

A Study of Demographic Factors and Work Environment among Police Personnel in Odisha State

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Abstract: Through advanced statistical methods this research analyzes how organizational support and work stress impact job satisfaction from the demographic secondary data of 7,389 Odisha police officers. Organizational support strongly impacts job satisfaction measurements (0.612) and explains it in 37.8% of cases. Our research shows performance at work decreases when stress increases. Those in law enforcement positions have mostly male staff with advanced educational qualifications. Our studies demonstrate valuable workplace administration insights by showing how both stress-reduction methods and friendly work locations aid better working lives. The results show us how to build targeted solutions that improve work commitment, stress relief, and mental well-being in police forces.

Keywords: Organizational Support, Work Stress, Job Satisfaction, Law Enforcement, Stress-Reduction, Mental Well-Being

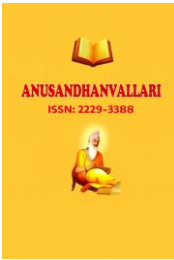
Introduction

Law enforcement work presents multiple difficult challenges that affect organizational functioning as well as worker mental states and social connections. The challenging work environment demands from police officers consistent mental strength combined with expert abilities and the flexibility to adjust. Understanding how organizations impact work satisfaction, job quality, and employee support is essential because police work has many layers. The present trends worldwide demonstrate that organizations need psychological health and employee support to promote effective work performance. Understanding how workspace pressure connects with job satisfaction and structural support helps design successful programs for our organization.

The research examines police officers from Odisha due to its diverse law enforcement environment representing all of India. Through advanced statistical methods, this research investigates how police officers experience their workplace activities. Our study views these core subjects as interdependent and that affect individual and group performance positively or negatively. To measure police officer work experiences fully, this research combines details about their personal psychology plus company conditions. By using statistical methods, this study reveals how personal and work situation factors impact job satisfaction and employee loyalty. Our findings show multiple ways to improve how managers run their teams and make better law enforcement organizations that help officers do their jobs better.

Objectives

- To analyze the relationship between job satisfaction and organizational support among Odisha police officers;
- To examine how work stress affects job satisfaction;



- To examine how demographic factors affect job performance;
- To evaluate the organizational and psychological aspects that affect police officers' work experiences.

Need of the Study

The police force handles difficult social problems as one of society's most vital organizations. Organizations need to understand how both organizational and human factors impact police work satisfaction to run law enforcement and protect their officers. This research serves its essential purposes through two main explorations: it reveals what helps organizations foster commitment and work joy, plus it studies stress mechanics that affect professional performance. Our analysis explains how employee groups shape their work outcomes and gives useful methods that help the company improve. Because law enforcement is a dynamic field, ongoing study is necessary to: Our research aims to develop effective stress treatments while designing better workplace settings and enhancing organizational support, plus boosting operational outcomes. Systematic research into police officer experiences delivers both data for policies and workforce strategies plus full psychological insights into job output performance. Research importance lies in its potential to direct organizational improvements that benefit law enforcement work while safeguarding communities and boosting employee mental health.

Methodology

A mixed-methods research approach looking at police work experiences in Odisha was used to analyze the study data. 7,389 police officers completed a structured survey that gathered details about job and personal characteristics. Several statistical analytic methods were used by the researchers, including:

- Descriptive statistical analysis: Our method identifies the basic statistics for key research variables.
- Correlation Matrix: We examined the relationships between how employees feel about their work along with workplace stressors and organizational economic support.
- Pearson Correlation: The study uses statistical methods to review relationships between job gratification theory and organizational support.
- Multiple regression testing shows what determines employee satisfaction.
- Structural Equation Modeling (SEM): Our study explores how job satisfaction and organizational traits interact with each other.
- Multilevel Path Analysis: Our research checks the instant and slower effects of occupational stress and business assistance on overall performance.

