturity and its importance in one's personal effectiveness or self-efficacy.

LIMITATIONS OF THE PRESENT STUDY AND SUGGESTIONS FOR FUTURE RESEARCH

This study is conducted to find out the relationship of emotional maturity on personal effectiveness among police officials. This study is limited to police officials of districts of Kerala who understand English and Malayalam. The participants from whole Kerala may produce variations in the result. A study using a large sample can also produce a better result. It is a quantitative study. A combination of quantitative and qualitative methods will be more effective than this. The finding of the result justifies a strong recommendation for future research based on emotional maturity and personal effectiveness.

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