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## “A study of Burnout, Job satisfaction and Locus of Control among Police Personnel”

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### Abstract

*Throughout the life individual, spend significant amount of time on the activities related to work. Hence job's related behavior is central issues of the employees such as job burnout, job satisfaction and locus of control has received lessen attention by the management and social scientist in the areas of human resource management, industrial psychology and organizational behavior during the last few decades and excellence of the organization can only be achieved when employee will perceive minimal degree of job burnout and higher level of facilities at workplace to enhance the degree of satisfaction and involvement. This research article focuses on significant effect of different variables on burnout, job satisfaction, and locus of control on police employees among police personnel in Gulbarga division. The total sample selection for the study is 650 among them each district of Gulbarga division is 130. Normative descriptive survey method was adopted. The findings of the study reveals that there is no significant difference exist in burnout, job satisfaction among gender wise police personnel. There is significant difference exist in locus of control among gender wise police personnel. There is significant difference exists in burnout, job satisfaction, and locus of control among locality and marital status of police personnel. There is significant differences exist in burnout, job satisfaction, and locus of control among different age group, educational qualification, and number of dependence, designation of post, and length of experience of police personnel.*

**Key words:-** Burnout, job satisfaction, locus of control

### Introduction

The role of the public sector is to provide quality services to the public. The Ministry of Public Service in police Department in India aims to promote a culture of commitment to public duty by ensuring an effective public service. The major initiatives of government to succeed in India require an efficient, responsive, and effective public service. The Indian Police Service is a major public institution, which provides the maintenance of law and order services to the public. The IPS developed plans and strategies to deliver quality services to the public. The Indian Police Service Department aims to improve the operational and administrative efficiency and effectiveness of the IPS in an attempt to provide the highest possible service at a least cost.

The mission Indian Police Service is responsible for upholding the rule of law fairly and firmly, and ensuring the safety of all communities in partnership with all stakeholders; through prevention of crime, protection of life and property, preservation of public peace and order; detection of crime and bringing offenders to justice

Police Employee job satisfaction not only ensures public service quality, but also contributes to employee retention and commitment, hence adding to the human assets of an organization and elevating its competitiveness in the Society. On the performance of police, employees Burnout, Job satisfaction and locus of control has was be found to significantly influence job performance, absenteeism, turnover, and psychological distress. The Indian police service, like all other organizations, needs to address problems in India to police job satisfaction to improve productivity, reduce staff turnover and enhance creativity and commitment. Higher officers must recognize that employees increasingly have an interest in meaningful work and organization commitment is an important component of job satisfaction. There is a need for the Indian police services to be able to address problems of police personnel. Burnout, job satisfaction, and Locus of controls of police employees contribute to overall life satisfaction. Thus, the study is focusing on Police employee's Burnout, job satisfaction and locus of control within the Hyderabad Karnataka Region. The proceeding pages dealt in detail about it.

### **Need and importance of study**

Presumably, there are significant degrees of Burnout, Job satisfaction and Locus of control prevailing among police personnel, and this is adversely affecting their physical and psychological well-being. Every human being has to deal with stress, life without stress is impossible, Policing is regarded as an extremely stressful occupation, and officers have to bear a variety of physiological, psychological, and behavioral consequences of stress. It has been argued that particular attention should be given to occupational stress in policing, as its potential negative consequences affect society in more direct and critical ways than stress in most other occupations, officers operating under severe and chronic stress may well be at great risk of error, accidents and overreaction that can compromise their performance, public safety and pose significant liability cost to the organization. Considering the difficult nature of Police work and the stress it places on the individual, there is a strong need for understanding the burnout, job satisfaction, and locus of control faced by police personnel and their ways of coping with these.

