



# Chapter 7

## **FINDINGS, SUGGESTIONS, MANAGERIAL IMPLICATIONS & CONCLUSION**

7.1 Findings

7.2 Suggestions & Recommendations

7.3 Managerial Implications

7.4 Scope for Further Research

7.5 Conclusions



## CHAPTER – 7

### FINDINGS, SUGGESTIONS, MANAGERIAL IMPLICATIONS & CONCLUSION

#### Introduction:

*This chapter presents (i) Findings of the study (ii) Suggestions and Recommendations of the study (iii) Managerial Implication of the Study (iv) Scope for Future Research and (v) Conclusion. The evaluation of the result obtained after the analysis of data is discussed in this section.*

#### 7.1. FINDINGS:

The results are evaluated vis-à-vis the objectives and have been justified with the support of data. Therefore the objectives of the study are highlighted once again before the discussion of the results. The study has 15 objectives comprising of:

- i. To check whether the police personnel of Gujarat suffers from stress or not, if so then their level of stress and the possible ways to deal with it.*

Data was analyzed and it was found that police personnel of Gujarat suffer from stress as reported in Table 6.22 to 6.33 in Chapter 6. The average severity index of Mental Symptoms of stress is 7.22 out of 24 (Refer table 6. 22) which indicates that 30% mental symptoms of stress were observed among the police personnel of Gujarat.

The average severity index of Physical Symptoms of Stress is 6.27 out of 26 (Refer table 6. 23) indicates that 24% physical symptoms of stress were observed among the police personnel of Gujarat.

The average severity index of Others Symptoms of Stress is 0.93 out of 6 (Refer table 6.24) which indicates that 15.5% other symptoms of stress have been observed among the police personnel of Gujarat.

Among the three categories of level of stress, Police personnel of Gujarat are more affected by Mental Symptoms of stress followed by Physical Symptoms of stress and others symptoms of stress.

The study identified 9 attributes for practicing coping strategies and found that police personnel in Gujarat, 35.5% of respondents practice (refer Table 6.25) coping strategies which seems to be very low. There is an acute need create awareness and educate the police personnel in Gujarat about the various methods of coping strategies of stress.

To deal with this situation, the policy makers in the government and police department have to come forward with various mechanisms with which they can increase the level of awareness about coping strategies amongst police personnel in Gujarat. Moreover, there is a trend in other sectors to enter into a partnership with Non Governmental Organizations (NGOs) to deal with larger social issues. Hence, the government and the police department could think about joint venture to improve the mental peace and quality of life among police personnel in Gujarat.

- ii. *To identify the key sources of stress and the reasons of its occurrence and its impact on police personnel in Gujarat.*

It has been found that the average severity index of personal sources of stress is 4.36 out of 14 (refer Table – 6.26); it means 31% of personal sources of stress have been found amongst the police personnel of Gujarat.

The average severity index of inter personal sources of stress is 3.01 out of 10 (refer Table – 6.27) it means 30% of inter personal sources of stress were found among the police personnel of Gujarat.

The average severity index of sources of stress at work place is 7.14 out of 20 (refer Table – 6.28) it means 35.9% of the sources of stress at work place were found among the police personnel of Gujarat.

The average severity index of recreational sources of stress is 2.18 out of 08 (refer Table – 6.29) it means 27.3% of the recreational source of stress were found among the police personnel of Gujarat.

Of the four sources stress which have been considered in the study, sources of stress at work place has been found to be the key source of stress among the police personnel in Gujarat.

The mean factors for sources of stress at work place identified are dissatisfaction with the salary; feel overloaded with work, long working hours and no control over work schedule. These four factors contribute 58% in sources of stress at work place. Moreover, some other factors have also been noticed as sources of stress at work place like perfectionist in the execution of task, carry a lot of responsibilities and struggle to meet deadline.

The important impact of sources of stress on police personnel in Gujarat is low level of cordial relationship among superiors, subordinates and peers. Further, it deteriorates the relationship with family, physical and mental health of the police personnel in Gujarat and hence it further adversely affects the work environment of the police personnel. If the same phenomenon continues over a longer period of time, it leads to a rise in the various sources and symptoms of stress.

