

# AN ANALYSIS OF BASIC AMENITIES AND WELFARE MEASURES OF POLICE OFFICERS IN TAMIL NADU

## Abstract

Police stations have their own designated area known as jurisdiction. Police stations are headed by a station house officer who may be of inspector or sub-inspector rank, assisted by an assistant sub-inspector, head constables, and constables. Based on crime rate, topography, population and other significant factors, the number of personnel in a station is allotted. In certain sensitive areas, which may have lack of transportation and other issues like high population density, difficult topography, police outposts are set up.

In several police stations, there are certain issues such as lack of basic infrastructure like buildings, landline phones, wireless, computers, vehicles and sufficient police personnel. For specific purposes like cybercrime, railway and other reasons, specialised police stations are set up as and when required. 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.

**Keyword:** Police, Basic amenities, Welfare Measures.

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## I. INTRODUCTION

Police stations have their own designated area known as jurisdiction. Police stations are headed by a station house officer who may be of inspector or sub-inspector rank, assisted by an assistant sub-inspector, head constables, and constables. Based on crime rate, topography, population and other significant factors, the number of personnel in a station is allotted. In certain sensitive areas, which may have lack of transportation and other issues like high population density, difficult topography, police outposts are set up.

In several police stations, there are certain issues such as lack of basic infrastructure like buildings, landline phones, wireless, computers, vehicles and sufficient police personnel. For specific purposes like cybercrime, railway and other reasons, specialised police stations are set up as and when required.

Moreover, the police stations are facing certain problems like lack of qualified personnel and staff shortage. Majority of the personnels voiced their opinions about lack of basic amenities in police stations like drinking water and toilets. 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.

## II. OBJECTIVES

- To explore the basic amenities for police officers.
- To assess the satisfaction level of welfare measures provided to the police officers.

## III. FACILITIES

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

**Table 1: Basic Amenities**

Statements		SA	A	N	D	SD	Total Score	Rank
<b>Basic Amenities Available in the Allotted Police Station</b>	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
	Separate Washing 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:  $450 \times 3 = 1350$

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.

It is evident from the Table 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 2.

**Table 2: “Z” Test on Opinions Scores of Police Officers on Basic Amenities**

Factors	Categories	N	Mean	SD	Z
<b>Gender</b>	Male	376	37.68	2.87	2.14*
	Female	74	38.41	2.64	
<b>Designation</b>	Gazetted Officers	45	36.59	3.40	2.57*
	Non- Gazetted Officers	405	37.94	2.75	
<b>Experience</b>	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 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.

#### IV. 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 measures play a pivotal role in keeping up the morale of the employees. Welfare measures can be in both monetary and non-monetary forms. Welfare measures for employees include creation of harmony, insurance against accidents and disease, etc. The statement regarding recreational facilities and the police officers’ opinion scores are given in the Table 3.

**Table 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:  $450 \times 3 = 1350$

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 4.

**Table 4: “Z” Test on Opinions Scores of Police Officers on Welfare Activities**

Factors	Categories	N	Mean	SD	Z
<b>Gender</b>	Male	376	20.10	2.44	0.96
	Female	74	20.43	2.74	
<b>Designation</b>	Gazetted Officers	45	19.86	3.02	0.68
	Non- Gazetted Officers	405	20.18	2.43	
<b>Experience</b>	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.

## V. CONCLUSION

The present study has effectively analysed 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. Implementation of mobile toilets will be highly beneficial for the police personnel, as they are made to stand for

several hours of duty during the visits of significant dignitaries and personalities. Moreover, it would be equally beneficial for women police personnel who face numerous hardships during menstrual cycle. The mobile toilets will also prevent the police personnel from health hazards, as they can relieve themselves as and when required. 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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