**An analysis of Basic amenities and Welfare Measures of Police Officers in Tamil Nadu**

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**Abstract**

Police stations in India have a designated area under their jurisdiction. Police stations are headed by a [station house officer](https://en.wikipedia.org/wiki/Station_house_officer) (SHO) who may be of inspector or sub-inspector rank, assisted by an assistant sub-inspector, head constables, and [constables](https://en.wikipedia.org/wiki/Constables). The number of personnel in a particular police station depend on many factors like area covered, population, [topography](https://en.wikipedia.org/wiki/Topography), crime rate, sensitivity, important places and others. Some police stations may have police outposts under them. Police outposts are set up when areas covered by police stations have difficult topography, a lack of transportation, high population density, communally sensitive places and border points, or if the area is very large.

There are many police stations in India which lack basic infrastructure like proper buildings, landline telephones, wireless sets, vehicles, computers and adequate police personnel. Specialized police stations also exist for specific purposes, such as cybercrime, railway, traffic enforcement, women, and others. The study established that police officers’ welfare and basic amenities services play a role in the performance of the police service and a police service well equipped with employee welfare measures facilitate police operations. Stratified random sampling has been used to contact the sample respondents for the study. Questionnaire method is adopted to collect the primary data from the respondents. The collected data has been analysed with statistical tools like z-test, mean score ranking.

**Key Word: Police, Basic amenities, Welfare Measures**

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**Introduction**

Police stations in India have a designated area under their jurisdiction. Police stations are headed by a [station house officer](https://en.wikipedia.org/wiki/Station_house_officer) (SHO) who may be of inspector or sub-inspector rank, assisted by an assistant sub-inspector, head constables, and [constables](https://en.wikipedia.org/wiki/Constables). The number of personnel in a particular police station depend on many factors like area covered, population, [topography](https://en.wikipedia.org/wiki/Topography), crime rate, sensitivity, important places and others. Some police stations may have police outposts under them. Police outposts are set up when areas covered by police stations have difficult topography, a lack of transportation, high population density, communally sensitive places and border points, or if the area is very large.

There are many police stations in India which lack basic infrastructure like proper buildings, landline telephones, wireless sets, vehicles, computers and adequate police personnel. Specialized police stations also exist for specific purposes, such as cybercrime, railway, traffic enforcement, women, and others.

The police stations are also facing staff crunch as the number of police personnel deployed there are not sufficient as per norms. The police personnel working there complained that they have been working with difficulty with the stations remaining bereft of the basic amenities like toilet and drinking water. The researcher has contacted 450 police officers for this study.

Stratified random sampling has been used to contact the sample respondents for the study. Questionnaire method is adopted to collect the primary data from the respondents. The collected data has been analysed with statistical tools like z-test, mean score ranking.

**Objectives:**

1. To explore the basic amenities for police officers.

2. To assess the satisfaction level of welfare measures provided to the police officers.

**Facilities**

 Basic amenities and welfare activities have been analysed under the heading facilities.

**Table -1.1**

 **Basic Amenities**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Statements** |  **SA** |  **A** |  **N** |  **D** |  **SD** | **Total Score** | **Rank** |
| **Basic Amenities Available in the Allotted Police Station** | Separate Counseling Room | 20(4.44) | 152(33.77) | 78(17.33) | 65(14.44) | 26(5.77) | 1098 | VIII |
| Drinking water | 47(10.44) | 362(80.44) | 6(1.33) | 9(2.00) | 26(5.77) | 1745 | V |
| SeparateWashing Room | 40(8.88) | 150(33.33) | 26(5.77) | 42(9.33) | 36(8.88) | 998 | X |
| Fan | 23(5.11) | 45(10.00) | 150(33.33) | 123(5.11) | 260(5.78) | 1374 | VII |
| Light | 38(8.44) | 366(81.33) | 7(1.55) | 32(7.11) | 7(1.55) | 1746 | IV |
| Computer | 34(7.55) | 381(84.66) | 24(5.33) | 5(1.11) | 6(1.33) | 1782 | I |
| Toilet | 16(3.55) | 412(91.55) | 11(2.44) | 4(1.00) | 7(1.55) | 1776 | III |
| Fax | 34(7.55) | 382(84.88) | 22(4.88) | 4(1.00) | 8(1.77) | 1780 | II |
| Telephone | 47(10.44) | 362(80.44) | 6(1.33) | 9(2.00) | 26(5.77) | 1745 | V |
| Air Conditioner | 34(7.55) | 71(15.77) | 65(14.44) | 120(26.66) | 118(26.22) | 1007 | IX |