The importance of studying job satisfaction stems from two important factors First, according job satisfaction is associated with increased productivity and organizational commitment, lower absenteeism and turnover, and, ultimately, with increased organizational effectiveness. The Indian police service, in order to differentiate itself from other organizations and ensure survival effectiveness and competitiveness, must render services of high quality. To achieve this mission, the organization is dependent upon employee's Burnout, job satisfaction, and Locus of control. The benefits that employees receive from their organizations influence the effort, skill, creativity, and productivity that they are willing to give in return. The second important factor is that low job satisfaction has negative outcomes, such as withdrawal behaviour, increased costs, decreasing profits and, eventually, employee's dissatisfaction. In the Indian Police service, no research has been conducted on job satisfaction, in general, and on Burnout and locus of control together, in particular. This study attempted to address this shortfall by analyzing the perceived impact of Burnout, job satisfaction and Locus of control on Police employees.

Keeping the above in mind and relative paucity of research, there is a great need to explore the extent of burnout, job satisfaction, and locus of control and coping strategies prevalent, and the relationship of Burnout, Job satisfaction and Locus of control amongst police personnel in Gulbarga Division. The present study is entitled as "A study of Burnout, Job satisfaction, and Locus of control among police personnel"

**Statement of the problem:** “A study of Burnout, Job satisfaction and Locus of Control among Police Personnel”

**Operational definitions of the used:** The following are operational definitions of the terms used

1. **Burnout:**—According to Christina maslach (1975) Burnout is defined as“...Burnout is used to describe a syndrome that goes beyond physical fatigue from overwork. Stress and emotional exhaustion are part of it, but the hallmark of burnout is the distancing that goes on in response to the overload.”
2. **Job satisfaction:**According to Rao —“Job satisfaction is closely related to the gratification of needs. It is composed of effective, cognitive, and behavioral elements. These elements vary in their intensity and consistency from one individual to another. Thus, job satisfaction is the satisfaction derived from and pursuit directed by the process of fulfillment of the needs. It is the favorableness or unfavorableness with which employees view their work. It results from specific attitudes of employees in three areas viz., specific job factors individual adjustment on the job, group relationship”.
3. **Locus of Control :**According to JB Rotter : “The extent, to which a person believes that he can control what happens to him, is referred to as a belief in internal control of reinforcement. A belief that one is controlled by luck, fate or powerful others, is referred to as a belief in external control of reinforcement.”

**Objectives of the Study:** The following are the objectives of the study

1. To find out extent of Burnout among different levels of police personnel.
2. To examine the extent of Job satisfaction among different levels of police personnel.
3. To examine the locus of control among different levels of police personnel.
4. To examine the relationship between Burnout, job satisfaction and Locus of control among different levels of personnel.
5. To examine the effect of personnel characteristics on Burnout, Job satisfaction and Locus of control among different levels of Police personnel.

**Hypothesis of the study:** The following are the hypothesis of the study

1. There is no significant relationship between Burnout, Job satisfaction, and locus of control among sex wise police personnel.
2. There is no significant relationship between Burnout, Job satisfaction, and locus of control among different age group police personnel.
3. There is no significant relationship between Burnout, Job satisfaction, and locus of control of different educational qualification wise police personnel.
4. There is no significant relationship between Burnout, Job satisfaction, and locus of control among Rural and urban police personnel.
5. There is no significant relationship between Burnout, Job satisfaction, and locus of control among different designation of police personnel.
6. There is no significant relationship between Burnout, Job satisfaction, and locus of control among different length of services of police personnel.
7. There is no significant relationship between Burnout, Job satisfaction, and locus of control among married and unmarried police personnel.
8. There is no significant relationship between Burnout, Job satisfaction, and locus of control among different age group police personnel.

9. There is no significant relationship between Burnout, Job satisfaction, and locus of control among number of dependence of police personnel.

**Normative survey method:** This study is normative survey method in nature. There are sound reasons for the planned use of more than one method during the study. Questionnaires/tools were personally handed to police officers stationed in Gulbarga division to identify, examine and analyze factors that influence job satisfaction, locus of control and Burnout with 650 police employees of the five district ( From Each district 130 police employees).

