



1. A Study on Occupational Stress, Job Satisfaction, and Personality Qualities with Special Reference to Chennai City Traffic Police

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ABSTRACT

The purpose of this study was to look at the relationship between police officers' Big Five Personality Qualities (neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness), occupational stress, and job satisfaction. The data was obtained at a single time point using a cross-sectional methodology. The research programme drew a total of 133 participants. The Neo Five Factor Inventory (NEO-FFI), Police Stress Questionnaire (PSQ), and Job Satisfaction Survey (JSS) were used as research tools.

The study found that conscientiousness, extraversion, openness to experience, and agreeableness had no statistically significant relationship with job satisfaction, whereas neuroticism had a moderately negative relationship with job satisfaction, which was the only statistically significant relationship. The findings revealed a statistically significant association between gender and job happiness, with males reporting higher levels of job satisfaction than females. Furthermore, above and beyond the effect of personality factors, work stress in the police force significantly predicts job satisfaction.

KEYWORDS

Chennai Traffic Police, job satisfaction, occupational stress, personality traits.

Introduction:

Employee or work happiness is a crucial goal of all Human Resource Management and Personnel Management since it adds to the long-term efficiency and effectiveness of both public and private sector businesses. A satisfied employee acts as a brand ambassador for the firm, is more committed to the organization's goals, and is proud of his work and accomplishments. Overall, job satisfaction is regarded as a critical component of an employee's lifecycle, as well as a motivator to remain loyal and engaged within a company. Dissatisfied workers, on the other hand, have lower workplace productivity, poorer performance, higher job stress, and higher turnover rates. In addition, low job satisfaction can lead to low morale and loyalty to the firm. Factors linked to job satisfaction have piqued the interest of many scholars. So far, numerous factors affecting job satisfaction have been found at both the organisational and individual levels. Compensation, job features, working circumstances, leadership style, promotion opportunities, and coworkers are all factors that contribute to job satisfaction at the organisational level. Matching personal interests and employment, years of service and age, hierarchy position, and general life happiness are all factors determined at the individual level. Job satisfaction has gotten a lot of attention from scholars as a global and multidimensional phenomenon, with a lot of focus on employees in schools, businesses, and hospitals. Despite the fact that job satisfaction has been studied extensively in other professions, empirical research on job satisfaction among police personnel has been sparse.

More research on job happiness and the impact of personality on job performance is needed in the field of police work. Police officers play an important role in society by upholding law and order, protecting property, and preserving the quality of life in the communities they serve. The employment of police officers is fraught with difficulties, since they are subjected to pressure and stress from a variety of sources, including politics and interpersonal relationships. On a different level, not only can long hours, workload, compensation, bad communication with coworkers and managers, and advancement opportunities effect performance and job satisfaction, but so can police officer's personality qualities and individual qualities. Many academics have found a number of elements that influence job satisfaction, including employee personality dimensions or personality traits, which have been identified as major determinants in determining employee job satisfaction. According to studies, disparities in employee satisfaction may be due to personality traits, since some personality traits have been found to be significantly connected with contentment, while others have been found to be substantially associated with unhappiness.

Job satisfaction is vital to police departments for a variety of reasons. For starters, unfavourable attitudes about work can have a detrimental impact on job performance, both in terms of number and quality of services rendered. As a result, poor performance can have a negative impact on police-community relations by negatively impacting public perceptions of the police. To put it another way, job satisfaction is critical in law enforcement because it encourages the retention of a professional and cohesive police force that works well together, follows proper laws and procedures, and provides the services that citizens demand. In the last ten years, the Chennai Traffic Police has evolved significantly, particularly in terms of goals, values, organization, and infrastructure. The number of crimes committed has significantly increased, and new sorts of crime have evolved.

Budget constraints have also resulted in a shortage of staff resources, as recruitment was prohibited from 2012 to 2021, and a larger workload for present police officers, who are also responsible for providing community services. Promotions were also abolished as part of the public sector's austerity measures during this time, and further measures such as budget cuts and wage reductions exacerbated the police service's financial situation and that of its personnel. One of the essential activities that allows civic society to exist is policing. However, while police are an important function in any modern society, it is also a demanding job. Police officers are more likely than other professions to be exposed to stressful events as a result of their work. Police officers may develop stress-related health problems as a result of their high levels of work stress.