 **Source: Primary Data**

 (Figures in Parentheses are Percentages)

 Neutral Score: 450\*3=1350

Basic amenities of the police officers include well Counseling room, Drinking water, Separate washing room, Fan, Light, Computer, Fax, Adequate washing and toilet facilities, Telephone, and Air conditioner facilities. The opinions of the police officers regarding basic amenities are given in the Table 1.1.

 It is evident from the Table 1.1 the police officers agreed that they have basic amenities such as Computer, Fax, Toilet, Light, Telephone, Fan, and Drinking Water in the allotted police station because all the total scores regarding these amenities are above the neutral value (1350). But Air Conditioner and Separate Counseling Room are not available in the allotted police station because all the total scores regarding these amenities are below the neutral value (1350). In general, the police officers satisfied with the basic amenities except air conditioner, separate washing room and separate counseling room. The means, standard deviations and “Z” values of different categories of the police officers regarding their basic amenities are given in Table 1.2.

**Table 1.2**

**“Z” Test on Opinions Scores of Police Officers on Basic Amenities**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Factors** | **Categories** | **N** | **Mean** | **SD** |  **Z** |
| **Gender** | Male | 376 | 37.68 | 2.87 | 2.14\* |
| Female | 74 | 38.41 | 2.64 |
| **Designation** | Gazetted Officers | 45 | 36.59 | 3.40 | 2.57\* |
| Non- Gazetted Officers | 405 | 37.94 | 2.75 |
| **Experience** | Senior Police Officers | 258 | 37.49 | 2.89 | 2.73\* |
| Super Senior Police Officers | 192 | 38.22 | 2.74 |

 **Source: Primary Data**

 \*Z Value is significant at 5% level

It is noted from the Table 1.2 that the male and female police officers have average mean opinion scores of 37.68 and 38.41 respectively. The “Z” value of 2.14 is significant at 5% level. It indicates that there is a significant difference between the male and female police officers regarding the basic amenities.

The mean opinion score of the non-gazetted officers 37.94 is higher than the mean score 36.59 of the gazetted officers. The “Z” value of 2.57 shows that the mean opinion scores differ significantly between gazetted and non-gazetted officers regarding the basic amenities. It is found that the non-gazetted officers have better opinions on basic amenities than the gazetted officers.

The senior and super senior police officers mean opinion score are 37.49 and 38.22 respectively. The “Z” value of 2.73 shows that the mean opinion score differs significantly between these two categories regarding basic amenities. This study indicates that, the super senior police officers have satisfied opinion on basic amenities.

**Welfare Activities**

Welfare in the police differs from any of the schemes for the welfare of other government servants. The manner in which policemen live and serve, and their exceptional handicaps make welfare especially important. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.  The statement regarding recreational facilities and the police officers’ opinion scores are given in the Table 1.3.

