

Personal Background and Reasons for Choosing a Career in Policing: An Empirical Study of Police Trainees in India

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ABSTRACT

Policing has traditionally been regarded as a dangerous and stressful profession. In India, the police-public interaction bears witness to a persistent, if not rising, distrust, which has a significant influence on police performance at the front lines, namely the police station. It is the point of contact between the criminal justice organization and the community, where individuals are directly affected by good or terrible justice and provision of services. Law enforcement officials are responsible for the fairness and efficacy of the process, and any unjustified actions alternatively, their actions may erode people's confidence and tarnish the officer's reputation. Folks, either as topics or also as artifacts, are at the core of everything. As a result, security must be neighborhood and neighborhood, with active public participation. It is required for the reduction of crime, which is gaining greater attention from governments, civil society, and even the general public. The current study aimed at investigating undertaking at the segments and sub in Delhi, India's capital city, to determine the meaning, acknowledgement, and procedure of the paradigm change in the police that resulted from the sudden realization that public cooperation is critical in maintaining natural cohesion and crime management. A short description of the foregoing findings and their implications for police recruiting is offered in accordance with the study of the survey questionnaires.

Keywords

India, Police, Policing, Public, Trainee.

1. INTRODUCTION

The Legal Services Commission, the Standing Committee for Adults, the National Board for Reverse Classes, 1 the National Board for Discrimination, United Nations Remuneration for Reservation Policy, and the National Legal Service Authority are among the organizations that make up the Federal Review Panel, Implement of Criminology and Crime scene investigation Fields of science, as well as the National Commission for Minorities are all situated in Delhi. Migrant labor from surrounding states makes up a substantial portion of the Delhi population, adding to the complexity and volume of crime. Delhi is home to nearly 4percentage points of all recorded criminal offences in India[1]. Geological, political, and contextual influences unique to Delhi guided the collection of Delhi, its districts, and the government

buildings involved, with both the police stations being chosen in particular for obtainable socioeconomic and crime profiles, realistic aspects of conducting research and gathering data, various socio - economic back story factor, and margin associations. India is particularly significant managerially since it is the seat of two administrations: the state and national administrations, as well as the Indian legislature and Supreme Court[2]. Terrorist and organized crime have recently provided a new dimension to Delhi's criminal landscape, while illegal settlements, socio-cultural diversity, unequal economic distribution, and resulting inequities have all contributed to the rise in criminal activity. In area and population, resources, and highly publicized of its police department, Delhi is by far the most heavily policed metropolis in the country compared to other major cities. The original study pick of police stations was inspired by the idea that it should give a comparative comparison of police performance in various of socioeconomic factors as much as feasible[3], [4].

1.1. Communication and Equipment

The fundamental to efficient and successful police in the region is a great communication system. This would promote prompt action and public satisfaction with police reaction, as well as sustain police morale. While beat security personnel and segment officers have been told they would be issue cordless set or individual transportable for communicating effectively next to each and every single era and in all circumstances, it was revealed that the department did not necessarily provide them with thing, nor did they take reimbursement for the cost of using it[5]. They were supposed to handle it themselves, which had the unintended consequence of corrupt techniques being used for the purpose. For increased coverage and flexibility, the patrol personnel uses bicycles, bikes, and scooter in addition to foot patrols[6]. The agency's allocations for bicycles, motorcycles, and scooters, according to patrolmen, were insufficient in light of the territory to also be covered by several of them[1]. This leads to the criteria being met by unlawful means once again, and every senior member of the police at every level is conscious of this. strike book torches, whistle, and purses are also fraction of the outfit of the beat team[7].

1.2. Strike book

Administrative Regulation Number. 61 further requires that every beat maintain a strike book in the form specified. The strike book

should be a well-prepared source of general and criminal offence information, as well as a detailed schematic plan of the strike that clearly shows the territory and people[6]. Essential locations, including municipal spaces, financial institutions, post offices, universities and schools, healthcare facilities and notorious locations, including such Juggins and slums; spiritual locations; movie theaters; beverage provisions and pharmacists; assets vendors' stores, etc.; declared offender; dreadful protagonists; martial traitors; antinational; foreign national; ruffian and history-shelters; local residents or people visiting towards the area; citizens in the neighborhood[8].

