

## ASSESSMENT OF LEVEL OF MENTAL HEALTH STATUS AND JOB SATISFACTION AMONG POLICE CONSTABLES IN SELECTED POLICE STATION: A CROSS SECTIONAL STUDY

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### ABSTRACT

**Introduction:** Police constables are vital to law enforcement, responsible for maintaining public safety and upholding the law. This study aims to evaluate the mental health status and job satisfaction levels among police constables in selected stations, while identifying key stressors, coping strategies, and areas for intervention. The findings aim to inform improvements in workplace conditions and support systems. **Objectives:** Primary objectives was to assess the level of mental health status and job satisfaction among police constables. Secondary Objectives includes to correlate mental health status with job satisfaction. To identify associations between mental health status and demographic variables. To identify associations between job satisfaction and demographic variables. **Methodology:** A descriptive cross-sectional research design with a quantitative approach was adopted. The study included 110 police constables aged 23–58 years, selected through non-probability purposive sampling from selected police stations. Data collection tools included a semi-structured demographic questionnaire, the General Well-Being Scale for mental health, and the Job Satisfaction Scale. Both tools demonstrated high reliability ( $r = 0.87–0.96$  for mental health;  $r = 0.9969$  for job satisfaction). **Results:** Mental health status varied: 0.91% experienced severe distress, 10.91% faced mental health issues, 68.18% had marginal mental health, and 20% reported positive well-being. In terms of job satisfaction, 28.18% were extremely satisfied, 39.09% very satisfied, while others were dissatisfied due to pay, promotion opportunities, working conditions, and long hours. A positive correlation was found between mental health status and job satisfaction. Age, income, and residence significantly influenced mental health, while gender significantly affected job satisfaction. No significant associations were found with religion, marital status, family type, or work experience. **Conclusion:** The study highlights a positive relationship between mental health and job satisfaction among police constables. These findings emphasize the need for targeted interventions to support mental well-being and enhance job satisfaction within law enforcement settings.

**Keywords:** Mental Health Status, Job Satisfaction, Police, Police Constables, Police Station, A cross Sectional Study.

### INTRODUCTION

Mental health, as defined by the WHO, is a state of well-being enabling individuals to realize their abilities, cope with stress, work productively, and contribute to their community. Job satisfaction, conversely, is a positive emotional response to work, reflecting how well an environment fulfills an individual's needs. In policing, the demanding, stressful nature of the

job often leads to severe mental health issues like aggression, indiscipline, apathy, and unresponsiveness, even escalating to suicides or violence. Job satisfaction, encompassing feelings about pay, career, and colleagues, significantly impacts productivity, organizational commitment, and absenteeism. Research consistently links higher job satisfaction to improved organizational effectiveness.<sup>1</sup>

A study on police officers' well-being highlights a critical link between their mental health and job satisfaction, influenced by factors like organizational culture and support systems. Police work's high-stress nature often leads to mental health challenges such as anxiety, depression, and significant rates of PTSD due to exposure to traumatic events. A major obstacle to addressing these issues is the persistent stigma, deterring officers from seeking help and resulting in underreporting.<sup>2</sup>

## **BACKGROUND OF THE STUDY**

The relationship between mental health status and job satisfaction among police constables is a pivotal area of study within the field of occupational psychology and public safety operation. Police work is innately demanding and stressful, frequently involving exposure to traumatic events, long working hours, and high-pressure situations. These factors can have a significant impact on the internal well-being and job satisfaction of police officers. Job Demands, Organizational Support, Work-Life Balance, Job Autonomy and Control, Stigma and Mental Health mindfulness, Impact on Performance. By studying these factors and understanding the complex interplay between internal health status and job satisfaction, experimenters and policymakers can develop strategies to promote the well-being of police bobbies and ameliorate overall organizational effectiveness.<sup>3</sup>

## **NEED OF THE STUDY**

Police work poses significant mental health risks, with 14.6% of officers experiencing depression, 14.2% suffering from PTSD, 9.6% dealing with generalized anxiety, and 25.7% engaging in hazardous drinking. These figures highlight the urgent need for effective mental health support within law enforcement. Job satisfaction is also mixed, with 56% of officers somewhat or very satisfied, while 26% report dissatisfaction. Key factors influencing this include emotional intelligence, workplace relationships, and motivation for public service. Addressing both mental health and job satisfaction through comprehensive support programs and positive workplace environments is essential for improving officer well-being and overall performance.<sup>4</sup>

