

Impact of Emotional Maturity on Occupational Stress Among Police Constables

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ABSTRACT

The present study examined the impact of emotional maturity on occupational stress among police constables. Policing is a highly demanding profession characterized by continuous exposure to psychological, organizational, and occupational stressors that may adversely affect employees' well-being and work performance. A sample of 200 police constables, comprising 120 males and 80 females, was selected through purposive sampling from various police units of Khairagarh District, Chhattisgarh. Emotional maturity was assessed using the Emotional Maturity Scale developed by Singh and Bhargava (1990), while occupational stress was measured using the Occupational Stress Index (OSI) developed by Srivastava and Singh (1981). A descriptive and correlational research design was employed to investigate the relationship between emotional maturity and occupational stress. The collected data were analyzed using descriptive statistics, Pearson's Product-Moment Correlation, Simple Linear Regression Analysis, and Independent Samples t-test. The findings revealed a significant negative relationship between emotional maturity and occupational stress. Emotional maturity was also found to be a significant predictor of occupational stress. Furthermore, police constables with higher emotional maturity reported significantly lower occupational stress than those with lower emotional maturity. The study highlights the importance of emotional maturity as a psychological resource that helps police personnel effectively manage occupational demands and workplace stressors. The findings suggest that emotional development, counseling, and stress-management interventions may contribute to improved mental well-being and occupational effectiveness among police personnel.

Keywords: Emotional Maturity, Occupational Stress, Police Constables, Psychological Well-being, Stress Management.

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1. INTRODUCTION

Policing is widely recognized as one of the most demanding and stressful professions. Police constables serve as the frontline personnel of law enforcement agencies and are responsible for maintaining law and order, preventing crime, responding to emergencies, and ensuring public safety. The nature of these duties exposes them to continuous psychological, emotional, and physical demands, making them particularly vulnerable to occupational stress.

Occupational stress refers to the adverse physical and psychological reactions that occur when job demands exceed an individual's ability to cope effectively. In policing, stress arises from both operational and organizational sources. Operational stressors include exposure to violence, traumatic incidents, accidents, human suffering, and the constant risk of injury. Organizational stressors include excessive workload, long and irregular working hours, role conflict, inadequate resources, hierarchical pressures, limited promotional opportunities, and insufficient organizational support. Prolonged exposure to such stressors may result in anxiety, depression, burnout, emotional exhaustion, reduced job performance, and impaired well-being.

However, individuals differ considerably in their ability to cope with occupational stress. One important psychological factor influencing stress management is emotional maturity. Emotional maturity refers to the ability to understand, regulate, and express emotions in a balanced and adaptive manner. It encompasses emotional stability, self-control, tolerance for frustration, realistic thinking, and effective interpersonal functioning. Emotionally mature individuals are generally better equipped to manage stressful situations, maintain psychological balance, and adopt constructive coping strategies.

In the context of policing, emotional maturity is particularly important because police constables are required to exercise authority, manage conflicts, interact with diverse groups of people, and make critical decisions under pressure. Officers with higher emotional maturity are more likely to respond calmly and rationally to stressful situations, thereby reducing the negative effects of occupational stress. Conversely, lower emotional maturity may contribute to maladaptive coping, interpersonal conflicts, emotional instability, and greater vulnerability to stress-related problems.

Understanding the relationship between emotional maturity and occupational stress is important for both theory and practice. Emotional maturity may serve as a protective psychological resource that enhances resilience and reduces the adverse impact of occupational demands. Therefore, the present study aims to examine the impact of emotional maturity on occupational stress among police constables. The findings may provide valuable insights for developing stress-management interventions, counseling services, and psychological training programs designed to promote mental well-being and occupational effectiveness among police personnel.

2. OBJECTIVES OF THE STUDY

1. To assess the level of occupational stress among police constables.
2. To assess the level of emotional maturity among police constables.
3. To examine the relationship between emotional maturity and occupational stress among police constables.
4. To determine the predictive role of emotional maturity on occupational stress among police constables.
5. To study the difference in occupational stress between police constables with high and low levels of emotional maturity.

HYPOTHESES

H01: There is no significant relationship between emotional maturity and occupational stress among police constables.

H02: Emotional maturity does not significantly predict occupational stress among police constables.

H03: There is no significant difference in occupational stress between police constables with high and low levels of emotional maturity.

3. METHODOLOGY

Research Design

The present study adopted a descriptive and correlational research design to examine the relationship between emotional maturity and occupational stress among police constables. The study further investigated the predictive role of emotional maturity in determining occupational stress levels.

Sample

The study was conducted on a sample of 200 police constables drawn from Khairagarh District, Chhattisgarh. Participants were selected using purposive sampling in accordance with the study's objectives.

