

A comparative study of anger among provincial armed constabulary (PAC) and civil police in Uttar Pradesh in India

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Police psychology is primarily interested in the analysis of behavior of policemen. Anger is a characteristic of behavior and police have to be aggressive and angry due the nature of their job and work. The purpose of the study was to compare the anger between PAC and Civil Police in Uttar Pradesh in India. Thirty two (32) PAC and thirty two (32) Civil Police constables were selected as participants of this study. The age range of the participants was 24-59 years. The anger was measured by a Hindi version of Spielberger's (1999) anger scale. Results showed that there was significant difference between PAC and Civil Police with regard to anger. Results also show that PAC personnel had higher levels of anger as compared to Civil Police. Police anger and aggression can be used against criminal, terrorists and wrong doers and it can be used as a manipulation strategy for social influence by police.

Keywords: anger, Uttar Pradesh, India, provincial armed constabulary, civil police

Police psychology is primarily interested in the analysis of behavior of policemen. Anger is characteristics of behavior and police have to be aggressive and angry due the nature of their job and work. Psychology as a behavioral science had made its contribution in this regard, it has helped the police leaders to supervise constables more efficiently and enhance police performance more proficiently. The amount of anger is usually determined by the amount of frustration produced by the particular situation. Police face very different type of situation which produce more frustration and after that they became aggressive and angry.

Anger is an emotion that strikes all people at one time or another. The way you react to anger, however, is more important than whether you become angry frequently. People often respond violently and uncontrollably to anger (Ajmera, 2010). Therapists and psychologists define anger as a range between irritation to wild, unbridled fury; anger runs a wide gamut of intensity. Physically, anger changes your bodily processes. When you are angry, your heartbeat increases and your blood pressure rises as adrenaline burns through your body. You often, in fact, feel physically "heated" when angry. According to Dr. Tom G. Stevens, a licensed psychologist, the cause of anger is generally due to believing you have lost control over something that is important to you and related to your core values.

Anger can potentially mobilize psychological resources and boost determination toward correction of wrong behaviors, promotion of social justice, communication of negative sentiment and redress of grievances. It can also facilitate patience. On the other hand, anger can be destructive when it does not find its appropriate outlet in expression. Anger, in its strong form, impairs one's ability to process information and to exert cognitive control over their behavior. An angry person may lose his/her objectivity, empathy, prudence or thoughtfulness and may cause harm to others (Novaco, 2000). There is a sharp distinction between anger and aggression (verbal or physical, direct or indirect) even though they mutually influence each other. While anger can activate aggression or increase its probability or intensity, it is neither a necessary nor a sufficient condition for aggression. There are things you can do to channel your anger into something constructive. You can take anger management courses to be able to recognize the signs of

potential oncoming anger and learn how to redirect the energy that anger triggers in you, which will prevent you from taking actions you later regret. Specific techniques of anger management include breathing exercises to help you focus and gain control of yourself. Anger management can also involve learning how to constructively express your anger to another person whom you might feel anger toward. It is important to understand that anger management does not consider anger inappropriate or otherwise attempt to invalidate the emotion. Anger management simply tries to help people to prevent their anger from getting out of control (as uncontrollable anger is inappropriate). Learning how to control your anger through taking anger management courses can help you improve your relationships with other people, your work environment and your overall quality of life (Novaco, 2000).

The external expression of anger can be found in facial expression, body language, physiological responses, and at times in public acts of aggression. Humans and animals for example make loud sounds, attempt to look physically larger, bare their teeth, and stare. The behaviors associated with anger are designed to warn aggressors to stop their threatening behavior. Rarely does a physical altercation occur without the prior expression of anger by at least one of the participants (Morris, 1967). While most of those who experience anger explain its arousal as a result of "what has happened to them," psychologists point out that an angry person can very well be mistaken because anger causes a loss in self-monitoring capacity and objective observability (Novaco, 2000).