Mental health issues and job satisfaction levels among police officers in India vary significantly, with a study revealing that 44% of Chandigarh Police Constables experience emotional health imbalances. Additionally, a survey found that while 56% of officers feel somewhat or very satisfied with their work, 26% report being somewhat or very dissatisfied. These findings highlight the urgent need for targeted mental health support and interventions to improve both well-being and job satisfaction, which can ultimately enhance police performance and strengthen community relations.<sup>4</sup>

State-level data on the prevalence of mental health issues and job satisfaction among police constables reveals notable variations. In Mumbai, approximately 52.22% of police constables reported feeling that their work life is quite stressful. These insights highlight the urgent need for targeted mental health support and initiatives to improve job satisfaction among police

personnel across different states. Addressing these issues is essential for fostering a healthier work environment and enhancing the effectiveness of law enforcement.<sup>4</sup>

## **METHODOLOGY:**

### **Primary Objectives:**

1. To assess the level of mental health status and job satisfaction among police constables in selected police station.

### **Secondary Objectives:**

1. To correlate level of mental health status and job satisfaction among police constables.
2. To find out association between the level of mental health status among police constables with their demographic variables.
3. To find out association between the level of job satisfaction among police constables with their demographic variables.

### **Assumption**

1. The level of mental health and job satisfaction among police constables may be influenced by their work environment and job-related stress.
2. Police constable experience job related stress.
3. Police constables experience job dissatisfied to the poor mental health.
4. Mental health status and job satisfaction vary as per the socio economic, cultural and family background.

### **Research approach**

In this study quantitative approach is used.

### **Research design**

The research design selected for the present study was “Descriptive Study- A Cross-Sectional Research design.

### **Setting of the study**

The present study was conducted in selected police station where level of mental health status and job satisfaction assess after obtaining permission from concerned authority.

### **Variables**

- **Research variables:** In the present study variable is level of mental health status and job satisfaction among police constables.
- **Demographic variables:** In the present study demographic variables includes age, gender, religious, type of family, monthly family income, area of residence, marital status, experience.

### **Population**

- **Target population:** In this study the target population include police constables working in police station.
- **Accessible population:** In this study, the accessible population include Police constables who are working in police station and are available during data collection who were fulfilling the inclusion criteria.

### **Sampling technique**

In the present study non probability convenient sampling technique was used.

### **Sample size**

In this study, sample size consist of 110 police constables working in police station.

## **Validity and reliability**

The tool was validated by 18 experts, includes 14 mental health nursing experts, 2 MD Psychiatry and 2 statisticians. The correlation coefficient of General well-being scale was formalized and the correlation measure 'r' of the tool was 0.87 & 0.96 and hence the tool was set up to be dependable.

The correlation measure 'r' of the job satisfaction tool was 0.9969 which was further than 0.87 and hence the tool was set up to be dependable.

## **Pilot study**

A sample of 10% police station was selected from selected police station. The pilot study was feasible in terms of man money and resources.

## **Description of tool**

### **Section A-Questionnaire on demographic Variable.**

It includes total 8 demographic variables similar as age, gender, religious, type of family, yearly family income, area of hearthstone, connubial status, experience of police constables.

### **Section B – I standarized general wellbeing scale**

This standardized general wellbeing scale was used by reviewing the related literature and consultation with experts. This scale consisted of 20 questions. Questions for assessment of level of mental health status of police constables. Total score is 120.

Psychological Distress (PD)- 5,7,9,11,13,14,16,17,19,20 (This questions score calculates in a ascending order and score is 1, 2, 3, 4, 5, 6)

Psychological Well-Being (PWD)-1,2,3,4,6,8,10,12,15,18 (This questions score calculate in a reverse order and score is 6,5,4,3,2,1)

### **SECTION B – II modified job satisfaction scale**

This modified job satisfaction scale was used by reviewing the related literature and consultation with experts. This scale consisted of 15 questions. Questions for assessment of level of job satisfaction of police constables. Total score is 105.

Where 1 = I'm extremely dissatisfied, 2 = I'm very dissatisfied, 3 = I'm moderately dissatisfied, 4 = I'm not sure, 5 = I'm moderately satisfied, 6 = I'm very satisfied, and 7 = I'm extremely satisfied.

## **Ethical aspect**

This study offer was accepted by Institutional Ethical Committee. authorization was attained by the concerned authorities before conducting the study. concurrence letter was attained by individualities actors after explaining them the exploration process in their own language. Confidentiality about the party information was maintained by using law number by the investigator.