**Sample selection:** The researcher was faced with a similar situation of selecting a representative sample in carrying out the study. Therefore, the researcher selected simple random sampling techniques was employed for data collection. It was impracticable to survey the target population as the police Employees were all over the five Districts of Gulbarga Division.

**Table No 1. Sample design**

Districts of Gulbarga Division → Hierarchy of police ↓	Gulbarga	Bidar	Raichur	Bellary	Koppal	Total
constables	100	100	100	100	100	500
Head Constables	10	10	10	10	10	50
ASI	10	10	10	10	10	50
SI	5	5	5	5	5	25
CPI	5	5	5	5	5	25
<b>Total</b>	<b>130</b>	<b>130</b>	<b>130</b>	<b>130</b>	<b>130</b>	<b>650</b>

#### Presentation of the Variables of the study

Dependent variables of study were Burnout, Job satisfaction and Locus of control, and Independent variables of study were Gender, age, Educational qualification, locality, number of dependence, designations, length of experience and marital status.

**Tools Used:** As far the tools of the study were concerned only the standardized test were employed for obtaining a reliable and valid data for dependable result. The tools used in the present investigation are listed below.

- 1. Burnout Inventory** :-by Karuna Shankar Mishra Professor and Former Head, Department of Education University of Allahabad, Source National psychological corporation kacheri Ghat Agra New Delhi.
- 2) Job satisfaction Scale:-** This Scale was prepared and standardized Ndiphethe olive Mabila(2014) a research Scholar ,Doctor of Technology: Public Management in the Faculty of Management Sciences at the Durban University of Technology
- 3) Locus of Control (For Adolescence and Adults (Internal-External)):** This Scale was prepared and standardized by K.M.Roompal Associate professor Agra College Agra New Delhi. National Psychological Corporation 4/230, Kacheri Ghat, Agra-2822004 (India).

#### Data Collection Procedure

For the purpose of data collection the researcher, selected five Districts from Gulbarga Division. The investigator explained the purpose of research to the police personnel's and they were very willing to co-operate. The police employees were asked to sit comfortably and instructions were given to them on how to go with tools. In the meanwhile, they were eager to motivate and pursued to give honest and frank response. In addition, they were ensured that the data would be used only for the

research purpose. The printed along with answer sheets were distributed among each police station employees. There is time limit and there is no right or wrong answers in the responses. Since the individual may complete their responses in data sheets as early as possible. The response sheets were collected back from each individual. The same procedure has been followed for all selected police station of Gulbarga Division.

**Scoring Procedure**

**1 . Burnout Inventory:** The scoring procedure can be done by hand or with the help of Stencil. The mode of response to each of the item of the inventory is in the form of forced choice i.e. almost /always, Often, Many times, Sometimes and Always Never. The following table shows the scoring procedure of burnout Inventory

**Table No 1**

Responses	Almost Always	Often	Many times	Sometimes	Always Never
Scores	5	4	3	2	1

Thus, the minimum score of this inventory is 1 and maximum score is 210. The obtained scores were subjected to Z scores and based on range of z score is given in the manual (p.no12) different level of Burnout can categorized. Higher the z-scores of burnout is more extremely high burnout and lesser the scores of burnout is the low/extremely low burnout.

**2. Job satisfaction Scale:-** The scoring procedure can be done by hand or with the help of Stencil. The mode of response to each of the item of the inventory is in the form of forced choice i.e Strongly Agree, Agree, Undecided, Disagree, and Strongly Disagree. The following table shows the scoring procedure of burnout Inventory

**Table No 2**

Responses	Strongly Agree	Agree	Undecided	Dis Agree	Strongly Disagree
Score	5	4	3	2	1

Thus, the minimum score of this inventory is 47 and maximum score is 235. The obtained scores were Higher the scores on is more extremely high Job satisfaction and lesser the scores on Job satisfaction is the low/extremely low Job satisfaction.

