THE DISTRICT FAISALABAD POLICE FORCE'S WORKPLACE DISCRIMINATION AND STRAIN THEORY

[1]Naheeda Parveen [2]Fasiha Batool, [3]Sharjeel Yousaf, [4]Hafiz Shabir Ahmad, [5]Rimsha Shahid*

[1] Department of Statistics The University of Faisalabad (TUF)
[2] National Business School (NBS), The University of Faisalabad (TUF)
[3] National Business School (NBS), The University of Faisalabad (TUF)
[4] Department of Statistics The University of Faisalabad (TUF)
[5] National Business School (NBS), The University of Faisalabad (TUF)
*Corresponding author: Rimsha Shahid (email: rimshashahid.NBS@tuf.edu.pk)

Abstract

This study examines how gender job satisfaction is affected by workplace discrimination, specifically focusing on police officers in the District of Faisalabad. Furthermore, we investigate the ways in which harassment, police culture, and work environments influence female job satisfaction and the application of strain theory. Data was gathered using a questionnaire survey, and the study is based on a sample of 440 police officers from the District of Faisalabad. SPSS and R software were used to analyze the data using descriptive statistics, regression analysis, correlation analysis, F-test, multivariate Generalized Linear Model (GLM), and two-way ANOVA. For graphical depiction, Amos used Minitab. The Cronbach's Alpha coefficient of 0.84 indicated that the measurement's reliability was satisfactory. With a focus on the experiences of female officers, the study seeks to clarify the connection between gender job satisfaction and workplace discrimination among District Faisalabad police officers. Important findings show a strong relationship between female job satisfaction and workplace discrimination. The majority of participants are content with employment discrimination and are in favor of the police profession implementing strain theory. Nonetheless, it has been noted that harassment, low pay, and behavioral problems are form of workplace discrimination experienced by both male and female officers. Of particular note was the fact that female cops were more dissatisfied with their jobs than their male counterparts. These findings have significant ramifications for lawmakers and law enforcement organizations working to advance gender equality and foster a positive work environment in the District of Faisalabad. Police personnel

Introduction

Discrimination at work

For many years, job discrimination has been a recurring problem. Discrimination, is defined as treating a person unfairly because of who they are or because they possess any of the characteristics (age, gender, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sexual orientation). Discrimination not only violates the fundamental principles of fairness and equality, but it also undermines employees' well-being, job satisfaction, and productivity. This thesis aims to explore the phenomenon of workplace discrimination by analyzing the experiences and perceptions of employees who have faced discrimination and adopt strain theory. A significant criticism of the workplace discrimination literature is that there have been no known attempts made to address potential confounding. Researchers have identified negative affectivity as a highly probable confounding (Shen and Dhanani, 2018).

Prejudice and discrimination against women based on gender are global issues. The service sector includes hospitals, transportation, educational institutions, and the service industry,

which includes banking. Millions of individuals in the nation rely on this industry to give them work possibilities. The department treats workers unfairly when it comes to compensation, commissions, and promotions for a number of reasons. Depending on a company's ownership, market orientation, and top management's gender, gender discrimination can frequently take many different forms (Hoang and Huynh, 2020)

District Faisalabad Police and workplace discrimination

The Police system in Pakistan has a long history that dates back to the Mughal and British periods. Over the years, there have been many changes and improvements. However, a recent study has shown that workplace discrimination is a major issue for Police Force in the Faisalabad District, which includes Tehsil Jaranwala and Tehsil Samundri. Discrimination in the workplace can have a significant impact on both female and male Police Force of District Faisalabad, It can lead to lower job satisfaction, higher levels of stress and burnout, and increased turnover among Police Force. Responsibilities of Police officers include monitoring criminal activity, arresting and investigating criminals, and providing testimony in court when necessary Teh, Y. K. (2021).

District Faisalabad female Police Force may be subjected to additional forms of discrimination, District Faisalabad Male Police force may also experience discrimination related to gender, although this is less common than it is for women. Additionally, Mental stress is when you don't feel motivated, have trouble sleeping, worry about the future, feel tired or sad (including crying), lose interest in things you used to enjoy, and even think about suicide, having too much work to do, not knowing when you'll be working or what shifts you'll have, and being uncertain about job opportunities can lead to mental stress Moore, K. E., & Tangney, J. P. (2017).

