



## JOB STRESS AMONG POLICEMEN AND JOURNALISTS: AN EMPIRICAL STUDY

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### Abstract

*An increasing complexities and pressures on human being due to many reasons, the stress level has been rising at a phenomenal rate. The factor, which contributes to the stress, differs between cultures and within the cultures too. Job is the major source of the satisfaction of the various needs, as well as of frustration and stress. Job stress has been putting considerable effect on employees job behaviour, physical and psychological well being. The cost of job stress is also high in human and monetary terms. The job attitude plays a vital role in the behaviour of an employee. It is related to the attitude of employees towards job. Job attitudes are the feelings and beliefs that largely determine how employees perceive their environment, commit themselves to intended action and ultimately behave. To identify the level of job involvement, job involvement scale has been used. The data collected from sampled population is analysed with arithmetic summation with mean and standard deviation. The attempts have been done in this study the job stress of the occupation policemen and journalists and its relation with job attitude and job involvement. The study revealed that policemen have more job stress as compared with the journalists. The journalists has comparative good attitude towards their job and involvement too.*

**Keywords:** Job Stress, job involvement, Job Attitude



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### Introduction

An increasing complexities and pressures on human being due to many reasons, the stress level has been rising at a phenomenal rate. The factor, which contributes to the stress, differs between cultures and within the cultures too.

Stress means misfit between person and environment. Stress is psychosomatic and, when it becomes severe, it has ill effects. Employees spent more than one third of their daily routine on job. Job is the major source of the satisfaction of the various needs, as well as of frustration and stress. Job stress has been putting considerable effect on employees job behaviour, physical and psychological well being. The cost of job stress is also high in human and monetary terms. The attempts have been done in this study to identify the job stress between different occupations whether it is high, moderate or low.

For the analysis of job stress between policemen and journalists occupations the occupational stress scale is used. The occupational stress scale is with sub-scales; therefore an attempt is made to identify the job stressors dimensions-wise. The job stress scale constitutes twelve dimensions. These dimensions are – role overload, role ambiguity, role conflict, unreasonable group, responsibility for persons, under participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working conditions and unprofitability.

The job attitude plays a vital role in the behaviour of an employee. It is related to the attitude of employees towards job. Job attitudes are the feelings and beliefs that largely determine how employees perceive their environment, commit themselves to intended action and ultimately behave.

Job involvement is an important role in the modern age. The employee who is involved in the job exhibits certain behaviour as compared with the employees that does not involve in the job. The people, who immerge in their jobs, invest time and energy in them and view work as a central part of their overall lives.

### **Objectives of the Study**

1. To Study the job stress, job attitude and job involvement of the occupations of policemen and journalists
2. To study the dimension wise relation of job stress with job attitude and job involvement of the occupations of policemen and journalists.

### **Hypothesis**

1. Different occupation induces difference in job stress, job attitude and job involvement.
2. Occupation difference exists in job attitude.
3. The degree of difference in job involvement persists in different occupations.

### **Methodology**

To identify the job stress, job attitude and job involvement between Policemen and Journalists occupations mean, S.D. and 't' score is calculated. To compare the job stress and job attitude as well as job stress and job involvement a comparison of occupation is made and two tailed significant is calculated.

To identify the employee attitude towards their job, the job attitude scale has been used. The scale is divided in five sub-scales viz. work itself, promotions, supervision, working conditions and coworkers.

To identify the level of job involvement, job involvement scale has been used. The data collected from sampled population is analysed with arithmetic summation and with mean and standard deviation.

**Profile of the Respondents**

For Policemen and journalist occupations fifty (50) respondents are selected by using simple random method. The study is limited to Kolhapur District. The average age of the respondents is thirty-nine years. The age range is twenty five years to fifty-nine years.

**Analysis and Interpretation of the Data**

The dimension wise analysis of job stress, dimension wise analysis of job attitude and job involvement between various occupations. The logical comparisons of the occupations have been made to study the relation of job stress job attitude and high, moderate and job involvement for the occupation of policemen and journalists.