- iii. *To study the level of stress and its relationship with the hierarchy level of the police personnel in organization.*

It has been found that there is a very low, negative association among rank in police force and the level of stress among the police personnel in Gujarat which means police personnel at the lower designations like PSI, Jamadar, Head Constable and Constable have marginally higher level of stress than their next superior PI and the same trend continues in the higher ranks like DSP/DCP/Dy. SP/ACP and DG/Add. DG/IG/Spl. IG/DIG of police personnel in Gujarat. (Refer Table 6.45 Testing of hypothesis, H0<sub>9</sub>).

- iv. *To study the personal issues of police personnel which include worry about health, burden with unresolved issues in the past, suffering from depression and suffering from low esteem.*

Table - 7.1: Mean Score of Personal Sources of Stress		
Sr. No.	Attributes for Personal sources of stress	Mean Score
1	Struggle to make Decision	2.2
2	Worried about my health	2.51
3	Burdened with unresolved issue with past	2.36
4	Suffer from low self esteem	2.35
5	Suffer from Depression	2.37
6	Unmotivated to take up Challenge	2.44
7	Have to adapt a new life style	2.47

It has been found that most of the police personnel are affected by stress which resulted in a disturbance in their personal life. Among the factors considered in the study of personal sources of stress, worried about health has shown maximum impact on personal disturbance among police personnel of Gujarat, followed by adopt to a new life style, unmotivated to take up challenges and suffer from depression.

- v. *To find out the relationship between medications, smoking, consumption of alcohol with the stress level among police personnel in Gujarat. [ table – 6.45 - Ho1b, Ho1c, H019]*

There was a strong positive association found between the level of stress and the medication used by the police personnel in Gujarat. 100% variation in the level of stress leads to a 72% change in the habit of consuming medication. Smoking habits and the level of stress among police personnel in Gujarat are highly positively associated with each other. It has been found that 100% variation in the level of stress leads to 67% change in smoking habits among the police personnel in Gujarat. Consumption of Alcohol is high during the high level of stress and vice versa among the police personnel in Gujarat.

*vi. To check the relationship between the personal sphere and the various symptoms of stress among police personnel of Gujarat.*

It has been found that there is a strong positive association between the personal sphere and the various symptoms of stress among police personnel of Gujarat as shown in Table – 6.45 (H0<sub>2</sub>), Chapter – 6. The high beta value shows that 100% change in personal sphere leads to 73.7% variation in the various symptoms of stress among police personnel of Gujarat.

*vii. To check whether or not unresolved issues strengthen the level of stress among police personnel of Gujarat.*

The finding of the study shows that there is a low positive association between unresolved issues and the level of stress among police personnel of Gujarat as shown in Table – 6.45 (H0<sub>2b</sub>), Chapter - 6. A 100% change in unresolved issues leads to 46% variations in the level of stress among police personnel of Gujarat.

*viii. To study the impact of depression if any on the level of stress among police personnel of Gujarat.*

It was found that there is a strong positive association between depression and the level of stress among police personnel of Gujarat as shown in Table – 6.45 (H0<sub>2c</sub>), Chapter – 6. A 100% change in the level of depression leads to 72.9% variation in the level of stress among police personnel of Gujarat.

ix. *To study the impact of work sphere on symptoms of stress among police personnel of Gujarat.*

The findings of the study show that there is a strong positive association between work sphere and the symptoms of stress among police personnel of Gujarat as shown in Table – 6.45 (H0<sub>4</sub>), Chapter – 6. A 100% change in work sphere leads to 70.3% variation in symptoms of stress among police personnel of Gujarat.

x. *To check the association between being overloaded with work and working long hours among police personnel of Gujarat.*

The findings of the study shows that there is a moderate positive association between overloaded with work and the working long hours as shown in Table – 6.45 (H0<sub>4b</sub>), Chapter – 6. A 100% variation in over loaded with work leads to 57.6% variation in working long hours.

xi. *To study the impact of being overloaded with work on the level of stress among police personnel of Gujarat.*

It was found that there is a moderate positively association between being overloaded with work and the level of stress as shown in Table – 6.45 (H0<sub>4a</sub>), Chapter – 6. A 100% change in the condition of being overloaded with work leads to 53% variation in the level of stress among police personnel of Gujarat.

- xii. *To study the impact of dissatisfaction with salary on the sources of stress at work place among police personnel of Gujarat.*

The finding of the study shows that there is strong positive association between sources of stress at work place and the dissatisfaction with salary among police personnel of Gujarat as shown in Table – 6.45 (H0<sub>12</sub>), Chapter – 6. A 100% variation in dissatisfaction with salary leads to 68% variation in sources of stress at work place among police personnel of Gujarat.