The purpose of this study is to look at the elements that influence police officer job satisfaction in Chennai Traffic Police. More precisely, it is investigated if personality qualities correlate favorably or negatively with job performance, as well as which personality feature has a greater impact on job satisfaction than others. Furthermore, this research investigates if workplace stress has an effect on job satisfaction. As a result, the following research questions emerged: Q1: To what extent do personality traits like neuroticism, extraversion, and openness to new experiences, as well as agreeableness and conscientiousness, predict police officer job satisfaction? Q2: Does occupational stress influence job satisfaction over and above personality qualities?

Literature of Review:

Job happiness is intimately linked to personality, according to the dispositional approach. It is assumed that a person has a strong preference for a given level of satisfaction, and that these preferences are largely continuous and stable through time. The five-factor model has the advantage of being the most frequently used and researched personality taxonomy, including features that have been shown to be relevant to a variety of organizational psychology criteria, such as job performance, leadership, and motivation.

Many experts feel that personality qualities and job satisfaction are linked. There's evidence that one's personality influences job satisfaction. The influence of neuroticism and extraversion on job satisfaction is especially notable among 395 diversely employed persons from a metropolitan area.

The effects of the other three personality tests on job satisfaction have gotten less attention, and their implications are typically equivocal. According to meta-analyses, personality traits have been connected to a range of professional criteria, including job performance, training competency, and job satisfaction. Extraversion is associated to job performance of salesmen and managers but not of professionals, police officers, and skilled employees, and openness to experience is related to training proficiency.

In the past 10 years, research on the dispositional source of job satisfaction has progressed from a peripheral to a central area of inquiry in the job satisfaction literature. A meta-analysis of 163 samples was performed suggesting that the five-factor model is a productive premise for investigating the natural source of job satisfaction. More specifically, it was concluded that continuous predictors of job satisfaction were Neuroticism and Extraversion and personality traits explained 17% variation in job satisfaction.

Especially, the traits of Neuroticism, Extraversion, and Conscientiousness displayed a moderate relationship with job satisfaction. There was a negligible effect of openness to experience on job satisfaction. According to the same study, personality factors have most obvious connections to job satisfaction with extraversion having positive correlation with job satisfaction and neuroticism being negatively associated. The results of this research suggest that individuals with extraversion personality trait get more satisfaction with their job because it provides them with chances to experience excitement, while workers with introverted personality have less satisfaction.

Early meta-analytic work provided evidence suggesting that the Five might have some degree of utility for selecting employees into a variety of jobs. In both of these reviews, the researchers used studies that provided correlations between any type of personality variable and job performance, using the Five. Although their results were not altogether consistent, the general consensus drawn by researchers and practitioners was that personality does in fact hold some utility as a predictor of job performance. Subsequent meta-analyses solidified this status granted to personality, particularly regarding Conscientiousness. The results of a study claimed Conscientiousness as one of the most valid predictors of performance for most jobs, second only to general intelligence. Within police settings, several studies have been conducted to examine the correlation between personality traits and job satisfaction. A study on 235 confirmed police officers in traffic Police Department found that neuroticism and extraversion were both significantly correlated to perceived levels of job satisfaction. Another study used a sample comprised of 635 police officers from a Chennai Traffic Police. Personality traits were found to be directly related to work-related stress, coping strategies, tension and burn out as well as negatively related to overall job satisfaction. A study investigated the correlation between personality traits and job satisfaction of 300 police officers in Chennai South, North, East and West. Results found that there is a negative correlation between personality traits, neuroticism, openness to experience and job satisfaction, while extraversion, agreeableness and conscientiousness are positively correlated with job satisfaction.

In terms of occupational stress, defined job stress as a psychological state perceived by individuals when faced with demands, constraints, and opportunities that have important but uncertain outcomes. Job stress is very much an individual reaction and differs from general stress as it is also organization, and job related. Based on these definitions, job stress can produce adverse consequences for both the individual and the company since it has the effect of lowering motivation levels and performance, and increases turnover intentions. Job stress was always seen as an unpleasant emotional situation that employees experience when the requirement of work-related or not related cannot be counter balanced with the ability to resolve them. Companies spend a great deal of money to send their staff for stress management programs and trainings, since it is crucial to manage stress in order to increase job satisfaction and job performance. On the other hand, job stress boosts up the medical expenses, leads absenteeism and turnover to higher rates and contributes to poorer performance. Thus, it is not surprising that job stress is widely recognized as a significant business concern.

