



Case Study: A Day in the Work-life of a Police Constable; Compelling Socio-Economic Status

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Abstract: This study focuses on a typical day in the work-life of Tamil Nadu State Police Constables (PCs) in Law-and-Order, Crime, and Traffic to determine their Socio-Economic status and Job Satisfaction by analyzing various factors such as health, well-being, motivation, career progress, affirmative outcomes and repercussions. The total sample size considered in this study is 50 PCs from various districts of Tamil Nadu including Chennai, Coimbatore, Dindigul, Erode, Karur, Nagapattinam, Salem, and Trichy. Participants' responses were obtained through twenty-five structured interviews, and questionnaires were analyzed using framework analysis. The findings have significant implications for improving PCs' working conditions and Quality of life, thereby ensuring the Safety and Security of the citizens. Our study collaborates with various scholarly conversations on the subject. From the quantitative perspective, several analyses have been performed using SPSS to validate the reliability, normality and correlation between the factors considered in this study. The findings indicated the working conditions of Police constables have an impact on their Job satisfaction and socio-economic status.

Key Words Job Satisfaction, Mental health, Motivation, Quality of Work Life, Stress, Well-being.

1. INTRODUCTION:

Policing is a stressful job in today's fast-paced VUCA (volatility, uncertainty, complexity, and ambiguity) world. The Police strive hard to maintain public safety and peace in society, but they face many challenges during their work, affecting their Quality-of-Life. Policing is one of the top three occupations reported to the Occupational Disease Intelligence Network (ODIN) system for Surveillance of Occupational Stress and Mental Illness (SOSMI) by both occupational physicians and psychiatrists [1]. Numerous researchers studied Police mental health, stress factors, and well-being and recommended various suggestions to overcome them [2–4]. Particularly, the problems of female police officers have been identified by taking into account the aforementioned components such as mental health, stress, well-being and safety [5,6].

The Police Service is broadly classified into Central and State services. Law and Order are in a concurrent list of the Indian Constitution. Indian Police service is similar to IAS (Indian Administrative Services) and IFS (Indian Forest Service) is at the core of the Indian executive. IPS (Indian Police service) appointments are through UPSC (Union Public Service Commission), per article 312. Whereas state service police officers recruited through the state service commission are subordinate to Central Service. The key police central agencies are The Central Reserve Police Force, The Central Industrial Security Force (CISF), The Border Security Force, the National Counter-Terrorism Center (NCTC), the Intelligence Bureau (IB), the Research and Analysis Wing (RAW), the Central Bureau of Investigation (CBI), National Investigative Agencies (NIA), National Intelligence Grid (NATGRID), National Crime Record Bureau (NCRB), Also, the Narcotics Control Bureau (NCB), Directorate of Revenue Intelligence (DRI) and Bureau of Police Research and Investigation (BPR&D) were all leadership hiring through UPSC. Whereas the state law and order, crime and traffic police officers from the Rank of ASI (Assistant Sub-Inspector) to ACP (Assistant Commissioner of Police) are appointed through SSC. Since law and order is a state subject all postings and transfers of IPS officers are handled by the state [7–10] in consultation with the Centre.



2. LITERATURE REVIEW:

Hiring a PC in the state is based on the citizen-to-police ratio and is widely considered a political initiative of providing employment to the youth by covering all various castes and communities in the state [11]. Owing to the political nature of such appointments PCs invariably owe diligence to their political masters and are focused on wanting in this discharge of duties. Training and development of the PC workforce are not in line with technological trends, population explosion, and urbanization, modernization, it is found wanting in the development of both soft and hard skills besides knowledge and ethics [12]. Lack of mechanization, automation, digitalization and use of the latest weaponizes and gadgets is resulting in warm bodies and feet on the ground providing suboptimal support to the citizens. Police training has a significant impact on the capacity development, and attitudinal and skill orientation of police personnel, which guides and influences their professional competence and service delivery throughout their entire service span [13]. Lack of training and quick response intelligence besides prevention rather than post facto investigation is another serious challenge [14]

