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A STUDY ON THE VARIOUS ISSUES OF TRAINING OF ASSAM POLICE PERSONNEL

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ABSTRACT

Police training is one of the most important organisational interventions done to improve the effectiveness of police personnel. Moreover there is an ever increasing challenge to improve the functioning of the police organization at all times due to drastic changes taking place locally and globally. This study had been conducted on Assam Police to understand the importance given by Assam Police organization to the various components of policing in the content of the training programmes and training infrastructure for Assam Police personnel.

KEYWORDS

police training, training content, training frequency, training infrastructure.

1. INTRODUCTION

Training of police personnel is one of the most important managerial intervention which can go a long way in improving the effectiveness of police. Mathur (2009)¹ observes that traditionally police duties were limited and included crime detection, apprehension and arrest of criminals, patrolling, riot control, and traffic regulation. However, the work of a policeman is no longer limited to maintenance of law and order. Fast changing technology has drastically changed the profile of criminals and their scope of criminal activities. Over and above these new challenges India specific problems due to its multi-linguistic, multi-cultural and multi religious nature has continued to exist in various forms and requires continuous interventions from the police organization.

2. LITERATURE REVIEW

Choudhury (2003)² states that a modern police personnel requires not just knowledge of the law but also of history, politics, economics, sociology and psychology. Thus for effective policing 'thorough training and orientation is required to be imparted to our police force' Vaid(2009)³. Sharma,(2004)⁴ suggested, that police have to be trained in handling sensitive child abuse cases and must have fundamental understanding of child psychology and development. Similarly Paranjpaye (2007)⁵ feels that cyber crime is an emerging branch of criminal activity which requires serious focus. Jain & Locktongbam (2002)⁶ found the need to train police on modern forensic science so as to increase their effectiveness in investigations etc. Agarwal(2002)⁷ finds that traditional crimes are committed using non-traditional methods using sophisticated technologies and crime likes internet paedophilia, computer network break-ins industrial espionage, child pornography, password sniffing, spoofing, software piracy, fraud require expert intervention from police.

Police also need to have an understanding of the behavioural dynamics of the local population (Maheshwari.2009)⁸. Singh (2002)⁹ highlights the need to develop communication skills among police personnel both among seniors to know the problems, potentials and prospects of junior colleagues and to handle problems, complaints or otherwise from public. Nagar(2009)¹⁰ states that a major cause of stress among police personnel could be managed if training programmes are developed which stresses the values and significance of human resources components. Nambiar (2005)¹¹ has found that training in interpersonal relationship is essential for ensuring effective team work in police.

Sen (2012)¹² stated that there was overemphasis on drill, parade and physical exercises in the training curriculum. Stoughton (2015)¹³ observes that police personnel are repeatedly trained to be vigilant, attentive, cautious, alert, and be constantly prepared for the unknown and unpredictable enemy who may even kill them, and in the process police personnel learn to be afraid at all time and this creates an invisible barrier to true community policing and public service. Thus, there is an urgent need for management training especially in areas of leadership and supervision.

Cox & Beier (2009)¹⁴ studied the impact of framing training modules based on self efficacy, goal orientation and performance enhancement with several demographics like age, gender, ethnicity and employment status. Galanou and Priporas (2009)¹⁵ in a study on impact of training found that feeling of security of managers usually emerges from the belief that they will play a constant, permanently useful and necessary role in their organization. The brief literature reveals that a study on the content of Police Training would be of great relevance both for the Police organization as a whole and Assam Police Organization in particular.

3. NEED OF THE STUDY

Policing in a multi lingual, multi cultural state like Assam is a highly challenging function. The strength of Civil Police in Assam including District Armed Police till 2013 is 19,870 and that of Armed Police is 34,565 as per National Crime Records Bureau, Ministry of Home Affairs, Government of India¹⁶. It is alarming to note that there were more than 79,000 cognizable crimes under Indian Penal Code in the state of Assam in the year 2012, an increase of more than 16% from the number of cases in 2011 as per the National Crime Records Bureau, Ministry of Home Affairs, Government of India¹⁷. Thus, a review of content of training programmes of Assam Police is very important for understanding the importance given by Assam Police Organization to various components of policing.

