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“STUDY OF DEPRESSION UPON POLICEMEN: SPECIFIC TO THE EFFECT OF WORKING PLACE AND GENDER.”

BHARAT H. MIMROT

Abstract:

The present study examined to effect of working place and gender on depression level. 400 policemen were selected by randomization method from urban and rural area in Aurangabad district. The Eight state questionnaires were administered for data collection. These data analyzed the with help of two-way ANOVA and t test, results indicated that there are no significant differences in depression level of male and female. its shows that gender has no effect on depression but area of working place has influence on depression level.

KEYWORDS

Area of working place, Gender and depression.

INTRODUCTION

There are number of Psychological researches related to behavioral aspects of human being of organizational field. Employees can be seen due to nature of work, Overload, deviation from family and culligaes. Employees are facing Psychological problems and Emotional stability and problems and emotional stability and problem are increasing day by day low salary and job insecurity is becoming a serious problems. To study police Employees Psychologically become necessary because of suicide case on Duty, Demolishing, antisocial activities, aggressiveness of seniors and this results in indicate imbalance of low order.

Sadness, feeling of worthless apprehension, withdrawal from other, loss of sleep appetite and asexual desire, or loss of interest and pleasure in usual activities characterize depression. Often depression is associated with psychological problems and medical conditions. No age is immune; no society is exempt. It occurs in people from infancy to old age. Seligman” (1975) regards depression as a kind of passivity with a corresponding negative cognitive set regarding the individual's behavior. Depression is of often felt in a moral degree but sometimes, when the depression is exaggerated out of proportion to the event and continuous to cross the limit, where many of us begin to recover, and then it is termed as neurotic depression. Exaggerated depression is often of a reaction a loved one, lasing a job, retirement ignorance, and decreasing efficiency. Bibring (1953) characterize depression as a state of helplessness of the ego; it resulted from tension in the ego between narcissistic aspiration and its helplessness to achieve them. In mental health field; depression is a state of mind or more specifically, a mental disorder characterized by a lowering of the individual's vitality his mood self-esteem. It may range from not more than a mild profound state of a path with complete psychotic disordered for reality.

Depression is the most common and troublesome mental disorder among older adults who are at higher risk because of changes in self concept and the multiple losses they have likely experienced. Many older people have an increase in stressful life events occur, the more their sense of helplessness becomes reinforced. It they reach the point of believing they have no control, they loss the will and the energy to cope

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with life and depression frequently result.

Is negative thinking a cause or result of depression?

The cognitive accompaniment of depression raise a chicken and egg question ; Do depressed mood cause negative thinking or does negative thinking cause depression ?

Depressed moods cause negative thinking:

Our moods defiantly color thinking when we feel happy we see and recall a good world but our mood turn gloomy, and our thoughts switch on to a different track off come the rose – colored glasses on come the dark glasses. Now the bad mood primes our recollection of negative events (Bower, 1987; Johnson & mogaro, 1987). Our relationship sour, our self – image take a dive. Our hopes for future dim; peoples behavior seems more sinister (brown and Taylor, 1986; mayor & salvoes, 1987).thus, as depression increases, memories and expectations plummet; when depression lift, thinking brightness (Barnett & gotlib, 1988; kajper & Higgins, 1985) As Edward hit and his colleagues (1992) demonstrated in study of some rabid Indiana university basketball fans, a bad mood induced by resection or defeat can darken our thinking. After the fans were either depressed nay watching their team lose or dated by a victory, the researchers asked them to predict the team's future performance and their own. After a loss, people offered bleaker assessment not only of the teams future but also of their of their own likely performance at throwing darts solving anagrams and getting a date. When thing aren't going our way it may seen as though they never win. A depressed mood also affects behaviors. The person who is withdrawn, glum and complains does nay elect joy and warmth in other. Stephens strict and James Coyne (1983) found that depressed people were realistic in thinking that others didn't appreciate their behavior. There saw mood trigger social resection (Kanier & Stiles, 1998; Joiner 1994; Sanislow & other, 1989) Depressed people are therefore at risk for being divorced fired or shunned thus magnifying their depressed Ecoyne and others, 1991 Gotlib and lee, 1989; Saceo and Dunn, 1990). They may also seek out those whose unfavorable view of them verifying, and further magnify, there low self- Image (Swann and others 1991).