Figure: Two people arguing. Both protesters became angry and aggressive, as evidenced by their body language and facial expression

Modern psychologists view anger as a primary, natural, and mature emotion experienced by virtually all humans at times, and as something that has functional value for survival. Anger can mobilize psychological resources for corrective action. Uncontrolled anger can, however, negatively affect personal or social wellbeing (Novaco, 2000). While many philosophers and writers have warned against the spontaneous and uncontrolled fits of anger, there has been disagreement over the intrinsic value of anger (Kemp & Strongman, 1995). The issue of dealing with anger has been written about since the times of the earliest philosophers, but modern psychologists, in contrast to earlier writers, have also pointed out the possible harmful effects of suppressing anger. Displays of anger can be used as a manipulation strategy for social influence (Sutton, 1991; Hochschild, 1983).

Madhu and Agarwal (2004) compared the anger levels among PAC (N=48) and University Guards (N=20) in Gorakhpur district. Results showed that there was difference in anger among PAC and University Guard and anger is likely to be higher in PAC than University Guard. Singh and Mishra (2011) compared the aggression between male (N=30) and female (N=30) national level Kabaddi players of Matheshwari club in Varanasi. Results showed that there was significant difference in Sport aggression between male and female national level Kabaddi players and anger are likely to be higher in male than female.

Objectives of the study

The study was conducted with the twin objectives of:

- Examining the effects of type of police organization on levels of anger among police constables.
- To see the relationship of demographic variables (age, experience and salary) with anger among PAC and Civil Police.

Hypotheses of the study

- Levels of anger are likely to be higher in Provincial Armed Constabulary (PAC) than Civil Police.
- Age, experience and salary are likely to be significantly related with levels of anger among Provincial Armed Constabulary (PAC) and Civil Police constables.

Method

Participants

The study was conducted on a sample of 64 police employees, 32 PAC and 32 Civil Police. The data have been collected on the police organization in the state of Uttar Pradesh in India. Mean age of the

participants in the police organization was 43.70 year, experience mean of the participants is 23.20 year and salary mean of the participants is Rs. 23,405. In India, superintendence over the police force in the state is exercised by the State Government (Article 246 of the Constitution of India). A state police force has two main components- the civil police and the provincial armed constabulary (PAC). The primary function of the civil police is to control crime, while the armed police mainly deal with law and order situations. The civil police include mainly the district police forces, supervisory structures at the ranges, zone and state police headquarters and specialized branches to deal with crime, intelligence and training problems. The district police also have armed services (PAC), which are used mainly to meet the requirements of armed guards and escorts. They are occasionally also deployed to meet any emergency situation, before the state armed police arrive to handle it. The armed reserves of districts are treated as a part of the district police force.

Procedure

The anger was measured by 20 items adapted from the anger scale developed by Spielberger (1999). The original scale which was in English was translated in Hindi to suit the Indian work environment conditions of police. Cronbach's Alpha of the scale in the current study was .76. Participants responses were obtained on the variables under study on five-point Likert-type scales of one (1) to five (5) (1=not at all and 5=very great extent). Three items were used for getting information about the participants' age, salary and number of years served in the police force.

The PAC and civil police constable participants were approached by the researcher after obtaining permission from the authorities. Participants were allowed to complete the survey privately and were instructed to return their results to the researcher. All 64 subjects voluntarily completed and returned the survey while the researcher maintained confidentiality. A non-probability sampling method was used because it is inexpensive and convenient for the only available population; however, its disadvantages are that it may involve bias and representativeness and unable to estimate sampling error.

Statistical analysis

The data obtained was analyzed through computation of the 't' test and inter-correlations among variables. T-test was computed for examining the significance of the differences on the mean scores of the variables under study as determined by the nature of the job between PAC and civil police constable.

Results

Table-1. Mean, S.D., t-Value for Demographic Variables, Anger among PAC and Civil Police

Variable	PAC(N=32)		Civil Police(N=32)		t
	Mean	S.D.	Mean	S.D.	
Age	44.50	6.49	42.90	9.30	.795
Experience	24.03	6.79	22.38	8.94	.834
Salary	23455	5357.21	23355	6075.38	.070
Anger	46.94	8.67	43.03	5.49	2.153**

*** $p < .001$ level, ** $p < .01$ level, * $p < .05$ level (2-tailed test)

The mean score of age is detailed in the table-1 PAC and Civil police personnel studied as 44.50 and 42.90 years respectively. The mean score of experience is detailed in the table-1 PAC and Civil police

studied as 24.03 and 22.38 years respectively. The mean score of salary is detailed in the table-1 PAC and Civil police personnel studied as 23455 and 23355 Rupees respectively. From table-1 it is

observed that among the demographic variables, there was no significant difference between the PAC and Civil Police personnel with regard to age, experience and salary.