Numerous police departments around the world, including those in Australia, Brazil, China, Japan, the United Kingdom, and the United States, are using advanced technologies like AI, blockchain, and analytics to handle crime in a smart way. Body-worn cameras (BWCs) are used by one-third of law enforcement organizations in Australia, Brazil, China, Japan, and the United States to emphasize hot-spot policing [15]. Geographic information system (GIS) technology is more frequently used to implement community policing, hot-spot policing, and offender targeting [16]. Additionally becoming more prevalent is cell phone tracking software (also known as investigative case management software). On the other hand, larger agencies reportedly make use of GIS and license plate readers (LPRs) [17]. The use of predictive analytics software, such as Automated Records Management Systems (ARMS), has had a significant impact on international police strategies. Computer-aided dispatch has also benefited police departments internationally (CAD), making it easier to identify and analyze crime with GIS during data mining activities also, social media supports community policing [18].

Closed-circuit television (CCTV) helps police to identify direct proof which is a shred of concrete evidence in a Court of Law in the event of a trial [19]. CCTV cameras with an automatic helmet-use detection system are used to enforce a change in helmet-use behaviour [20]. The Radio Frequency Identification (RFID) wireless data transfer method (via electromagnetic waves) for automatically identifying and tracking tags attached to objects used by law enforcement to prevent the movement of unauthorized materials in regions where transportation systems can be verified for the sake of public safety. Adding to this a Radar mechanism monitors speed, crash risk, and crash severity used by police radar guns in-vehicle radar detections [21–23]. Safety Warning Systems (SWS) emit pre-programmed radar signals that can be detected by radar detectors up to one kilometre away and can provide warnings to an equipped vehicle about potential road safety hazards [24]. The next essential tool is the electronic breath alcohol test device, also referred to as a breath analyzer extensively used worldwide to prevent drunk driving [25,26].

A device's location, information, and time can be tracked using the Global Positioning System (GPS), a straightforward navigation system, in any weather condition and from any location on Earth that helps track criminals' mobile locations and displays locational to conduct raids and investigations. Many other technologies such as Mobile Printers a very useful ICT helps in printing prima facie photographs at the crime scene and help the police capture the visual evidence which does not get destroyed after a lapse of time [27–29]. Robotics, Explosive Detectors, Auto Fingerprint analyzers, Geo-target localization, Night Vision: Long-range surveillance, Intelligent Sensors, and Crime Mapping Artificial Intelligence (AI), drones, low layer aircraft for surveillance are widely used in many countries [30–36]. Whereas the Indian police organization is not making any decisions to acquire and implement new technology-based equipment that may be required to carry out dominant policing philosophies in India. Watch and Ward unit is the security wing of the State Legislature. In some states Indian Police use Sophisticated National Digital Radio Services in Cases of Emergency, Side handle Batons, handcuffs, Rattles and whistles, Uniforms with Bulletproof Jackets, Mobile Phones, Internet, Video Conferencing, Local and National Networked IT Systems, Forensic Checking, Automated Video Identification Parades [37].

Employment challenges differ from other pressures such as difficulties balancing work and family commitments or a person's personal qualities and related techniques of coping with workplace problems [38], [39]. The police force is responsible for maintaining societal discipline and administrative balance [40]. Police work is extremely tiring and stressful. In such a work environment, achieving and maintaining sufficient levels of job satisfaction in the work environment is required for satisfactory job performance [41]. Job satisfaction is fundamental for the physical and mental well-being of any work and the basic features of job satisfaction are appreciation, cooperative colleagues, communication, benefits, work conditions, nature of the job, organization procedures and policies, salaries, opportunities for self-growth, opportunities for promotion, recognition, job security, and supervision [42–44].

Ram & Bagali have reported that, in a normal job, stress is essential to carry out ordinary tasks smoothly and when



employees' stress levels are high, violent outbursts occur at work [45]. Maheswari have studied the several inadequacies of police constable work life, such as a poor working atmosphere, restricted leisure, insufficient staff, inability to take time off, and challenging work [46]. Police officers are subjected to a variety of health and fitness tests during their recruitment, but subsequent health tests are not performed regularly. Balancing intense operational needs with adequate mental health screening necessitates a method for those exposed to a large-scale Potentially traumatic event (PTE) to quickly complete valid screening measures with high sensitivity and specificity [47].

