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The Effects Of Education On Police Officer Job Satisfaction Of Amravati District Police

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Abstract

There has been an assumed relationship between police officer job satisfaction and education for many decades. There is small number of quantitative research to demonstrate the relationship between education and police officer job satisfaction. This study examines to what extent education is related to job satisfaction facets, including police officers' satisfaction with colleagues, supervisors, promotions and work. The population of this study consisted of police officers of all ranks from various departments of the Amravati District Police (ADP). This study specifically addresses the question of intrinsic job satisfaction and education for police officers. These findings should add to management literature on job satisfaction and provide some of the first findings of this type for a police population, because there are already some studies in general on the relationship between education and job satisfaction which are mentioned in the references. This study also contributes to the body of literature that exists on police officer satisfaction and education.

Key Words: Police, Amravati, Education, Job Satisfaction.

Introduction

In recent years, job satisfaction has been decreasing among the Amravati District Police (ADP) members who have lower education levels according to the survey results conducted Training Department after in service training programs. This problem started five years ago with the change of the recruitment policy for police officers at the ADP. Before the policy change, the ADP had been recruiting police officers with high school degrees, but later increased its recruitment requirements to at least a four year college degree. Present police officers did not get any benefit from this change, they even reacted negatively. After the new regulative change, less educated police officers started to work more hours than the more educated ones. While the former were working twelve hours a day and seven days a week, the latter were working eight hours a day and five days a week. More educated police officers were mostly doing desk work while the other less educated officers were tasked with the more traditional police patrolling assignments. Promotion on the job and getting benefits from social and cultural standing among the ADP members also gave more opportunities to the more educated police officers than the others.

The ADP has experienced a problem with officers' low job satisfaction after hiring more educated police officers for five years, but there is no research on the relevance

between police officers education level and job satisfaction. Based on the problem statement, the following research question has been formulated: *“What is the relationship between level of education and job satisfaction for police officers in Maharashtra?”*

Prior research suggested that job satisfaction is an important management issue that may be correlated to reduce absenteeism and decrease turnover of workers (Neiderhoffer, 1967: 73). The former research studies also suggested a possible link between satisfaction with autonomy and worker productivity (Krimmel, 1996: 86). While there has been a considerable amount of research studies conducted in the respective areas of job satisfaction and higher education, there has been far less conclusive research done concerning job satisfaction as it relates to the police and few researches on higher education and police job satisfaction. In the case of India, there is no research on this issue. Studies that involve police populations have looked at higher education and cynicism (Neiderhoffer, 1967:89; Regoli, 1976:342), higher education, cynicism and work alienation (Regoli, Poole and Hewitt, 1979:337), higher education and work performance (Allen,2002;Bostrom,2003:1085; Carter and Sapp, 1989:156; Krimmel, 1996:90), higher education, belief systems and performance (Roberg, 1978:342), higher education and organizational structure (Swanson, 1977:210), higher education and individual attitudes (Dalley, 1975:460), higher education and citizen’s complaints (Wilson, 1999:210), level of education and job characteristics (Sherwood, 2000:193), and education on promotion and commendations (Dailey 2002:214). However, any consideration of the relationship between education and job satisfaction is peripheral.

This study examines the relationship between the ADP members’ education levels and their job satisfaction by measuring job satisfaction in four different facets that including colleagues, supervisors, work and promotion. This research should help to expand the knowledge base on job satisfaction of police officers and may be used to assist with organizational policy formulation.

Methodology

In an effort to measure the association between the ADP members’ job satisfaction and education level, descriptive survey data was collected. The collected data analyzed by using SPSS statistical charts to find any significant relationship between the level of education and job satisfaction among the ADP members.

Research Design

The research was accomplished by measuring job satisfaction in four different areas: colleagues, supervisors, work and promotion. The research question to be examined is *“What is the relationship between levels of education and job satisfaction for police officers in Maharashtra?”* Four job satisfaction areas have been identified that are related to job content, which are; satisfaction with work, supervisors, colleagues and promotion.

Sample

The Amravati District Police is a State centralized organization with multiple jurisdictions located around the State, the survey was administered in seven different jurisdictions. They include Amravati , Warud, Amravati gramin, Bhatkuli, Achalpur, Morshi, and Tiwas all located in different same regions throughout the district. One thousand and fifteen (1,015) survey forms were given to the officers and 812 were filled out and returned appropriately, constituting an 80% response rate.

