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A study to assess the stress and coping strategies among police constables at selected urban police stations in Bengaluru with a view to develop an information guide sheet on stress reduction

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Abstract

Objectives of the study:

- To assess the level of stress among Police Constables.
- To assess the coping strategies among Police Constables.
- To assess the relationship between stress and coping strategies among police constables.
- To find the association between the level of stress, coping strategies and selected demographic variables.

Result: Analysis is described as categorized ordering, manipulating and summarizing the data to obtain answers to research questions. The purpose of analysis is to reduce the data to an intelligible and interpretable form so that the relationship between variables can be studied.

This section presents the analysis and interpretation of the data collected from 60 police constables from urban police station Bengaluru. The data collected through modified police stress inventory and coping strategy scale for assess the level of stress and coping strategy among police constable was organized, analyzed and interpreted by using descriptive and inferential statistics.

Interpretation and Conclusion: This chapter presents the conclusions drawn, implications, limitations, suggestions and recommendations.

The present study is focused on assess the stress and coping strategies among police constables at selected urban police stations in Bengaluru.

In this study descriptive survey research design was used to conduct the study which is a type of non-experimental approach. 60 (Police constables) sample were drawn from population using non probability convenient sampling technique. The data was collected by using modified scale of police stress inventory and coping strategy among police constables. Data was analyzed and interpreted by applying statistical methods.

The 60 Police constables in urban police station have willingly participated in the study. The study was based on the Sister Callista Roy's Adaptation model (1984). It provides a comprehensive systematic framework to assess the level of stress and coping strategies among police constables. The major findings of the study were as follows

- Among 60 participants 46% were between 21-30years, 40.0% belongs to 31-40years, 13.3% were belongs to 41-50 years and none of them belongs to above 51 years of age.
- Among 60 participants majority, 91.7% were males, and 8.3% were females.
- Among 60 respondents 96.7% belongs to Hindu and remaining 3.3% belongs to Muslim.
- Among 60 respondents 11.7% respondents had SSLC, 20.0% had PUC, 58.3% had Degree and the remaining 10% post graduuated.
- Among 60 respondents majority of respondents 66.7% were married and 33.3% were unmarried.
- Among 60 respondents majority, 56.7% of participants were belongs to nuclear family and remaining 43.3% belongs to joint family.

Keywords: Stress and coping strategies, association between the levels of stress, police constables

Introduction

The greatest weapon against stress is our ability to choose one thought over another.

Williams James

Stress is a major problem in our life, there is no person in this world without stress. If we overcome the problem stress can be easily resolved. On the other hand it may leads to psychosocial problems and psychological adjustment problems, which can be manifested

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in the form of illness and absenteeism in the job.

Stress refers to the individual's reaction to disturbing factor in the environment. Stress is defined as an adaptive response as behaviour that maintains the integrity of the individual. Adaptation is viewed as positive and is correlated with healthy responses. When behaviour disrupts the integrity of the individual, it is perceived as mal adaptive. Maladaptive responses by the individual are considered to be negative and unhealthy.

Stress is a major problem in our life, there is no person in this world without stress. Stress is a fact of life and is inevitable in this age of intense competition, increases expectation and innumerable other activators of stress. Nevertheless, stress has always been present and will continue to be present irrespective of gender, age, social class, and profession ^[1].

The word stress is derived from a Latin word "stringer" that means to blind tight and it is the shortened form of distress which denote noxious human experiences. It was Hans selye who introduces stress in life science. Stress experience by two individual in same situation is different and it can evoke both positive and negative effect on its victims. This is due to differences in perception of stress ^[2].

Majority of the police personnel were subjected to stress as a result of long working hours, always exceeding shift hours, feeling inadequately rewarded, feeling inadequately valued for abilities and commitments, criticism by superiors and not feeling satisfied after finishing their work in Bangalore city, India ^[6].

The majority of police personnel studies reported stress at the workplace. A significant association of stress level among police personnel was found between age group, marital status, educational status and working hours. Hence there is a need for resources to be directed towards exploring effective ways of modifying the organization of workload and improving the management environment. Also introduction of periodical health examination may be required to detect any morbidity developing or existing among the police personnel ^[6].

Reviews of literature

"Review of literature is a key step in the research process. Review of literature refers to an extensive, exhaustive and systematic examination of publications relevant to the research project."

This chapter presents a review of literature related to the research topic. The most common usage of the term 'review of literature' refer to the section of research study in which the researcher describes the linkage between previously existing knowledge and the current study. It helps in relating the findings from one study to the next to establish a comprehensive body of scientific knowledge in a professional discipline from which valid and pertinent findings might be established.