An unhealthy lifestyle and a demanding work environment influence PCs to a variety of health issues, such as cardiovascular disease, musculoskeletal, gastrointestinal, and psychological disorders. However, there is little epidemiological data on the morbidity profile of police in India [48]. Many post-traumatic stress disorders persisted for an extended length of time. The police force is expected to uphold the rule of law in society [49]. As a result, perceptions of unfairness at work can lead to considerable negativity and stress, which travels home and causes friction in family roles and vice versa [50]. While stress itself is not a disease in and of itself, it can lead to one, and those diverse individuals were susceptible to the same kind of stress in unique ways [51].

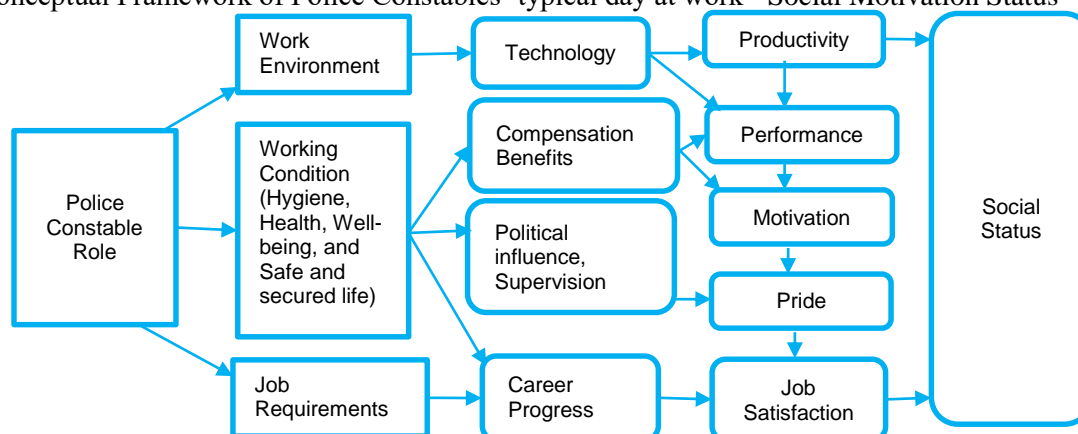
While considering Traffic police officers, are vulnerable to various hazards ranging from road injuries, physical hazards, biological hazards, chemical hazards, ergonomic hazards, and psychological stress while they are at work [52]. They is to keep on standing in the same place throughout their duty hours, which also increases the risk of musculoskeletal problems [53]. Traffic police claim that a lack of sleep, poor contact with family members, a lack of vacation time and leave, an excessive workload, time restraints, and other issues can all lead to stress [54].

Long-term noise exposure causes delayed conduction in the peripheral auditory pathway of traffic cops. Stress has a negative impact on their health, making them more vulnerable to heart attacks and strokes. High levels of stress, combined with evidence of predisposed resilience, imply that emergency workers, while predisposed to stability, may find themselves doing too much with too little[55]. Noise-induced hearing loss is bilateral and symmetrical in traffic cops who have been exposed to noise regularly. Personal protection equipment and frequent check-ups should be emphasized by traffic constables (Indora et al., 2017).

Many traffic officers were habitual smokers, which exacerbated their health problems. Also, they were not provided with insurance or necessities such as drinking water and toilet facilities [56], [57]. Though many studies have been conducted on the struggles of police, only a few have addressed the issues experienced by police constables (PCs) in the context of their work-life [58–60]. From this perspective, the current study aims to focus on the typical day work-life of Tamil Nadu PCs in Law-and-Order, Crime, and Traffic to determine their Socio-Economic status and job satisfaction by analyzing various elements such as health, well-being, motivation, career progress, affirmative outcomes, and repercussions, as shown in Figure 1.