Carol merensmeyer, marilyn colmen (1987) find out to organizational (Sere and mother's employment status) interpersonal (family, cohesion) and personal (self esteem and sex typing) factors were used in two separate multiple regression analyses to predict inter - role conflict in rural and urban young parents. self esteem predicated inter - role conflict in urban and rural parents; family cohesion predicated inter - role conflict in urban but no in rural parents. Van Gelderen ,Benjamin etal (2007) examined the relationship job demands during a working day 65 police officers. Results showed that psychological strain at the start of a work shift had a positive effect on the experience of emotional dissonance and psychological strain at the end of a work shift. Emotional dissonance partly mediated the relationship between psychological strain at the start and psychological strain at the end of a work shift. Evans, Barry -J, coman, - Gerg - J (1993) Examined stressors reported by police officers and correlated them with perceptions of their working environment and measurers of anxiety, Locus of control and mood states. 371 Australian police officers were administrated test that included a critical life events scale, the profile of mood states and the state - Trait Anxiety inventory stress was considered in terms of job content and job context. SS were stressed primarily by organizational variables common to occupational groups, such as rules, regulations and social ethos. Officers perception regarding the poor quality of supervision and he limited context to which they can to rely on supervisors. constituted important organizational stressors. Trait anxiety was found to be an important variable in the job stress appraisal process. Tong, thoms, Li-ping (1989) was examine hardiness in a sample of police officers. Subjects were police form seven suburban police department. Police officers who had high depressive tended to have a high level of future illness and future absence from work. Further, the interaction between hardiness and police stress on future absence from work was significant. Van Glederan, Bengjamin etal (2007) examined the relationship between psychological strain emotional dissonance and emotional job demands during a working day of 65 Dutch police officers. Results of structural equation modeling analysis showed that psychological stain at the start of a work shift had a positive effect of the experience of emotional dissonance ad psychological stain at the end of a work Shift. Mark H. Anshel (2002) studied to experiencing acute stress is inherent in police work. The inability to cape effectively with stressful events can result in undesirable psychological and somatic outcomes, leading to chronic stress, burnout, and quitting the profession. Surprisingly, however, understanding the coping process in police stress and identifying effective - coping strategies in response to stressful events Stordal E, Bjartveit Keuger M etal (2001) to investigated depression in relation to gender and age in the general adult population (N-62, 344) minimal gender difference was found in dimensional depression score and in prevalence rates of depression. Rosenthal, Beth Sperciner etal (2000) surveyed levels of psychological symptoms cancer, anxiety and depression among ethnically divers, urban college youths students reported a wide range of symptoms similar to those reported by U.S. adults in the 1990s,

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women's levels of symptoms were higher than men's. Older student's had lower levels of anger and depression. Trin Eller MD, Anu Aluo (2006) shows that 21.9% students had symptoms of anxiety and 30.6% had symptoms of depression. The frequency of anxiety and depressive symptoms was higher in females women, anxiety remained significantly related to working up because of night mares and felling tired in the mooring.

Objectives:-

Following are the main objectives of the present study:-

1. To study the depression level of employees serving in police department.
2. To study the depression level of employees in context to sex matter.
3. To find out the depression level in context to area of working place.

Hypotheses:-

Following hypotheses were framed for the present study:-

1. The male policemen experience more depression than female policemen.
2. The level of Depression would be high in rural policemen than urban policemen.

Method:-

In order to accomplish the objectives of the present study following methodology was adopted.

Sample:-

The subject in this research comprised of 400 policemen (200 male policemen and 200 female policemen). Also these employees selected from urban areas (Aurangabad city) and rural (Aurangabad Tahsil) areas. Respondents were selected from Aurangabad district by Randomized method. All these respondents were matched for pay scale (a basic 4200 to 5700) educational qualification (12th to undergraduate), experience (10 to 15 year between) and age group (30 to 45 years).

