

Importance of training for police personnel: A study of Punjab Police

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Abstract

Practice makes a man success and this practice may do through better training. Training is very important for every one individual as well as organization. It is also very useful for every police officer. Because their works are very important and tough in comparison to other government employees as to maintain law and order in the society, to protect the weak from the power, it is not only the legal moral obligation. But they are also responsible for protects rights of people, provides a peaceful society and helping in disaster such as earthquake, flood and epidemic.

Training provides overall knowledge to newly recruit police personnel about their function and duties. Sometimes in the name of law and order some police officers become eater at the place of the protector or they are not able to performing their duties in good manner. In that time, training helps them to increase their effectiveness, efficiency and success in their functioning. The present study has evaluated the importance of training for police officers with reference to Punjab. The both sources i.e. primary source and secondary source has been used for data collection in this study. The primary data has been analyzed through simple calculating techniques.

Keywords: police, training, importance and officers

Introduction

The police officers have a major role in a democratic society. It is a force for custodians of law and order and providing safe, secure and peaceful environment in the society. This essentially involves continuous police-public interface. The ever changing societal situation in terms of demography, increasing rate and complexity of crime particularly of an organized nature and also accompanied by violence, agitations, violent demonstrations, variety of political activities, left wing terrorism, insurgency, militancy, enforcement of economic and social legislations, etc. have further added new dimensions to the responsibilities of police personnel^[1].

Just as soldiers protect the country from foreign enemies, in the same way, the police protect us from anti-national elements. Each nation has its own laws. The citizens of the country obey those laws. The task of the police is very difficult. During the various rallies of politicians, to maintain security and traffic arrangements, to fulfill the peace of the pilgrims, to strike the country, protect the property of anti-social elements during the strike, and to stop the personal security of politicians, thieves and robbers. The responsibility of the police is to protect the common citizen.

But some people are indulging in anti-national activities by defying the laws of the country. The police present them in various crimes and invoke them in the court. There are many categories of police. There are many types of police in our country like Central Reserve Police, Traffic Police, General Police, Armed Police and Intelligence Police. Each state has its own separate police. There are young, educated, healthy and tall officers working in these police forces. Their uniforms are usually khaki or white and blue. There are many police

lines in each state, where the police personnel live. At police checkpoints they are stationed during their working hours. The police officers are more responsible and hardworking employees. So there is a need of effective training to them for their hard and tough working.

The Government of India and its various institutions have initiated multi- pronged strategies for the overall improvement in the functioning of police forces. Their major focus is on: to bring about changes in the functioning of police officers to basically align their role with the fast changing environment. The National Police Commission is also directed a) to bring about a change of attitude of police personnel, b) to bring about more transparency and openness in police working, c) to improve public image and public participation in police working, d) to make the police more efficient and effective. The Ministry of Home affairs, GOI has taken up as experimental project covering nine police stations in three states for achieving these directions. One of the major aims of this project is to revise the curricula for training of police personnel at State Police Training Institutions^[2].

Training is part of personnel administration and it is very important factor for a successful and effective organization. The personnel administration fulfills their objectives through an effective training procedure^[3]. The term training includes the acquisition of knowledge, skills, and competencies as a result of the teaching of vocational or practical skills and knowledge that relate to specific useful competencies. Training is the act of increasing the knowledge and skills of an employee for doing a particular job^[4]. Training is an action process by which capabilities of the personnel can be improved to meet the organizational needs in terms of their knowledge, skills and attitudes, required in performing

organizational tasks and functions with relatively short period of time [5]. Training for inter disciplinarily and problem solving, thus, is too general and, thus, too empathy. A sandwich curriculum can partially compensate for this [6]. Some improvements have been brought in the quality of the police force in the country in the form of better training, equipment and arms, greater mobility and induction of the modern technologies of communication [7].

After the selection of the police personnel, training is essential factor for various jobs and there is need for the management to arrange their training. This is because the overall efficiency of any office depends very much on the training of personnel. The fact that training, if imparted systematically can bring about multifarious variations in the police conduct cannot be overlooked. Training will go a long way in making a difference if the objectives of training could coincide with the objective of organization and the training output is clearly defined [8].