## **RESULTS:**

Questionnaire on demographic Variable for assess the level of mental health status and job satisfaction among police constables in selected police station.

- 21.80% of police constables were in the age group of 23-34 years, 60% in 35-46 years and 21.80% of police constables were in the age group of 47-58 years.
- 70% of police constables were males and 30% of them were females.

- 74.50% of police constables were Hindus, 20.90% of them were Buddhist, 1.80% of them were Muslim, 1.8% of them were others (Parsi) and 0.90% of them were Christian.
- 1.50% of police constables were joint families, 6.40% from nuclear and 9.10% of police constables were from extended families.
- 15.50% of police constables had monthly family income of Rs 30001-40000, 30% had between Rs 40001-50000 and 52.70% of police constables had monthly family income of more than 50000 Rs.
- 22.70% of police constables were from rural area and 77.30% of them were from urban area.
- 87.30 of police constables were married and 11.80% of them were unmarried.
- 30.90% of police constables were having work experience of 1-10 years, 41.80% of them had between 11-20 years, 20.90% of police constables had work experience of 21-30 years and 6.40% of them had working experience of more than 30 years.

**Table 1: Table showing assessment of level of Mental Health Status**

**n=110**

Level of mental health status score	Score Range	Level of Mental Health Status Score	
		No of police constables	Percentage
Severe	1-30	1	0.91
Distress	31-60	12	10.91
Marginal	61-90	75	68.18
Positive Well Being	91-120	22	20
Minimum Score		23	
Maximum Score		119	
Mean Score		77.35±16.41	
Mean % Score		64.46±13.67	

The above table 1 shows that 0.91% of the police constables had severe mental health status 10.91% had distress mental health status, 68.18% had marginal and 20% of police constables had positive well being mental health status. Minimum mental health status score was 23 and maximum mental health status score was 119. Mean mental health status score was 77.35±16.41 and mean percentage of mental health status score was 64.46±13.67.

**Table 2: Table showing assessment of level of job satisfaction**

**n=110**

Level of Job Satisfaction score	Score Range	Level of Job Satisfaction Score	
		No of police constables	Percentage
Extremely Dissatisfied	15	2	1.82
Very Dissatisfied	16-30	1	0.91
Moderately Dissatisfied	31-45	3	2.73
Not Sure	46-60	8	7.27
Moderately Satisfied	61-75	22	20.00
Very Satisfied	76-90	43	39.09
Extremely Satisfied	91-105	31	28.18
Minimum Score		15	
Maximum score		105	
Mean score		79.68±18.05	
Mean % Score		75.88±17.19	

The above table 2 shows that 1.82% of the police constables had extremely dissatisfied, 0.91% had very dissatisfied, 2.73% had moderately dissatisfied, 7.27% had not sure, 20% had moderately dissatisfied, 39.09% of them were very satisfied and 28.18% of them were extremely satisfied level of job satisfaction score. Minimum job satisfaction score was 15 and maximum job satisfaction score was 105. Mean job satisfaction score was 79.68±18.05 and mean percentage of job satisfaction score was 75.88±17.19.

**Table 3: Table showing item wise assessment of level of job satisfaction**

**n=110**

S r. N o	ITEMS	<i>Extremely dissatisfied</i>	<i>Very dissatisfied</i>	<i>Moderately dissatisfied</i>	<i>Not sure</i>	<i>Moderately satisfied</i>	<i>Very satisfied</i>	<i>Extremely satisfied</i>
1.	The physical work conditions	14(12.7%)	5(4.5%)	8(7.3%)	2(1.8%)	25(22.7%)	25(22.7%)	31(28.2%)
2.	The freedom to choose your own method of working	9(8.2%)	3(2.7%)	9(8.2%)	4(3.6%)	31(28.2%)	36(32.7%)	18(16.4%)
3.	Your fellow workers	7(6.4%)	4(3.6%)	4(3.6%)	6(35.5%)	21(19.1%)	39(35.5%)	29(26.4%)