District Faisalabad Female Police Force not only work alongside male colleagues but also interact with individuals of the opposite gender in various situations such as registering cases, filing reports, conducting investigations, and apprehending suspects. As they climb up the ranks, they are assigned more public-facing tasks. For instance, Station House Officers (SHO) are responsible for overseeing an entire Police station. Therefore, it is crucial to examine the role of these different designations in relation to the variables of interest. If coworkers don't provide enough help and support, it can make workers more likely to experience burnout. The individual performance of employees has a significant impact on the success of an organization Mayastinasari, V. (2023)

Gender and job satisfaction among police

Research on job happiness has been regarded as crucial. This study examined the general level of job satisfaction among Faisalabad Police Force members as well as particular job-related factors such promotions, compensation, transfers, and supervision. The purpose of the study was to determine how these elements impact the District Faisalabad Police Force's job satisfaction. Being a police officer or working in law enforcement may be extremely stressful, much like many other professions, and this continuous stress can impair employees' performance on the job. Officers and other law enforcement professionals may become less satisfied with their jobs as a result (Ahmad et al., 2018; Tyagi and Dhar, 2014; Violanti et al., 2015).

Strain theory in District Faisalabad Police Force

When working on instances involving crimes like child abuse, killings, assaults, and domestic violence, District Faisalabad Police officers frequently have to deal with terrible situations. They may find this emotionally taxing. The police force in District Faisalabad is dealing with a number of difficulties and problems. Extremist and criminal groups frequently target police

personnel, which results in high injury and death rates. Officers may experience higher levels of stress and job discontent as a result. There aren't many studies that explicitly use theory to describe how police officers respond to stress (Chappell and Piquero, 2004, Swatt et al., 2007). The Police are commonly depicted as protectors of the community. Although the District Faisalabad Police force receives substantial funding, they often operate with limited resources, leading to a stressful work environment and increased workload. Female Police officers in District Faisalabad often face discrimination and harassment from their male colleagues and superiors, as well as from members of the public. Women in Pakistan are often expected to prioritize their roles as wives and mothers over their professional careers. This can make it difficult for female Police officers to balance their work and family responsibilities. Many female officers may fear retaliation or stigmatization if they speak out against harassment, which can make it difficult for them to seek help or report incidents. This can have a detrimental effect on the well-being of Police officers, as noted by Byron, R. A., and Roscigno, V. J. (2019).

Objectives

The main objective of this research paper is to investigate the relationship between workplace discrimination and strain theory among the District Faisalabad Police Force. Specifically, the study aims to examine the prevalence and types of workplace discrimination experienced by police officers in Faisalabad District and how these discriminatory practices contribute to the experience of strain, both at an individual and organizational level. The objectives of this research include identifying the various forms of workplace discrimination prevalent within the police force, such as racial or ethnic discrimination, gender-based discrimination, and favoritism. Additionally, the study aims to explore the impact of workplace discrimination on police officers' job satisfaction, stress levels, job performance, and overall well-being.

➢ To find out how much, after controlling for other variables including resources, coworker support, and work environment, workplace discrimination predicts police officers' gender job satisfaction.

➢ To investigate, using a GLM approach, the combined impacts of harassment and work environment on workplace discrimination, controlling for job satisfaction and accounting for the moderating role of gender.

➢ To look at the connection between female employees' adoption of strain theory and workplace discrimination in comparison to their male counterparts.

Literature Review

Roscigno, V. J. (2019). Research on workplace discrimination tended to focus on a singular axis of inequality or a discrete type of closure, with much less attention given to how positional and relational power within the employment context could bolster or mitigate vulnerability. Interaction modeling further revealed a heightened likelihood of both gender and age discrimination for those in higher status occupational positions but uniform vulnerabilities across the occupational hierarchy when it came to women's experiences of sexual harassment and minority encounters with racial discrimination.

Georgescu, I., Androniceanu, A. M., & Kinnunen, J. (2020, November). the goal of the article was to explore the relationship between gender discrimination and compensation and benefits practices. The study aimed to identify the key characteristics of assurance of equal rights and their impact on employee motivation, which could ultimately affect the economic outcomes of enterprises. Achieving gender equality was a challenging task even for the most developed countries in the world, as none of them had accomplished complete gender equality, particularly

in terms of labor rights. We proposed a comprehensive approach to defining gender discrimination, which included identifying its characteristics in compensation and benefits policies, as well as its impact on business outcomes through the assurance of equal rights for all employees.

Nayab, D., Fatima, G., and Jahanzaib, M. (2022).this study aimed to assess the factors influencing employee job satisfaction in selected Royal Malaysia Police Force in Malaysia. The study took a quantitative approach that focused on collecting numerical data that could be examined using statistical methods before being translated into information using quantitative techniques to understand the phenomena of job satisfaction among employees of the Royal Malaysia Police Force.

