

Work Environment Setting Variables among Police Personnel

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Abstract-The work environment is the total tool and material that are encountered, the surroundings where a person works, his or her work methods, and work arrangements both as individuals and as groups. The work environment can create a binding working relationship between the people within the community. The environment always gives a significant influence on anyone. The organization will not grow well if the work environment around it is not conducive; a good work environment determines the level of employee performance. Employees can work optimally if the work environment is comfortable and supportive because employees feel satisfied with the work environment. Therefore, a working environment should be good and conducive to work because a good working environment will make the employee comfortable and has spirit to do each of his or her duties. The aim of the present research paper is to identify work environment setting among Police Personnel in the state of Himachal Pradesh, with the sample size of 288 respondents. The analysis of the study has been done with the help of the Working Environment Scale-10 (WES-10) developed by Moos in 1994, which consists of ten dimensions namely; Involvement, Peer Cohesion, Supervisor Support, Autonomy, Task Orientation, Work Pressure, Clarity, Managerial control, Innovation and Physical Comfort. Therefore, these ten dimensions were identified with the help of Likert scale ranking analysis. The findings revealed that from these ten works environment dimensions i.e. work pressure; supervisor support and Peer Cohesion were ranked in their ascending order as Ist, IInd and IIIrd. Therefore, it is concluded that police personnel give more importance to these above stated work environment dimensions.

Keywords: Police Personnel, Variables, Work Environment Settings.

INTRODUCTION

Work environment is something around the workers and influences them in carrying out the tasks assigned. The

condition of the work environment greatly influences a person's behaviour in work and is said to be good or appropriate if he/she can carry out activities in an optimal, healthy, safe, and comfortable manner. Employees can work optimally if the work environment is comfortable and supportive because employees feel satisfied with the work environment (Kurniawaty *et al*, 2019). The work environment is the total tool and material that are encountered, the surroundings where a person works, his or her work methods, and work arrangements both as individuals and as groups. The work environment can create a binding working relationship between the people within the community. Therefore, a working environment should be good and conducive to work because a good working environment will make the employee comfortable and has spirit to do each of his or her duties (Sunarsi, 2020).

Increasingly competitive work environments and heavy workloads throughout the policing industry have made occupational stress a principal concern for police administrators While stress in the workplace can sometimes increase creativity and performance there is no doubt that occupational stress has numerous negative and even dangerous consequences (Yun *et al*, 2015). Working environment is an internal and external environment condition that influences the working spirit and working environment is a condition where the employees work in an ideal atmosphere or environment with a good security, health and place (Rahayu, 2019).

Unhealthy work environment effect employee's health both mentally and physically. Many organizations seen stress as an indication of weakness and in order to avoid negative brunt kept it hidden. Stress is mostly ignored by people who are at the position to manage it (Kalpna and Malhotra, 2019). The environment always gives a significant influence on anyone. The organization will not grow well if the work

environment around it is not conducive; a good work environment determines the level of employee performance. Unhealthy working environment conditions can make employees easily stressed, not eager to work, come late, and vice versa. If the work environment is healthy then, of course, the employee will be enthusiastic about working, not easily sick and easy to concentrate so that work can be completed quickly according to targets, employee performance will not be optimal if the working environment is not pleasant (Badrianto and Ekhsan, 2019).

REVIEW OF LITERATURE

Jain and Kaur (2014) identified the impact of work environment on job satisfaction. Jaipur City was taken with the sample size of 100 employees. Having main focus on to know the working condition of employees and overall satisfaction level of employees. In addition, to study factors effecting work environment and to analyze the impact of work environment on job satisfaction. The result of the study indicates that workload, stress, overtime, fatigue, boredom are some factors to increase job dissatisfaction. On the other hand good working condition, refreshment & recreation facility, health & safety facility, fun at workplace increase the degree of job satisfaction.

Jain and Batra (2015) studied occupational stress at workplace in corporate sector of India. The main focus is on to identify the level of frequency of the job stressors for corporate individuals surveyed and trace out the distressing factor that affects most individuals. The data was collected by surveying employees of various corporate sectors through a structured questionnaire. The sample size was 62. The findings revealed that 87% of the respondents felt stressed due to work related issues, 79% felt flexible working hours relieves tension.

Patil and Kulkarni (2016) examined the information about the work environment and its impact on employees performance, carried out in Belagavi, Karnatka with the sample size of 87 people. Having main focus on the factors of work environment that influence the employee's performance such as physical environment factors and social environment factors and to understand the measure that can be taken to improve the work environment for making employees performance better. And it was found that

work environment is more important for employees to stay loyal towards organization.