The mean score of anger is detailed in the table-1 PAC and Civil police personnel studied as 46.94 and 43.03 respectively as depicted in the figure-2. From table-1 and figure-2 it is observed that mean differences between anger between PAC and Civil Police is significant ($t=2.153$; $p<.01$). It's also observed that anger is higher in PAC in comparison to civil police. Hence, the results of t-test by type of police totally supported hypothesis 1 which states that levels of anger are likely to be higher in Provincial Armed Constabulary (PAC) than Civil Police.

Figure Indicating the Mean values of Anger between PAC and Civil Police.

Table 2: Correlation between the antecedent Variables and Anger between PAC and Civil Police employees.

Antecedent Variables	Pearson correlation	
	PAC (32)	Civil Police (32)
	Anger	Anger
Age	-.104	-.064
Experience	-.095	-.093
Salary	-.024	-.185

*** $p<.001$ level, ** $p<.01$ level, * $p<.05$ level (2-tailed test)

Table 2 shows that the PAC and Civil Police anger was negatively correlated with age, experience and salary. Hence, the hypothesis 2 was not supported by the results.

Discussion

Anger and aggression is necessary for surviving in police. The very nature of both police training and police work promotes aggression, increasing the risk of excessive use of force on the job and quite possibly off the job as well (D'Angelo, 2000; Neidig, Russell & Seng, 1992; Sgambelluri, 2000). For instance, police officers are trained to dominate physically and psychologically, through posturing and verbal forms of intimidation (Johnson, Todd, & Subramanian, 2005). These tactics can be used to gain control in all situations, including those at home. Physical and psychological domination is reinforced throughout a police officer's career, making it difficult to leave the job at the workplace (Johnson et al., 2005; Sgambelluri, 2000).

The results of the present study revealed significant differences in levels of anger between PAC and Civil Police. PAC reported higher levels of anger compared to Civil Police. The reasons for the observed trends indicate that:

- Civil police are not taught to show anger; if they do so they may lose their duty.
- Police psychologists believe that PAC is naturally angrier than Civil Police.
- In police culture anger has traditionally been viewed desirable act for PAC, but not for Civil Police.
- Anger can be used as a manipulation strategy for social influence by PAC to a greater extent than by the Civil Police.
- Anger as a primary, natural, and mature emotion experienced by virtually all humans at times, and as something that has functional value for survival. Police job is suitable for anger and aggressive people.

Law enforcement professionals commonly exhibit what is called

the authoritarian personality. Balch (1972) characterized this authoritarian personality as narrow-minded, violent, and suspicious, whereas Adorno (1950) pointed out that people with authoritarian personalities have little tolerance for those who do not submit to their authority even when it is a domestic partner who resists. An authoritarian personality demands unquestioning obedience. Although this attitude may be necessary and effective on the law enforcement job, it easily conflicts with other roles outside the workplace, creating "negative spillover of occupational stress" onto an officer's family life (Johnson, 2000).

At work each day, physically aggressive behaviors may be appropriate, even vital, for police personnel in the PAC. Physical domination is a suitable strategy in the physically dangerous situations police enter daily. However, it may become a maladaptive strategy when applied or tolerated with intimate partners or other family members in domestic situations lacking real danger (He, Zhao, & Archbold, 2002; Stevens, 1999). Removed from the risks of police work, such domination represents spillover authoritarianism and angry aggression.

Conclusion and Future Implications

Results shows that there was significant difference between PAC and Civil Police with regard to anger. Results also show that PAC is angrier compare to Civil Police. Though anger can be a destructive force, anger can also be a constructive one if managed properly. Anger toward injustices, for example, leads many people to work toward reforming an injustice (such as joining the Women's or Civil Rights movements). As mentioned earlier, anger can potentially mobilize psychological resources and boost determination toward correction of wrong behaviors, promotion of social justice, communication of negative sentiment and redress of grievances. It can also facilitate patience.

Police anger and aggression can be used against criminal, terrorists and wrong doers and it can be used as a manipulation strategy for social influence by police organizations.

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