- xiii. *To study the relationship between post retirements departmental issues and the level of stress among police personnel of Gujarat.*

The finding of the study shows that there is a strong positive association between post retirement departmental issues and the level of stress among police personnel of Gujarat as shown in Table – 6.45 (H0<sub>17</sub>), Chapter – 6. A 100% change in post retirement departmental issues leads to 62% variation in level of stress among police personnel of Gujarat.

- xiv. *To study the gap between Demand and Supply of qualified workforce leading to compelled excessive workload as well as pressure.*

From the various sources examined, it was found that there is a huge disparity between the increase in the general population and the police personnel within the state. It has been noticed the former has grown much faster than the latter as shown in Appendix – III, Table - 9. On the other hand the percentage of allocated amount spent on police salary has been constant over the last 25 years which indicates that economic conditions of the police personnel have remain unchanged as shown in Appendix – III, Table - 10. The fund allocations for modernization of the police force are decreasing continuously from 2001 – 2002 to 2005 – 2006, while in 2006 – 2007 the



trend changed but it was lower than the one in 2001 – 2002. In 2007 – 2008 the allocation got increased but only marginally than 2001 – 2002 as shown in Appendix – III, Table - 10.

- xv. To study the condition of “*what to do and what not to do*” especially when police personnel feel heavily stressed out.

The proper justification of this objective can be drawn from the overall analysis of the data and considering the following facts and realities:-

First, looking to the percentage of rises in population and changes in the population density of the state of Gujarat over period (in last 30-40 years) and against it the percentage of rise in the police strength in terms of numbers are disproportionate. Number of police and opening of new police chowky and police stations are lesser than rise in population of that region. Second, considering other professions & jobs and there's pay scales and benefits at our country in comparison of police departments, police personnel are under or low paid. Even if we compare the police departments' pay scale & benefits of other country like Europe, America etc, and our police personnel's pay scale & benefits, our police personnel are paid much lesser.

To suggest “*what to do and what not to do*” when police personnel observes stress remedial work needs to carry out at various levels. Over and above already published Tools & Techniques (refer appendix – III) following tips should also be consider.

#### **Government and Institutional Level:**

- They should try to work-out some strategies to minimize the mismatch of rise in population and number of police personnel.

- They should also look in to the disparities of pay Scale & benefits between police departments and other profession of the country, police departments of our country and other countries like Europe, America, etc.
- Police department of Gujarat should organize, time to time, health awareness program, recreational activates, training program and consulting sessions for those who experiences stress or any health issues.

### **Individual Level:**

- Try to prepare schedule of daily activities and also try to observe it.
- Must have nutritious food and as far as possible should follow the eating time & regularity in taking meals.
- Should not avoid or feel hesitate in communicating any problem / issue, if felt, to family members, friends and, if need arises, to higher authority in departments.
- Do go for regular medical checkup.
- Must spend quality time with family and children.
- If possible, try to avoid the situation which creates stress (walk away from stress) and if not than look for the reasons & components of stressful situations and try to improve up on.
- Laugh at stress.

7.2. SUGGESTIONS & RECOMMENDATIONS:

The results of the study provide detailed information about the various symptoms of stress, various sources of stress and coping strategies of stress among police personnel of Gujarat.

Table - 7.2: Mean Score of Mental Symptoms of Stress		
Sr. No.	Attributes for Mental Symptoms of Stress	Mean Score
1	Anxious	2.16
2	Worry a lot	2.29
3	Irritability	2.27
4	Easily Frustrated	2.29
5	Aggressive Outbursts	2.36
6	Poor Concentration	2.38
7	Forgetfulness	2.27
8	Depression	2.33
9	Poor Motivation	2.32
10	Want to be alone always	2.28
11	Poor Self Esteem	2.20
12	Feel out of Control	2.17

The above table shows the mean score of mental symptoms of stress among the respondents. Out of the attributes of mental symptoms of stress, Poor Concentration having a high mean value indicates that the police personnel of Gujarat faces a severe problem of concentration during their jobs and assigned tasks. Poor concentration could be the cause of rise in aggressive outbursts, depression, poor motivation and worries which forced them to live alone.

In any organization, a prerequisite to achieving the objectives is that the employee should be highly focused on their assignments. Likewise, in police organizations, prevention and detection of the crime should be time bound and essential for police personnel to deal with it with total concentration and a highly focused attitude.

