

SELF-EFFICACY AMONG JAMMU & KASHMIR POLICE OFFICERS IN KASHMIR VALLEY: A COMPARATIVE STUDY WITH REFERENCE TO MARITAL STATUS

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Abstract: Present study made an effort to investigate marital status in relation to self-efficacy among Jammu & Kashmir police officers in Kashmir Valley. The study was examined with a sample of 100 participants (50= married and 50= unmarried) selected by purposive sampling method. The self-efficacy was assessed using General Self Efficacy Scale of Jerusalem and Schwarzer (1995). Marital status was measured by using demographic data sheet. Results: Data were analysed by descriptive statistics, and Independent Samples t-test using SPSS. The results showed a significant means difference on self-efficacy among married and unmarried Jammu & Kashmir police officers. The observations indicated that the level of self-efficacy among married police officers is higher than the unmarried police officers. Conclusion: The findings of the present study suggest that marital status interact in important ways in influencing the self-efficacy among Jammu & Kashmir police officers working in stressful situations in Kashmir.

Keywords: Self-Efficacy, Marital Status, Efficacy Beliefs, Performance, and Police.

Self-efficacy: Self-efficacy means to measure your ability to reach goals, and to complete tasks that are given. It can also be defined as the ability to perform in a certain specific manner to attain specific goals. According to Bandura (1977), Self efficacy is a person's evaluation of his or her ability or competency to perform a task, reach a goal, or overcome an obstacle. Similarly, Nebitt (2009) defined Self efficacy is a person's ability to take knowledge and skill and then change it into a positive coping strategy. Self-efficacy can have an impact on everything from psychological states to behavior and to motivation (Tantry, Singh, 2017). Self-efficacy beliefs are defined as an individual's "judgments about his or her capabilities to organize and execute courses of action required to attain designated performances" (Bandura, 1986). Researchers have created strong support for the effect of self-efficacy on the career decision-making process of individuals since the distinctive study conducted by Betz and Hackett (1981), which tried to explain the notion of career-related self-efficacy (Multon, Brown, and Lent, 1991). A sense of personal control whether generally true of one's life or true with respect to specific goals, plays an important self regulatory role in helping people plan and make progress towards their future. Performance in both physical (Courneya and McCauley, 1993 & Gould and Weiss, 1981) and academic (Sanna and Pusecker, 1994) task performance on the job (Huang, 1998), and ability to deal with anxiety and depression (Cheung and Sun, 2000) is enhanced by strong feelings of self efficacy. Unless people believe that they are able to achieve a goal (such as giving up drugs) as the result of what they do, they have little all no incentive to act (Bandura 1999). People high in such self confidence also tend to stop working on unsolvable tasks more quickly than those who are low instead; they prefer to allocate their time and effort to tasks that can be solved (Aspin and Richter, 1999).

Sources for Developing Self-Efficacy: Four major sources of enhancing self-efficacy beliefs are actual performances, vicarious experiences, forms of persuasion and physiological responses. Individuals'

performances are the most reliable channels for judging self-efficacy beliefs. In general, successes reinforce and failures weaken self-efficacy beliefs (Schunk & Meece, 2005). Attaining self-efficacy information via comparisons with other similar people and their performances is the second source of invigorating efficacy beliefs. When individuals observe that their similar persons are able to perform a task successfully, a belief may be also created in them in that they can also carry it out successfully. It is worth noting that vicarious experience has a weaker force than mastery experience because it can be negated by ensuing performance impediments (Schunk & Meece, 2005). The third source of enhancing efficacy beliefs is comprised of persuasive information such as others' verbal encouragement. Nonetheless, if following performances make different outcomes, its influences may be temporary. Another source of indicating efficacy beliefs is physiological signs such as heart rate and feelings of anxiety. These symptoms can reveal that one lacks the necessary skills: On the contrary, individuals may feel more self-efficacious when they experience fewer emotional symptoms (Schunk & Meece, 2005).

Police Work Culture in Kashmir Valley: Police plays central role in peace keeping, providing security and maintaining law and order. The job of police officers is challenging. In Kashmir the job of police personnel is highly stressful and life threatening. Kashmir has a different situation. Police is always busy in maintain peace in Kashmir but the situation is worsening day by day. The stressful situations in Kashmir might be effecting on their psychology. The stress in Kashmir has become an inevitable part of life. There may be some factors reducing the stress level of police personnel and enhancing their positive psychology. The present study aims to study the self-efficacy of police officers in reference to their marital status.

Objective: To study the significance of means difference of self-efficacy among married and unmarried Jammu & Kashmir police officers in Kashmir Valley.