2. LITERATURE REVIEW

The situation was recounted by Daniel Ebor Challam. As India enters the third stage of its demographic transition, demographic trends are becoming more visible. The workforce is changing due to the ageing population and a new generation of potential employees entering the job market. Employees that are driven and ambitious benefit organizations, and guaranteeing this means including this viewpoint into the mix. While a great deal of study has been done on what inspires people to become police officers, relatively little is known about what motivates people once they join the force, especially in India. This study seeks to address 3 questions utilizing survey data acquired from Meghalaya police officers of the Lieutenant rank: What factors influence inspiration for advancement, how else do perceptions of the workplace influence these motivations, and what are the most likely sources of motivation? Some political and future studies consequences are highlighted[9].

Organizations profit when employees are motivated and aspiration, according to Jacinta M. Ga. This is especially crucial in police, given current mindsets that encourage cops to take responsibility and be proactive. A desire to rise through the ranks of the police force may motivate greater commitment to the job. Existing research has found that promotion ambitions differ among police officers, but the mechanisms that determine this variance are unclear at this time. The current study fills this gap by examining data from several agencies to analyse the influence of demographic, work environment, and organisational characteristics on patrol officers' goals. The emphasis is on how important it is for officers to get promoted to a higher rank, as well as their long-term goals in terms of anticipated retirement rank. Gender, ethnicity, education, and experience, as well as work happiness and organisational size, are the most constant factors, according to the research. The findings' ramifications for police research and practice are discussed[10].

3. METHODOLOGY

3.1. Design

The study's sampling (see Table 1) contains 400 police officers. Policemen and chief constables were picked at random from a compilation of strike and other operation sheet, and these responders came from all ranks, from constable to SHO. A full amount of 500 persons of the general community were chosen starting various parts of the society, including the rich, impoverished, business, community organizers, Community Relations Groups, and Honorary Special Law Enforcement officers. These participants were identified starting the relevant law enforcement station areas' police complaint records, CLG Register, HSPO addresses, and social groups like as RWGs and religious organizations. SHOs, ACPs, and DCPs were asked to fill out a formal questionnaire, while junior officers were requested to give oral responses. In order to acquire considerably

freer and more open perspectives from both the police and the public, the researcher had to undertake oral interviews and informal talks with the bulk of the respondents. Twelve more police stations were contacted for confirmation of the findings from the extensive analysis of the four police stations described above. Individuals patrolling, people-based policing, and self-regulating are some of the terms used to describe it.

According to Herman Goldstein, community policing includes six characteristics:

- Increased police–citizen accessibility;
- Use of problem-oriented approaches to policing;
- Aggressive and/or punitive order maintenance strategies requiring police intervention without a specific complaint;
- Increasing contact between police and community organizations and supporting the starting up of such organizations in the neighborhoods where they do not exist;
- Strengthening community cohesion, including perceptions of community order and citizens' willingness to 'retake the streets' and;
- Encouraging and sponsoring community crime prevention activities

3.2. Instruments and Sample

Community police is viewed as a money-making means of enforcing the regulation and maintaining order, as well as reforming the police culture and attitude.

Table 1: Responses to a Questionnaire on Police Accountability

POLICE	RESPONDENTS
Assistant Commissioners of Police (ACPs)	8
Deputy Commissioners of Police (DCPs)	6
Sub-Inspectors	40
Assistant Sub-Inspectors	40
Station House Officer (SHO)	6
Head constables	150
Constables	150
TOTAL	400

In the According to Bayley, community policing has four distinct qualities:

- Community-based crime prevention;
- Proactive servicing as opposed to emergency response;
- Public participation in planning;
- Shifting of common responsibility to lower rank levels, as is the case in Japan and Singapore

