

A Study to Evaluate the Psychological Well Being Among Police Personnel From Selected Police Stations of Pune City in a View to Develop an Information Booklet

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ABSTRACT

Title: A study to evaluate psychological well-being among police personnel of selected police stations of Pune city with a view to develop an information booklet. The **Purpose of the study:** To assess the level of psychological well-being among police personnel, to find its association with selected demographic variables, and to develop an information booklet based on the study findings. **Background:** Police personnel are exposed to long working hours, high job demands, and stressful situations, which can affect their psychological well-being. Maintaining good psychological well-being is essential for effective job performance and overall quality of life. This critical role requires not only physical endurance but also strong psychological resilience. However, due to the demanding nature of their work, police personnel are highly vulnerable to stress and mental health challenges.

Materials and Methods: A quantitative, non-experimental descriptive research design was used. The study was conducted among 200 police personnel from selected police stations of Pune city using non-probability purposive sampling. Both male and female police were included, Those who can read and write, Those who were willing to participate were taken as sample. Data were collected through a self-structured psychological well-being questionnaire and analyzed using descriptive and inferential statistics. **Results:** The study revealed that most police personnel had a high level of psychological well-being. Demographic variables showed no significant association with psychological well-being, except designation. This shows that according to the designation of the police personnel the psychological wellbeing varies among police personnel of selected police stations of pune city. **Conclusion:** The study concluded that continuous mental health awareness is important for police personnel. Mental Health plays vital role while doing a kind of stressful job where they have facing challenging situations on daily basis. So an information booklet was developed to promote psychological well-being and healthy coping strategies and was distributed in selected police stations.

Keywords: Assess, Psychological Wellbeing, Police, Mental Health

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INTRODUCTION

Police personnel are the frontline protectors of law and order, playing a vital role in safeguarding human lives and maintaining peace in society. They are often the first line of defense during emergencies, crimes, and public unrest. Their responsibilities include protecting citizens, ensuring social security, preventing violence, and upholding justice. This critical role requires not only physical endurance but also strong psychological resilience. However, due to the demanding nature of their work, police personnel are highly vulnerable to stress and mental health challenges.¹

Psychological well-being is a multidimensional construct that encompasses positive mental health indicators such as emotional stability, life satisfaction, resilience, effective coping mechanisms, and the ability to handle occupational stress. It is essential for both personal functioning and professional efficiency. A decline in psychological well-being among police personnel can compromise their family relationships,

emotional stability, and decision-making ability, while also reducing their effectiveness in maintaining law and order.²

National data reflects the challenges faced by the police force in India. In 2025, the police-to-population ratio was reported as 155 police personnel per 100,000 people, which is lower than the United Nations' recommended standard. India had a sanctioned police strength of about 26.23 lakh (2,623,225) personnel in 2020. In Maharashtra, as of September 2022, the police force comprised 229,962 personnel, including 21,291 officers and 208,671 men. Within this, the Pune City Police alone consist of around 10,682 personnel across various ranks, highlighting the size and scale of the Police.³

Several research studies have underscored the importance of psychological well-being in policing. A study by Seema Vinayak and Jotika Judge (2018) on police personnel in Punjab revealed that psychological well-being is positively associated with empathy, while forgiveness showed gender

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differences. The study also highlighted rank-based variations, with Assistant Sub-Inspectors (ASI) and Sub-Inspectors (SI) showing differences in empathy and psychological well-being⁴

NEED OF STUDY

Police personnel face high levels of stress as their profession is extremely demanding, involving long working hours, irregular shifts, and constant exposure to crime and violence. Unlike other professions, police officers are unable to spend sufficient time with their families, especially during festivals when workload and duty hours generally increase. This separation from family often disturbs their emotional stability, resulting in stress and reduced psychological well-being. These psychological challenges may further affect their work performance, decision-making ability, interpersonal relationships.⁵

Psychological well-being is not only essential for maintaining the mental health of police personnel but also plays a crucial role in ensuring optimal job functioning in high-stress professions like policing. If stress is left unaddressed, it can progressively disturb psychological well-being, which in turn may manifest as absenteeism, reduced efficiency, and strained social interactions. In the long term, it may also contribute to increased risks of anxiety, depression, substance abuse, and even suicidal tendencies among police personnel. Therefore, addressing the mental health and well-being of this occupational group is of most importance.⁶

Several research studies have highlighted the urgent need for intervention in this area. A study conducted by Singh and Kar (2015) reported that more than 65% of police personnel experienced moderate to severe stress, which significantly impacted their psychological well-being. This study emphasized the importance of stress management programmes and the use of educational materials to enhance coping strategies among police officers^[2]. Similarly, a qualitative study conducted in South India by Rajamanikandan Savarimalai (2023) revealed that police personnel experience a considerable level of stress due to both personal stressors, such as health issues and time management difficulties, and professional stressors, such as heavy workload and lack of adequate support from higher authorities. These findings suggest that targeted interventions and awareness strategies are essential to improve the coping capacity of police officers⁷

AIM OF STUDY

The aim of study was a study to evaluate the psychological wellbeing among police personnel from selected police stations of Pune city in a view to develop an information booklet.