**Table No.1 Mean, S.D. regarding Job Stress, Job Attitude and Job Involvement for different occupations.**

<b>Occupation/ Job</b>	<b>Job stress</b>		<b>Job Attitude</b>		<b>Job Involvement</b>	
	<b>Mean</b>	<b>S.D.</b>	<b>Mean</b>	<b>S. D.</b>	<b>Mean</b>	<b>S. D.</b>
Policemen	146.00	17.06	48.24	10.39	153.64	12.17
Journalist	124.32	16.84	56.34	08.76	159.92	11.89

The job of policemen has mean value 146.00 which is more than the mean value of the occupation of journalist. The Job stress for the policemen is in high job stress category. The mean value of the job attitude of the journalist is 56.34 which is more than the policemen. The mean value of the job involvement of the journalist is 159.92 which is higher than the policemen.

**Table No. 2 Analysis of Role Overload - A Stress Dimension between Policemen and Journalists.**

<b>Occupation</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>df</b>	<b>'t' Score</b>
Policemen	50	22.54	3.83	98	5.1 *
Journalists	50	18.34	4.31		

\* P< 0.01

The obtained 't' score is 5.1, which is significant at 0.01 level of confidence. It shows that there is difference in job stress regarding role overload component between journalists and policemen.

The mean score of journalists is 18.34 and that of policemen is 22.54. The mean score of policemen is higher than that of journalist. It indicates that policemen have more job stress due to role overload component as compared to the journalists.

**Table No. 3 Mean, S.D. and ‘t’ score between Policemen and Journalists on Role Ambiguity - A Stress Dimension.**

<b>Occupation</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>df</b>	<b>‘t’ Score</b>
Policemen	50	11.14	2.57	98	2.80 *
Journalists	50	09.58	2.98		

\* P< 0.01

The obtained ‘t’ score is 2.80, which is significant at 0.01 level of confidence. It shows that there is difference in job stress regarding role ambiguity component between journalists and policemen. The mean score of journalists is 9.58 and that of policemen is 11.14. The mean score of policemen is higher than that of journalist. It shows that policemen have more job stress due to role ambiguity component as compared to the journalists.

**Table No. 4 Analysis of Role Conflict - A Stress Dimension between Policemen and Journalists**

<b>Occupation</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>df</b>	<b>‘t’ Score</b>
Policemen	50	15.14	3.01	98	2.40 *
Journalists	50	13.52	3.69		

\* P< 0.05

The obtained ‘t’ score is 2.40, which is significant at 0.05 level of significance. It shows that there is difference in job stress regarding role conflict component between journalists and policemen.

The mean score of journalists is 13.52 and that of policemen is 15.14. The mean score of policemen is higher than that of journalist. It reveals that policemen have more job stress due to role conflict component as compared to the journalists.

**Table No. 5 Mean, S.D. and ‘t’ score between Policemen and Journalists on Unreasonable Group - A Stress Dimension.**

<b>Occupation</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>df</b>	<b>‘t’ Score</b>
Policemen	50	12.64	3.44	98	1.31
Journalists	50	11.74	3.42		

The ‘t’ score in the table is 1.31, which is not significant.

**Table No. 6 Mean, SD and ‘t’ score between Policemen and Journalists on Responsibility for Persons - A Stress Dimension**

<b>Occupation</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>df</b>	<b>‘t’ Score</b>
Policemen	50	7.54	1.86	98	2.91 *
Journalists	50	8.80	2.42		

\* P< 0.01

The obtained 't' score is 2.91, which is significant at 0.01 level of significance. It reflects that there is difference in job stress regarding responsibility for persons component between journalists and policemen.

The mean score of journalists is 8.80 and that of policemen is 7.54. The mean score of policemen is lower than that of journalist. It indicates that journalists have more job stress due to responsibility for person's component as compared to the policemen.