The review of literature is defined as a broad, comprehensive, in depth, systematic and critical review of scholarly publications, unpublished scholarly print materials, audio visual materials and personal communications.

The review of literature is considered essential to all the steps of research process. Review of literature is a process of familiarizing oneself with the knowledge collected and assimilated, which will generate a picture of what is known and what is unknown ^[13].

Reviews related to occupational stress and coping in various occupations

The explosive increase in research on occupational stress, especially during the last decade has clearly established that job-related stress has an adverse impact on productivity, absenteeism, worker's turnover and employee health. In addition to these severe consequences of stress-related problems in the workplace, reduced productivity and diminished customer services are hidden costs that often result from 'exhausted or depressed employees who are not energetic, accurate, or innovative at work.

A study was done to identify the factors influencing stress and coping strategies among degree college teachers in Karnataka. The 200 samples were selected from 40 colleges of Dharward city. The data collection was done by self-administered questionnaire and employment organization sources of stressor scale. The result shows that more than 50 percentages of teachers are stressed because of organizational responsibilities that interfere with family responsibilities. The study has shown that there are variations in the experience of stress related to work, role, personal development, interpersonal relation and organizational climate by the male and female degree college teachers. Therefore, there is the need for effective management of the stressors by making use of different management strategies by providing effective guidance and counselling.

A descriptive study was undertaken to find out how IT professionals perceived work stress and their response to stress. Work stress scale and stress response checklist were used to assess the stress level and subjects response. The study findings revealed that majority 80% of subjects reported moderate level of stress response, where 20% of them were experiencing severe stress. 10% were experiencing severe stress responses, 3.3% are having extreme level of stress responses.

A study was done to assess the level of occupational stress and how stress is related to General Health among IT (Information and Technology) workers in a selected company, in Tamil Nadu. A sample of 100 employees both male and female was randomly selected from a selected IT industry. Occupational Stress Scale and General Health Questionnaire were administered individually to collect data. One-way ANOVA was used to analyze the data to test the hypothesis. The result shows that there is a significant difference found between high and low Occupational Stress on General health. Hence it is concluded that increase of occupational stress affects the general health of the IT workers.

Reviews related to occupational stress and coping strategies in police

A descriptive study was conducted on occupational stress and health among 60 police who were nominated personnel to attend the three day stress management training programmed. The study finding revealed that entitled "police lifestyle" was designed to understand issues, focusing on various demographical and life style factors, including occupational stress and health. The study result concluded that the police constable, who are located at the lowest echelons of the organizational ladder; personnel reported exercise, walking, yoga and happy family environment as potent contributors of stress reduction ^[7].

A descriptive study was conducted with the objective to understand the psychological stress among 50 west Bengal senior police officers. The study findings revealed that 14% of the police officer was suffering from high psychological stress, Unprofitability 22.0%, role overload 18.0%, role conflict 18.0% powerlessness 18.0%, role ambiguity 16% unreasonable group and political pressure 16%. The study suggested that special attention is required for taking need-based measures for each of the above areas of stress for unburdening the level of stress among police officers.

A study conducted on the Turkish National Police personnel to assess the effects of commonly examined police stressors. Data was collected from 812 samples through self-administered questionnaire. The major findings of the study indicate that organizational issues are the most common causes of stress among police. The researchers have emphasised that with necessary steps stressors among police job can become less stressful. And the researchers have stressed the need for applying modern management techniques at both macro and micro levels.

Another survey was conducted on 538 Turkish National Police employees from 7 cities in Turkey regarding occupational stress, work related wellbeing, and organizational performance. The influence of organizational and operational stressors on work related burnout was examined by using structured equation modeling. The results of the study indicate that TNP employees perceived

that organizational and operational stress have statistically significant positive effect on work related burnout.

4. Methodology

Research methodology organizes all the components of the study in a way that is most likely to lead to valid answers to the sub problems that have been posed. This comprises the research approach, research design, setting, population, sample, sample size, sampling technique, development and description of the tool, pilot study, and method of data collection and plan for data analysis.

Research Approach

Research approach is the most significant part of any research. The appropriate choice of the research approach depends upon the purpose of the research study which has been undertaken. In order to accomplish the main objectives of the study a non-experimental research approach was considered the best to assess the stress and coping strategies among police constables at selected urban police stations in Bengaluru with a view to develop an information guide sheet on stress reduction.