The subsequent sections discuss the research methodology and data collection methods. Followed by findings and suggestions, and finally the study's conclusion.

Figure 1. Conceptual Framework of Police Constables' typical day at work - Social Motivation Status



3. OBJECTIVES:

To examine the socio-economic status of police constables across different districts in Tamil Nadu, India. Also, to identify the challenges faced by police constables and how they are affected by their socio-economic status and to analyze how the socio-economic status of working conditions impacts their day-to-day work-life and duties.

4. STATEMENT OF THE PROBLEM:

This case study seeks to evaluate the socio-economic status of police constables in their daily work life. It examines the



challenges faced by police constables while performing their duties and how they are affected by their socioeconomic status. The study also looks at how police constables are able to cope with the economic and social constraints they face while trying to do their job. The aim of the study is to understand the impact of socio-economic status on the performance of police constables and to identify possible solutions to improve their quality of life. It provides insight into the implications of socio-economic status on the well-being of police constables and their ability to serve the public.

5. RESEARCH METHODOLOGY:

The current study is exploratory and descriptive in nature and focuses on the workplace problems of PCs in a day and identifying the factors that influence their work conditions that impact job satisfaction as well as their social status, and it is designed to provide descriptive data on the subjects.

6. SAMPLE FRAME:

The sample size for this study has been confined to 50 Tamil Nadu PCs from the core strength of approximately 86757 PCs including Head constables in regions including Chennai, Coimbatore, Dindigul, Erode, Karur, Nagapattinam, Salem, and Trichy. In terms of geographic coverage, this means that it is hard to apply these findings to other fields without first researching to corroborate them. According to the list of the Tamil Nadu Police recruitment board, there were 78139 men and 8618 women police constables who constituted the total population of the study [61].

7. DATA COLLECTION:

The sample size for this study has been confined to 50 Tamil Nadu PCs in regions including Chennai, Coimbatore, Dindigul, Erode, Karur, Nagapattinam, Salem, and Trichy. In terms of geographic coverage, this means that it is hard to apply these findings to other fields without first researching to corroborate them. Constables were the only officers included in this study; all other officers were excluded. Following the PC's approval, a one-on-one interview and questionnaire completion were done allowing for freedom to address new challenges at work.

The PCs' age, gender, ethnicity, marital status, family type, department, education, years of experience in the police force, and working hours per day were obtained. During the interview, the PCs were asked about their reason for joining the police force, involvement in duty, achievements, promotion, personal health, calmness and quick action taken during emergencies, stressors, Gender bias, co-officers' cooperation and support, higher official support, public belief, time management, smartness during work, salary requirement, family life balance, and finally benefits and drawbacks of their wellbeing.

8. RESEARCH QUESTION

What are the daily challenges that Police Constables face that impact their job satisfaction and socio-economic status?

9. HYPOTHESIS

Six key impact factors such as health, well-being, motivation, career advancement, affirmative outcomes, and repercussions were identified through one-on-one interviews and questionnaires. These six main components involved numerous supporting components to study a day in their work-life compelling Socio-Economic status.

Health - A PC's health condition can substantially deteriorate due to various sources of stress, such as personal, operational, and organizational stress related to family pressure, long working hours, rotational shifts, unreliable and unsupportive coworkers, work politics, etc. This leads to the first hypothesis of the study: H1: Stressors have a great impact on the PC's health condition.

Well-being - Maintaining a work-life balance, attending to family needs, spending time with family, fostering positive relationships with coworkers and other people, and taking time for relaxation are all important factors for a PC's well-being. This leads to the second hypothesis of the study: H2: Work-life and personal-life balance significantly affect the PC's well-being.

Motivation - A lifetime ambition, accepting challenging roles, greater career chances, meeting new people, and helping them in times of need have been a few of the factors that can motivate one to join the police force. This leads to the third hypothesis of the study: H3: Motivation is a key factor for joining the police force.