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<b>4.</b>	The recognition you get for good work	5(4.5%)	5(4.5%)	9(8.2%)	6(35.5%)	23(20.9%)	31(28.2%)	31(28.2%)
<b>5.</b>	Your immediate boss	5(4.5%)	5(4.5%)	4(3.6%)	3(2.7%)	16(14.5%)	37(33.6%)	40(36.4%)
<b>6.</b>	The amount of responsibility you are given	9(8.2%)	2(1.8%)	4(3.6%)	6(35.5%)	19(17.3%)	37(33.6%)	33(30%)
<b>7.</b>	Your rate of pay	17(15.5%)	11(10%)	8(7.3%)	5(4.5%)	19(17.3%)	29(26.4%)	21(19.1%)
<b>8.</b>	Your opportunity to use your abilities	12(10.9%)	3(2.7%)	7(6.4%)	4(3.6%)	23(20.9%)	34(30.9%)	27(24.5%)
<b>9.</b>	Professional relationship with your superior & subordinate	8(7.3%)	5(4.5%)	4(3.6%)	6(35.5%)	19(17.3%)	36(32.7%)	32(29.1%)
<b>10.</b>	Your chance of promotion	12(10.9%)	3(2.7%)	9(8.2%)	8(7.3%)	21(19.1%)	28(25.5%)	29(26.4%)
<b>11.</b>	The way your firm is behaved	10(9.1%)	3(2.7%)	5(17.3%)	1(0.9%)	19(17.3%)	33(30%)	39(35.5%)
<b>12.</b>	The attention paid to suggestions you make	10(9.1%)	1(0.9%)	6(35.5%)	6(35.5%)	22(20%)	35(31.8%)	30(37.3%)

<b>1</b>	<b>3.</b> Your hours of work	21(19.1%)	11(10%)	7(%)	5(4.5%)	20(18.2%)	28(25.5%)	18(16.4%)
<b>1</b>	<b>4.</b> The respect in your job	9(8.2%)	3(2.7%)	7(6.4%)	2(1.8%)	20(18.2%)	34(30.9%)	35(31.8%)
<b>1</b>	<b>5.</b> Your job security	10(9.1%)	4(3.6%)	5(4.5%)	3(2.7%)	16(14.5%)	22(20%)	50(45.5%)

The above table 3 shows that physical work condition: 28.2% extremely satisfied, 12.7% extremely dissatisfied, 22.7% moderately satisfied, 22.7% very satisfied. Freedom to choose work methods: 32.7% very satisfied, 16.4% extremely satisfied, 8.2% extremely dissatisfied, 28.2% moderately satisfied. Fellow workers: 35.5% very satisfied, 26.4% extremely satisfied, 6.4% extremely dissatisfied. Recognition for good work: 35.5% not sure, 18.2% very/extremely satisfied, 20.9% moderately satisfied. Immediate boss: 36.4% extremely satisfied, 33.6% very satisfied, 4.5% dissatisfied. Amount of responsibility: 35.5% not sure, 30% extremely satisfied, 33.6% very satisfied. Rate of pay: 26.4% very satisfied, 15.5% extremely dissatisfied, 19.1% extremely satisfied. Opportunity to use abilities: 30.9% very satisfied, 24.5% extremely satisfied, 10.9% extremely dissatisfied. Professional relationships: 35.5% not sure, 32.7% very satisfied, 29.1% extremely satisfied. Chance of promotion: 26.4% extremely satisfied, 25.5% very satisfied, 10.9% extremely dissatisfied. Firm behaviour: 35.5% extremely satisfied, 30% very satisfied, 9.1% extremely dissatisfied. Attention to suggestions: 37.3% extremely satisfied, 31.8% very satisfied, 9.1% extremely dissatisfied. Hours of work: 25.5% very satisfied, 16.4% extremely satisfied, 19.1% extremely dissatisfied. Respect in job: 31.8% extremely satisfied, 30.9% very satisfied, 8.2% extremely dissatisfied. Job security: 45.5% extremely satisfied, 14.5% moderately satisfied, 9.1% extremely dissatisfied.

**Table 4: Correlation between Mental Health Status and Job Satisfaction Score among police constables**

**n=110**

Score	Mean	SD	r-value	p-value
Mental Health Status	77.35	16.41	0.294	0.002
Job Satisfaction	79.68	18.05		S,p<0.05

The above table 4 shows that correlation between mental health status and job satisfaction among police constables from selected police stations of the city. Mental health status and job satisfaction score are correlated with the help of Pearson’s Correlation Coefficient at 5% level of significance. Significant positive correlation was found between mental health status and job satisfaction among police constables.

**Association of Mental Health Status score among police constables in relation to Demographic Variables.**

There is significant association of level of mental health status score in relation to Age (in years), Monthly family income and area of residence.

## Association of Job Satisfaction among police constables in relation to Demographic Variables

There is significant association of level of job satisfaction score in relation to gender.