Research design

A researcher’s overall plan for obtaining answers to the research questions or for testing the research hypothesis is referred to as the research design. A descriptive survey design was adopted for the study.

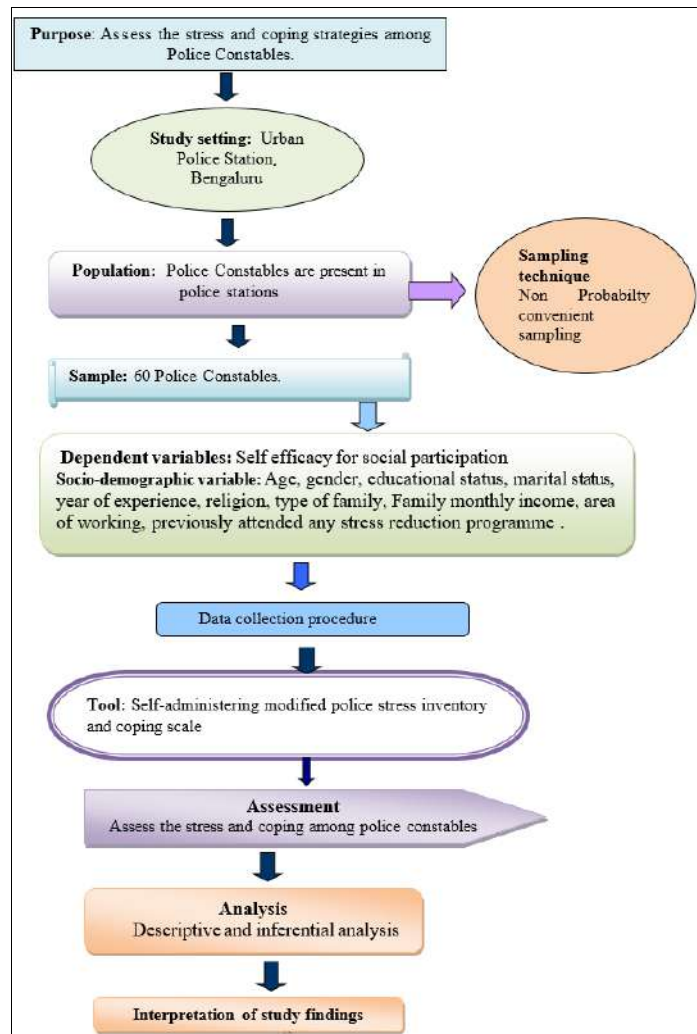


Fig 2: Schematic representation of research design of the study

Research setting

Setting refers to the area where the study is conducted. It is the physical location and condition in which data collection takes place in a study. This study was conducted in Urban Police Stations in Bengaluru district.

Population

Population is a group whose members possess specific attributes that a researcher is interested in studying. In the present study, the population consisted of Police Constables who were present in police station, Bengaluru.

Sample

Sample consists of the subject of the population selected to participate in a research study. In the present study Police Constables who were present in police station in Bengaluru.

Sample size

The total sample size of the study consists of 60 Police Constables.

Sampling technique

Sampling refers to the process of selecting the portion of population to represent the entire population. Subjects were selected by Non probability- Convenient sampling technique.

Criteria for selection of sampling

The criteria for sample selection are mainly depicted under two headings, which includes the inclusive and the exclusive criteria.

Inclusion Criteria

1. Police constables who are present during the study period
2. Police constables those who are willing to participate in the study.

Exclusion Criteria

1. Police constables who are sick during the study period.
2. Police constables who are on leave during the study period.
3. Police constables who are busy with work and can't participate.

Research variables

1. **Dependent variable:** Police constables.
2. **Socio-demographic variable:** Age, gender, educational status, marital status, year of experience, religion, type of family, Family monthly income, area of working, previously attended any stress reduction programme.

Tool of Research

Based on the objectives of the study, self-administering questionnaire of modified police stress inventory and coping scale was prepared in order to assess the level of stress and coping strategy among police constables.

Selection and Development of the Tool

The data was collected by using modified police stress inventory and coping strategy scale to assess the level of stress and coping strategy among police constables. The tool was selected and developed based on the research problem,

review of the related literature and with suggestions and guidance of the experts in the field of psychiatric Nursing, The tool consisted of 2 Parts.

Part A: Consists of questions on socio demographic data such as Age, gender, educational status, marital status, year of experience, religion, type of family, Family monthly income, area of working, previously attended any stress reduction programme.