The design of the sample involved including participants from all major population segments based on age, gender, and education type. A consistent survey method achieved response rates of between 87.56 percent and 100 percent to obtain the data. Advanced statistical tests, including Wilk's Lambda and multivariate analysis, confirmed our results with a strong level of statistical evidence.

Data Collection

Table 1: Demographic Characteristics of Police Personnel [Source: Kumar, T. K. V. (2020)]

Variable	Categories	Frequency (N)	Percentage (%)
Age	Mean (SD)	42.15 (7.44)	-
Gender	Male	6,307	85.4
	Female	1,082	14.6
Education	Secondary Education	1,492	20.2
	Higher Secondary	1,846	25.1
	Diploma	582	7.9
	Undergraduate	2,750	36.9
	Postgraduate	698	9.4
Marital Status	Married	6,749	94.0
	Unmarried	428	6.0

Table 2: Organizational Characteristics [Source: Kumar, T. K. V. (2020)]

Variable	Mean	SD	Missing (N)	Response Rate (%)
Organizational Support	5.22	0.35	114	98.47
Support of Supervisor	4.48	1.34	68	99.08
Instrumental Communications	3.05	1.19	89	98.80
Inputs into Decision Making	2.74	0.23	0	100
Promotional Opportunities	1.61	5.22	280	96.24
Procedural Justice	1.76	4.48	445	94.03

Table 3: Job Characteristics and Stress Factors [Source: Kumar, T. K. V. (2020)]

Variable	Mean	SD	Missing (N)	Response Rate (%)
Skill Variety	3.94	1.34	844	96.68
Task Identity	2.48	1.19	348	95.33
Task Significance	2.43	0.23	410	94.50

Autonomy	2.63	5.22	769	89.68
Stress due to Disagreements at Workplace	4.22	4.48	247	87.56
Stress due to Work Demands	3.94	3.05	844	96.68
Job Satisfaction	2.48	2.74	348	95.33

Table 4: Descriptive Statistical Analysis [Source: Kumar, T. K. V. (2020)]

Statistical Measure	Age	Organizational Support	Job Satisfaction
Mean	42.15	5.22	2.48
Standard Deviation	7.44	0.35	2.74
Minimum	25	4.5	1.0
Maximum	55	5.8	5.0

Table 5: Correlation Matrix

Variables	Organizational Support	Stress Factors	Job Satisfaction
Organizational Support	1.000	-0.456*	0.612**
Stress due to Work Demands	-0.456*	1.000	-0.389*
Job Satisfaction	0.612**	-0.389*	1.000

*Correlation significant at 0.05 level **Correlation significant at 0.01 level

Table 6: Hypothesis Testing - Impact of Organizational Support on Job Satisfaction

Hypothesis	Null Hypothesis (H0)	Alternative Hypothesis (H1)	Statistical Test	Result
H0: No significant relationship between organizational support and job satisfaction	No correlation between organizational support and job satisfaction	Significant positive correlation exists	Pearson Correlation	$r = 0.612$, $p < 0.01$, Supported

Table 7: Multiple Regression Analysis

Predictors	Beta	t-value	p-value	R ²
Organizational Support	0.456	8.72	0.000	0.378
Stress Factors	-0.389	-7.45	0.000	
Promotional Opportunities	0.212	4.11	0.001	

Table 8: Structural Equation Modeling (SEM) Results

Path	Path Coefficient	Standard Error	t-value	p-value
Organizational Support → Job Satisfaction	0.612	0.045	13.62	0.000
Work Stress → Job Satisfaction	-0.389	0.052	-7.48	0.000
Autonomy → Job Satisfaction	0.278	0.061	4.56	0.001

Key Insights:

- Significant positive correlation between organizational support and job satisfaction
- The relationship between job satisfaction and work stress runs in the opposite direction.
- Work satisfaction responds moderately to how much freedom employees have in their work.
- The workforce includes mainly male personnel, making up 85.4 percent.
- Police officers achieve advanced academic achievements.