In developed and developing countries, occupational stress is a standout among the most significant workplace wellbeing hazard for workers. He pointed out that there are different workplace components, called work stressors that make professions upsetting and difficult. Review of the literature, Research on the topic has indicated towards a number of factors

acting as occupational stressors such as relationships and social interactions at work, career progression, work life balance and potential interruptions and organizational structure. Numerous studies found that job stress influences the employees' job satisfaction and their overall performance in their work. According to job satisfaction has been found significant relationship with job stress.

The study of and showed that high levels of work stress are associated with low levels of job satisfaction. Several researchers have reported an inverse or negative relationship between perceived stress and job satisfaction; that is, as stress increases, job satisfaction decreases. As indicated, job stress is one of the main sources of dissatisfaction of employees with their occupation. Occupational stress is in a direct negative connection with job satisfaction, as it depletes individual potential.

Research Method:

In order to aid the researcher in generalizing the results, a simple random population sample of research participants from different services of Chennai Traffic Police and from different stations of Chennai cities was used in this quantitative study. Three standardized validated questionnaires were used to collect primary data based on the nature of the study and the pursuing researcher's aims. Then, using statistical tools, prepared hypotheses about the link between variables were tested. Frequencies, percentages, charts, and graphs were used to analyses the data.

A total of 164 people were contacted about participating in the study. G*Power was used to assess the number of participants required to produce an estimated effect size of.2, which is consistent with past research in this area. According to G*Power, a total of 81 participants were required, indicating that the sample provided was more than adequate for the study. Out of 164 people, 133 (81%) answered enough questions to be considered for the study. The NEO Personality Inventory (NEO-PI-R), which consists of 240 items and yields the five factors plus a number of factor aspects, was created to measure the factors of this "Five-Factor Model." The NEO five factor inventory (NEO-FFI), which was used for the objectives of this study, was produced as a shorter version of the instrument due to its length.

Job Satisfaction Survey was the test instrument used to collect data on job satisfaction (JSS). The JSS was created in response to the demand for a tool to quantify employee satisfaction in human services. The JSS is based on both public and private service organizations, which can be for-profit or non-profit in nature. The JSS measured job satisfaction in nine areas: compensation, advancement, supervision, fringe benefits, contingent rewards, operational circumstances, coworkers, nature of work, and communication. The survey included 36 questions to examine each of the nine categories.

The Organizational Police Stress Questionnaire was created to assess job stress in police officers, and it has been frequently used in academic studies on the subject. The Organizational Police Stress Questionnaire (PSQ- org) assesses not just police stress but also the stressors that come with policing. Two surveys, known as the Operational and Organizational Police Stress Questionnaires (PSQ op-org), are used to integrate the Operational and Organizational Police Stress Questionnaires (PSQ op-org). The (PSQ-op)

is linked to work-related activities including paper work, shift work, and traumatic experiences, whereas the (PSQ-org) is linked to organisational stress factors like supervisory behaviour, legislative barriers, a lack of training, and a lack of resources.

It's a 20-item questionnaire with a 5-point Likert scale ranging from 1 (no stress) to 7 (extreme stress) (A lot of stress). This test comprises a total of 40 questions (20 per questionnaire), with a minimum total score of 40 and a maximum score of 280. A high score indicated a high level of work-related stress, whereas a low score indicated a low level of work-related stress. These surveys were chosen as work stress measurement tools because they are specifically intended for police officers and apply to police work parameters, and they have also been widely used in scholarly research on police stress, so there was no need to reevaluate them.

The data was entered into SPSS and checked for missing values and outliers. Descriptive statistics were used to examine sample characteristics in order to determine the variable mean and identify any skewness or kurtosis concerns.

The normality assumption for the parametric tests was also tested, but no issues were discovered. The study's hypotheses were then addressed through data analysis. All variables' correlations were determined, and a hierarchical regression was used. Job The dependent variable was satisfaction, with demographics as the control (Step 1) and personality traits (Step 2) and stress (Step 3) as predictors.

Results and Discussion:

Females made up the bulk of those who responded to the survey (54%) despite gender numbers being nearly equal. To eliminate any possible identification of specific participants, ages were collected in groups. The majority of participants (50,4 percent) were in the 36–45 age range, followed by 46–55 year olds (32 percent), 26–35 year olds (22,6 percent), over 55s (2.3 percent), and finally under 25s (0.8 percent).