Part B: It consists of 2 sections

Section I: It consists of 22 items to assess the stress among police constables. Which are divided into 3 aspects.

1. Working environment condition
2. Impact of supervisors on level of stress
3. Personal and family related

Section II: It consists of 20 items to assess the coping strategy among police constables. Which are divided into 2 aspects.

1. Positive statements
2. Negative statements

Scoring Interpretation

The number of items in modified police stress inventory and coping strategy scale to assess the level of stress and coping strategy. It included 22 items in stress scale and each item is rated 1, 2, 3, that is Low, Moderate, High. In this a response carries one score and maximum score of 3 and total maximum score of 22 items is 66 and coping scale include 20 items and each item is rated 1, 2, 3, 4, that is I usually don't do this at all, I usually do this little bit, I usually do this medium amount and I usually do this a lot. In this a response carries one score and maximum score of 4 and total maximum score of 20 items is 80.

Interpretation of score and assess the level of stress for police constables

Level of stress	Low	Moderate	High
Percentage	Below 50%	50%-75%	More than 75%
Score	Less than 36	37-51	More than 52

Interpretation of score and assess the coping strategy for police constables

Coping Strategy	Poor	Moderate	Good
Percentage	Below 50%	50%-75%	Above 75%
Score	Less than 40	41-61	More than 62

Content validity

It refers to the degree to which the instrument measures what it is intended to measure. The prepared tool along with objectives was submitted to 9 experts of psychiatric nursing, 1expert of clinical psychologist and 1expert of statistian. The tool got its final shape after modification based on the recommendations and suggestions of the experts and guide.

Reliability

Reliability of the research instrument is defined as the extent to which the instrument yields the same results in repeated measures. It is then concerned with consistency, accuracy, precision, stability, equivalence and homogeneity.

The tool after validation was subjected to test for its reliability. The modified police stress inventory and coping

scale questionnaire was administered to 6 samples. The reliability of the tool is computed using Cronbach's alpha method. The reliability co-efficient of self-administering modified police stress inventory scale was found to be 0.91 and coping strategy scale was found to be 0.90 revealing the tool is feasible for administration for the main study. Since the reliability co-efficient $r > 0.70$ the tool was found to be reliable and feasible.

Pilot study

Pilot study is a small version or trial run done in preparation for a major study.¹⁸ Pilot study is a miniature of some part of actual study which is administrated to subjects, drawn from the same population.

The pilot study was conducted from 02-09-2014 to 09-09-2014 at Siddapura Police Station, Bengaluru, for a period of one week to find out the reliability of the tool, to assess the stress and coping strategy among police constables so as to decide their suitability for the final study. Formal permission was obtained from authority prior to the pilot study. Six participants were selected by using Non probability- convenient sampling technique. The modified police stress inventory and coping scale to assess the level of stress and coping strategy among police constables was administered to the police constables who were available at the time of data collection. The tool was found to be feasible, practicable and acceptable. The result of the pilot study showed that most of the respondents were having high stress.

Finalization of Tool

Tool for the main study was finalized after Pilot Study. The tool was finalized for the main study after seeking suggestion from guide.

Procedure for data collection

The main study was conducted between 27-09-2014 to 27-10-2014 for period of 4 weeks in selected urban police station at Bengaluru, after obtaining formal permission.

The total samples of the main study consisted of 60 police constables. After obtaining consent from participants, data was collected from the samples by administering modified police stress inventory and coping strategies scale to assess the stress and coping strategies among police constables. It has taken 40 minutes to complete the modified scale to assess the level of stress and coping strategy among police constables and it took four weeks to complete the study. It was found that the items were simple and comprehensive.

Plan for data analysis

The data obtained was planned to be analyzed on the basis of the objectives and assumptions of the study by using descriptive and inferential statistics.

- Frequency and percentage distribution were used to study the demographic variables.
- Mean & standard deviation were used to assess the level of stress and coping strategy among police constables.
- Co-relation were used to assess the relationship between the level of stress and coping strategies among police constables.
- Chi- square test was used to find the association between level of stress and coping strategy among police constables with selected demographic variables.

Discussion

This chapter deals with discussion of the study with the appropriate review of literature, statistical analysis and findings of the study based on objective of the research study.

A report of findings is never sufficient to convey their significance. The meaning that researchers give to the results plays a rightful and important role in the report. The discussion section is devoted to a thoughtful and insightful analysis of the findings, leading to a discussion of their clinical and theoretical utility.

The present study is focused on assess the stress and coping strategies among police constables at selected urban police station in Bengaluru.