Narban et al. (2016) studied Occupational stress (Job stress/Work stress) relates to one's job. The objective of this paper is to present an exploratory study on occupational stress, to bring out its causative factors and impacts. Occupational stress has been viewed as a strong work hazard. It is found to be a multivariate phenomenon. Work related stress emerges to be a pattern of emotional, cognitive, behavioural and physiological reactions to adverse and noxious aspects of work content, work organization and work environment.

Omari and Okasheh (2017) investigated the influence of work environment on job performance. An engineering company was taken with a sample size of 85 employees. With the main focus on various dimensions examined in relation to work environment factors. Findings revealed that the situational constrains constituted of factors such as noise, office furniture, ventilation and light, are the major work environment conditions that have negative impact on job performance and should gain more attention.

ANALYSIS AND FINDINGS

Variables related to work environment among police personnel.

In order to achieve variables related to work environment among police personnel, Work Environment Scale-10 (WES-10) developed by Moos in 1994 was used, which consists of ten dimensions discussed below in the table. Therefore, these ten dimensions were identified with the help of Likert scale ranking analysis, as per this method, the police personnel were asked to assign their responses on Likert scale for each variables of the work environment. Add all the values to obtain the Likert scores of all the items then, the Likert score is obtained for all the factors which were arranged in ascending order and the one which get highest Likert score will get the first rank and the one which gets the lowest Likert score will get the least rank and the most influencing variable were identified through the ranks assigned to the work environment variable having the highest Likert score, which was considered to be the major work environment and major suggestions taken for benefiting police department for the long run.

Parameters (Weightage)							
Variables	Strongly Disagree (1)	Disagree (2)	Neither agree Nor disagree (3)	Agree (4)	Strongly Agree (5)	Likert Score	Rank
Involvement	3	14	37	225	9	1087*	IV
Peer Cohesion	2	11	35	229	11	1100	III
Supervisor Support	6	7	29	227	19	1110	II
Autonomy	4	13	61	194	16	1069	VII
Task Orientation	1	10	78	163	36	1087	IV
Work Pressure	2	3	39	125	119	1220	I
Clarity	4	9	84	150	41	1079	V
Managerial control	0	10	92	152	34	1074	VI
Innovation	3	25	107	128	25	1011	VIII
Physical Comfort	50	54	55	104	25	864	IX
Mean	7.5	15.6	58.1	169.7	33.5		
Standard Deviation	1.5	3.1	11.6	33.9	6.7		
Coefficient of Variance	0.2	0.19	0.19	0.19	0.2		

*(3*1+14*2+37*3+225*4+9*5=1087), *SD= Standard Deviation CV= Coefficient of Variance (Source: Field Survey, 2022)

The above tabulated data states the various variables related to work environment among police personnel in the study area. Ten dimensions were ranked on the Likert scale. The perusal of table showed that variables i.e., work pressure attains Ist rank with score of 1220, followed by supervisor support which attains IInd rank, Peer Cohesion which was ranked IIIrd. There is also various other variables like “involvement, task Orientation, clarity, managerial control, autonomy and innovation” which were ranked in their ascending order as IVth, Vth, VIth, VIIth, and VIIIth whereas, the least ranked variable was found to be physical comfort attain rank IXth with least score of 864. Further, the highest mean value of variables was i.e., (169.7), Standard deviation (33.9) and Coefficient of variance (0.19), followed by least mean score (7.5), Standard deviation (1.5) and Coefficient of variance (0.2) on overall basis.

CONCLUSION AND SUGGESTIONS

This research paper contributes towards the importance of work environment setting variables among police personnel. The study impacts upon the future performance by taking variables of work environment more seriously within their police department to increase the motivation and commitment level of their police personnel. This way their work force can achieve better results. Variables of work environment i.e., work pressure attains Ist

rank, followed by supervisor support which attains IInd rank, Peer Cohesion which was ranked IIIrd. Whereas, the least ranked or importance given to variable was found to be physical comfort which attained rank IXth, which concludes that the police personnel gave more importance to work pressure, peer cohesion and supervisor support in their work environment that would affect their work efficiency. Therefore, it is suggested that the department should focus on making the police personnel more committed towards their work, more motivated to work hard by providing flexible working hours, less work load, a team work approach and a supportive top management so, as to benefit their department in the long run.

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