The study suggests that the policy makers and the police organization should take appropriate actions to improve the level of concentration among police personnel in Gujarat for their better, efficient and effective performance. The study has identified three levels of concentration among police personnel in Gujarat. Those police personnel who suffer low levels of poor concentration need to be taken care by suggesting to them to carry out activities of their choice and interests or with the help of minor environmental change like spending time with the family or friends at home or going out with them, taking proper rest during off/free hours from duty and having a proper, nutritious diet etc.

Those police personnel who are suffer from moderate levels of poor concentration are advised to do some kind of meditation and yoga in addition to the suggestions made for the low level of poor concentration.

But those who suffer from high levels of poor concentration need to be taken care of instantaneously by providing them proper counseling by experts, psychologist and medication in addition to the suggestions made for the low and moderate level of poor concentration.

Table - 7.3: Mean Score of Physical Symptoms of Stress		
Sr. No.	Attributes for Physical Symptoms of Stress	Mean Score
1	Headaches	2.17
2	Spastic Colon	1.92
3	Indigestion	2.07
4	Ulcers	1.99
5	High Blood Pressure	2.12
6	Hyperventilation	2.09
7	Asthama	1.92
8	Stiff Sore Muscles	2.11
9	Trouble Sleeping	2.22
10	Decreased Immunity	2.05

11	Change in Marriage Life	2.00
12	Change in Appetite	2.08
13	Palpitation	2.01

The above table shows the mean score of the physical symptoms of stress among police personnel of Gujarat. Among the attributes, trouble sleeping shows the high level of mean value among the others, which is one of the main sources of high blood pressure, Headache, Stiff Sore Muscles, Indigestions and Change in Marital & Social Life. In general, the nature of the police job is uncertain and police personnel are expected to be prepared for the job any time during 24 hours. Even in the case of a critical situation they have to be on their toes 24 x 7.

The study suggests that the policy makers and the police organization should take appropriate action to improve the level of physical fitness of police personnel to reduce the physical symptoms of stress among police personnel in Gujarat. The study has identified three levels of trouble in sleeping which is one of the sources that causes physical symptoms of stress among police personnel in Gujarat.

The police personnel who suffer from low level of trouble, sleep could not be a regular phenomenon for them and hence could not be considered as an alarm for physical symptoms of stress, so it can be dealt individually i.e., case by case, to resolve the issue.

To take care of moderate and high level of physical symptoms of stress in general and trouble in sleeping in particular, the policy makers and police organizations should take instant action to improve the physical fitness of the police personnel. For better physical fitness, there is a need to create in-house facilities by providing sophisticated exercise equipments, swimming pool, organizing regular fitness camps and sports week etc.

The finding of the study shows that among the other symptoms of stress, medication is one of the most common practices followed by consumption of alcohol and smoking by the police personnel in Gujarat. Those who consume alcohol disproportionately and smoke terribly need to be checked properly because it might be the root cause for mental and physical symptoms of stress.

With a detailed investigation of various symptoms of stress and their resolution mechanisms, the study has attempted to find out the major source of stress among police personnel of Gujarat. As far as personal sources of stress are concerned, a worry about their health is one of the most important attributes among others as shown in Table – 6.5.

To control the personal sources of stress among police personnel, it is essential to deal with past unresolved issues which leads to a rise in depression and hence to individuals' demotivation to take up new challenges. It has been observed that there is a huge gap between assigning of the task and the selection of police personnel for that task. It has also been observed that many a times, task is not carried out properly due to interference from peers, superiors and external authorities. Sometimes problems may arise due to the unavailability of police force or skilled police force.

Policy makers and police organization need to restructure the job assignment mechanism and the distribution of work load keeping in mind (taking into consideration) the knowledge, skills and relevant experiences of the police personnel. There is a need to make a suitable, scientific and an appropriate selection procedure at the time of recruitment and conducting regular training and development programmes for a better performance of police personnel at work. They should also provide the necessary resources and support so that issues can be resolved on time.