Descriptive survey Research design was used to conduct the study which is a type of non-experimental approach. The target population for the study was selected from urban police station. This population was selected by convenient sampling technique which is a type of non-probability sampling technique. The total samples under the study were 60 Police constables. The data collection was made through modified scale of stress inventory and coping strategy among police constables. The findings of the study was discussed with reference to the objectives and with findings of other studies as under,

Part A: Demographic variables of Respondents.

Part B: Section I: Assess the level of stress and coping strategies among police constables.

Section II: Assess the relationship between stress and coping strategies.

Section III: Association between level of stress and coping strategies among police constables and selected socio-demographic variables.

Part A: Demographic variables of Respondents

Age (years)

Among 60 participants 46% were between 21-30 years, 40.0% belongs to 31-40years, 13.3% were belongs to 41-50years and none of them belongs to above 51 years of age. Similar findings were supported by a study conducted that explored inherent and organizational stress in the South African Police Service. It included 91 Police members ranging in ages for 21 to 53 years with the sample consisting of 85 males and 6 females. This study indicated that in comparison to American stressors, which were all inherent in the nature of the job, South African police stressors were among the more organizationally-oriented. Found the South African sample displaying a greater degree of stress than the USA sample. The way in which the SAPS operate creates stress in addition to the inherent pressure already existing as a result of the nature of police work. The study also found that excessive paperwork, insufficient person power, fellow officers not doing their job, inadequate or poor quality equipment and inadequate salaries were cited among the stressors which occurred most frequently within the police.

Gender

Among 60 participants majority, 91.7% were males, and 8.3% were females.

Religion

Among 60 respondents 96.7% belongs to Hindu and remaining 3.3% belongs to Muslim.

Education

Among 60 respondents 11.7% respondents had SSLC, 20.0% had PUC, 58.3% had Degree and remaining 10% post graduatuated.

Marital status

Among 60 respondents majority of respondents 66.7% were married and 33.3% were unmarried.

Type of family

Among 60 respondents majority, 56.7% of participants were belongs to nuclear family and remaining 43.3% belongs to joint family

Family income/monthly

Among 60 participants 40.0% participant's family income was below 15,000 rupees, 36.6% participant's family income was 15,001-20,000 rupees, 11.7% participant's family income was 20,001-25,000 rupees and remaining 11.7% participant's family income was 25,001 rupees and above.

Area of working

Among 60 participants 96.7% of participants were working in station and remaining 3.3% of participants were working in station

Similar findings were supported by a cross-sectional study was conducted among 102 police in Wardha city. The study finding revealed that criticism by superiors, excess work, no rewards, and inadequate value given to abilities and commitments and no satisfaction from work. Seventy participants scored >15 which indicated that stress in the workplace was a problem, while 32 participants scored ≤15, indicating stress in the workplace was not a problem. The study suggested that special attention is required for modification of working hours, adjust with work, respect to seniors and using the some coping strategies for stress reduction among police personnel.

Years of experience

Among 60 participants 45.0% of participants had below 5 years of experience, 31.7% of participants had 6-10 years of experience, 6.7% of participants had 11-15 years of experience and 16.6% of participants had above 15 years of experience.

Attended stress reduction programme

Among 60 participants 21.7% of participants were Attended stress reduction programme and remaining 78.3% of participants were not Attended stress reduction programme. Similar findings were supported by a descriptive study was conducted on occupational stress and health among 60 police who were nominated personnel to attend the three day stress management training programmed. The study finding revealed that entitled "police lifestyle" was designed to understand issues, focusing on various demographical and life style factors, including occupational stress and health. The study result concluded that the police constable, who are located at the lowest echelons of the organizational ladder; personnel reported exercise, walking, yoga and

happy family environment as potent contributors of stress reduction [7].

Part B**Section I: Assess the level of stress and coping strategy among police constables**

Assessment of stress level revealed that majority 41.7% had moderate level of stress and 58.3% of employees had severe level of stress. The Mean was 51.97, mean percentage was 78.7% and standard deviation was 6.8, standard deviation percentage was 10.4% for the stress level. The findings showed that most of the employees have severe level of stress. Assessment of the use of coping strategies reveals that 30% of employees are having poor coping strategies, and 70% are having average coping strategies. The mean was 49.58, the mean percentage was 62.0% and standard deviation was 8.0, standard deviation percentage was 10.0%. Most of the employees are following average coping strategies and it varies from person to person.