Hypothesis: There will be a significant difference in mean scores among married and unmarried Jammu & Kashmir police officers in Kashmir Valley.

Design: This cross-sectional research consists of a sample of 100 Jammu & Kashmir police officers (married= 50, unmarried= 50) posted in various districts of Kashmir Valley. The sample of the study was selected by purposive sampling method. A standard questionnaire was distributed to the sample. The sample was compared with reference to their marital status. The data collected from the sample was analysed by various statistical techniques such as Mean, SD, and Independent samples t-test with the help of SPSS (version 16.00). The present study is a non-experimental and comparative study. The sample was recruited from various police zones in Kashmir Valley (India). Proper permission was taken from concerned administrations as well as individual consent was also taken from each participant to collect the responses. The purpose of the study was explained. The participants were warmly thanked after providing valuable information and cooperation. The tool used in the study was scored as per the instructions of the manual. The Cronbach's alpha of the scale was checked by the investigator as well.

Inclusive Criteria: The Jammu & Kashmir police officers posted in Kashmir Valley. The male police officers were included in the sample. The in-service officers were considered in the study. **Exclusive Criteria:** The Jammu & Kashmir police officers posted outside the Kashmir Valley. The police officers working in other police organizations such as CRPF, BSF, RPF, etc were excluded.

Statistical Techniques: For achieving the desired objectives, the collected data was analysed by using Mean, SD, and Independent samples t-test.

Tool Description: General Self Efficacy Scale (GSE): The General Self Efficacy Scale was developed by Jerusalem and Schwarzer (1995). It is a 10-item self-report scale designed to measure self efficacy. Respondents answered each item on a 4-point Likert-type scale ranging from 1=not at all true, 2=Hardly true, 3=Moderately true, and 4=Exactly True. The scoring of the scale is continuous, i.e., all the items are scored directly. The time required for completion of the scale is 3-5 minutes. The GSE Scale has good internal consistency, with Cronbach's alpha levels ranges in between 0.76 to 0.90 (Jerusalem & Schwarzer, 1995).

Results:**Table 1:** Showing Descriptive Statistics of Self-Efficacy Among Married And Unmarried Jammu & Kashmir Police Officers.

Variable	Marital Status	N	Mean	SD	Min.	Max.
	Married	50	28.40	7.07	15	39
Self-efficacy						
	Unmarried	50	23.67	6.16	14	35

Table 2: Comparison of Means Scores of Self-Efficacy Between Married And Unmarried Health Nurses.

Variable	Marital Status	N	M	SD	t-value	Df	p
	Married	50	28.40	13.07			
Self-efficacy					1.31	98	.031*
	Unmarried	50	23.67	10.24			
Total N= 100							

*Significant difference at the 0.05 level of significance.

The results presented in the table 2 show the t-value of the mean scores of Self-efficacy between married and unmarried Jammu & Kashmir police officers in Kashmir Valley. The findings showed that there is a significant difference in the mean scores of Self-efficacy ($t=1.31$, $p=.031<.05$) between married and unmarried Jammu & Kashmir police officers in Kashmir Valley. Thus our hypothesis which states that there will be a significant difference of mean scores of Self-efficacy between married and unmarried Jammu & Kashmir police officers in Kashmir Valley is accepted. The mean scores of self-efficacy among married Jammu & Kashmir police officers ($M= 28.40$) is significantly greater than the mean scores of self-efficacy among unmarried police officers ($M= 23.67$) in Kashmir Valley. Thus, it can be determined that the married police officers have higher levels of self-efficacy than the unmarried police officers in Kashmir Valley. The results are in accord with other studies as well. Olatunji & Mokuolu (2014) conducted a study to examine the role of marital status on job satisfaction among nurses and doctors. The results showed that there is a significant difference between married and unmarried nurses. Married enjoyed higher level of job satisfaction than unmarried. The reasons may be that singles (unmarried) have higher level of stress as compared to married which in turn may have negative effect on their positive psychology especially self-efficacy.

Implications, Limitations and Final Conclusion: There is a limited research work conducted on the role of marital status on self-efficacy among married and unmarried Jammu & Kashmir police officers in Kashmir and this research attempts to provide an initial opportunity to study this important area. However, some limitations are apparent. First, on the basis of the sample examined in this study, findings are restricted on self-efficacy in the Kashmiri culture. Second, self-efficacy has been assessed by a self-report questionnaire, but other informants were not included. From the results of the above finding it can be concluded that married officers have a higher level of self-efficacy than single officers working in challenging situations in Kashmir.

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