As a result, police work may be viewed as a collaborative effort between the authorities and society to diminish the appeal, capability, and occasion aspects of crime through proactive measures. As a consequence, an environment is created where both the police inculcate the required beliefs, attitudes, and determination for a shared duty in ensuring everyone's protection, freedom, and liberty. Padmanabhaiah committee argues there are

three fundamental parts to the ideology of community policing: community cooperation; problem-solving centered on identifying particular community needs; and organizational transformation incorporating mindset shifts. The idea indicates that a mix of skilled law enforcement officers and local resources could be the most effective way to root out crime's origins, and as such the project's effectiveness is dependent on law enforcement officers' willingness to treat onlookers as colleagues. When individuals of the public critique police work or efficiency, this is extremely significant since only then would the police be reformatted to enhance their performance as a social organization. Law enforcement helps to establish conviction and increase the prevalence of community-led confirmation, which is dependent on wounded readiness to testify in addition to appear in court, as well as third-party disclosure.

Growing disparities among both wealth and poverty, exacerbated by consumer culture, rising deprivation and unemployment, overcrowding, the existence of large slums completely lacking of adequate, humanistic living standards, encroachment on state property, issues that come on civic amenities, the advent of the municipality as the geographic center of communal, trade and industry, and progressive groups, the role of educators' unions, and the role of national civilization organizations are all contributing to this shift in approach to crime management. But at the other side, police techniques are being questioned, with an implemented later and above that to policing stressing a more transparent manner of working.

The exclusive role of the police in the interpretation of the rules and the prevention of violence, particularly given the limitations in police capacities and assets to prevent crime and inhibit disorder on their own, as well as the way these interconnections here between law enforcement The inquiry of how communities work at a micro scale is the focus of this article.

3.3. Data Collection

It was attempted to assess if the cops were accessible in regions under the jurisdiction of a beat. Just how do officers and citizen supervisors and collaborators think about the system's effectiveness and performance? Was it successful in attaining the aims and goals of police accountability, as well as changing the

cop's reputation as an agency that probably puts communities foremost, in part or entirely? Is there mutual confidence and participation in the scheme's implementation between the public and the police? As previously stated, data acquired during wide and unstructured surveys and conversations with patrol officers, Worldwide are estimated and Further Worldwide are estimated, ACPs, Additional Defect detection, and local people was used to explore these concerns.. People's beliefs and officer's answers to beat patrols in their region are presented in the table below, and their attitudes and dedication to the system may be contrasted. According to the table, although 50% of SHOs and 100% of Supplementary SHOs claimed that beat staff visited their regions on a regular basis, about 40percent of the total of policemen and chief policemen were in agreement. It mentioned that they're unable to visit their area on a regular basis throughout their informal conversation. Members of the slum groupings allege there is no police involvement in their neighborhood and also that officers only visit when a complaint is filed. When asked if the police were able to accomplish the beat's objectives, more than 80% of chief constables and constables, as well as 60percent of the total of Assessment and ASIs, said no. Table 2 shows beat patrol impressions of participants.

The following factors were expressly cited as to why this situation exists:

- Officers have been unable to visit assigned beats on a daily basis, causing regularly to be disrupted. A journey to the beating area may take 3 to 4 days in some cases.
- Individuals were constantly pressed for time. As a result, they only spent around 20% of their time on their individual beat.
- Those who were unable to establish a successful connection with the community under their own, and the public only contacts them in an emergency or distress situation.
- So even though law enforcement officers are practically alone because patrolling the streets at night, night patrol does not aid in the development and maintenance of strong bonds and relationships with the general populace.
- Eighty percent of deputies and thirty percent of Sub Investigators and Asst Thread believed that Auxiliary Law Enforcement officers and local residents were trustworthy.