**Table No. 7 Mean, S.D. and 't' score between Policemen and Journalists on Under Participation - A Stress Dimension.**

<b>Occupation</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>df</b>	<b>'t' Score</b>
Policemen	50	14.94	2.32	98	5.70 *
Journalists	50	11.80	3.09		

\* P < 0.01

The obtained 't' score is 5.70, which is significant at 0.01 level of confidence. It shows that there is difference in job stress regarding under participation component between journalists and policemen. The mean score of journalists is 11.80 and that of policemen is 14.92. The mean score of policemen is higher than that of journalist. It reveals that policemen have more job stress due to under participation component as compared to the journalists.

**Table No. 8 Analysis of Powerlessness - A Stress Dimension between Policemen and Journalists**

<b>Occupation</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>df</b>	<b>'t' Score</b>
Policemen	50	11.54	1.76	98	7.87 *
Journalists	50	08.64	1.92		

\* P < 0.01

The obtained 't' score is 7.87, which is significant at 0.01 level of significance. It indicates that there is difference in job stress regarding powerlessness component between journalists and policemen.

The mean score of journalists is 8.64 and that of policemen is 11.54. The mean score of policemen is higher than that of journalist. It reflects that policemen have more job stress due to powerlessness component as compared to the journalists.

**Table No. 9 Mean, S.D. and 't' score between Policemen and Journalists on Poor Peer Relations - A Stress Dimension.**

<b>Occupation</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>df</b>	<b>'t' Score</b>
Policemen	50	12.36	2.98	98	4.21 *
Journalists	50	09.64	3.45		

\* P < 0.01

The obtained 't' score is 4.21, which is significant at 0.01 level of significance. It shows that there is difference in job stress regarding poor peer relations component between journalists and policemen.

The mean score of journalists is 9.64 and that of policemen is 12.36. The mean score of policemen is higher than that of journalist. It reveals that policemen have more job stress due to poor peer relations as compared to the journalists.

**Table No. 10 Analysis of Intrinsic Impoverishment - A Stress Dimension between Policemen and Journalists**

<b>Occupation</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>df</b>	<b>'t' Score</b>
Policemen	50	11.02	2.68	98	5.60 *
Journalists	50	08.22	2.30		

\* P< 0.01

The obtained 't' score is 5.60, which is significant at 0.01 level of significance. It indicates that there is difference in job stress regarding intrinsic impoverishment component between journalists and policemen.

The mean score of journalists is 8.22 and that of policemen is 11.02. The mean score of policemen is higher than that of journalist. It reveals that policemen have more job stress due to intrinsic impoverishment component as compared to the journalists.

**Table No. 11 Mean, S.D. and 't' score between Policemen and Journalists on Low Status - A Stress Dimension.**

<b>Occupation</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>df</b>	<b>'t' Score</b>
Policemen	50	7.14	2.25	98	3.16 *
Journalists	50	5.82	1.90		

\* P< 0.01

The obtained 't' score is 3.16, which is significant at 0.01 level of significance. It shows that there is difference in job stress regarding low status component between journalists and policemen.

The mean score of journalists is 5.82 and that of policemen is 7.14. The mean score of policemen is higher than that of journalist. It reflects that policemen have more job stress due to low status component as compared to the journalists.

**Table No. 12 Analysis of Strenuous Working Conditions - A Stress Dimension between Policemen and Journalists**

<b>Occupation</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>df</b>	<b>'t' Score</b>
Policemen	50	13.28	2.97	98	2.86 *
Journalists	50	11.90	1.68		

\* P< 0.01

The obtained 't' score is 2.86, which is significant at 0.01 level of significance. It shows that there is difference in job stress regarding strenuous working conditions component between journalists and policemen.

The mean score of journalists is 11.90 and that of policemen is 13.28. The mean score of policemen is higher than that of journalist. It reveals that policemen have more job stress due to strenuous working conditions component as compared to the journalists.