OBJECTIVES

1. To assess the psychological wellbeing among police personnel working in selected police stations of Pune city.

2. To evaluate the association between psychological wellbeing with selected demographic.
3. To develop an information booklet

RESEARCH METHODOLOGY

Research Approach:

The research approach was quantitative as the study focused on the psychological well-being of police personnel from selected police stations of Pune city

Research Design:

The study adopts a descriptive, non-experimental quantitative study

Sample:

In this study samples were police personnels from selected police stations Pune city.

Sample Size:

The sample size for this study consists of 200 police personnel from selected police stations of Pune City

Sampling Technique:

In this study non-probability purposive sampling technique was used

Description of the tool:

The self-structured checklist consists of two sections:

Section 1: Consists of sociodemographic variable like age, gender, years of experience, Marital status and their working hours.

Section 2: Consist of self-developed questionnaire that consist of 19 items related to psychological well-being

Reliability:

For reliability sample size of five participant was selected for the study. Test-retest method was used to collect data. The collected data were analyzed using Karl Person correlation coefficient formula to determine the reliability value. And it was found reliable to conduct the study

Pilot Study:

After testing the tool for validity and reliability, tool was finalized and made ready for the pilot study. The pilot study was conducted from 10th October to 16th October 2025 at one of the selected police station. The result was found feasible to conduct the main study

RESULTS

Section I

Table 1: Analysis related to Demographic Variable in term of frequency and percentage

Demographic Variable	Category	Frequency	Percentage
Age (Years)			
	20–30	58	29%
	31–40	74	37%
	41–50	48	24%
	Above	20	10%

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	50		
Gender			
	Male	162	81%
	Female	38	19%
Designation			
	Police Inspector	20	10%
	Sub-Inspector	48	24%
	Assistant Sub-Inspector	66	33%
	Constable / Hawaldar	66	33%
Years of Service			
	1–10 years	58	29%
	11–20 years	74	37%
	21–30 years	48	24%
	Above 30 years	20	10%
Marital Status			
	Married	127	63.5%
	Unmarried	63	31.5%
	Widowed / Separated	10	5%
Daily Working Hours			
	8 hours	0	0%
	10 hours	0	0%
	12 hours	47	23.5%
	More than 12 hours	153	76.5%
Duty Shift			
	Day shift	146	73%
	Night shift	54	27%
	Evening shift	0	0%

The above table I shows that maximum police personnel belonged to the 31–40 years age group (37%), followed by 20–30 years (29%). Majority of samples were male (81%), while females were

19%. With respect to designation, most participants were Constables/Hawaldars (33%), followed by Assistant Sub-Inspectors (33%). Majority had 11–20 years of service (37%), indicating a workforce with substantial professional experience. Most participants were married (63.5%), suggesting established family responsibilities. Regarding working hours, the highest group worked more than 12 hours/day (76.5%), followed by 12 hours/day (23.5%), indicating extended duty hours. Nearly most of the participants worked in day shifts (73%), while night shift accounted for (27%)

Section II

Table 2: Analysis related to Psychological Well-Being

Psychological Well-Being Level	Frequency	Percentage
Low	0	0%
Moderate	0	0%
High	200	100%
Total	200	100%

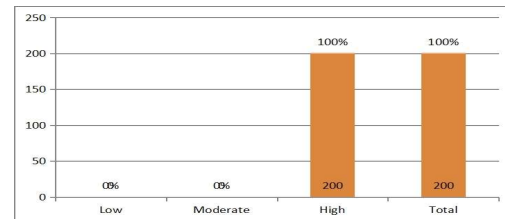


Figure1: Psychological wellbeing of police personnel

The above table no 2 figure no 1 indicates that psychological wellbeing of police personnel are in the high level that was 100% police personnel. No participant fell under low or moderate psychological well-being categories. This suggests that police personnel in the selected stations demonstrated strong emotional stability, resilience, coping ability, and overall positive mental health indicators. The findings show that despite long working hours and professional stress, police personnel maintain a relatively high level of psychological well-being.