Similar findings were supported by a study of Edwards and Holden (2001) other interpretations of suicidal behavior in women focus on suicide as a coping response. It has also been suggested that traditional gender socialization may hinder women from choosing healthy, active coping strategies when faced with difficult situations (Stillion & McDowell, 1996). Wilson (1981) characterizes attempted suicide as a means of coping with stress for those individuals who have few resources. She suggests that women have fewer resources than do men in terms of economic power, autonomy, self-concept, and power over others. Women may attempt suicide as a way of telling those around them that they are having difficulty coping as a result of limited sources of influence.

Section II: Assess the relationship between stress and coping strategies

The correlation was found to be -0.629. This shows that there is a significant negative correlation among the scores. This implies that the police employees are having high level of stress due to use of poor coping strategies.

Section III: Association between the level of stress, coping strategies and selected socio-demographic variable

With regard to association between stress and selected demographic variables were mentioned in table 18a, 18b, 18c and 18d. There is a significant association between stress and demographic variable such as age ($\chi^2 = 8.52^*$), educational status ($\chi^2 = 8.16^*$), marital status ($\chi^2 = 4.15^*$), type of family ($\chi^2 = 10.62^*$), at 5% level and there is no significant association between gender ($\chi^2 = 0.01$ NS) Religion ($\chi^2 = 1.47$ NS), years of experience ($\chi^2 = 4.57$ NS), family income ($\chi^2 = 0.68$ NS), Area of working ($\chi^2 = 0.06$ NS) and attended stress reduction ($\chi^2 = 0.14$ NS) with stress for police constables.

The association between coping strategies and selected demographic variables were mentioned in table 19a, 19b, 19c and 19d. There is a significant association between coping and demographic variable such as age ($\chi^2 = 8.92^*$), educational status ($\chi^2 = 13.74^*$), marital status ($\chi^2 = 5.71^*$), type of family ($\chi^2 = 4.67^*$), family income ($\chi^2 = 9.28^*$), at 5% level and there is no significant association between gender ($\chi^2 = 0.26$ NS) Religion ($\chi^2 = 0.89$ NS), years of

experience ($\chi^2 = 6.64$ NS), Area of working ($\chi^2 = 0.89$ NS) and attended stress reduction ($\chi^2 = 2.06$ NS) with use of coping strategies for police constables.

7. Conclusion

This chapter presents the conclusions drawn, implications, limitations, suggestions and recommendations.

The present study is focused on assess the stress and coping strategies among police constables at selected urban police stations in Bengaluru.

In this study descriptive survey research design was used to conduct the study which is a type of non-experimental approach. 60 (Police constables) sample were drawn from population using non probability convenient sampling technique. The data was collected by using modified scale of police stress inventory and coping strategy among police constables. Data was analyzed and interpreted by applying statistical methods.

The 60 Police constables in urban police station have willingly participated in the study. The study was based on the Sister Callista Roy's Adaptation model (1984). It provides a comprehensive systematic framework to assess the level of stress and coping strategies among police constables. The major findings of the study were as follows

- Among 60 participants 46% were between 21-30years, 40.0% belongs to 31-40years, 13.3% were belongs to 41-50years and none of them belongs to above 51 years of age.
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- Among 60 respondents 96.7% belongs to Hindu and remaining 3.3% belongs to Muslim.
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- Among 60 respondents majority of respondents 66.7% were married and 33.3% were unmarried.
- Among 60 respondents majority, 56.7% of participants were belongs to nuclear family and remaining 43.3% belongs to joint family.
- Among 60 participants 40.0% participant's family income was below 15,000 rupees, 36.6% participant's family income was 15,001-20,000 rupees, 11.7% participant's family income was 20,001-25,000 rupees and remaining 11.7% participant's family income was 25,001 rupees and above.
- Among 60 participants 96.7% of participants were working in station and remaining 3.3% of participants were working in station.
- Among 60 participants 45.0% of participants had below 5 years of experience, 31.7% of participants had 6-10 years of experience, 6.7% of participants had 11-15 years of experience and 16.6% of participants had above 15 years of experience.
- Among 60 participants 21.7% of participants were Attended stress reduction programme and remaining 78.3% of participants were not Attended stress reduction programme.
- Majority 41.7% had moderate level of stress and 58.3% of employees had severe level of stress and majority of the participant's use of coping strategies reveals that 30% of employees are having poor coping strategies, and 70% are having average coping strategies.

Aspect wise mean response scores of respondents on stress for police constables. The highest mean percentage score of participants found in the aspect of personal and family related (81.0%), impact of supervisors on level of stress (62.07%) followed by working environment condition (34.59). It is evident from overall mean score of participants found to be 51.97, mean % 78.7 and SD value 6.8, SD% 10.4.