Career Advancement - A person's ability to grow in their career can be greatly influenced by their accomplishments, awards, promotions, superiors' support, quick action during an emergency at work and ability to execute secondary duties. Officers reported feeling dissatisfied, overworked, facing discrimination, abuse and harassment and many a time totally ignored by the system. They frequently lack the necessary resources, skills, and aptitude to carry out their duties effectively, yet police reform is rarely prioritized. Soft skills training for police officers



can significantly increase public satisfaction. A good work environment positively motivates workers to give out their best in their work so, the work environment is an essential element for the respondents to make their work better. This leads to the fourth hypothesis of the study: H4: Career achievement is more influenced by honours, activity, and smart work.

Affirmative outcomes - Support of juniors and coworkers, self-growth, and improved confidence have an impact on affirmative outcomes. This leads to the fifth hypothesis of the study: H5: Workplace environment and optimism have a great effect on affirmative outcomes.

Repercussions - Inadequate workplace amenities, such as a lack of toiletries while working in the field, insufficient restroom breaks, a lack of training on new tools and technology, poor safety and security at the workplace, a lack of sleep, tiredness brought on by long hours and stressful situations, lack of rest, a demanding job, and other psychological effects like irritability, impatience, depression, and anxiety plays a significant effect on negative consequences. This leads to the sixth hypothesis of the study: H6: Inadequate workplace facilities have a great effect on repercussions. From the quantitative perspective, the statistical natures of the six key components were investigated in detail by performing reliability, normality and correlation analysis using SPSS (Landau & Everitt, 2004).

10. RESULT AND DISCUSSION

Table 1: CASE PROCESSING SUMMARY

		N	%
Cases	Valid	50	100.0
	Excluded	0	.0
	Total	50	100.0

Table 1 presents the case processing summary considered in this study. In order to determine the study's reliability and validity, Cronbach's alpha extraction was performed in SPSS. According to Tavakol and Dennick (2011), a Cronbach's alpha test score in the range of 0.8 to 0.9 has a good fit for the aforementioned analysis (Reliability and Validity), making the approach reliable and valid [63].

Table 2: RELIABILITY STATISTICS

Cronbach's Alpha	N of Items (k)
.842	25

Table 2 shows the reliability and validity of the one-on-one interview and questionnaire considered in this study determined using Cronbach's alpha. The obtained score of 0.842 for 25 (k) confirms the reliability and validity.

Table 3: SKEWNESS AND KURTOSIS STATISTICS

		Health	Wellbeing	Motivation	Career Advancement	Affirmative	Repercussions
N	Valid	50	50	50	50	50	50
	Missing	0	0	0	0	0	0
Mean		7.8200	6.4600	7.4000	10.2800	10.8000	9.3000
Median		7.5000	7.0000	8.0000	10.0000	10.5000	9.0000
Mode		5.00	4.00	8.00	7.00	6.00	8.00
Std. Deviation		2.37925	2.84433	2.67261	3.33222	4.20883	2.51729
Variance		5.661	8.090	7.143	11.104	17.714	6.337
Skewness		.355	.930	.346	1.010	.484	.285
Std. Error of Skewness		.337	.337	.337	.337	.337	.337
Kurtosis		-1.100	.086	-.516	.973	-.629	-.057
Std. Error of Kurtosis		.662	.662	.662	.662	.662	.662
Range		7.00	10.00	9.00	13.00	14.00	10.00

Skewness and Kurtosis were calculated in SPSS to determine the data sets' normality. Skewness is defined as



the asymmetry of the probability distribution around the data set's mean value. The data set's peaked or flat behaviour in comparison to the normal distribution is referred to as Kurtosis. The mean value and standard deviation can act as a good representation of the major features of a data collection if it has a normal distribution [64]. Table 3 shows the calculated Skewness and Kurtosis. Theoretically, if the Skewness and Kurtosis values are zero, the dataset distribution is entirely normal. It is evident from Table 3 that the Skewness and Kurtosis values are near zero, validating the data sets normality.