Section III

Table 3: Association Between Psychological Well-Being and Demographic Variables

	Group Category	Mean	Test	Statistic	df	p-value	Significance
Gender	Female	66.32	t-test	t = 0.1984	198	0.843	NS

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	Male	66.23	2.28					
Designation	Assistant Sub-Inspector	65.59	2.27	ANOVA	F = 3.03	1.39	0.035	Significant
	Constable/Hawaldar	66.71	2.31					
	Police Inspector	66.44	2.04					
	Sub-Inspector	66.46	2.14					
Years of Service	1-10 years	65.97	2.57	ANOVA	F = 0.68	1.96	0.565	NS
	11-20 years	66.35	2.16					
	21-30 years	66.46	2.14					
	Above 30 years	66.44	2.04					
Marital Status	Married	66.41	2.24	ANOVA	F = 0.89	1.97	0.411	NS
	Unmarried	66.61	2.41					
	Widowed/Separated	65.84	1.14					
Daily Working	12 hours	66.02	2.32	t-test	t = 0.791	1.98	0.43	NS

Hours		2						
	More than 12 hours	66.32	2.25					
Duty Shift	Day	66.42	2.33	t-test	t = 1.731	1.98	0.085	NS
	Night	65.81	2.11					

The above table no 3 shows that there was no significant found in Gender, Years of Service, Marital Status, Daily Working Hours, Duty Shift but in Designation it was found significant. So a significant association was found between psychological wellbeing and Designation of Police personnel ($p < 0.05$)

DISCUSSION

The study was conducted to assess the psychological well being of police personnel total of 200 police personnel were included in the study. The present study was conducted to assess the psychological well-being of police personnel from selected police stations of Pune city. The findings revealed that all 200 police personnel (100%) demonstrated high psychological well-being, indicating positive interpersonal relationships, emotional stability, self-control, resilience, coping skills, self-acceptance, and a strong sense of purpose. These findings suggest that the police personnel in the selected setting were psychologically healthy and capable of effectively managing the demands of their profession.

The findings of the present study are associated with the study conducted by Mishra and Singh (2020), who assessed psychological well-being among police personnel in Uttar Pradesh. Their study reported that a majority of police officers demonstrated moderate to high levels of psychological well-being due to strong coping strategies, social support, and professional commitment. The authors concluded that psychological resilience and effective stress-management skills contributed significantly to better mental health outcomes among police personnel⁸.

Similarly, a study by Kumar et al. (2019) on psychological well-being among law enforcement officers found that officers with adequate organizational support, positive work environments, and healthy coping mechanisms reported higher levels of psychological well-being. The study

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emphasized that psychological well-being is associated with improved job performance, emotional balance, and professional satisfaction⁹. The findings of the present study support the evidence from previous research that police personnel can maintain good psychological health despite occupational stress. The high level of psychological well-being observed among the participants may be attributed to effective coping mechanisms, supportive workplace environments, professional experience, and personal resilience. Therefore, continuous mental health promotion programs, stress-management training, and informational booklets can further strengthen psychological well-being among police personnel and help them maintain optimal mental health and professional effectiveness.

CONCLUSION

This study aimed to evaluate psychological wellbeing of police personnel from selected police station of Pune city with a view to develop information booklet. The findings indicated that while the all of participants (100%) had high psychological wellbeing, there was (0%) with moderate psychological wellbeing and a zero percentage (0%) with low psychological wellbeing. The study highlighted the police personnel demonstrated strong emotional stability, positive interpersonal relationships, good coping skills, and overall high mental well-being. The study recommends continues Positive interpersonal relationships, Emotional balance, Self-control, Resilience, Coping skills, Self-acceptance, Sense of purpose to maintain high psychological wellbeing. It also advocates psychological wellbeing education into police training and monthly psychological wellbeing workshops.

The study suggests that despite the demanding nature of police work, the participants were able to maintain a healthy psychological state and adapt effectively to occupational challenges. High psychological well-being among police personnel is essential for maintaining job performance, decision-making abilities, professional relationships, and overall quality of life.

Based on the findings, it is recommended that continuous efforts be made to sustain and enhance psychological well-being through regular mental health education, psychological well-being workshops, stress management programs, and supportive work environments. Incorporating psychological well-being training into police education and conducting monthly awareness sessions may further strengthen emotional resilience and coping abilities.

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Conflict of Interest: The authors certify that they have no involvement in any organization or entity

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