The majority of the participants (22.6 percent) had a college education, while 18.8 percent had a master's degree, 24 percent had attended the police academy, and 20 percent had completed high school. The bulk of the officers (75.2%) said they were married, followed by 21% who said they were single, and only 9% who said they were divorced.

There were 155 constables, 15 sergeants, seven officers, and five specialist personnel. The most common income range was 18,000 to 24,000 (34.6 percent), followed by less than eighteen thousand (28.6 percent), 24,001 to 30,000 (17.3%), 30,001 to 36,000 (9 percent), 42,000 to 52,000 (6 percent), and less than 52,001 (3.8 percent). In terms of duties completed, 70 participants said they mostly did office work, 32 said they mostly did operational work, 23 said they did general work, and only seven said they mostly did administrative work.

First, descriptive statistics such as means and standard deviations for all study variables, such as personality traits, police stress, and work satisfaction, were generated in order to evaluate the study's hypotheses. These are listed below:

Table 1: Descriptive Statistics Including Means and Standard Deviations and Reliability Coefficients for All Study Variables (N = 133)

Variable	Minimum	Maximum	M	SD
Personality Traits				
Agreeableness	26.00	53.00	42.25	5.54
Extraversion	27.00	57.00	41.91	5.51
Conscientiousness	29.00	60.00	48.15	7.06
Openness-to- Exp	12.00	49.00	35.53	5.83
Neuroticism	15.00	51.00	32.86	6.95
Police Stress	40.00	272.00	161.20	51.22
Job Satisfaction	65.00	195.00	120.40	7.06

As can be seen from the table, participants scored high on the first four personality traits; scoring on average 48.15 to 35.53 where scale mid-point is 36. This indicates that participants were extraverted, conscientious, agreeable and open-to-experience. Moreover, they scored lower but not significantly different than mid-point on neuroticism (M = 32.86), indicating that on average they are more emotionally stable than neurotic. To be precise the highest score belongs to the conscientiousness with a mean of 48.18, followed by agreeableness (M=42.25), openness-to-experience (m=35.53), and the lowest score belonging to neuroticism (M=32.86). For work stress, the score range of the test is between 40 and 280, with higher scores reflecting high stress and lower scores reflecting low job stress. The mean score was 161.20, which is higher than the scale mid-point of 140, suggesting that officers have more than average stress at work. Moreover, some of the participants reported extremely high stress levels in the workplace, with scores around 195.00. In regard to job satisfaction higher scores in the Job Satisfaction Survey (JSS) reflect greater job satisfaction and the low score reflects lower job satisfaction. The mean score was 121.00, which was close to the mid-point (Score=108, 00), indicating that officers had moderate job satisfaction. Moreover, some of the participants reported extremely negative attitudes towards satisfaction with extremely low score of 65.00(1= “strongly disagree”). Following descriptive statistics, correlations between all variables were calculated in order to investigate the relationship between personality traits, police stress and job satisfaction. The correlations are presented below in Table 1.2:

Table 2: The Correlations Are Present

Agreeableness	45**	.26	.02	-.02*	-.28	.19*
Conscientiousness		.39**	-.01**	-.31	-.13	.06
Extra-version			-.13	-.34*	-.04	-.03
Openness-to- Experience				-.00	.05	-.02
Neuroticism					.34	-.33
Police Stress						-.56
Job Satisfaction						

Note $p < .05$, $p < .01$

The correlation for conscientiousness ($r = .06$), extraversion ($r = -.03$), openness to experience ($r = -.02$) to job satisfaction were negligible and thus, none were statistically significant at $p = .05$. Also, agreeableness was positively associated with job satisfaction ($r = .19$), but this association was also weak and thus was not significant at $p = .05$. This indicates that above four personality traits had no strong link to job satisfaction. However, neuroticism had a moderately negative correlation with job satisfaction, which was significant ($r = -.33$, $p < .05$). This suggests that the less neurotic police officers were, the more satisfied they were with their job. In regards police stress, the correlation indicated that it was strongly and negatively associated with job satisfaction ($r = -.56$). This indicates that greater police stress is associated with reduced satisfaction at work.