**Table No. 13 Mean, S.D. and 't' score between Policemen and Journalists on Unprofitability - A Stress Dimension.**

Occupation	N	Mean	S.D.	df	't' Score
Policemen	50	6.74	1.52	98	1.13
Journalists	50	6.32	2.13		

The calculated 't' score in the table is 1.13, which is not significant.

**Table No. 14 Analysis of Total Job Stress between Policemen and Journalists**

Occupation	N	Mean	S.D.	df	't' Score
Policemen	50	146.00	17.07	98	6.39 *
Journalists	50	124.32	16.84		

\* P< 0.01

The obtained 't' score is 6.39, which is significant at 0.01 level of significance. It shows that there is difference in job stress between journalists and policemen.

The mean score of journalists is 124.32 and that of policemen is 146. The mean score of policemen is higher than that of journalist. It indicates that policemen have more job stress as compared to the journalists.

**Table No. 15 Analysis of Work Itself – A Job Attitude Dimension Policemen and Journalists**

Occupation	N	Mean	S.D.	df	't' Score
Policemen	50	7.62	1.60	98	2.56 *
Journalists	50	8.40	1.43		

\* P< 0.05

The obtained 't' score is 2.56, which is significant at 0.05 level of significance. It reveals that there is difference in job attitude about work itself between journalists and policemen.

The mean score of journalists is 8.40 and that of policemen is 7.62. The mean score of policemen is lower than that of journalist. It indicates that journalists have better job attitude about work itself component than that of policemen.

**Table No. 16 Mean, S.D. and ‘t’ score Policemen and Journalists about Promotions – A Job Attitude Dimension**

<b>Occupation</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>df</b>	<b>‘t’ Score</b>
Policemen	50	09.96	3.47	98	4.29 *
Journalists	50	12.58	2.56		

\* P< 0.01

The calculated ‘t’ score is 1.29, which is significant at 0.01 level of confidence. It shows that there is difference in job attitude regarding promotion component between journalists and policemen.

The mean score of journalists is 12.58 and that of policemen is 9.96. The mean score of policemen is lower than that of journalist. It indicates that journalists have better attitude about promotion component of job attitude as compared to the policemen.

**Table No. 17 Means, SD and ‘t’ score between Policemen and Journalists about Supervision – A Job Attitude Dimension.**

<b>Occupation</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>df</b>	<b>‘t’ Score</b>
Policemen	50	10.58	2.93	98	1.64
Journalists	50	11.50	2.67		

The calculated ‘t’ value in the table is 1.64, which is not significant.

**Table No. 18 Mean, S.D. and ‘t’ score between Policemen and Journalists about Co-workers – A Job Attitude Dimension.**

<b>Occupation</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>df</b>	<b>‘t’ Score</b>
Policemen	50	11.32	2.50	98	1.36
Journalists	50	12.02	2.63		

The ‘t’ score in the table is 1.36, which is not significant.

**Table No. 19 Analysis of Working Conditions – A Job Attitude Dimension between Policemen and Journalists**

<b>Occupation</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>df</b>	<b>‘t’ Score</b>
Policemen	50	08.76	2.50	98	6.93 *
Journalists	50	11.84	1.91		

\* P< 0.01

The obtained ‘t’ score is 6.93, which is significant at 0.01 level of significance. It indicates that there is difference in job attitude regarding working conditions between journalists and policemen.

The mean score of journalists is 11.84 and that of policemen is 8.76. The mean score of journalist is higher than that of policemen. It indicates that journalists have better job attitude regarding working conditions as compared to the policemen.



**Table No. 20 Analysis of Job Attitude between Policemen and Journalists.**

Occupation	N	Mean	S.D.	df	‘t’ Score
Policemen	50	48.24	10.40	98	4.21 *
Journalists	50	56.34	08.76		

\* P< 0.01

The obtained ‘t’ score is 4.21, which is significant at 0.01 level of significance. It shows that there is difference in job attitude between journalists and policemen.