Training would, thus, help employees to become people oriented and can set the tone and quality of the organization. Training is accordingly vital career service, which provides for the recruitment of persons of young age and their subsequent promotion [9].

Importance of the Police Training

The objective of training can vary, depending upon a large number of factors. The objectives depends on the nature of the organization where training has to be provided, the skills desired and the current skill levels. It is difficult to draw generalizations of the objectives of training; still they can be stated as under:

- (a) To increase the knowledge of police officers in doing their duties.
- (b) To systematically impart new skills to the human resources so that they learn quickly.
- (c) To bring about change in the attitudes of the police officers towards colleagues and the society.
- (d) To improve overall performance of the police organization.
- (e) To make the police officers handle materials, weapons, machines and equipment effectively in police work and to learn about new technologies.
- (f) To prepare police officers for higher jobs by developing advanced skills in them etc [10].

Training is of great importance in any professional life. It is a tool or equipment that helps in fighting the difficulties. It develops the power to understand and understand the difference between right and wrong. This opens the way for many opportunities, which help in achieving good in life. An ideal, civilized, conscious police system becomes where police officers are well trained. It is also very important for health. Proper training is the future of a police person, society or country makes gold. A well trained police person is leading a society or country. This paper mainly deals with importance of training in the context of Punjab Police.

Research Methodology of the Study

This study has been based on both types of data i.e. primary as well as secondary data. The secondary data has been collected form books, articles, reports, magazines, newspapers and

journals. This data and information has also been collected from the internal unpublished and published records of Punjab Police Academy, Phillaur and the Department of Police, Punjab. And the primary data has been collected by administering an interview schedule to different ranks of trainees: Other Ranks(OR’s) and Non-Gazetted Officers(N.G.O’s).

Statistical Technique

Persons Chi Square Test and Simple Method of Calculation. The analysis was carried out with the help of Statistics package(SPSS 16). The analysis includes frequency table and percentage of variables based on Chi-square test.

Table 1: Assumptions of Chi-Square Test for this Study

0.000 to 0.001	Highly Significant
Above 0.002 up to 0.050	Significant

Source: The assumptions considered while analyzing the primary data given in the table.

Assumptions and Delimitations for Analyzing the Primary Data Proportion of Responses

Table 2: Value of the Percentages of Respondents.

Sr. No.	Percentage	Values
1.	00-09.99	Insignificant Proportion of Respondents
2.	10-19.99	Small Proportion of Respondents
3.	20-29.99	Marginal Proportion of Respondents
4.	30-39.99	Noticeable Proportion of Respondents
5.	40-49.99	Highly Noticeable Proportion of Respondents
6.	50-59.99	Majority of Respondents
7.	60-69.99	Fair Majority of Respondents
8.	70-79.99	High Majority of Respondents
9.	80-89.99	Significant Majority of Respondents
10.	90-99.99	Highly Significant Majority of Respondents
11.	100	Cent Per Cent Majority

Source: The Assumptions considered while analyzing the primary data given in the Table.

Sample Size for the Study

The data has been collected from 200 trainees. The Punjab Police Academy, Phillaur has been selected as study area, a main training centre of Punjab police personnel. In addition, observation method has been used to supplement the collected data. The details of the respondents and the analysis of the findings are provided as under:

Table 3: Detail of the Respondents: Sample Size.

Variable	Ranks	Respondents	Percentage
Gender	Male	122	61.0
	Female	078	39.0
Rank	Other Ranks	062	31.0
	N.G.O’s	138	69.0
Academic Qualification	Graduate and Below	103	51.5
	Above Graduation	097	48.5
Total		200	100.0

Source: Computed from primary data.

For the present study, the total sample of 200 trainees has been drawn from the pool of trainees undergoing training in Punjab Police Academy, Phillaur. The connivance sampling technique was applied to collect the data keeping in mind giving fair representation to the categories or ranks of the trainees.

Thus, all the trainees were taken as respondents. The profile of the sample has been further analyzed to reflect the proportion of respondents on the basis of other variables (taken for the

study). The sample included 61.0 per cent male and 39.0 per cent female trainees. Rank wise, the proportion of the Other Rank trainees was 31.0 per cent and Non-Gazetted trainees 61.0 per cent. Qualification wise, the sample was below than post graduation trainees 51.5 per cent followed by above graduation trainees 48.5 per cent. Though, the following posers these respondents have expressed their view point about the infrastructure and the facilities. This study has assessed the importance of training as following:

Table 4: The present training program is useful for police personnel.