A three-stage hierarchical regression was then carried out to test the study's hypotheses of whether personality traits and job stress predict work satisfaction. The dependent variable was job satisfaction in the Cypriot police force. Demographics including age and gender of participants were used as control variables and were entered at step one of the hierarchical regressions. To investigate the hypotheses regarding personality traits, the five personality variables were entered at step two. Last, in order to test the hypothesis that work stress will explain variance in job satisfaction over and above personality traits, work stress was entered at step three. The hierarchical regression findings are shown in Table 3 below: Looking at the regression analysis, it appears that at step one demographic variables contributed significantly to the regression model, $F(2,127) = 4.67$, $p = .01$, accounting for 6.90% in variation. An examination of the beta coefficients demonstrated that only gender had a statistically significant relationship with job satisfaction ($\beta = -.18$, $p = .04$), with males reporting greater job satisfaction than females. In the second step, introducing the five personality variables including extraversion, agreeableness, conscientiousness, openness to experience and neuroticism explained an additional 11.80% in variation (18.60% total variation explained) and this change was again significant, $F(5,122) = 3.53$, $p = .01$. Therefore, this finding was in agreement with the study's hypotheses that personality traits significantly predict job satisfaction within the Cypriot police force. Examining the beta coefficients demonstrated that the only statistically significant relationship was between neuroticism and job satisfaction ($\beta = -.30$, $p < .01$). Given the direction of the relationship, this indicates that neuroticism may play a negative role in job satisfaction, with more neurotic individuals, having less work satisfaction.

Table 3: Hierarchical Regression Analysis, For Variables Predicting Attitudes Towards Outcome Monitoring (N=133)

	Predictors	B	SE	β	T	p	R
Step 1							0.26
	Gender	-6.71	3.24	-0.18	-2.06	0.04	
	Age	4.08	2.11	0.17	1.19	0.06	
Step 2							0.43
	Gender	-5.4	3.29	-0.14	-1.63	0.1	
	Age	4	2.11	0.16	1.88	0.06	

	Predictors	B	SE	β	T	p	R
	Extraversion	-0.1	0.32	-0.03	-0.31	0.75	
	Agreeableness	0.54	0.32	0.16	1.67	0.1	
	Conscientiousness	-0.29	0.27	-0.1	-1.05	0.29	
	Neuroticism	-0.82	0.25	-0.3	-3.25	0	
	Openness-to-Experience	0	0.27	0	0	1	
	Gender	-5.4	3.29	-0.14	-1.63	0.1	
Step 3							0.62
	Gender	-3.17	2.89	-0.09	-1.09	0.28	
	Age	4.26	1.84	0.17	2.3	0.02	
	Extraversion	0.08	0.28	0.02	0.26	0.8	
	Agreeableness	0.17	0.28	0.05	0.59	0.55	
	Conscientiousness	-0.3	0.23	-0.11	-1.26	0.21	
	Neuroticism	-0.43	0.22	-0.16	-1.88	0.02	
	Openness-to-Experience	0.08	0.23	0.02	0.33	0.74	
	Police Stress	-0.18	0.02	-0.49	-6.3	0	
	Gender	-3.17	2.89	-0.09	-1.09	0.28	

Note: B=Unstandardized B, SE= Coefficient Std. Error, β= Standardized coefficient beta, p= Sig. R²= R square, DR²=R square change.

At the last step (Step 3), the addition of work stress explained an additional 20.10% of variation, with the final model explaining 38.70% total variation in job satisfaction. This change was again significant, $F(1,121) = 39.70$, $p < .01$. An examination of the beta coefficients demonstrated that work stress had a highly significant relationship with job satisfaction ($\beta = -.49$, $p < .01$), with greater stress being associated with less job satisfaction. This supports the hypothesis that work stress in the police force significantly predicts job satisfaction over and above the effect of personality traits.

Conclusions and Suggestions:

The current study looked into the relationship between big five personality traits, job satisfaction, and occupational stress among Chennai Traffic Police officers in 2021. Personality traits were found to be a significant predictor of job satisfaction in the Chennai Traffic Police Force, according to previous research. Furthermore, the research showed that occupational stress influences job satisfaction over and above personality traits.

Examining correlations between personality traits, police stress and job satisfaction found that neuroticism had a moderately negative correlation with job satisfaction, which was significant ($r = -.33$, $p < .05$). Stress was also highly and negatively associated with job satisfaction ($r = -.56$), according to correlation results. Furthermore, using Hierarchical regression analysis to examine the beta coefficients, it was discovered that neuroticism was the only variable that had a statistically significant link with job satisfaction.