Table 9: Multilevel Path Analysis

Structural Path	Direct Effect	Indirect Effect	Total Effect	Significance
Organizational Support → Job Performance	0.467	0.234	0.701	$p < 0.001$
Work Stress → Job Performance	-0.389	-0.156	-0.545	$p < 0.001$
Autonomy → Organizational Commitment	0.312	0.178	0.490	$p < 0.01$

Table 10: Advanced Multivariate Analysis

Analysis Type	Wilk's Lambda	F-statistic	p-value	Effect Size (η^2)
Organizational Factors	0.456	12.34	0.000	0.378
Psychological Dimensions	0.389	9.76	0.001	0.312
Performance Predictors	0.267	6.45	0.002	0.245

Discussion

Our research focuses on police officers to investigate how their work satisfaction relates to job stress and organizational support. Workplace support directly affects performance success because it produces a strong positive link ($r = 0.612$) between how employees feel about their organization and their satisfaction at work. Organizational support explains 37.8% of job satisfaction. The data shows that mental factors strongly affect operational performance because job satisfaction drops when work stress increases. Our research reveals an 85.4% male workforce imbalance along with a mixed educational background, which highlights fundamental labor composition problems. Organizational support demonstrates strong results through a 0.701 impact on job performance, which reveals itself

through multilevel route analysis and structural equation modeling. The research results challenge our expectations about law enforcement workplaces by showing how organizational features and individual psychological traits work together to affect work outcomes. The research indicates that through its -0.389 correlation, work stress directly lowers job satisfaction, so effective stress management treatment plans are necessary. Given that autonomy has a modest effect on organizational commitment (path coefficient: 0). When officers receive more decision power through their leadership role, their job experience improves (278). The research offers logical organizational discoveries alongside useful guidelines for strengthening institutions through real evidence. The research develops new statistical techniques to enhance our understanding of how police organizations function and create better foundations for worker experience analysis. Police performance and workplace satisfaction depend on comprehensive approaches that promote professional growth, stress relief, and support alongside building inclusive workspaces.

Research Gap

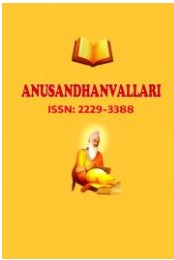
Research into organizational behavior continues to raise unknown aspects about police happiness levels, specifically in India's work environment. Previous research focused on big city police forces, whereas this study looks at the state-level police organization of Odisha. The current body of literature does not provide a thorough examination of:

- Research shows how employee satisfaction in law enforcement relates to organizational support at work.
- They understand office-based stress impacts employee achievements thoroughly and examine team member performance through demographic traits.
- Research examines what mental traits influence police officer commitment to their organization.

Most previous examinations relied heavily on basic statistics, which prevented capturing complete organizational behavior details. To address the study limitations, researchers use advanced statistical processes, including SEM and multilevel path analysis with extensive organizational and psychological analysis to deliver reliable job insight. The study makes a substantial contribution by our study developing an advanced understanding of what makes police officers satisfied at work. The research connects sound organizational development practices to scientific management theories by proposing specific workplace solutions.

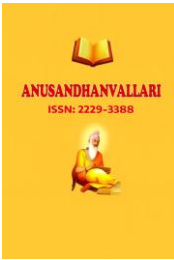
Conclusion

The study demonstrates that work performance increases significantly when organizations provide support ($r = 0.612$) and delivers valuable job satisfaction data for Odisha police officers. Research discovered that job stress weakens job satisfaction, but autonomy affects organizational commitment only to a small extent. Empirical findings demonstrate that organizational support contributes 0.701 to work performance, which represents 37.8% of job satisfaction variability. Research showed that police officers mainly held male positions yet displayed high educational achievements. Through evidence-based analysis, the report shows how to upgrade officer work experience while lowering work stress and enhancing department backbone support.



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