Table 1: Description of the TNP Sample Jurisdictions

	N	%1	Pop2	%3	N.off4	%5	Crime6	Pop7	c/off8
Jurisdictions									
J1 Amravati	222	27.3	2897	0.007	17727	1.25	28643	9.8	165.8
J2 Warud	104	12.8	10033	0.001	27247	0.38	201892	20.12	740.9
J3 Amravati Gramin	273	33.6	603	0.045	1133	24.09	8639	14.32	762.5
J4 Bhatkuli	28	3.4	82	0.034	165	16.96	886	10.74	536
J5 Achalpur	67	8.3	196	0.034	645	10.38	6820	34.73	1057.3
J6 Morshi	63	7.8	93	0.067	153	41.17	827	8.87	540.52
J7 Tiwas	55	6.8	55	0.1	121	45.45	521	9.45	430.58

Data Description

The survey data was used to measure the research question; this data includes the following variables: 1) education level, 2) job satisfaction with work, 3) job satisfaction with co-workers, 4) job satisfaction with supervisors, and 5) job satisfaction with promotion.

Education level was used as the independent variable to measure different facets of job satisfaction among the ADP members. Education level is divided into four categories; high school, associates degree, bachelor's degree and graduate degree. The respondents were asked to give their education level based on the degree they currently have.

Job satisfaction is the primary dependent variable in this study. In general, job satisfaction is measured in different formats. In the specific measurements, employees were asked about their satisfaction with different aspects of their job, such as work itself, supervision, colleagues, and promotion.

Descriptive Statistics of the Sample

In total, the results of 812 surveys from seven different jurisdictions of the ADP were examined. All descriptive statistics of the participants and the included variables are displayed in Table 2. As of August 2014 there were a total of 1015 police officers working in the ADP in comparison to 89 mid-level supervisors (sergeant and lieutenant) which constitutes a 1/18 ratio of supervisor to officer (ADP, 2014). In the sample, however, this ratio is 1/7 (97 / 690) which indicates an over sampling of supervisors.

Table 2: Descriptive Characteristics

Variable	N	%	Mean	SD
Gender			.15	.46
Male	699	86%		
Female	112	13.8%		
Marital Statuses			1.31	0.56
Married	597	73.5		
Single	186	22.9		
Engaged	22	2.7		
Romantic Relation	7	0.9		
Year in the ADP			2.25	1.2
5 and below	309	39.1		
6-10	179	22		
11-15	181	22.3		
16-20	96	11.8		
20 above	47	5.8		
Rank			2.13	0.49
Civilians Officer	24	30		
Line Police	690	85		
Sergeant	70	8.6		
Lieutenant	27	3.3		
Educational Level			1.82	0.85
Junior	353	43.5		
W/O bachelor degree	247	33.7		
Bachelor Degree	161	19.8		
Master Degree	24	3.0		

Conclusion

The ADP has been hiring more educated police officers for five years with the expectation that more educated police officers would have positive effects on police work in Maharashtra. The expectations of more educated police officers, such as less working hours and getting better salary are getting higher, and not welcomed by the administration. This has caused decreased job satisfaction among the police officers according to the survey results applied by Training Department. According to some scholars there is a relationship between education level and job satisfaction, while some argue that there is no relationship. To better understand this relationship in the case of the ADP, it would be important to further analyze this implementation. Since police job satisfaction has been decreasing for years, even while the Amravati District Police has been hiring more educated people as police officers, researchers working on job satisfaction need to examine, other variables that could affect police job satisfaction in some degree. The number of police officers, crime

rates of the jurisdiction, economic and social environment of the jurisdiction, working hours, sick-time, discipline rules, and family and child assistance could be important indicators for the police officers job satisfaction. More research is needed on this topic to analyze the degree of job satisfaction among the ADP members.

More research is indeed needed in terms of follow-up studies among the Amravati District Police members to show the relationship between education level and job satisfaction. Even though the statistical association analysis did not show a positive relationship between each satisfaction facet and education, different data or a different analytical process may provide significantly different results. Future studies should employ different methods with more sophisticated levels of data.

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