**1. Locus of Control (Internal-External):** The scoring procedure can be done by hand or with the help of Stencil. Either the mode of response to each of the item of the inventory is in the form of forced choice i.e. a) or b) .The following table shows the scoring procedure of burnout Inventory

The scoring procedure of the present scale is very simple. please give two marks of all those items which are related to External locus of control to all B statements of item no 1,4,5,6,7,8,10,13,14,15,17,18,19,20, 22,23, 24, 25 ,27, 30,31,32,33,and all the A statement of item number 2,3,9,11,12,16,21,26,28,29,33,34,35,and I marks to all these items which are related to Internal locus of control to all A statements of item numbers 1,4,5,6,7,8,10,13,14,15,17,18,19,20,22,23,24,25,27, 30,31,32.33, and all the B statements of item numbers 2.3.9,11,12,16,21,26,28,29,34 and 35 .and all the score and make in to presentation of the total obtained score of the subjects according to interpretation procedures given bellow .Thus the obtained score of scale vary from 0-105 range i.e. the minimum score is zero and the maximum Score is105.

**Statistical Technique:** The scores obtained from different tools used for the present study were analyzed statistically. The statistical techniques used for the data analysis were the co-efficient of correlation to see the relationship among independent and dependent variables. In addition to it ANOVA was implied for finding out the mean and interactional effects of independent variable over the dependent variable and 't' test and analysis of variance (ANOVA) were employed for knowing significant difference between different variables.

**Analysis and interpretation of data.**

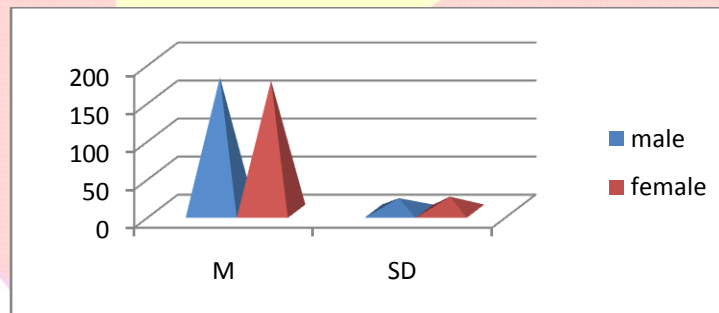
**Table-1. Impact of gender on burnout among police personnel in Gulbarga division.**

Group	N	M	SD	t.value
male	590	176.10	17.21	1.80
female	60	171.6	19.14	

It is observed from the above table no's 1, that the Male police personnel were 590 and mean score of the same is 176.10, and the Female police personnel were 60 and mean score of the same is 171.6 Score of Standard Deviation for Male and Female police personnel were 17.21 and 19.14 respectively. To test the significance of correlated mean difference, t-value is calculated. T-value is 1.80, which is lower than the table value. Thus, examining the significance of acquired results it is known that the acquired result is not significant at 0.05 levels.

Thus, the null hypothesis there is no significant difference in the existing in burnout among Male and Female police personnel of Gulbarga Division is accepted.

**Graph 1**



It can be observed by looking at above graph no1. There were male and female employees and the effect of gender on score of Burnout of Male & Female police personnel of Gulbarga Division.No.-1 indicated the male police personnel No. 2 indicated female police personnel of Gulbarga Division After starting position minor difference is observed in score of burnout. The score of burnout of male police personnel is higher than the female police personnel. But as per the 't' value at level of 0.05 there were no significant difference found in burnout scores between the male and female police personnel of Gulbarga Division. As per the graph, there is minor difference in the score of burnout of male and female police personnel of Gulbarga Division.