The mean value of stress was 51.97 with standard deviation of 6.8. The mean value of coping strategies was 49.58 with standard deviation of 8.0. The correlation between stress level and coping strategies was found to be -0.629. This shows that there is relatively a significant negative correlation between stress and coping strategies.

Nursing Implications

The findings of the study have various implications in different areas of nursing that is Nursing Education, Nursing Practice, Nursing Administration and Nursing Research.

Nursing Education

Nursing education helps the students with adequate knowledge, skills and attitude to fulfill their duties and responsibilities in the nursing field. Findings of this study can be used by nurse educators to educate students which help them to update their knowledge on stress reduction and coping strategies among police constables. Nurse educators can use the findings of this study to understand the different levels of stress management technique among police constables, the measures to take to decrease the stress among police constables and as well as the best individual method of educating the police regarding the importance of relaxation technique and positive coping mechanism.

Nursing Practice

Nurses are the key persons of health team, who play a major role in the health promotions and maintenance. It is a practicing profession, so the researcher generally integrates finding to practice. As the incidence of work stress is rising increasingly there is a need of practicing the coping skills in day to day life to increase the work efficiency. This study implies a basis for developing a favorable and positive use of coping strategies by police employees in their day to day life. Since nursing is considered as a stressful profession, the relaxation practices are needed in our profession also to cope with the work.

Nursing Administration

Nursing administrators should make public awareness on the concept of stress reduction and coping strategy for stress in police constables. This study reveals severe stress and use of moderate coping strategies among police employees. The nurse administrator should arrange in-service education program for the nursing personnel and more detailed education program for the employees which will help to influence the police employees to cope with their stress. The administrator should emphasize and encourage the nurse to use different strategies for the employees to teach regarding stress management technique.

The nursing administrator should develop certain plans and polices to be implemented and which must be made mandatory.

- Nursing administrators should take the initiative in organizing in - service education and training programs

for nurses regarding measures to stress management technique and use of favorable, positive coping mechanism.

- **Appropriate teaching:** Learning materials regarding the importance of stress reduction and coping strategy among police constables and need to be prepared and make them accessible for nurses and health care workers in health settings and community settings to provide information regarding importance of stress reduction and coping strategy among police constables.

Nursing Research

The essence of research is to build a body of knowledge in nursing. The findings of the present study serve as the basis for the professionals and the students to conduct other studies. The generalization of the study results can be made by replication of the study. Nursing research is the means by which nursing profession is growing.

Nursing researchers should find out effects of advanced coping strategies on dealing with stressful working conditions. The research can be conducted to identify the causes of stress in different occupations. This may help to resolve the work stress to some extent. There is very few research studies conducted regarding stress and coping in the police sector by the nursing personals. But more research is needed from the psychiatric nursing field. This will enable the psychiatric nurse to extend his knowledge.

Limitations

1. The size of the participants was limited to only 60 in numbers thus it might be difficult to generalize the finding.
2. The study was limited to only police constable of civil police.
3. The study was limited to police constables who were present in urban police station, Bengaluru.

Recommendations

On the basis of the study that had been conducted, suggestions are given for future studies:

1. A similar study can be done on large sample.
2. A study can be done on Traffic police to assess the level of stress and coping strategy.
3. A comparative study can be done with Civil Police and Traffic Police
4. An experimental study can be conducted to assessing the effectiveness of relaxation techniques in reducing work place stress
5. A study can be conducted by including additional demographic variables.

Projected outcome

The study will help the Police employees to adopt positive coping strategies to deal with occupational stress.

8. Summary

The present study conducted was “A study to assess the stress and coping strategies among police constables at selected urban police stations in Bengaluru”.

Objectives of the study

- To assess the level of stress among Police Constables.
- To assess the coping strategies among Police Constables.

- To assess the relationship between stress and coping strategies among police constables.
- To find the association between the level of stress, coping strategies and selected demographic variables.

Research assumption

1. Police may be are at risk for stress.
2. Police may have some knowledge regarding stress and coping strategies.

The conceptual model for the study was based on the Sister Callista Roy's adaptation model by Roy's. The model comprised of four primary components such as, input, processes, effector and output. The model also identifies factors that influence the health promotion activities. The focus of the model is to explain factors that influence the adoptive response to the respondent to come out from stressful work of police constables.

In this study, various literatures related stress and coping strategies police constables and other occupational stress.