The mean score of journalists is 56.34 and that of policemen is 48.24. The mean score of journalist is higher than that of policemen. It indicates that journalists have better job attitude as compared to the policemen.

**Table No. 21 Analysis of Job Involvement between Policemen and Journalists.**

Occupation	N	Mean	S.D.	df	‘t’ Score
Policemen	50	153.64	12.17	98	2.60 *
Journalists	50	159.92	11.90		

\* P< 0.05

The calculated ‘t’ score is 2.60, which is significant at 0.05 level of significance. It shows that there is difference in job involvement between journalists and policemen.

The mean score of journalists is 159.92 and that of policemen is 153.64. The mean score of journalist is higher than that of policemen. It reveals that journalists have more job involvement as compared to the policemen.

From the above analysis the hypothesis tested and accepted that –

1. Different occupation induces difference in job stress, job attitude and job involvement.
2. Occupation difference exists in job attitude.
3. The degree of difference in job involvement persists in different occupations.

**Conclusion**

1. The Job stress for the policemen is in high job stress category. The job attitude of the journalist more than the policemen. The job involvement of the journalist is higher than the policemen.
2. The policemen have too much work pressure since they are engaged in internal security in their jurisdiction; they are engaged in the assignments of investigation and patrolling. It leads more job stress to the policemen.
3. The role of policemen changes as the situation changes. The nature of work or the nature of investigation may differ case to case. It interns in more job stress to the policemen.
4. The policemen have to perform their duty for long hours. Sometimes higher rank officers interfere in their jurisdiction and working methods, sometimes they are not clearly instructed

for their assignments. It becomes difficult to implement the change in the method of investigation. This ultimately leads to more stress among the policemen.

5. It is obvious that the competency of news paper depends upon the efficiency and quality work of journalist. In the competitive world, journalists have to be very careful, efficient, studious, and dynamic with realistic approach. Journalist experience more job stress regarding the responsibility for person's component.

6. The higher authorities of the policemen do not consider the suggestions and the opinions of policemen in daily work; they have to follow the orders of higher authority. To solve the administrative problems, the opinions and suggestions from the policemen are not sought. For modifying the work system the instructions of the policemen are not considered. This results in more job stress among the policemen.

7. Policemen feels that their instructions, suggestions and opinions are not considered in routine work by the higher rank officers. It leads job stress among the policemen. They also feel that the officers do not behaviorally support them; their genuine problems are looked upon with low interest as well they feel that their higher rank officers adopt specific behavioural pattern that makes them poor in using their ability and experience in daily work. It interns more job stress to the policemen.

8. Policemen feel that their higher rank officers adopt specific behavioural pattern that makes them poor in using their ability and experience in daily work. It interns more job stress to the policemen and also feels that their officers do not care their self-respect. They also feel that they have relative low status as compared to the other jobs. It interns job stress among the policemen.

9. The working conditions such as physical facilities, salary and benefits, use of new technology, supportive supervision and harmonious communication are not in adequately available. Therefore policemen have job stress.

10. Almost all dimensions of job stress are significant and have high mean in case of policemen therefore they have more job stress than that of journalist.

11. Policemen feels that their work is not interesting one. They have to perform their duty in legal frame and they have to work for long hours. This does not allow them to give suitable time to solve their family problems. This results in more job stress.

12. The policemen feels that opportunities to grow intellectually are there but due to role overload they can not avail these opportunities. Therefore policemen do not have better job attitude.

13. The policemen are not satisfied with their working conditions. The aspects of working conditions such as physical, economic, human aspects are not good. Therefore policemen do not have better job attitude.

14. As almost all the dimensions of the job attitude except coworkers regarding policemen are not having better attitude. Therefore the total job attitude of policemen is not better.

15. The job involvement of policemen is low it may be because of situational characteristics and personal variables. They experience more job stress and they do not have good attitude towards their job. It results in low job involvement.

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