Tools:-

In Present study following tool was used

The Eight States Questionnaire: Researcher has used eight state questionnaire designed and prepared by (designed 1973 Curran in press) Dr. M. Bhargva and Dr. Kapoor. The eight state questionnaire (8 SQ) was specify for measuring eight important emotional states such as Stress, Anxiety, Depression, Regression, Arousal, Fatigue, Extroversion and Guilt . Both A and B forms of 8 SA contain 96 items, 12 of which measure eight state. The test may be administered individually or in the group. The test was constructed to be used with adults and adolescent of approximately 16 years of age or above. High score is indicated the high level of all subscale.

Procedure:-

After establishing proper rapport with the subject, the eight state questionnaire was administered on the sample in small groups of 20-25 policemen in Aurangabad district.

Results:-

Data was analyzed on the basics of statistical tools i.e. descriptive statistics, Two-way ANOVA and supportive 't' for the search on differences in depression level.

Table no. 1: shows descriptive statistics of the dependent variable Depression.

Area of working place	Gender	Mean	Std. Deviation	N
Urban Policemen	Male Policemen	10.02	3.309	100
	Female Policemen	10.35	3.056	100
	Total	10.19	3.181	200
Rural Policemen	Male Policemen	12.57	3.182	100
	Female Policemen	11.31	2.369	100
	Total	11.94	2.868	200
Total	Male Policemen	11.30	3.481	200
	Female Policemen	10.83	2.769	200
	Total	11.06	3.150	400

Above descriptive statistical table shows Mean & SD of urban, rural policemen. Mean of urban Policemen is 10.19 and its SD is 3.381; Mean of rural Policemen is 11.94 and its SD is 2.868 The Mean of male policemen is 11.30 and its SD is 3.481; Mean of female policemen is 10.83 and its SD is 2.769.

Table no.2: shows two-way univariate analysis of variance for dependent variable Depression.

Source	SS	Df	Mean Square	F	Sig.	Partial Eta Squared
Area of working place	308.003	1	308.003	34.197	.001	.079
Gender	21.622	1	21.622	2.401	N.S	-----
Area of working place X Gender	63.203	1	63.203	7.017	.001	.017
Error	3566.610	396	9.007			
Corrected total	3959.438	396				
Total	52911.000	400				

p-0.05= 3.86 0.01= 6.70
 Eta squared= 0.01= small effect; 0.06=moderate effect 0.14= large effect

In the above table shows two-way univariate analysis of variance. it shown that first main effect of area of working i.e urban and rural. The value "F" (df 1,396)=34.197, which is significant on 0.01 level Hence it indicate that urban and rural policemen showing significant difference about depression and eta squared value is 0.079, showing moderate effect and variance is'7.9'.

Second main effect is gender i.e male and female the value "F" (df 1,396) is 2.401. This is not significant. Hence showing no significant difference about depression level and eta squared value is 0.06, Showing small effect and variance is'0.6.

The interaction effect showing significant difference about depression,"F" value is 7.017 its significant on 0.01 level and eta squared value is 0.017 showing small effect and its variance is 0.1.

For the critical analysis, researcher analyzed Post-Hoc test as "t" test.

Table no. 3: shows difference between male and female policemen for dependent variable Depression.

Group	N	Mean	SD	t	Significant level
Male Policemen	200	11.30	3.481	1.4944	N.S.
Female Policemen	200	10.83	2.769		
Rural Policemen	200	11.94	2.868	5.794	0.01
Urban Policemen	200	10.19	3.181		

P=0.05= 1.98 0.01= 2.617

In the above table the mean value of female policemen is 10.83 SD is 2.769 as well as the mean value of male police is 11.30 and SD is 3.481. Obtained t value is 1.49, which is not significant. On the basis of mean it is concluded that there is no significance difference between male and female policemen in term of depression. Hence rejected first hypothesis the male policemen experience more depression than female policemen.

And the mean value of rural policemen is 11.94 and SD is 2.868 as well as the mean value of urban policemen is 10.19 and SD is 3.181. Obtained t value is 5.794 which is significant on 0.01. Hence, it is concluded that the depression level is more in rural employees than urban employees. Hence accepted second hypothesis the level of depression would be high in rural policemen than urban policemen serving police civil departments.