Table 4: CORRELATION MATRIX FOR SIX KEY COMPONENTS CONSIDERED IN THIS STUDY (N=50)

Components	Influencing Variables				
		Long working hours	Organisational stress	Personal Stress	Operational Stress
Health	Pearson Correlation (r)	.322*	.473**	.493**	.509**
	Sig. (2-tailed) (p)	0.023	0.001	0	0
Well-being		Lack of Quality time for family	Non-cooperative colleagues	imbalanced work life	No time for relaxation
	Pearson Correlation (r)	.865**	.423**	.839**	0.013
	Sig. (2-tailed) (p)	0	0.002	0	0.929
Motivation		Happy Police	Salary	Promotions	Aim to police
	Pearson Correlation (r)	0.255	.822**	0.247	.585**
	Sig. (2-tailed) (p)	0.074	0	0.084	0
Career Advancement		Cordial Relationships	Emergency work	Rewards and Recognitions	Other works
	Pearson Correlation (r)	.327*	.361**	.340*	.457**
	Sig. (2-tailed) (p)	0.021	0.01	0.016	0.001
Affirmative Outcomes		Colleagues support	Family Support	Technological Training	Leave approvals
	Pearson Correlation (r)	.405**	.405**	.315*	.534**
	Sig. (2-tailed) (p)	0.004	0.004	0.026	0
Repercussions		Extended work	Lack of Time at work	Salary	Workplace tension
	Pearson Correlation (r)	.477**	.399**	.618**	-0.206
	Sig. (2-tailed) (p)	0	0.004	0	0.152

The correlation analysis performed for the six key components is shown in Table 4. All the key variables have a statistically significant relationship with the result variable, as expected. To determine if the hypothesis considered in this study is true or untrue, the correlation coefficient (r) should be positive or negative, and the p-value should be less or greater than 0.05.

From Table 4 the following observations are inferred:

Health: The police constables who reported being at work were subjected to various stressors, which affected their health. From Table 4 it is evident that the correlation factor involving a positive R-value and a P-value less than 0.05 confirms hypothesis one (H1) to be positive and true. This is the personal, operational, and organisational stress



related to family pressure, long working hours, rotational shifts, unreliable and unsupportive co-workers, work politics, and other sources of stress significantly deteriorate PC's health condition.

Well-being: An imbalanced work-life, unsupportive co-workers, and a lack of quality time with their family members, have a negative impact on PCs' well-being. Furthermore, a correlation factor with a positive R-value and a reduced p-value indicates hypothesis two (H2) to be positive and true. Maintaining a work-life balance, attending to family needs, spending time with family, cultivating positive relationships with coworkers and other people, and taking time for relaxation are all important factors for a PC's well-being. Hence H2 is true.

Motivation: Inadequate remuneration and perks, a lack of advancements and recognition, and a lack of interest in becoming PC affect their careers and keep them dissatisfied with their work. Further, the correlation factor featuring an r-value of positive and a p-value less than 0.05 indicates that the motivation to join the police force depends on various elements such as a lifetime ambition, accepting challenging roles, increased career opportunities, meeting new people, and assisting them in times of need which in turn validates the hypothesis three (H3) considered in this study to be positive and true.

Career Advancement: A lack of cordial relationships at work, frequent hurrying at work, a lack of awards and recognition, and contributing time to another job in addition to primary work all have an impact on PC's career advancement. Also, the correlation factor featuring a positive r value and a reduced p-value indicates hypothesis four (H4) to be positive and true, that is the ability of PCs to advance in their careers can be greatly influenced by their accomplishments, awards, promotions, superiors' support, quick action during an emergency at work, and ability to perform secondary duties has an impact on their career advancement.

Affirmative Outcomes: A lack of colleague support, family support, technical training support, and workplace treatment by senior authorities causes them to fall behind in referring friends and relatives for Police posts. Furthermore, a correlation factor with a positive r value and a small p-value implies that hypothesis five (H5) is positive and valid, verifying that support from juniors and coworkers, self-development and increased confidence all have an impact on affirmative outcomes.