**Table-2. Impact of gender on job satisfaction among police personnel in Gulbarga division.**

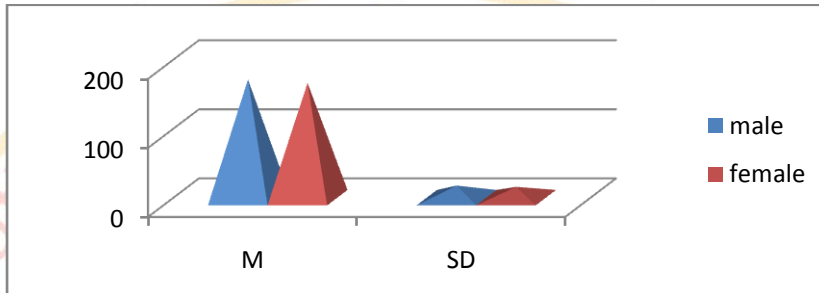
Group	N	M	SD	t.value
male	590	171.14	17.55	2.30
female	60	166.13	15.66	

It is observed from the above table no's 2, that the Male police personnel were 590 and mean score of the same is 171.14, and the Female police personnel were 60 and mean score of the

same is 166.13 Score of Standard Deviation for Male and Female police personnel were 17.55 and 15.66 respectively. To test the significance of correlated mean difference, t-value is calculated. T-value is 2.30, which is greater than the table value. Thus, examining the significance of acquired results it is known that the acquired result is significant at 0.05 levels.

Thus, the null hypothesis there is significant difference existing Burnout among Male and Female police personnel of Gulbarga Division. Hence, null hypothesis is not accepted.

Graph.2



It can be observed by looking at above graph no2. There were male and female police personnel and the effect of gender on score of job satisfaction of Male & Female police personnel of Gulbarga Division.No.-1 indicated the male police personnel No. 2 indicated female police personnel of Gulbarga Division

After starting position minor difference is observed in score of job satisfaction The score of job satisfaction of male police personnel is higher than the female police personnel. And as per the 't' value at level of 0.05 there is significant difference found in burnout scores between the male and female police personnel of Gulbarga Division. As per the graph, there is major difference in the score of job satisfaction of male and female police personnel of Gulbarga Division.

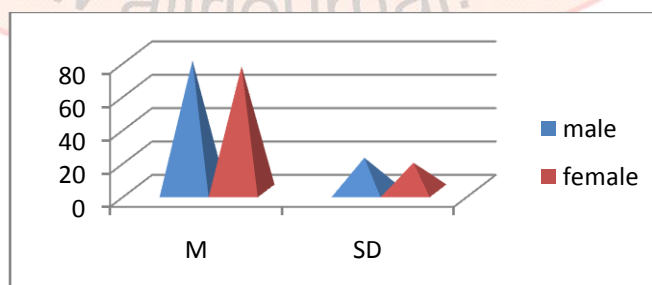
Table-3. Impact of gender on locus of control among police personnel in Gulbarga division.

Group	N	M	SD	t.value
male	590	78.20	19.89	1.49
female	60	74.73	16.88	

It is observed from the above table no's 1, that the Male police personnel were 590 and mean score of the same is 78.20 and the Female police personnel were 60 and mean score of the same is 74.73 Score of Standard Deviation for Male and Female police personnel were 19.89 and 16.88 respectively. To test the significance of correlated mean difference, t-value is calculated. T-value is 1.49, which is lower than the table value. Thus, examining the significance of acquired results it is known that the acquired result is not significant at 0.05 levels.

Thus, the null hypothesis there is no significant difference in the existing in locus of control among Male and Female police personnel of Gulbarga Division is accepted.

. Graph.3.





It can be observed by looking at above graph no1. There were male and female employees and the effect of gender on score of Locus of control of Male & Female police personnel of Gulbarga Division.No.-1 indicated the male police personnel No. 2 indicated female police personnel of Gulbarga Division

After starting position minor difference is observed in score of locus of control. The score of locus of control of male police personnel is higher than the female police personnel. But as per the 't' value at level of 0.05 there were no significant difference found in locus of control scores between the male and female police personnel of Gulbarga Division. As per the graph, there is minor difference in the score of locus of control of male and female police personnel of Gulbarga Division.