**Table 1.3**

**Police Officers’ Opinion on Welfare Activities**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Statements** |  **SA** |  **A** |  **N** |  **D** |  **SD** | **Total Score** |  **Rank** |
| Police Hospitals | 13(2.88) | 236(52.44) | 161(35.77) | 21(4.66) | 19(4.22) | 1553 | I |
| Tamil Nadu Police Welfare co-operative societies | 207(46.00) | 194(43.11) | 4(1.00) | 4(1.00) | 41(9.11) | 1872 | VI |
| Ex-Gratia Payment  | 20(4.44) | 190(42.22) | 215(47.77) | 6(1.33) | 19(4.22) | 1536 | II |
| Scholarship, Compassionate Ground Appointments and prize scheme motivate the children of police personnel | 4(1.00) | 187(41.55) | 252(56.00) | 4(1.00) | 3(1.00) | 1535 | III |
| Bio-Data of retired police personnel to provide re-employment | 3(1.00) | 217(48.22) | 188(41.77) | 10(2.22) | 35(7.77) | 1502 | IV |
| Recreational Facilities | 20(4.44) | 149(33.11) | 250(55.55) | 12(2.66) | 19(4.22) | 1489 | V |

**Source: Primary Data**

 (Figures in Parentheses are Percentages)

Neutral Score: 450\*3=1350

As per the Table 1.3 the highest score is given to “Police Hospitals”. The second rank is given to “Ex-Gratia Payment”. The third rank is given to “Scholarship, Compassionate Ground Appointments and prize scheme motivate the children of police personnel”. The fourth rank is given to “Bio-Data of retired police personnel to provide re-employment”. The fifth rank is given to “Recreational Facilities”. The last rank is given to “Tamil Nadu Police Welfare co-operative societies”. Only 46.66 per cent and 43.11 per cent of the police officers strongly agreed and agreed that they are having Tamil Nadu Police Welfare Co-operative Societies. The study reveals that the police officers have more satisfied opinion on police hospitals than other welfare activities. It is proved by the total scores. All the total scores are above the neutral value (1350). The means, standard deviations and ‘Z’ values of the different categories of the police officers regarding their welfare activities are given in Table 1.4.

**Table 1.4**

**“Z” Test on Opinions Scores of Police Officers on Welfare Activities**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Factors** |  **Categories** |  **N** |  **Mean** |  **SD** |  **Z** |
| **Gender** | Male | 376 | 20.10 | 2.44 | 0.96 |
| Female | 74 | 20.43 | 2.74 |
| **Designation** | Gazetted Officers | 45 | 19.86 | 3.02 | 0.68 |
| Non- Gazetted Officers | 405 | 20.18 | 2.43 |
| **Experience** | Senior Police Officers | 258 | 19.99 | 2.58 | 1.62 |
| Super Senior Police Officers | 192 | 20.37 | 2.35 |

 **Source: Primary Data**

 \*Z Value is significant at 5% level

It is understood from the Table 1.4 that the mean opinion score of female police officers (20.43) is slightly higher than the mean opinion score of the male police officers (20.10). The “Z” value of 0.96 indicates that irrespective of the gender the police officers have the same opinion on welfare activities.

The mean of the opinion score of non-gazetted officers is (20.18) slightly higher than the mean opinion score of the gazetted officers (19.86). The “Z” value of 0.68 shows that the gazetted officers and non-gazetted officers do not differ significantly in the values of mean opinion scores regarding the welfare activities.

The super senior police officers have greater mean opinion score is (20.37) than their counterparts (19.99). The “Z” value of 1.62 indicates that there is no significant difference between the mean values of these two categories regarding their opinions on welfare activities. It is found that super senior police officers have satisfied opinion on welfare activities than the senior police officers.

**Conclusion**

The study set out to determine the basic amenities and welfare measures of police officers in Tamil Nadu. The study established that police officers’ welfare and basic amenities services play a role in the performance of the police service and a police service well equipped with employee welfare measures facilitate police operations. Police officers said mobile toilets will help security personnel on field and boost their performance. An officer said toilets are necessary when [women police personnel](https://timesofindia.indiatimes.com/topic/women-police-personnel) are deployed for long hours. On a normal day, they stand on the road for two to three hours but the duty may extend to six to seven hours during the visits of dignitaries. If the police personnel don't relieve themselves during duty hours, they may fall ill. Thus, if the government takes into account the afore mentioned suggestions, it would pave way for the police officers to perform their service in an effective manner.

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