

An Attempt to Explore Occupational Stressors among West Bengal Police Officials

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Abstract : The West Police (WBP) is restructured under provisions of the Police Act 1861 during the period of British domination. It is one of the two police forces of the Indian state of west Bengal and is headed by an officer designated as Director General of Police (DG) who directly reports to the State Government. It covers a jurisdiction with eighteen revenue districts of the state and a District Superintendent of Police (SP) controls each district. The purpose of this empirical study is to explore the causes and factors of occupational stress in West Bengal Police officers so that the incumbents can perform their assigned tasks more diligently and the society could be free from evils and devils at a large. Using a self-developed close ended questionnaire that covers 20 critical job-related stressors, the study captures 310 respondents across the organizational hierarchy ranging from Sub Inspectors to the Superintendant of police and covers 5 districts and one commission rate under the jurisdiction of West Bengal Police. The present research has successfully indicated four major occupational stressors such as Organizational Stressors, Hierarchical Stressors, Situational Stressors and Environmental Stressors with 64% of the variance. Further we have employed CFA to determine the goodness of fit indices in terms of i) Absolute Fit Measures like CMIN, FMIN, RMSEA, ECVI ii) Incremental Fit Measures like TLI, NFI, AGFI, CFI(Byne, 2010) demonstrate that value of the measure has passed the requirement criteria and thus fit the model. The major stressors of West Bengal Police have been explored and the ways to deal with these inevitable stressors have been suggested.

Keywords : organizational stressors, hierarchical stressors, situational stressors, environmental stressors

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