Repercussions: The consequences are a lack of time to accomplish their jobs on time, unanticipated lengthy working hours, an improper salary, and a difficult climate at work. Furthermore, a correlation factor of one with an r-value of one and a p-value less than 0.05 shows that hypothesis six (H6) is valid and positive. Inadequate workplace amenities, such as a lack of toiletries while working in the field, insufficient restroom breaks, a lack of training on new tools and technology, poor workplace safety and security, a lack of sleep, tiredness caused by long hours and stressful situations, a lack of rest, a demanding job, and other psychological effects such as irritability, impatience, depression, and anxiety, all have a significant impact on negative consequences. Hence H6 is true.

11. LIMITATIONS

The current study addressed a critical gap in the literature by investigating the impact of career stage on employee productivity and expectancy motivation at PC workplaces on a typical day. There were limitations, despite its merits. First, because the difficulty to discern temporal order is inherent in any cross-sectional, correlational study, we cannot be certain whether the attitudes examined preceded the performance outcome. Second, as with the great majority of policing studies, it used a convenience sample, making it difficult to generalize the findings to other agencies. Similarly, the absence of gender and race measures restricts generalizations about female police. The small sample sizes in two of the four professional periods are other limitations that must be considered.

12. SIGNIFICANCE OF THE STUDY

PCs develop a variety of health issues that impede their ability to serve the state, paving the way for this research. While at work, PCs are exposed to a variety of hazards, such as high blood pressure (BP), insomnia, increased levels of destructive stress hormones, heart problems, post-traumatic stress disorder, critical respiratory problems, partial deafness, high blood pressure, and gastric problems caused by irregular eating habits. Physical health issues can make it difficult for them to perform their duties effectively. Almost half of them were stressed out at work, which was interfering with their sleep, appetite, and family life. This study is motivated by the importance of PCs' health, hygiene, and socio-economic status in the nation's economy and society. The various factors influencing their work-life must be evaluated regularly in order to determine their utility value, which has prompted us to conduct this research.

13. AREAS OF FUTURE RESEARCH

In the future, researchers can focus on a comparative examination of the quality of life of police constables working in urban and rural areas. Like examining the impact of the Police Personnel Performance Management System on productivity, and the entire work culture of crime, law enforcement, and traffic police in India. More research into



Work Quality of Life (QoL) is required, allowing cost-effective programs to improve the quality of the working lives of police personnel.

14. FINDINGS AND SUGGESTIONS

According to our findings, the PCS's typical day at work is impacted by their working conditions. Governments have been considering police reforms almost since independence, but even after more than 50 years, the public still views the police as selectively effective and indifferent to the disadvantaged. It is additionally charged with politicization and criminalization. In this regard, it is important to note that while India's basic policing structure hasn't changed much since it was established in 1861, society has undergone significant changes, particularly since India's independence. Newer types of crime have emerged, and so have the public's expectations of the police raises, to effectively combat crime and criminals, uphold human rights, and protect the legitimate interests of everyone, the policing system needs to be upgraded and reformed to be in line with the realities of today [65].

Clarified and revised norms and regulations, Improved collaboration with other external divisions, and a sufficient operational budget for Police reformations bringing changes in compensation and perks to living expenses and proper Training and assistance with current technology in the workplace, reskilling and upskilling their hard and soft skills will promote their career.

Constables' compensation and benefits should be significantly increased to reflect their responsibility and arduous duty. A shift system of 8 hours per day, six days per week is recommended. Overburdening should be avoided, as should deployment for non-core duties, and manpower and workload imbalances must be addressed. A work-study of police stations is required to arrive at manpower norms scientifically.

Significant policy changes in relation to the technological revolution to keep up with the rapidly changing global environment the police should have access to all necessary equipment. Funding must also be considered for cutting-edge technologies that can aid in detecting, responding to, and anticipating criminal activity. The modernisation budget, according to the Bureau of Police Research and Development, helps to upgrade police infrastructure – constructing people-friendly police stations and posts and improving mobility, weaponry, and communication equipment.