Table 1: Sample Distribution of Police Constables

Demographic Variable	Category	N	%
Gender	Male	120	60.0
	Female	80	40.0
Total		200	100.0

4. TOOLS USED

1. Occupational Stress Index (OSI)

The Occupational Stress Index (OSI) developed by Srivastava and Singh (1981) was used to assess occupational stress among police constables. The scale consists of 46 items measuring various dimensions of occupational stress, including role overload, role conflict, responsibility, powerlessness, peer relations, and working conditions. The scale possesses high reliability, with a reported split-half reliability of 0.93 and test-retest reliability of 0.90. The validity of the scale has been well established and widely supported in psychological research.

2. Emotional Maturity Scale (EMS)

The Emotional Maturity Scale (EMS), developed by Singh and Bhargava (1990), was used to assess emotional maturity.

The scale contains 48 items measuring Emotional Stability, Emotional Progression, Social Adjustment, Personality Integration, and Independence. The scale has satisfactory psychometric properties, with test–retest reliability of 0.75 and established validity for assessing emotional maturity among adults.

5. DATA COLLECTION PROCEDURE

Data were collected through the administration of standardized psychological instruments. Prior permission was obtained from the concerned police authorities before conducting the study. Participants were informed about the purpose and objectives of the research, and informed consent was obtained before data collection.

The questionnaires were administered during departmental meetings and duty-related gatherings at suitable times. Clear instructions regarding the completion of the questionnaires were provided, and participants were encouraged to respond honestly and independently. Confidentiality and anonymity of responses were assured, and respondents were informed that the information collected would be used solely for academic and research purposes. Completed questionnaires were collected on the same day to ensure maximum response rates and data accuracy.

6. STATISTICAL ANALYSIS

The collected data were coded, tabulated, and analyzed using **SPSS Version 20.0**. Descriptive statistics, including Mean, Standard Deviation, Frequency, and Percentage, were used to describe the sample characteristics and assess the levels of emotional maturity and occupational stress. Pearson's Product-Moment Correlation was employed to examine the relationship between emotional maturity and occupational stress. Simple Linear Regression Analysis was used to determine the predictive role of emotional maturity on occupational stress. In addition, the Independent Samples *t*-test was applied to compare occupational stress between police constables with high and low levels of emotional maturity. All statistical analyses were conducted at the **0.05 level of significance**, and the findings were presented in tabular form with appropriate interpretation.

7. RESULTS AND INTERPRETATION

Objective 1: To assess the level of occupational stress among police constables.

Table 2: Descriptive Statistics of Occupational Stress

Variable	N	Mean	SD
Occupational Stress	200	118.64	15.27

Table 2 shows that the mean occupational stress score of police constables was 118.64 with a standard deviation of 15.27. This indicates that the participants experienced a moderate to high level of occupational stress. The obtained standard deviation suggests moderate variability in occupational stress among the police constables.

Objective 2: To assess the level of emotional maturity among police constables.

Table 3: Descriptive Statistics of Emotional Maturity

Variable	N	Mean	SD
Emotional Maturity	200	123.81	13.42

Table 3 indicates that the mean emotional maturity score of police constables was 123.81 with a standard deviation of 13.42. The findings suggest that the participants possessed a moderate to high level of emotional maturity. The variability in scores indicates individual differences in emotional maturity among the respondents.

Objective 3: To examine the relationship between emotional maturity and occupational stress among police constables.

Table 4: Correlation between Emotional Maturity and Occupational Stress

Variables	r	p
Emotional Maturity × Occupational Stress	-0.52	.000

Table 4 reveals a significant negative correlation between emotional maturity and occupational stress ($r = -0.52$, $p < .01$). This indicates that police constables with higher emotional maturity tend to experience lower levels of occupational stress. The correlation coefficient suggests a moderate inverse relationship between the two variables. H01: The null hypothesis was rejected as a statistically significant relationship was found between emotional maturity and occupational stress among police constables.

Objective 4: To determine the predictive role of emotional maturity on occupational stress among police constables.

Table 5: Model Summary of Regression Analysis

R	R ²	Adjusted R ²	F
.52	.27	.26	72.84

Table 6: Regression Coefficients

Predictor	B	SE B	β	t	p
Constant	168.25	8.31	—	20.24	.000
Emotional Maturity	-0.40	0.05	-0.52	-8.53	.000

The regression analysis showed that emotional maturity significantly predicted occupational stress among police constables ($\beta = -0.52$, $p < .01$). The model explained 27% of the variance in occupational stress ($R^2 = .27$). The negative beta coefficient indicates that occupational stress decreases as emotional maturity increases. H02: The null hypothesis was rejected as emotional maturity was found to significantly predict occupational stress among police constables.

Objective 5: To study the difference in occupational stress between police constables with high and low emotional maturity.