Variable	Ranks	Agreed	Undecided	Disagreed	P
Gender	Male	99 (81.1)	11 (9.0)	12 (9.8)	0.073
	Female	72 (92.3)	04 (5.1)	02(2.6)	
Rank	OR's	50 (80.6)	06 (9.7)	06 (9.7)	0.420
	NGO's	121 (87.7)	09 (6.5)	08 (5.8)	
Academic Qualification	Graduate and Below	89 (86.4)	05 (4.9)	09 (8.7)	0.232
	Above Graduation	82 (84.5)	10 (10.3)	5 (5.2)	
Total (per cent)		171 (85.5)	15 (7.5)	14 (7.0)	200 (100.0)

Source: Computed from primary data. Figures in parentheses are percentages. $p < 0.050$, $n = 200$.

On analyzing the data as presented in the Table 4 in relation to the statement that the present training program is useful for police personnel, the overall responses reflected that the significant majority of the respondents (85.5 per cent) agreed with the statement.

Analyzing the data on the basis of gender variable, it was found that highly significant majority of the respondents of female respondents (92.3 per cent) agreed in the comparison of the significant majority of the male respondents (81.1 per cent) with the poser that the present training program is useful for police personnel.

Analyzing the data on the basis of rank variable, it was found

that the significant majority of the NGO's respondents (87.7 per cent) and OR's (80.6 per cent) agreed with the statement that the present training program is useful for police personnel.

Examining the data in relation to the variable of academic qualification, it was observed that the significant majority of all respondents (above 80 per cent) in both category of the academic qualification variable agreed with the statement that the present training program is useful for police personnel.

Statistically, significant association was not found between all variables and the statement.

Table 5: Training must be imparted to every police officer.

Variable	Ranks	Agreed	Undecided	Disagreed	P
Gender	Male	122 (100.0)	00 (0.0)	00 (0.0)	--
	Female	78 (100.0)	00 (0.0)	00 (0.0)	
Rank	OR's	62 (100.0)	00 (0.0)	00 (0.0)	--
	NGO's	138 (100.0)	00 (0.0)	00 (0.0)	
Academic Qualification	Graduate and Below	103 (100.0)	00 (0.0)	00 (0.0)	--
	Above Graduation	97 (100.0)	00 (0.0)	00 (0.0)	
Total (per cent)		103 (200.0)	00 (0.0)	00 (0.0)	200 (100.0)

Source: Computed from primary data. Figures in parentheses are percentages. $p < 0.050$, $n = 200$, -- no valid case.

The data presented in the Table 5 has analyzed the aspect whether training must be imparted to every police officer, the overall responses projected that the cent per cent majority of the respondents agreed that training must be imparted to every police officer.

Analyzing the responses on the basis of gender variable, it was found that the cent per cent majority of the male respondents as well as female respondents agreed with the statement.

Similarly, considering the data on the basis of rank variable, it

was found that the cent per cent majority of the OR's and NGO's supported to the issue that training must be imparted to every police officers.

On the basis of the academic qualification variable, it was found that all the respondents in cent per cent majority were in agreement to the poser.

Statistically, significant association was not found between all variables and the statement.

Table 6: Training helps making you more efficient.

Variable	Ranks	Agreed	Undecided	Disagreed	P
Gender	Male	120 (98.4)	01 (0.8)	01(0.8)	0.690
	Female	77 (98.7)	01 (1.3)	00 (0.0)	
Rank	OR's	62 (100.0)	00 (0.0)	00 (0.0)	0.505
	NGO's	135 (97.8)	02 (1.4)	01 (0.7)	
Academic Qualification	Graduate and Below	101 (98.1)	02 (1.9)	00 (0.0)	0.229
	Above Graduation	96 (99.0)	00 (0.0)	01 (1.0)	
Total (per cent)		197 (98.5)	02 (1.0)	01 (0.5)	200 (100.0)

Source: Computed from primary data. Figures in parentheses are percentages. $p < 0.050$, $n = 200$.