Discussion:-

Hypothesis No.1

“The male policemen experience more depression than female policemen.”

As per mean score of male police and female policemen for depression are 11.30 and 10.83 respectively. The main effect of gender is (F =2.401, df-1,396; P>0.05) insignificant and 't' ratio is 1.4944 P>0.05. Thus there is no significant difference in depression in both Groups. There is no significance differences in depression between civil and police employees. In present study researcher is chosen only head constable. There is so much similarity of nature of work, pay-scale and work dependence, job control in male and female. Every employee is so much frustration because of so many rules and regulations of senior officers and its outcomes founds may be depression in those employees. The different problems are faced by employees on work place i.e. Interpersonal relationship of other employees, Job status and social acceptance one of to the reason is may be the attitude of other persons towards this field is going changing day by day. Hence it seems to be that employees have the negative approach towards their work.

Hypothesis No.2

“The level of depression would be high in rural policemen than urban policemen.”

The results of the present study show that the main effect of area of working place on depression is significant (F- 34.1977, df-1,396, P<0.01) and supported 't' s values is (5.194 P<0.01) significant, means of depression scores are 11.94 and 10.19 respectively for the rural and urban policemen, thus rural policemen scoring higher than urban policemen. The results support hypothesis 2 stating that the level of depression would be high in rural policemen than urban policemen. The effect of size (partial eta squared) for the main effect of area of working on depression is moderate (0.079) meaning that area of working explains 0.71 variance for depression (Table 14).

These results are consistent with finding of David E clarke, Margaret A Jonsen (1997) who found that young people in town had significantly more depressive symptoms and stressful life event than city residential adults had the highest mean depressions score and oldest the lowest, both in rural areas. According to Aderson, Eluine A, Kohler(2005) lack of permanent housing, problems with alcohol health problems level of social support were all significant prediction of rural fathers depression.

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The level of depression is seemed to be more in urban employees than rural employees. Thought work pattern of urban and rural policemen is different still urban environment is day by days becoming unsafe and pressured, besides that due to complicated and competitive environment, incidents are not happened according to their wish, regularly different problems have to be face by employees therefore adjustment related problems are or produced. In solveing these problems then one problems is solved another is raised. When the employees are trying to overcome the cycling problems are emerged, employees are unable to solve all these above problems because of regular experience of all these condition from these failure condition depression is created. Effect of some things i.e. extra working hours, overload, senior officers pressured on employees, job and mental problems of employees therefore urban employees are found to be frustrated and its effect on their personal life quality. They get failed to give emotional attachment to their family which they want. At the work place there are over restriction and over control because which personal life is getting disturbed. They did not get chance of exploring self ability, so they have negative feeling to words their work, It happen regularly, therefore they feel their selves as they have inferior complex overall the employees are failed, to face these problems because of all these work condition and way of solving these adjustment problems. And effectively they have negative approach that way we get above results and conclusion.

Conclusions:-

On the basis of data and discussion of results, the hypotheses were tested and verified some of them were retained and some were rejected, following conclusion were drawn:

1. There are no significant differences in depression level of male and female.
2. Rural policemen scored higher than urban policemen on depression.

Suggestion:-

Following attempts are made to help employee's better manage the personality:-

- 1.Design of programs and activities to increase officer participation in decision making and improve the quality of work life through enhanced communication.
- 2.Development of training programs in stress awareness.
- 3.Establishment of specific police stress programs such as psychological services health/ nutrition programs and exercise programs.
- 4.Development of peer-counseling programs.
- 5.Development of operational policies that are directed at reducing stress (scheduling, work hours, workload etc)
- 6.Development of managerial skills that are people oriented.
- 7.Use of relaxation and other stress reducing techniques.
- 8.Use of spouse/family/involvement programs.
- 9.Implementation of total wellness (physical and emotional) programs.
- 10.Recognize attempt to assess, and meet the needs of diverse publics.
- 11.Communicate policies effectively to publics and officers.
- 12.Treat all citizens with respect and preserve human dignity.
- 13.Values are designed as beliefs and principles by which the people department fulfills responsibilities.
- 14.To increase the quality of life at work place.
- 15.Decreasing working hours, workload and Govt. give to optimum values of work.

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