**Table-5. Impact of locality and marital status on burnout among police personnel in Gulbarga division**

Sl.no	Group	N	M	SD	t.value
1	Rural	450	178.37	17.01	4.01
	Urban	200	172.11	19.03	
2	Married	575	170.82	17.14	3.48
	Unmarried	75	179.18	20.86	

It is observed from the above table no's 4 serial no'1, that the to test the significance of correlated mean difference, t-value is calculated. T-value is 4.01, which is greater than the table value. Thus, examining the significance of acquired results it is known that the acquired result is significant at 0.05 levels.

It is observed from the above table no's 4 serial no'2, that the to test the significance of correlated mean difference, t-value is calculated. T-value is 3.48, which is greater than the table value. Thus, examining the significance of acquired results it is known that the acquired result is significant at 0.05 levels.

Thus, from the above table the null hypothesis there is significant difference existing in burnout among locality and marital status police personnel of Gulbarga Division is rejected and alternative hypothesis is accepted.

**Table-6. Impact of locality and marital status on job satisfaction among police personnel in Gulbarga division**

Sl.no	Group	N	M	SD	t.value
1	Rural	450	177.37	18.10	4.19
	Urban	200	170.11	21.43	
2	Married	575	172.82	17.44	2.93
	Unmarried	75	179.55	18.86	

It is observed from the above table no's 5 serial no'1, that the to test the significance of correlated mean difference, t-value is calculated. T-value is 4.19, which is greater than the table value. Thus, examining the significance of acquired results it is known that the acquired result is significant at 0.05 levels.

It is observed from the above table no's 5 serial no'2, that the to test the significance of correlated mean difference, t-value is calculated. T-value is 2.93, which is greater than the table value. Thus, examining the significance of acquired results it is known that the acquired result is significant at 0.05 levels.

Thus, from above table, the null hypothesis there is significant difference existing in job satisfaction among Locality and marital status police personnel of Gulbarga Division is rejected and alternative hypothesis is accepted.

**Table-6. Impact of locality and marital status on locus of control among police personnel in Gulbarga division**

Sl.no	Group	N	M	SD	t.value
1	Rural	450	177.37	18.10	4.19
	Urban	200	170.11	21.43	
2	Married	575	172.82	17.44	2.93
	Unmarried	75	179.55	18.86	

It is observed from the above table no's 6 serial no'1, that the to test the significance of correlated mean difference, t-value is calculated. T-value is 4.19, which is greater than the table value. Thus, examining the significance of acquired results it is known that the acquired result is significant at 0.05 levels.

It is observed from the above table no's 6 serial no'2, that the to test the significance of correlated mean difference, t-value is calculated. T-value is 2.93, which is greater than the table value. Thus, examining the significance of acquired results it is known that the acquired result is significant at 0.05 levels.

Thus, the null hypothesis there is significant difference existing in locus of control among locality and marital status police personnel of Gulbarga Division is rejected and alternative hypothesis is accepted.

**Table no 7. Impact of age, Educational qualification, number of dependence, designations of the post and length of experience on burnout among police personnel in Gulbarga division**

Group/ variables	Source	Sum of squares	Degree of freedom	Mean square	F-value
1.Age	Between groups	13,430.048	2	6,715.024	22.103
	Within groups	196,562.202	647	303.806	
	Total	209,992.251	649		
2.Educational qualification	Between groups	15,213.231	2	7,606.616	21.948
	Within groups	224,230.859	647	346.570	
	Total	239,444.090	649		
3.number of dependence	Between groups	7,560.960	3	2,520.320	6.776
	Within groups	229,131.599	616	371.967	
	Total	236,692.559	619		
4.Designition	Between groups	7,293.025	4	1,823.256	5.663
	Within groups	207,674.189	645	321.975	
	Total	214,967.214	649		
5.Lenght of experience	Between groups	5,834.504	3	1,944.835	4.543
	Within groups	276,538.806	646	428.079	
	Total	282,373.310	649		

It is shows the table 7.serial no 1 The calculated F value is 22.103 which is higher than the table F value 4.82 at degree of freedom 2,647. Thus, examining the significance of acquired results it is known that the acquired result is significant at the level of 0.01.