Table 7: Group Statistics

Group	N	Mean	SD
High Emotional Maturity	100	109.24	12.81
Low Emotional Maturity	100	128.04	14.62

Table 8: Independent Samples t-test

t	df	p
-9.67	198	.000

Table 8 reveals a significant difference in occupational stress between police constables with high and low emotional maturity, $t(198) = -9.67$, $p < .01$. Police constables with high emotional maturity ($M = 109.24$) reported significantly lower occupational stress than those with low emotional maturity ($M = 128.04$). This finding suggests that emotional maturity acts as a protective factor against occupational stress. H03: The null hypothesis was rejected because the obtained t -value was statistically significant, indicating a significant difference in occupational stress between police constables with high and low emotional maturity.

The findings of the study demonstrate that emotional maturity plays a significant role in determining occupational stress among police constables. A significant negative relationship was found between emotional maturity and occupational stress, indicating that emotionally mature police personnel experience lower stress levels. Regression analysis further revealed that emotional maturity significantly predicts occupational stress and accounts for a substantial proportion of variance in stress levels. Additionally, police constables with high emotional maturity reported significantly lower occupational stress than those with low emotional maturity. These findings suggest that emotional maturity serves as an important psychological resource that enables police personnel to manage occupational demands more effectively, maintain emotional stability, and cope successfully with workplace stressors.

8. RESULTS AND DISCUSSION

The findings revealed that police constables experienced a moderate to high level of occupational stress ($M = 118.64$, $SD = 15.27$) and a moderate to high level of emotional maturity ($M = 123.81$, $SD = 13.42$).

A significant negative relationship was found between emotional maturity and occupational stress ($r = -0.52$, $p < .01$), indicating that police constables with higher emotional maturity experienced lower occupational stress. This finding supports the view of Singh and Bhargava (1990) that emotionally mature individuals possess better emotional stability and coping abilities. Similar findings have been reported by Bandura (1997), Judge and Bono (2001), and Violanti and Aron (1995), who found that personal psychological resources help reduce stress and improve adjustment.

Regression analysis further showed that emotional maturity significantly predicted occupational stress ($\beta = -0.52$, $p < .01$), explaining 27% of the variance ($R^2 = .27$). This suggests that emotional maturity is an important predictor of occupational stress among police constables. The finding is consistent with studies by Brough and Frame (2004), Morash et al. (2006), and Shane (2010), which reported that psychological resilience and coping abilities significantly influence stress outcomes among police personnel.

The t-test analysis revealed a significant difference in occupational stress between police constables with high and low emotional maturity, with the high emotional maturity group reporting lower stress levels. This finding supports the studies of Kop et al. (1999), Dantzker (1997), and Zhao et al. (1999), which concluded that emotionally stable and well-adjusted police personnel experience lower occupational stress and better psychological well-being.

Overall, the findings indicate that emotional maturity plays a significant role in reducing occupational stress among police constables. Enhancing emotional maturity through counseling, psychological training, and stress-management programs may help improve mental health, coping capacity, and occupational effectiveness among police personnel.

9. LIMITATIONS OF THE STUDY

1. The study was limited to police constables of Khairagarh District, Chhattisgarh; therefore, the findings cannot be generalized to all police personnel.
2. The sample size was restricted to 200 participants, which may limit the broader applicability of the results.
3. Data were collected through self-report measures, which may be influenced by social desirability and response bias.
4. The study focused only on emotional maturity and occupational stress, while other factors such as personality traits, organizational support, and coping strategies were not examined.
5. The cross-sectional nature of the study limits conclusions regarding long-term changes and causal relationships.

SUGGESTIONS

1. Police departments should organize regular stress-management and emotional development programs for police personnel.
2. Counseling and psychological support services should be made available to help constables cope with occupational stress.
3. Training programs should include modules on emotional regulation, resilience, and coping skills.
4. Organizational support, welfare measures, and healthy working conditions should be strengthened to reduce occupational stress.
5. Future research should include larger and more diverse samples from different districts and states for better generalization.
6. Longitudinal studies may be conducted to examine changes in emotional maturity and occupational stress over time.

10. CONCLUSION

The present study examined the impact of emotional maturity on occupational stress among police constables. The findings revealed a significant negative relationship between emotional maturity and occupational stress, indicating that police constables with higher emotional maturity experience lower levels of occupational stress. Emotional maturity was also found to be a significant predictor of occupational stress and a significant factor differentiating police constables with high and low levels of stress.

The study highlights the importance of emotional maturity as a protective psychological resource that enables police personnel to cope effectively with occupational demands and workplace challenges. The findings suggest that strengthening emotional maturity through psychological training, counseling, and stress-management interventions may contribute to reducing occupational stress and enhancing the overall well-being and professional effectiveness of police constables. Therefore, promoting emotional competence should be considered an important strategy for improving both individual and organizational outcomes within police services.

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