Table 2: Beat Patrol Impressions of Participants

Students	Visits regularly	Visits occasionally	Visits only on complaint	Can't say	Total
SHO	2	1	-	-	3
Additional SHO	4	-	-	-	4
Head Constables	32	40	8	-	80
Constables	40	40	20	-	100
ASIs	30	10	-	-	40
SI _s	15	3	2	-	20
HSPO _s	4	12	4	-	20
CLG members	16	16	8	-	40
RWA members	8	16	16	-	40
Affluent area residents	20	40	20	-	80
JJ clusters and slum area residents	-	20	100	-	120

3.4. Data Analysis

In terms of the necessity for a community–police contact, police participants uniformly concurred that this was a more efficient technique of crime monitoring and mitigation. Both organization's management police who were surveyed in the poll answered yes to the query: 'Do you believe that public participation and collaboration is essential in criminal

investigations?' 'Would you believe that individuals cooperate with law enforcement officers in the course of a criminal probe?' A high number of field police officers and supervisory personnel questioned also replied unfavorably, indicating that the police did not have the required cooperation and involvement of the public (see Table 3).

Table 3: A Sampling of the Poll's Findings

Question	Police	YES	NO	Public	YES	N O
Cooperation and involvement of people necessary for prevention and detection of crime	ACPs	100	100	Poorer localities	50	50
	DCPs	100	100	RWAs	80	20
	ASIs	89	11	CLG	80	20
	SIs	75	25	HSPOs	90	10
	SHO	90	10	Senior citizens	80	20
	Head constables	80	20	Market traders' associations	90	10
	Constables	60	40	Complainants	70	30
Do people cooperate with police in prevention and detection of crime?	ACPs	60	40	Poorer localities	20	80
	DCPs	70	30	RWAs	50	50
	SIs	10	90	CLG	90	10
	ASIs	10	90	HSPOs	80	20
	SHO	60	40	Senior citizens	60	40
	Head constables	10	90	Market traders' associations	60	40
	Constables	20	80	Complainants	70	30

Whenever trying to define the reasons for the current lack of cooperation here between public and the police, the officers cited seven causes:

- The public's lack of awareness of what police officers do.
- There is a lack of confidence between both the two, as well as an insufficient time invested with the general population.
- There is a widespread propensity to avoid taking risks.
- The public's perception that cooperating with the authorities may harm their image in their community since they may be labeled as government intelligence officers or promoters.
- Assumption that enforcement is solely the police's duty.
- The police's unwillingness to include citizens because they feel it hinders rather than helps them do their jobs impartially.

4. RESULTS AND DISCUSSION

Due to a growth in the destitute, the jobless, organized crime, strain on infrastructure and basic utilities, illegal settlements, and the realization of urban territories, policing urban areas is becoming more challenging. In India, there is a rising view of a deteriorating policing system in terms of legitimacy, public perception, corruption, and attitudinal factors. Citizens of susceptible colonies voice numerous security concerns, and many locals give their assistance to link itself with the authorities in increasing the region's security and safety, according to the police officials. Many ideas for network access, transportation

regulations, boundary wall construction, tree pruning, lighting arrangements, and other issues were noted. It is a good opportunity to learn about and respond to people' concerns, ideas, and objectives by creating and implementing a crime–criminal containment strategy. As a result, the notion of creating police–community relations department at the police station has to be seriously considered. The responsibility of exposing and educating both the public and the authorities at that stage might well be entrusted to the liaison officer in that department.

5. CONCLUSION

The researchers looked at how demographic, organizational, and occupational aspects influenced work satisfaction. Occupational satisfaction was influenced by all three categories, with organizational features having the greatest impact, followed by demographics and job characteristics. Supervisory support, formalization, and procedural justice in performance appraisal were the most influential organizational attributes. All demographic indicators had a little impact on the job satisfaction, but the variables of autonomy, stress due to work expectations, and workplace dispute had the most massive effect. The overwhelming influence of a work place, methods, and organizational culture on the officer involved is evidenced by the high impact of organizational attributes on job satisfaction. The judgment process, communication patterns, the relevance of formal norms and regulations, organizational fairness, and

organizational and supervisory support are all factors that impact people job satisfaction. The influence of the work environment upon that variable, particularly comprises both organizational and job characteristics, is substantially greater than the impact of demographic factors. This is beneficial for police managers because it allows them to minimize negative aspects like stress while increasing good factors like supervisor support, procedural justice, and autonomy to improve police personnel employee satisfaction.

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