It is shows the table 7.serial no 2 The calculated F value is 21.948 which is higher than the table F value 4.82 at degree of freedom 2,647. Thus, examining the significance of acquired results it is known that the acquired result is significant at the level of 0.01. It is shows the table 7.serial no 3 The calculated F value is 6.776 which is higher than the table F value 3.98 at degree of freedom 3,619.

Thus, examining the significance of acquired results it is known that the acquired result is significant at the level of 0.01.

It is shows the table 7.serial no 4 The calculated F value is 5.663 which is higher than the table F value 3.51 at degree of freedom 4,645. Thus, examining the significance of acquired results it is known that the acquired result is significant at the level of 0.01.

It is shows the table 7.serial no 5 The calculated F value is 5.663 which is higher than the table F value3.98 at degree of freedom 3,646. Thus, examining the significance of acquired results it is known that the acquired result is significant at the level of 0.01.

Thus, from the above table the null hypothesis “There is no significant difference existing in burnout among different age group, educational qualification, number of dependence , designation of the post & length of experience of police personnel of Gulbarga Division, is rejected and alternate hypothesis is accepted.

**Table no 8. Impact of age, Educational qualification, number of dependence, designations of the post and length of experience on job satisfaction among police personnel in Gulbarga division**

Group/ variables	Source	Sum of squares	Degree of freedom	Mean square	F-value
1.Age	Between groups	20,215.082	2	10,107.541	32.557
	Within groups	200,864.168	647	310.455	
	Total	221,079.250	649		
2.Educational qualification	Between groups	8,978.671	2	4,489.336	12.117
	Within groups	239,717.729	647	370.507	
	Total	248,696.400	649		
3.number of dependence	Between groups	8,492.173	3	2,830.724	7.544
	Within groups	231,144.890	616	375.235	
	Total	239,637.063	619		
4.Designition	Between groups	14,705.344	4	3,676.336	11.623
	Within groups	204,008.266	645	316.292	
	Total	218,713.610	649		
5.Lenght of experience	Between groups	15,840.724	3	5,280.241	12.961
	Within groups	263,179.931	646	407.399	
	Total	279,020.654	649		

It is shows the table 8.serial no 1 The calculated F value is 32.557 which is higher than the table F 4.82 value at degree of freedom 2,647. Thus, examining the significance of acquired results it is known that the acquired result is significant at the level of 0.01.

It is shows the table 8.serial no 2 The calculated F value is 12.117 which is higher than the table F 4.82 value at degree of freedom 2,647. Thus, examining the significance of acquired results it is known that the acquired result is significant at the level of 0.01.

It is shows the table 8.serial no 3 The calculated F value is 7.544 which is higher than the table F 3.98 value at degree of freedom 3,619. Thus, examining the significance of acquired results it is known that the acquired result is significant at the level of 0.01.

It is shows the table 8.serial no 4 The calculated F value is 11.623 which is higher than the table F 3.51 value at degree of freedom 4,645. Thus, examining the significance of acquired results it is known that the acquired result is significant at the level of 0.01.

It shows the table 8.serial no 5 The calculated F value is 12.961 which is higher than the table F 3.98 value at degree of freedom 3,646. Thus, examining the significance of acquired results it is known that the acquired result is significant at the level of 0.01.

Thus, from the above the null hypothesis "There is no significant difference exist in job satisfaction among different age group, educational qualification, number of dependence, designations of the post & length of experience of police personnel of Gulbarga Division, is rejected and alternate hypothesis is accepted.