4. STATEMENT OF THE PROBLEM

Various authors have delved on the various aspects of policing and the need for comprehensive training to the police personnel at large. New challenges for the police organization which have emerged over the last few decades include among others Terrorism, Insurgency and Left wing extremism, Cyber crimes, Economic offences like Money laundering, Corporate frauds, Counterfeiting currency, Corruption, Ethnic violence, Child and Human Trafficking, Organ Trade, Election related violence and offences, Traffic management, Women and child related crimes both in the urban cities and remote rural areas. However Hasmukh(2007)¹⁸ feels that the present system of police training doesn't give importance to these aspects as much as it deserves. Thus it important to know whether various aspects of policing are getting the due importance during training of police personnel. The literature review revealed that training content and modules must be relevant to the present times and complexity of the existing state of crime for making police effective as law enforcement personnel.

5. OBJECTIVES

1. To understand the importance given by Assam Police Organization on various components of policing in the training content of a police training programme.
2. To identify the focus areas of training in Assam Police organization.
3. To study the existing training infrastructure of Assam Police Organization.

6. HYPOTHESES

- i. H_0 - There is no difference between the number of various training programs given to police personnel with respect to age of police personnel at 95% confidence level.
- ii. H_0 - There is no difference between the number of various training programs given to police personnel with respect to gender of police personnel at 95% confidence level.
- iii. H_0 - There is no difference between the number of various training programs given to police personnel with respect to rank of police personnel at 95% confidence level.
- iv. H_0 - There is no difference in the satisfaction level regarding training infrastructure with respect to age of police personnel.
- v. H_0 - There is no difference in the satisfaction level regarding training infrastructure with respect to gender of police personnel.
- vi. H_0 - There is no difference in the satisfaction level regarding training infrastructure with respect to rank of police personnel.

7. RESEARCH METHODOLOGY

A descriptive cross-sectional research design and data analysis has been taken for his study.

7.1 DATA COLLECTION: The study is based on primary data. A structured questionnaire was used to collect primary data from police personnel present in the randomly chosen police stations. The questionnaire using a five point scale was designed to collect data on the number of training attended on various components of police training during their service period irrespective of their age, gender and their present rank. Unstructured face to face interviewing was also done to understand the nuances of police training in their organization

7.2 SAMPLE DESIGN: Simple Random sampling have been used for this study and primary data from 477 samples have been collected from 30 police stations of Assam which were chosen randomly from around 300 police stations of the state of Assam. One way ANOVA tests have been conducted for the study.

8. RESULTS AND DISCUSSION

The independent variables are the demographic details of police personnel.

The dependent variables for testing importance given to training content provided to police personnel are Maintenance of police records, Juvenile crime, Community policing, Handling mobs and violent demonstration, Combating terrorism, Criminal investigation, Modern criminal Psychology, Cyber crime, Computer training, Arms and weaponry training, Physical fitness/Martial Arts etc., Soft skills and public behavior, Law and legal procedures, Man management skills, Service management, Leadership skill, Written and oral communication and Moral and value education.

The dependent variables for testing satisfaction levels regarding training infrastructure are training duration, training frequency, trainer's capacity to train, training content and syllabus relevance, training institute infrastructure (Assam), training methodology, trainer participant ratio and trainer quality which affect the overall training environment.

The Null Hypotheses and subsequent tests conducted and inferences drawn are as follows.

- i. H_0 -There is no difference between the number of various training programs given to police personnel with respect to age of police personnel at 95% confidence level.

TABLE NO. 1 (a) : ONE -WAY ANOVA ANALYSIS OF THE MEANS OF NUMBER OF VARIOUS TRAINING PROGRAMS GIVEN TO POLICE PERSONNEL WITH RESPECT TO AGE OF POLICE PERSONNEL

		Sum of Squares	Df	Mean Square	F	Sig.
Juvenile crime	Between Groups	6.279	3	2.093	5.985	.001
	Within Groups	165.419	473	.350		
	Total	171.698	476			
Community policing	Between Groups	2.687	3	.896	3.429	.017
	Within Groups	123.568	473	.261		
	Total	126.256	476			
Combating terrorism	Between Groups	6.793	3	2.264	4.719	.003
	Within Groups	226.935	473	.480		
	Total	233.727	476			
Criminal investigation	Between Groups	8.248	3	2.749	4.855	.002
	Within Groups	267.866	473	.566		
	Total	276.113	476			
Modern criminal psychology	Between Groups	2.230	3	.743	3.483	.016
	Within Groups	100.969	473	.213		
	Total	103.199	476			
Cyber crime	Between Groups	2.522	3	.841	6.200	.000
	Within Groups	64.136	473	.136		
	Total	66.658	476			
Computer training	Between Groups	23.404	3	7.801	25.624	.000
	Within Groups	144.009	473	.304		
	Total	167.413	476			
Arms and weaponry training	Between Groups	32.081	3	10.694	7.620	.000
	Within Groups	663.785	473	1.403		
	Total	695.866	476			
Physical fitness/Martial Arts etc.	Between Groups	11.326	3	3.775	3.821	.010
	Within Groups	467.391	473	.988		
	Total	478.717	476			
Soft skills and public behavior	Between Groups	7.163	3	2.388	5.380	.001
	Within Groups	209.936	473	.444		
	Total	217.099	476			
Law and legal procedures	Between Groups	29.364	3	9.788	12.560	.000
	Within Groups	368.615	473	.779		
	Total	397.979	476			
Man management skills	Between Groups	3.124	3	1.041	3.022	.029
	Within Groups	162.968	473	.345		
	Total	166.092	476			
Service management	Between Groups	5.121	3	1.707	5.404	.001
	Within Groups	149.408	473	.316		
	Total	154.528	476			
Moral and value education	Between Groups	4.303	3	1.434	4.307	.005
	Within Groups	157.488	473	.333		
	Total	161.790	476			