Table - 7.4: Mean Score of Inter Personal Sources of Stress		
Sr. No.	Attributes for Interpersonal Sources of Stress	Mean Score
1	Difficulty in Communicating	2.13
2	Lose interest in others	2.36
3	Difficulty in Controlling my anger	2.43
4	Perfectionist in my expectations of others	2.52
5	See that other use me as a doormat	2.40

Among interpersonal sources of stress, the expectations for accurate and perfect discharge of duties are one of the major sources of stress. The lack due to non-fulfilling of this attribute, leads to the emotional instability like difficulty in controlling anger. This in turn affects and deteriorates the cordial environment of the personal and professional life of the police personnel. Due to upsets in the personal and professional life, a rise in symptoms and sources of a stress among police personnel is imminent. To overcome this phenomenon, there is an urgent need for proper counseling and it is also expected that superiors convey their expectations in advance.

Table - 7.5: Mean Score of Work Sphere Sources of Stress		
Sr. No.	Attributes for Work Sphere Sources of Stress	Mean Score
1	Feel Overloaded with work	2.46
2	Struggle to meet deadline	2.48
3	Carry a lot of responsibility	2.49
4	Struggle to get along with superior	2.42
5	Have to tolerate a lot of frustration	2.37
6	Work Long Hours	2.67
7	No Control over my work schedule	2.62
8	Dissatisfied with my salary	3.01
9	My work is boring and not challenging	2.39
10	Perfectionist in the execution of my task	2.55
11	Post retirement departmental issues	2.44

The above table shows the mean score of work sphere sources of stress. Among the attributes, dissatisfied with salary is one of the most important reasons of sources of stress at work place among others. Dissatisfaction with salary leads to unwillingness to work and indulgence into malpractices. Unwillingness towards job may be the cause of working long hours and the struggle to meet deadlines. Keeping in mind the rising general inflation and the cost of living the police department and the policy makers should restructure the pay scales of the police personnel. They should also keep in mind while restructuring the pay scale, the salary structure of other corporate, other countries' pay scale of police personnel and the risks attached with the duties.

There is a general observation that police department hire new work force on temporary and daily wages basis and that wages are not competitive. There is a lack of commitment towards their jobs because of the temporary nature of the assignment or job. Due to this, they are either unmotivated or less motivated to perform their assignments and accept new assignments too. Policy makers should think about converting daily wagers into pay role systems and provide social security.

The finding of the study shows that no control over work schedule is another important source of stress at work place among police personnel in Gujarat. Uncontrolled work scheduled situation arises due to the demand supply gap of police personnel and/or mismatch between allotment of the work and the skill of the police personnel. This could be the reason working long hours. To tackle this situation, policy makers and the police organization should asses the need of the police personnel required, considering quantum of work, population of the area and the geographic locations. The same phenomenon can be wiped out with the help of reallocation of work among the police personnel of Gujarat.



Table 7.6: Mean Score of Coping Strategies of Stress		
Sr. No.	Attributes for Coping Strategies of Stress	Mean Score
1	Maintain a Sense of Humour	2.55
2	Meditate	2.42
3	Get a Massage	2.68
4	Exercise Regularly	2.82
5	Eat more Sensibly	2.68
6	Limit Intake of Alcohol	2.44
7	Take refuge in family and Friend	2.53
8	Delegate responsibility	2.52
9	Quit	2.35

The police personnel who suffer from stress practice some kind of coping strategies among the identified attributes as shown in the above table. It has been observed that some police personnel are totally unaware about the coping strategies, while sizeable proportions practice irregularly, whereas very few police personnel exercise coping strategies on a regular basis. To fight stress, it is necessary to make the police personnel aware about the various coping strategies. To do so, the policy makers and the police organization should institutionalize learning and training of coping strategies among police personnel in Gujarat.

### 7.3. MANAGERIAL IMPLICATIONS:

Managerial implication of this study is divided into two parts namely (i) theoretical and (ii) practical.

The most important theoretical contribution of this study is the development of Smith and Venter (1996) model in the police organization in the context of Gujarat. The model used in this study, initially developed and used by Smith and Venter in 1996 to study the Symptoms and Sources of stress among police personnel. Prior to

this study, there is little evidence of the use of this model in the Indian context in general and particularly in Gujarat.

Another theoretical contribution of the study is that hardly any detailed study has been found on the police stress across the Gujarat state. So this might be a benchmark for torch bearer the policy makers of Gujarat police departments. The same literature can be further used by the researchers, academicians and policy makers.

Police plays an important and vital role in protecting the citizens and their properties, properties of the nation and maintaining law and order in the city, states and country. They are referred to as peace makers. Looking at the crucial role they play, as academicians and researcher it's our moral responsibility to address and highlight their burning issues and provide an insight by which these issues can be resolved. This study might be instrumental in focusing on those issues and their various causes confronting the police organization policy makers and in suggesting remedial measures to overcome them.