Husain, U., Manzoor, S., Zafar, D., Jawaad, I., Khan, A. Z., & Umer, S. (2023) Based on a technology-driven world, the sustainable development goal was a multi-dimensional concept. It demanded planning with pragmatic policy to grasp the interconnectedness of the already designed policies. The purpose of this study was to examine the professional competence of Pakistani women police. The findings reflected a gloomy picture: the development of competence was not the purpose of the training; the male-dominated police suppressed the potential; and the educational and professional qualities were not considered. The basic remedies suggested were to raise public awareness, introduce and support investigative training, and acquire modern equipment and professional competence.

Method and Methodology

Research methodology simply refers to the practical "how" of a research study. More specifically, it's about how a researcher systematically designs a study to ensure valid and reliable results that address the research aims, objectives and research questions. the First Time at Autopsy. *Pakistan Journal of Medical & Health Sciences*, *17*(04), 542-542.

binti Azuan, N. M., & bin Jalil, M. S. (2023). In this chapter, the methodology of selection of sample data from population and collection of data is being discussed and studied. All the steps for selecting and collecting of sample data to carry out a statistical survey is mentioned in this chapter of research methodology. Thus, we discussed our research methodology as:

Target Population

The target population is defined as the number of individuals in which we have to draw inferences about whole population on the basis of sample data. In this study, the area of interest (target population) is the total number of Police officers in Faisalabad District.

Sample

The sample is defined as the representative part of the population. The basic requirement during the selection of sample is that it must be representative to whole population under observation. It helps to draw inferences about population. In this study, we collect sample from police stations of Faisalabad District.

Sample size

Our sample size n=440 is collected through Physical questionnaire using simple random sampling. The questionnaire is filled from Police officers in Faisalabad District.

Data type

The Primary data collected from Physical questionnaire is used for this research study.

Sampling Area

The sampling area is the police stations of Faisalabad District.

Data Management

IBM SPSS Statistics 23, IBM AMOS 23, Minitab and R Studio are used to analysis of data in this research thesis.

Data Analysis techniques

Following statistical data analysis techniques will be used in this study:

1. Descriptive Statistics

- Mean, Standard deviation,
- Skewness and Kurtosis,
- Coefficient of variance

2. Bivariate Analysis

- Correlation

3. Multivariate test

- Path Analysis

The first step has Descriptive statistics. Descriptive statistics describe how the data has been distributed. The mean, mode, and median have examples of measures of central tendency that offer a summary statistic that describes the distribution of scores in the data. As a result, after determining the distribution's central tendency, it's critical to report the spread of the distribution using standard deviation. The standard deviation, which is a measure of variability, is calculated by taking the square root of the total squared departures from the mean. Descriptive statistics are a group of brief descriptive coefficients that summarize a data set, which might be a sample or a representation of the full population. Descriptive statistics include measurements of central tendency and measures of variability (spread). Measures of central tendency describe the center point of distribution for data collection. The frequency of each data point in the distribution is explained using the mean, median, or mode, which measures the most prevalent patterns in the studied data set.

Bivariate Analysis

Bivariate analysis is a statistical technique used to explore and analyze the relationship between two variables. It focuses on understanding how changes in one variable correspond to changes in another variable. Bivariate analysis allows researchers to examine the association, dependency, or correlation between two variables, providing valuable insights into their connection and potential patterns. By analyzing the relationship between two variables, researchers can gain a deeper understanding of the underlying dynamics and uncover meaningful trends or dependencies. Bivariate analysis serves as a foundation for more advanced statistical methods and plays a crucial role in various fields such as social sciences, economics, and healthcare binti Azuan, N. M., & bin Jalil, M. S. (2023).

Correlation

Correlation refers to the degree to which two variables move in lockstep with one another. When two variables move in the same direction, they are said to have a positive correlation. When they travel in opposing directions, there is a negative connection. A positive correlation is a relationship between two variables in which both variables move in the same direction. When one variable grows while the other declines, or vice versa, this occurs. For example, a positive correlation may imply that the more you exercise, the more calories you burn. A negative correlation, on the other hand, is when one variable grows while the other declines, and

vice versa. Correlations work best when dealing with quantifiable data that has value. Correlation coefficients vary from -1 to 1. The closer it is near -1 or 1, the more closely the two variables of interest are associated; if it is close to 0, there is linear independent between them.

$$r = \frac{\sum(x_i - \bar{x})(y_i - \bar{y})}{\sqrt{\sum\left((x_i - \bar{x})\right)^2\left((y_i - \bar{y})\right)^2}}$$

where,

r = Correlation Coefficient

x_i = Values of the x-variables in a sample

$\bar{x}$ = Mean of the values of the x-variable

y_i = Values of the y-variables in a sample

$\bar{y}$ = Mean of the values of the y-variable Binder, K., & Wang, J. S. (1989).