The modernization of communications infrastructure is also incomplete in several states. The proposed gadgets such as AI, ICT, Robotic Cameras, Handheld Laser Spectroscopy Devices, Gunshot Detection System, and Thermal Imaging helps accomplish the mission of Smart policing would support policing in saving time, and energy.

Indian police control rooms need a unique and integrated emergency number. India already has 112 (single helpline number) and 100 (direct contact to police). It is well known that such services are not effective enough as most people are either not aware of the existence of the emergency number or the complaints never get through to the receiving end. This is due to technical errors. To solve this communication gap, it is recommended that a proper National Emergency Response System (NERS) (a part of the Ministry of Home Affairs) must be operationalized.

A single database must be established to which only authorized officers (from the IB, RAW, CBI, DRI, ED and or senior state police officers, etc.) would have access. These databases must have organized information on tax infringements, criminal records, immigration records acquittals, petty offenders, locational information, traffic violators etc. Such a grid will immensely help investigators to receive a complete profile of either a potential suspect or even a habitual offender, without political intervention.

Police to keep track of violations, and crimes, and reduce manpower and physical work need to update their skill and become tech-savvy. Modernization of the control room is inevitable as cybersecurity, cyberterrorism or insurgency can only be prevented when the police rely on advanced technology that would double-cross the technology utilized by the criminals. High standards of professionalism and adequate infrastructural and training support are required for effective crime investigation, competent law and order management, and useful intelligence gathering. Specialized training facilities are essential to perfecting and upgrading skills [66].

Merit-based promotion criteria should be developed and On-time appreciation, rewards, and recognition for exceptional performance, promotion, and incentive must be considered. The quota of 33% for women in the police force is to be implemented in practice. Policewomen should be functionally integrated into the force. A security policy and committee could be formed to combat the abuse and sexual harassment of female PCs. Improved Time for rest, relaxation and repose which is critical because it improves one's mental and physical health.

Provision and emphasis on specific protective devices such as ear plugs/muffs, goggles, masks, and good quality shoes, as well as guide them to use the personal protective equipment (PPE). Regular health checks (audiometric testing, eye testing, pulmonary function testing, monitoring of BMI, BP, blood sugar, lipid profile, etc.) of PCs are to be performed, and they need to be informed about their health problems so that they can be treated properly. It is important to consider building a surveillance system without risks to keep an eye on occupational illness and injury, as well as an adequate examination of the relationship between chronic diseases and mortality among PCs. Improved working



conditions for police constables are required to maintain hygiene, a safe, secure environment, and to boost morale.

15. CONCLUSION:

The research hypotheses were tested to answer the key research question. The main research question addressed in this thesis is "how do the daily challenges that Police Constables face affect their job satisfaction and socioeconomic status?" To answer these questions, a two-way approach was taken. To quantitatively answer the questions and validate the hypothesized relationships, a questionnaire survey was conducted first, followed by a one-on-one interview with the PCs. Second, a review of the secondary literature available on the subject was conducted by various social scientists and legal researchers, and their qualitative and quantitative findings were carried forward to better understand the social phenomena and their impact on individuals (PCs) and society at large. The findings provided strong evidence of poor working conditions affected their work-life, and have a greater impact on their health and hygiene, leading to dissatisfied jobs and a negative impact on their social status. Non-discrimination, a better working environment that is safe and secure, regular relevant training and development programs, upskilling, reskilling, and Automation Intelligence (AI) tools and techniques in work culture to reduce the work burden, and a modernized police force must be ensured to change this scenario and improve the socioeconomic status of PCs. Man-machine collaboration with the use of high-end surveillance systems, with modern tools and arms, is the need of the hour to move from an un-skilled or semi-skilled workforce to a skilled workforce which is high on productivity and performance. We need to up-skill our manpower and use technology to reduce the load on manual jobs and enhance value in the areas of policing and law and order. Smart cities with integrated traffic management, parking management, surveillance and tracking will be the game changer going forward. We in India are badly in need of modernization of the police forces and police reforms to stay protected and guard against the various threats emanating from rogue nations, terrorism, growing criminal activities in society, expansion of cities and growing population.

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