**Table no 9. Impact of age, Educational qualification, number of dependence, designations of the post and length of experience on locus of control among police personnel in Gulbarga division**

Group/ variables	Source	Sum of squares	Degree of freedom	Mean square	F-value
1.Age	Between groups	5,000.919	2	2,500.459	7.960
	Within groups	203,246.674	647	314.137	
	Total	208,247.593	649		
2.Educational qualification	Between groups	6,535.530	2	3,267.765	9.597
	Within groups	220,303.778	647	340.500	
	Total	226,839.308	649		
3.number of dependence	Between groups	8,492.173	3	2,830.724	9.900
	Within groups	176,128.050	616	285.922	
	Total	184,620.223	619		
4.Designation	Between groups	14,007.240	4	3,501.810	11.884
	Within groups	190,056.746	645	294.662	
	Total	204,063.987	649		
5.Length of experience	Between groups	17,379.231	3	5,793.077	16.530
	Within groups	226,393.891	646	350.455	
	Total	243,773.122	649		

It shows the table 9.serial no 1 The calculated F value is 7.960 which is higher than the table F 4.82 value at degree of freedom 2,647. Thus, examining the significance of acquired results it is known that the acquired result is significant at the level of 0.01.

It shows the table 9.serial no 2 The calculated F value is 9.597 which is higher than the table F 4.82 value at degree of freedom 2,647. Thus, examining the significance of acquired results it is known that the acquired result is significant at the level of 0.01.

It shows the table 9.serial no 3 The calculated F value is 9.900 which is higher than the table F 3.98 value at degree of freedom 3,619. Thus, examining the significance of acquired results it is known that the acquired result is significant at the level of 0.01.

It shows the table 9.serial no 4 The calculated F value is 11.884 which is higher than the table F 3.51 value at degree of freedom 4,645. Thus, examining the significance of acquired results it is known that the acquired result is significant at the level of 0.01.

It shows the table 9.serial no 5 The calculated F value is 16.530 which is higher than the table F 3.98 value at degree of freedom 3,645. Thus, examining the significance of acquired results it is known that the acquired result is significant at the level of 0.01.

Thus, from the above the null hypothesis "There is no significant difference exist in locus of control among different age group, educational qualification, number of dependence,

designations of the post & length of experience of police personnel of Gulbarga Division, is rejected and alternate hypothesis is accepted.

**Major findings of study:**Following are the major findings of the study

- There is no significant difference in the existing in burnout among Male and Female police personnel of Gulbarga Division is accepted.
- There is no significant difference existing Burnout among Male and Female police personnel of Gulbarga Division. Hence, null hypothesis is accepted.
- There is significant difference existing Burnout among Male and Female police personnel of Gulbarga Division. Hence, null hypothesis is not accepted.
- There is significant difference existing in burnout among locality and marital status police personnel of Gulbarga Division is rejected and alternative hypothesis is accepted.
- There is significant difference existing in locus of control among locality and marital status police personnel of Gulbarga Division is rejected and alternative hypothesis is accepted.
- There is no significant difference existing in burnout among different age group, educational qualification, number of dependence, designation of the post & length of experience of police personnel of Gulbarga Division, is rejected and alternate hypothesis is accepted.
- There is no significant difference exist in job satisfaction among different age group, educational qualification, number of dependence, designations of the post & length of experience of police personnel of Gulbarga Division, is rejected and alternate hypothesis is accepted.
- There is no significant difference exist in locus of control among different age group, educational qualification, number of dependence, designations of the post & length of experience of police personnel of Gulbarga Division, is rejected and alternate hypothesis is accepted.

### **Conclusion**

From the above discussion, we can say that there Employees with these characteristics perform better than those without these traits. Many studies have provided evidence of the impact individual behavioral variables can have on burnout, locus of control and job satisfaction. Specifically, the findings show that perceived of involvement and the type of locus of control, which an employee is having. An analysis of the nature and form of the interaction revealed, as expected, that police personnel with the burnout, job satisfaction and locus of control differed with different selected variable, thus The findings of the study reveals that there is no significant difference exist in burnout, job satisfaction among gender wise police personnel. There is significant difference exist in locus of control among gender wise police personnel. There is significant difference exists in burnout, job satisfaction, and locus of control among locality and marital status of police personnel. There is significant differences exist in burnout, job satisfaction, and locus of control among different age group, educational qualification, and number of dependence, designation of post, and length of experience of police personnel.

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