### DISCUSSION

The present study examined the mental health status and job satisfaction levels among police constables. Findings revealed that 0.91% of the participants exhibited severe mental health issues, 10.91% experienced distress, 68.18% showed marginal mental health, while only 20% demonstrated positive well-being. In terms of job satisfaction, 20% of the constables were moderately dissatisfied, 39.09% were very satisfied, and 28.18% were extremely satisfied. A significant association was found between mental health status and variables such as age, monthly family income, and area of residence. Furthermore, job satisfaction levels were significantly associated with gender.

In a related study, Parmar Vishal Kumar P. and Aastha Dhingra (2016) investigated job satisfaction and occupational stress among police officers in Gujarat. The sample consisted of 120 officers (60 males and 60 females), equally divided into armed and unarmed personnel. Data collection instruments included the Occupational Stress Scale by A.K. Shrivastava and A.P. Singh, and the Job Satisfaction Scale by Singh and Sharma. Using t-test analysis, the researchers found no significant difference in occupational stress levels between armed and unarmed officers, nor between male and female officers. Similarly, job satisfaction levels did not differ significantly between armed and unarmed personnel. However, a significant difference was observed between male and female officers in terms of job satisfaction, with female officers reporting higher satisfaction levels.<sup>5</sup>

Together, both studies underscore the importance of demographic and occupational factors in shaping the psychological well-being and job satisfaction of police personnel. While mental health was influenced by age, income, and residence in the first study, gender emerged as a key factor affecting job satisfaction in both. These findings highlight the need for tailored interventions to support the mental health and job satisfaction of police officers across different contexts.

### CONCLUSION

This study explored the relationship between mental health status and job satisfaction among police constables, highlighting the psychological challenges faced by personnel in a high-stress profession. The findings suggest that a significant proportion of police constables experience moderate to poor mental health, which aligns with their reported levels of job satisfaction. Many constables reported being satisfied with aspects of their job, such as supervision, job security, and work conditions, while dissatisfaction was more prominent in areas like pay and work hours.

Importantly, the study found a positive correlation between mental well-being and job satisfaction—those with better mental health also tended to be more satisfied with their jobs. Additionally, certain demographic variables such as age, income, and area of residence were associated with mental health, while gender was linked to job satisfaction levels.

These findings underscore the need for targeted mental health support, improved workplace conditions, and proactive policy interventions to enhance both psychological well-being and job satisfaction in police personnel. Addressing these areas can not only improve the quality of

life for officers but also enhance their performance and engagement, ultimately benefiting the wider community they serve. Creating a supportive, mentally healthy work environment is essential to sustaining a motivated and resilient police force.

## **NURSING PRACTICE**

Nursing is an art and science, as a science nursing is based upon a body of knowledge that is always changing with new discoveries and innovations. When nurses integrate the science and art of nursing into their practice, the quality of care provided to clients is at a level of excellence that benefits clients in innumerable ways.

## **NURSING EDUCATION**

Studying the mental health challenges of police constables helps nursing students identify conditions like PTSD, anxiety, and burnout. Understanding police culture promotes culturally sensitive care and builds trust, especially as officers may avoid help due to stigma. Educational tools like case studies, guest speakers, simulations, and research projects enhance empathy, critical thinking, and evidence-based mental health practice.

## **NURSING ADMINISTRATION**

Nursing administrators can apply research on police stressors to understand similar issues in nursing, such as long hours and emotional strain. This insight supports policies that improve mental health, job satisfaction, and retention. Promoting open communication, supportive environments, and work-life balance fosters a positive culture. Tools like surveys and focus groups help assess and address staff well-being effectively.

## **NURSING RESEARCH**

Researchers studying police stress can adapt specialized tools for high-stress fields like nursing. This study offers baseline data on police constables' mental health and job satisfaction, aiding nurse researchers in developing evidence-based interventions. It also helps healthcare workers understand police psychological challenges and promote health-focused behaviors. Additionally, the study supports further research on links between mental health, job satisfaction, and demographics.

## **RECOMMENDATIONS**

- A similar study can be done to assess the level of mental health status and job satisfaction.
- A similar study can be done to assess level of mental health status and job satisfaction in police constables in different city.
- A comparative study can be done to assess the level of mental health status and job satisfaction among police constables in police station with the level of mental health status and job satisfaction among police constables in headquarters in the same city.
- Health education module can be prepared on each aspect contributing to preventing and minimizing effects of level of mental health status and job satisfaction among police constables.

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## CONFLICT OF INTEREST:

The authors certify that they have no involvement in any organization or entity with any financial or non-financial interest in the subject matter or materials discussed in this paper.

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