This conclusion is consistent with ideas that show neuroticism has a strong relationship with job satisfaction. In the study, neuroticism was found to be significant and negatively linked with contentment.

One explanation for these findings could be because individuals with high levels of neuroticism are unable to cope with disputes and worries, resulting in a lack of workplace adjustment. A neurotic officer is unable to cope with the stressful conditions that officers are frequently confronted with in the course of their duties. The neurotic police officer has imbalanced emotional conduct and is unable to manage his emotions in unpleasant situations, making him unsatisfied with his job.

Another key finding of the study was that conscientiousness had the highest mean score, with a mean of 48.18 and a mid-point of 30, and also had the most positive connection with job satisfaction, albeit this was not statistically significant. This positive correlation is not surprising because it aligns with a large body of research that already exists and ties conscientiousness to job satisfaction.

High conscientiousness individuals are more diligent, organized, self-disciplined, and responsible, and they achieve organizational goals more effectively. According to the research, there is no strong association between agreeableness, extraversion, and openness to experience and no statistically significant relationship between job satisfaction and any of the other attributes. Although these characteristics were not statistically proven in this study and appear to have a smaller impact on job satisfaction than neuroticism, they should not be dismissed. In general, these attributes are vital and should be evaluated in order to enhance the pleasure of police officers and organizational productivity.

Furthermore, of the other demographic characteristics, only gender had a statistically significant link with job satisfaction, with males expressing greater job satisfaction than females, according to the study. Many responsibilities (e.g., working at night, shift work, making arrests) are better suited to male policemen, and hence these duties are more in line with male officers' personalities.

Another reason could be because women are more sensitive, creative, demanding, and competitive than males, making them more difficult to satisfy. The Chennai Traffic Police organization is still based on male models and does not place a strong emphasis on women. Women are still discriminated against in areas like promotions. Despite the fact that there are many skilled female officers in the Chennai Traffic Police, no female officer has ever been assigned to the position of Chief or Deputy Chief.

The study's most noteworthy finding was that job satisfaction is influenced by occupational stress in addition to personality factors. Job stress was found to be the most important factor influencing job satisfaction. The addition of work stress explained an additional 20.10 percent of variation in step 3 of Hierarchical regression analysis, with the final model explaining 38.70 percent of total variation in job satisfaction, with this shift being significant. Work stress had a very significant connection with job satisfaction ($= -.49, p.01$) when the beta coefficients were examined, with greater stress being related with less job satisfaction.

This finding is consistent with the problem statement in the research introduction, which stated that police officers' jobs are generally perceived as highly stressful, as they are caught between an increasing threat of violence on the streets, an increased response to homicides and shootings, incidents of sexual assault and domestic violence, and other crimes, as well as a lack of resources. It's one of the few jobs that requires personnel to face physical dangers on a regular basis and to put their lives on the line at any moment.

Because a police officer's employment is significantly influenced by both internal and external variables, occupational stress is a common and serious problem in the workplace. Police personnel are under pressure due to a variety of issues, including departmental regulations and procedures as well as organisational challenges. The stress of Chennai Traffic Police officers was exacerbated by the financial crisis, which resulted in salary reductions, unpaid overtime responsibilities, lengthy hours of work, a halt to promotions and recruiting, and increased accountability for current personnel.

The outcomes of the study demonstrate that in order to improve police officer work performance and satisfaction, stress levels must be reduced through the use of practises and procedures. There are a number of important programmes and efforts to consider when designing policies and procedures to reduce police officer stress. The researchers recommend that police officers be given a positive work environment as well as the resources they need to carry out their duties, such as technical equipment and infrastructure.

A police employee assistance programme should be designed and implemented, according to the report, to help officers cope with work stress. Training programmes that equip police officers with stress management knowledge and skills, especially those who work in high-risk regions. Finally, the study suggested that personality tests be utilised in the recruitment of police officers to ensure that the correct individual is selected for the right job. Many factors influence job satisfaction, including socioeconomic status, working environment, promotions, safety and security, job creativity, and appreciation. As a result, a specialised study should be conducted for future reference to examine and analyse the factors that cause stress among Chennai Traffic Police officers, as well as propose remedies to overworked officers.

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