A descriptive survey Research design was used to conduct the study which is a type of non-experimental approach. The target population for the study was selected from urban police station at Bengaluru. 60 samples were selected by using non probability convenient sampling technique. Data collection was done by administered questionnaire of modified scale of police stress inventory and coping strategy.

Pilot study was conducted between 02-09-2014 to 09-09-2014 as a part of the major study. The reliability co-efficient of stress was found to be 0.91, coping was found to be 0.90 and revealing the tool is feasible for administration for the main study. Since the reliability co-efficient for the scale $r > 0.70$, the tool was found to be reliable and feasible.

The data obtained was analyzed on the basis of the objectives and assumptions of the study by using descriptive statistics like mean, and standard deviation. And inferential statistics like chi-square test to find the association at different levels of significance and the data obtained were presented in the graphical form.

The findings of the study were tabulated under the following headings:

Part A: Demographic data of Respondents

Part B: Section I: Assess the level of stress and coping strategies among police constables.

Section II: Assess the relationship between stress and coping strategy

Section III: Association between stress, coping strategy and selected demographic variables.

Findings related to demographic variables

- Among 60 participants 46% were between 21-30 years, 40.0% belongs to 31-40 years, 13.3% were belongs to 41-50years and none of them belongs to above 51 years of age.
- Among 60 participants majority, 91.7% were males, and 8.3% were females.
- Among 60 respondents 96.7% belongs to Hindu and remaining 3.3% belongs to Muslim.
- Among 60 respondents 11.7% respondents had SSLC, 20.0% had PUC, 58.3% had Degree and the remaining 10% post graduatuated.
- Among 60 respondents majority of respondents 66.7% were married and 33.3% were unmarried.

- Among 60 respondents majority, 56.7% of participants were belongs to nuclear family and remaining 43.3% belongs to joint family.
- Among 60 participants 40.0% participant's family income was below 15,000 rupees, 36.6% participant's family income was 15,001-20,000 rupees, 11.7% participant's family income was 20,001-25,000 rupees and remaining 11.7% participant's family income was 25,001 rupees and above.
- Among 60 participants 96.7% of participants were working in station and remaining 3.3% of participants were working in station.
- Among 60 participants 45.0% of participants had below 5 years of experience, 31.7% of participants had 6-10 years of experience, 6.7% of participants had 11-15 years of experience and 16.6% of participants had above 15 years of experience.
- Among 60 participants 21.7% of participants were Attended stress reduction programme and remaining 78.3% of participants were not Attended stress reduction programme.

Finding related to assess the level of stress of police constables.

Assessment of stress level revealed that majority 41.7% had moderate level of stress and 58.3% of employees had severe level of stress. The Mean was 51.97, mean percentage was 78.7% and standard deviation was 6.8, standard deviation percentage was 10.4% for the stress level. The findings showed that most of the employees have severe level of stress.

Aspect wise mean response scores of respondents on stress for police constables. The highest mean percentage score of participants found in the aspect of personal and family related (81.0%), impact of supervisors on level of stress (62.07%) followed by working environment condition (34.59). it is evident from overall mean score of participants found to be 51.97, mean % 78.7 and SD value 6.8, SD % 10.4.

Finding regarding the use of coping strategies of police constables

Assessment of the use of coping strategies reveals that 30% of employees are having poor coping strategies, and 70% are having average coping strategies. The mean was 49.58, the mean percentage was 62.0% and standard deviation was 8.0, standard deviation percentage was 10.0%. Most of the employees are following average coping strategies and it varies from person to person.

Finding related to assess the relationship between stress and coping strategy

The correlation between stress level and coping strategies was found to be -0.629. This shows that there is relatively a significant negative correlation between stress and coping strategies.

Finding related to Association between stress, coping strategy and selected demographic variables.

With regard to association between stress and selected demographic variables were mentioned in table 18a, 18b, 18c and 18d. There is a significant association between stress and demographic variable such as age ($\chi^2=8.52^*$), educational status ($\chi^2=8.16^*$), marital status ($\chi^2=4.15^*$), type of family ($\chi^2=10.62^*$), at 5% level and there is no significant association between gender ($\chi^2=0.01NS$) Religion ($\chi^2=1.47NS$), years of experience ($\chi^2=4.57NS$),

family income ($\chi^2=0.68NS$), Area of working ($\chi^2=0.06NS$) and attended stress reduction ($\chi^2=0.14NS$) with stress for police constables.

Conflict of Interest

Not available

Financial Support

Not available

9. References

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