Source: Field Survey data

TABLE NO. 1 (b): ONE –WAY ANOVA ANALYSIS OF THE MEANS OF NUMBER OF VARIOUS TRAINING PROGRAMS GIVEN TO POLICE PERSONNEL WITH RESPECT TO AGE OF POLICE PERSONNEL

		N	Mean
Juvenile crime	18-30	91	1.2857
	31-40	127	1.2913
	41-50	150	1.3067
	51 & above	109	1.5688
	Total	477	1.3585
Community policing	18-30	91	1.1648
	31-40	127	1.1496
	41-50	150	1.1467
	51 & above	109	1.3303
	Total	477	1.1929
Combating terrorism	18-30	91	1.1538
	31-40	127	1.1890
	41-50	150	1.3600
	51 & above	109	1.4587
	Total	477	1.2977
Criminal investigation	18-30	91	1.2637
	31-40	127	1.1024
	41-50	150	1.2667
	51 & above	109	1.4771
	Total	477	1.2704
Modern criminal psychology	18-30	91	1.0659
	31-40	127	1.0787
	41-50	150	1.1200
	51 & above	109	1.2477
	Total	477	1.1279
Cyber crime	18-30	91	1.1758
	31-40	127	1.0236
	41-50	150	1.0867
	51 & above	109	1.2110
	Total	477	1.1153
Computer training	18-30	91	1.7692
	31-40	127	1.1654
	41-50	150	1.2200
	51 & above	109	1.4220
	Total	477	1.3564
Arms and weaponry training	18-30	91	3.1429
	31-40	127	2.8189
	41-50	150	3.3600
	51 & above	109	3.4954
	Total	477	3.2055
Physical fitness/Martial Arts etc.	18-30	91	2.2418
	31-40	127	2.0315
	41-50	150	2.3467
	51 & above	109	2.4404
	Total	477	2.2642
Soft skills and public behavior	18-30	91	1.7582
	31-40	127	1.4094
	41-50	150	1.6067
	51 & above	109	1.6514
	Total	477	1.5933
Law and legal procedures	18-30	91	2.2967
	31-40	127	2.0945
	41-50	150	2.5067
	51 & above	109	2.7706
	Total	477	2.4172
Man management skills	18-30	91	1.1978
	31-40	127	1.1181
	41-50	150	1.2600
	51 & above	109	1.3394
	Total	477	1.2285
Service management	18-30	91	1.5385
	31-40	127	1.2283
	41-50	150	1.3733
	51 & above	109	1.3670
	Total	477	1.3648
Moral and value education	18-30	91	1.4176
	31-40	127	1.1339
	41-50	150	1.2333
	51 & above	109	1.2385
	Total	477	1.2432

Source: Field Survey data

The One –Way ANOVA analysis results as shown in Table 1(a) shows that The calculated F value is greater than the Table F(3,473) = 2.08 value which is significant. Also calculated p-value $< \alpha = 0.05$ for the above contents of police training programmes and as such we reject the null hypothesis that there is no difference in the of various number of training programmes attended by police personnel with respect to their age at 95% confidence level.

- ii. **H₀** There is no difference between number of various training programs given to police personnel with respect to gender of police personnel at 95% confidence level.

One –Way ANOVA analysis results show that the calculated F value is greater than the Table F(1,475) = 2.71 value which is significant. Also calculated p-value $< \alpha = 0.05$ for training programs on Community Policing, Combating Terrorism, Criminal Investigation, Modern Criminal Psychology, Arms and Weaponry, Physical Fitness, Law and Legal Procedures. Thus we can reject the null hypothesis that there is no difference between the number of times various training programs were given to police personnel with respect to gender of police personnel at 95% confidence level.