The correlation coefficient measures the degree to which changes in the value of one variable predict changes in the value of another.

Results and Discussion

Table 1. Descriptive Statistics

Descriptive Statistics								
	N	Minimum	Maximum	Mean	Std. Deviation	Skewness	Kurtosis	CV
Worklife_balance	440	1	5	3.4318	1.10492	-0.7023	-0.677	32.72061
Autonomy	440	1	5	3.2682	0.968588	-0.0077	-0.4726	30.483671
Work_environment	440	1	5	3.6686	1.076908	-0.7446	0.0154	29.173413
job_security	440	1	4	2.4068	0.852471	-0.1265	-0.5923	32.699458
level_of_trust	440	1	5	2.7545	1.019956	-0.4596	-0.5532	33.391726
Harassment	440	1	4	3.0591	0.64476	0.3043	0.3981	31.30987
colleagues_support	440	1	5	4.5955	0.856435	-0.4964	0.492	23.81958
job_satisfaction	440	1	5	4.35159	0.965334	0.6295	0.2963	41.682724
mental_health	440	1	5	3.79309	0.80547	0.2132	-0.0294	28.858073
police_culture	440	1	5	1.33826	1.054928	0.746	0.0585	45.109042
fairly_treatment	440	2	5	2.69551	0.865959	-0.2145	-0.6026	23.432554
adequacy	440	2	5	3.6568	0.63177	-0.3354	0.097	17.274672
respect_officers	440	1	4	2.8023	0.864116	-0.1183	-0.8289	30.835744
diversity_and_inclusion	440	1	5	3.4091	0.898455	0.4642	0.0829	37.294013
work_place_discrimination	440	1	5	4.4	0.927444	0.4673	-0.2310	38.64333
reporting_incidents	440	1	5	2.0909	1.001556	-0.174	-0.8060	32.403182
sexual_harassment	440	1	2	1.5523	0.497837	-0.2411	-1.9647	32.070482
Resources	440	1	2	2.1045	0.3063278	2.5594	4.7496	27.733823
Thread	440	1	2	0.2273	0.419554	1.406	-0.2965	34.184844

Each variable in the dataset has 440 observations. Balance between work and life the participants gave their work-life balance an average rating of 3.53 out of 5. Autonomy: 3.17 out of 5 was the average score for autonomy. Level of trust: Participants gave their level of trust an average rating of 3.05 out of 5. This indicates that people generally view a modest degree of autonomy, trust, and work-life balance in their jobs. Participants in the work environment gave it an average rating of 3.69 out of 5. This suggests that responses varied somewhat and that there

was a small propensity to see the workplace less positively. Job security: 2.61 out of 4 was the average rating for job security. . The responses varied, with some participants feeling more secure and others feeling less secure in their jobs. Harassment the average rating for harassment was 2.06 out of 4. This suggests that the responses varied, with some participants reporting more incidents of harassment and others reporting fewer incidents.
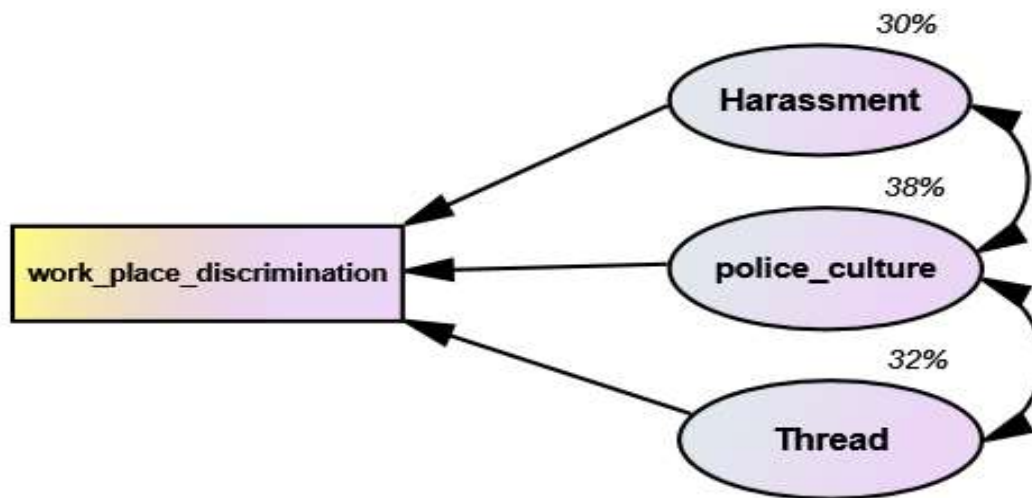
Correlation between Gender and Job satisfaction