This study is useful for police organizations as well as policy makers (Government) to identify the various areas through which they can increase the effectiveness, efficiency and the quality of police work. This will also help them to know the critical areas which could be addressed when, where and how.

Police organization and the policy makers can use this study to identify the major sources of stress and prevailing symptoms of stress among police personnel of Gujarat. The suggestions put forward by the researcher can be utilized as a tool to develop their strategies to combat and overcome the police stress.

The outcome of the study certainly helps the police organization and the policy makers in general but it is equally important for the police personnel in particular. This study helps the police personnel to assess and identify themselves in appropriate contexts to the sources of stress and the symptoms of stress.

The findings of the study suggest that the symptoms are lower than the sources of stress and hence sources of stress among police personnel have been tackled very seriously on an immediate basis by the appropriate authority, planner and policy makers to control the future outburst.

The outcome of this study will also be helpful in improving the quality of life, organizational climate & culture and environment of the police personnel of Gujarat.

The outcome will also enable them to know about various coping strategies of stress which can be practiced by the police personnel to overcome stressful situations.

#### **7.4. SCOPE FOR FURTHER RESEARCH:**

Research on the Gujarat police is itself a unique area which requires continuous improvement in its literature. Change is the only unchanged phenomena of the world so the Gujarat police and its systems are also changing with the passage of time.

Due to the changes among the role of police, expectations by the police and of the police, the advancement in the technology used, cultural exchange and the general development of the nation demands a rigorous ongoing research so that changes would be identified and updated from time to time for the betterment of the police personnel, police organizations, service to the citizens and the nation. Apart from this, future research can be extended in the following manner:

- i. The researcher may undertake the research by limiting the respondents on employed in a certain position, a single position among the police personnel of Gujarat. It might be possible that this perspective may lead to some new knowledge about stress experience by the police personnel in Gujarat. It may open a new horizon of knowledge.
- ii. Researcher and academicians may conduct research by taking a probability sampling with the help of police organization or the published police report in the area of study etc.
- iii. The researcher proposes that conducting surveys in different parts of the country will improve the credibility and applicability of the findings. This is possible through web based survey throughout the country.
- iv. Further study could also be carried out with the use of some other models or to develop some new models which could throw more light to understand stress in the Indian context.
- v. By considering a different culture prevailing in India, a cross cultural study and its impact on police stress would lead to newer areas of research.
- vi. This model can be used to study the symptoms and sources of stress in Indian Armed Force and/or other public and private sectors.

## 7.5. CONCLUSIONS:

The study had examined the various sources as well as symptoms of stress among police personnel of Gujarat state. There is an ongoing debate that symptoms require more cure than sources of stress and vice versa. But the study tried to examine both the aspects among police personnel in Gujarat state assuming that sources is the root

cause of the various symptoms of stress. The conclusions of the study have been highlighted as follows:

- i. As far as symptoms of stress are concern, it has been concluded that, there is a positive symptoms of stress among police personnel of Gujarat state.
- ii. The study had found that Percentage of sources of stress is higher than the percentage of symptoms of stress. The low level of symptoms of stress indicates that stress level among police personnel are in nascent stage especially in Gujarat state.
- iii. The study had also found that the police personnel of Gujarat have been suffering from the stress irrespective of their designations and ranks in police organizations.
- iv. The study had also concluded with the fact that larger the unresolved issues from the past leads to the higher level of stress among police personnel of Gujarat state.
- v. Over loaded with work have a greater influence on the level of stress among police personnel of Gujarat state but the fact is that overloaded with work arises due to so many reasons like shortage of manpower and necessary infrastructure, mismatch of profile, insufficient incentives, job safety & security etc.
- vi. One of the findings of the study indicated that police personnel are normally working long hours due to unresolved issues from the past which could be one of the causes of various sources of stress.

In a concluding remark it has been pointed out that police personnel of Gujarat state have been found stressful with varying level of stress. Low level of symptoms of stress indicates that stress among the police personnel is not matured enough and has not reach to a critical level. Whereas the sources of stress is higher than the symptoms of stress, it means if sources will not be controlled on a war footing, it leads to the symptoms of stress into a critical situation which might create a very difficult situations for appropriate authorities to handle it on a mass level.