- iii. **H₀** There is no difference between the number of various training programs given to police personnel with respect to present rank of police personnel at 95% confidence level.

Results from One Way ANOVA analysis show that calculated p – value $< \alpha = 0.05$ for all the dependent variables i.e the various training programs which indicates that there is significant difference in the number of various training programs given to police personnel with respect to present rank of police personnel at 95% confidence level. Thus we can reject the null hypothesis.

- iv. **H₀ Null Hypothesis:** There is no significant difference in the satisfaction level regarding police training programs like with respect to age of police personnel at 95% confidence level.

Results from the One – Way ANOVA test conducted show that calculated p-value $< \alpha = 0.05$ for all the dependent variables except training infrastructure. Thus we can reject the null hypothesis that there is no significant difference in the satisfaction level regarding training programs and facilities with the age of police personnel at 95% confidence level.

- v. **H₀ Null Hypothesis:** There is no significant difference in the satisfaction level regarding police training programs like with respect to gender of police personnel at 95% confidence level.

Results from the ANOVA analysis conducted show that calculated p-value $> \alpha = 0.05$ for all the dependent variables. Hence we cannot reject the null hypothesis that there is no significant difference in the satisfaction level in various aspects of training programs with gender of police personnel at 95% confidence level.

- vi. **H₀ Null Hypothesis:** There is no significant difference in the satisfaction level regarding police training programs like with respect to rank of police personnel at 95% confidence level.

Results from the One – Way ANOVA show that calculated p-value $< \alpha = 0.05$ for all aspects of training with respect to present rank in police service at 95% confidence level. Hence we can reject the null hypothesis that there is no significant difference in the satisfaction level regarding training programs and facilities vary with the present rank of police personnel at 95% confidence level.

9. FINDINGS

The study reveals the following results

- Training on arms and weaponry, physical aspects of police training, law and legal procedures are the most prevalent content of training programs.
- Training programs on managerial skills like leadership training, communication skills or such upcoming areas like computer training, cybercrime training, juvenile crime, criminal psychology, ethics and morality are not prevalent.
- It has been observed that the number of training programs tend to increase with the rank of police personnel in the police organization.
- Lady police personnel attended lesser number of training programs than their male counterpart in most cases.
- It can be observed that in most cases Home Guards are given the least of training though Arms and weaponry training is also high for Home guards.
- Senior officers are given training in the management domain areas like man management, leadership skills, service management, morality and ethics and modern policing methods like community policing, computer training which is a positive aspect in police training.
- Police personnel of the age group 31-40 years have lowest satisfaction level in most of the aspects of training programs and facilities. Further, it can be observed that in most cases the mean of satisfaction is below 4.0 in a range of 1 to 7 in a semantic differential scale. Thus it is average or below average in most cases. The highest mean of satisfaction is on trainers quality which indicates that trainers quality is sufficient but improvement is required in the other aspects.
- Police personnel of higher ranks like Officer In Charge, and Deputy Superintendent of Police have higher satisfaction level in some of the aspects of training programs and facilities like Trainers capacity to train, Trainer's quality and Content and syllabus and lower satisfaction level in aspects like institute infrastructure, methodology, trainer participant ration, training environment.

10. RECOMMENDATIONS

- Assam Police may review the contents of the training programmes for their personnel on a periodic basis so that training content remains relevant.
- Behavioural and Management Training must be included for personnel of all ranks.
- Training content must incorporate recent technological changes in the criminal world like Cyber crime, Money laundering besides use of modern techniques in forensic procedures.
- The overall number of training programmes attended by policemen of all ranks was very low.
- There is urgent need to improve the quality of training infrastructure in the police organization.

11. CONCLUSION

The above analyses clearly depicts a grey area of the police organization. Irrespective of the demographic differences among police personnel it was observed that there is a huge scope for improvement in the training content. There is an over dependence on the physical aspects of training. Though such training are very much required in a police organization various other aspects need to be covered in the training syllabi for modern policing. The police organization need to make a concerted effort to increase the number of training programmes to the police personnel.

12. LIMITATIONS

The study was limited to police personnel stationed in police stations in the state of Assam from Assam Police Service upto the rank of Deputy Superintendent of Police. It also did not include police personnel from the Central cadre and Indian Police Service. The study was conducted from the viewpoint of the police personnel.

13. SCOPE FOR FURTHER RESEARCH

There is a need to do further studies on effectiveness of training programs from the organisational perspectives so as to understand the problems and intricacies of improving the functioning of police organization as a whole.

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