0.1157068

The correlation coefficient of 0.1157068 suggests a weak positive relationship between gender and job satisfaction. However, this correlation is relatively small, indicating that gender explains only a small portion of the variation in job satisfaction.

Path Diagram
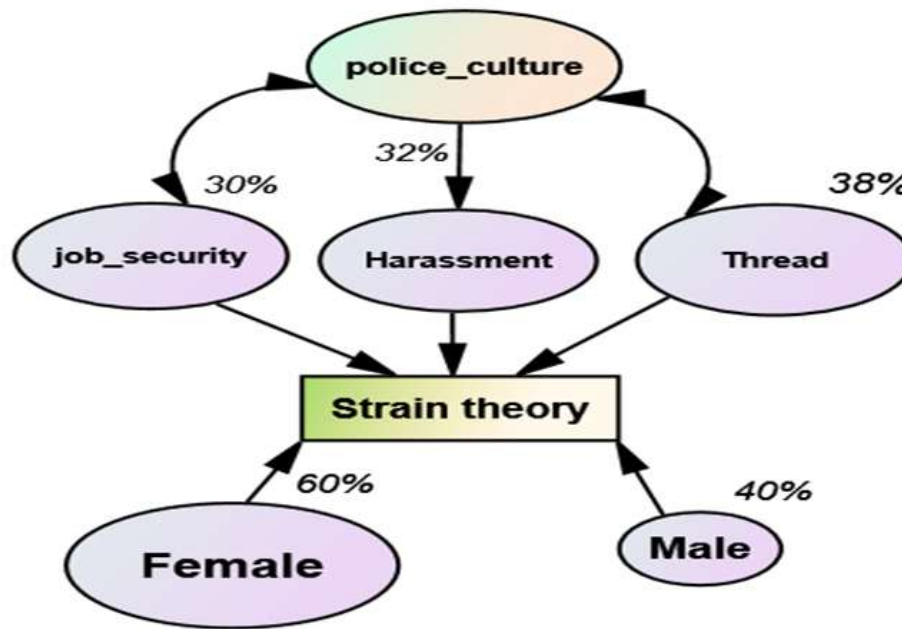**Dependent variable: Workplace discrimination**

Police Culture (38%): The overall culture within the police organization has a significant impact on workplace discrimination.

Harassment (30%): Harassment within the police culture directly contributes to workplace discrimination.

Threat (32%): The perception of threat within the police culture also influences workplace discrimination.

In summary, a stronger police culture, coupled with higher levels of harassment and perceived threat, increases the likelihood of workplace discrimination within the police organization.

Dependent variable: Strain theory

Job security (30%), harassment (32%), and threat (38%) within the police culture all have significant impacts on individuals' adoption of strain theory, with a higher proportion of females adopting it compared to males.

Conclusion

Regarding gender distribution, the dataset includes 248 male and 192 female participants. When considering satisfaction with the work environment, 21 participants reported being very satisfied, 42 were satisfied, 92 were neutral, 183 were dissatisfied, and 102 were very dissatisfied. The analysis shows that male and female participants generally report similar levels of job satisfaction, workplace discrimination, and harassment. However, there are slight variations between genders, with females tending to have slightly higher average scores for job satisfaction and workplace discrimination.

Statistical tests indicate significant differences in covariation patterns between groups, suggesting variations in the outcomes across the compared groups. Multivariate tests demonstrate highly significant overall differences in the outcome variable across groups. The effects of gender and work environment are mostly no significant, except for the work environment's significant effect on the outcome variable based on Roy's Largest Root.

The Levene's test reveals unequal error variances for job satisfaction and workplace discrimination, potentially impacting the validity of statistical tests and model estimates. The case processing summary indicates that all 440 cases were considered valid for the analysis. However, the reliability of the measurement, as indicated by the low Cronbach's Alpha coefficient of 0.084, suggests poor internal consistency among the analyzed items. Please note that the interpretation and conclusions drawn from the data should be made cautiously, considering the significance levels and the limitations mentioned in the analysis.

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