The data presented in the Table 6 has analyzed the aspect whether training helps making police personnel more efficient, the overall responses projected that the highly significant majority of the respondents (98.5 per cent) agreed that training helped them to become more efficient.

Analyzing the responses on the basis of gender variable, it was found that the highly significant majority of the female respondents (98.7 per cent) as well as the male respondents (98.4 per cent) agreed that training helped them to become more efficient.

Considering the data on the basis of rank variable, it was

found that the cent per cent majority of the OR's respondents agreed as compared to the highly significant majority of the NGO's respondents (97.8 per cent) with the poser.

On the basis of the academic qualification variable, it was found that the highly significant majority of the respondents (above 98 per cent) in both the sub categories of academic qualification variable agreed with the statement that training helped them to become more efficient.

Statistically, significant association was not found between all variables and the statement.

Table 7: Training helps to bringing attitudinal change in police officers towards public.

Variable	Ranks	Agreed	Undecided	Disagreed	P
Gender	Male	121 (99.2)	00 (0.0)	01 (0.8)	0.432
	Female	76 (97.4)	01 (1.3)	01 (1.3)	
Rank	OR's	62 (100.0)	00 (0.0)	00 (0.0)	0.505
	NGO's	135 (97.8)	01 (0.7)	02 (1.4)	
Academic Qualification	Graduate and Below	101 (98.1)	01 (1.0)	01 (1.0)	0.623
	Above Graduation	96 (99.0)	00 (0.0)	01 (1.0)	
Total (per cent)		197 (98.5)	01 (0.5)	02 (1.0)	200 (100.0)

Source: Computed from primary data. Figures in parentheses are percentages. $p < 0.050$, $n = 200$.

The data presented in the Table 7 has analyzed the aspect whether training helps to bringing attitudinal change in police officers towards public, the overall responses projected that the highly significant majority of the respondents (98.5 per cent) agreed with the poser that training helped them to bring change in their attitude.

Analyzing the responses on the basis of gender variable, it was found that the highly significant majority of the male respondents (99.2 per cent) as well as the male respondents (97.4 per cent) agreed that training helped them to bring change in their attitude.

Considering the data on the basis of rank variable, it was found that the cent per cent majority of the OR's respondents agreed as compared to the highly significant majority of the NGO's respondents (97.8 per cent) with the poser.

On the basis of the academic qualification variable, it was found that the highly significant majority of the respondents (above 98 per cent) in both the sub categories of the variable agreed with the statement that training helped them to bring attitudinal change.

Statistically, significant association was not found between all variables and the statement.

Table 8: The training program prepares you to handle the situations in better manner.

Variable	Ranks	Agreed	Undecided	Disagreed	P
Gender	Male	103 (84.4)	08 (6.6)	11 (9.0)	.079
	Female	72 (92.3)	05 (6.4)	01 (1.3)	
Rank	OR's	50 (80.6)	04 (6.5)	08 (12.9)	.022
	NGO's	125 (90.6)	09 (6.5)	04 (2.9)	
Academic Qualification	Graduate and Below	90 (87.4)	07 (6.8)	06 (5.8)	.980
	Above Graduation	85 (87.6)	06 (6.2)	06 (6.2)	
Total (per cent)		175 (87.5)	13 (6.5)	12 (6.0)	200 (100.0)

Source: Computed from primary data. Figures in parentheses are percentages. $p < 0.050$, $n = 200$.

The data presented in the Table 8 examines the issue that the training program prepares you to handle the situations in

better manner. The overall responses indicated that the significant majority of the respondents (87.5 per cent) agreed

that training program prepared them to handle the situations in better.

In relation to gender variable, it was found that the highly significant majority of the female respondents (92.3 per cent) and the significant majority of the male respondents (84.4 per cent) agreed with the issue that training program prepared them to handle the situations in better.

On examining the data on the basis of rank variable, it was found that highly significant majority of the NGO's respondents (90.6 per cent) were in agreement as compared to the significant majority of the OR's respondents (80.6 per

cent) with the issue whereas the small proportion of the small proportion of the OR's respondents did not agree with the statement.

On assessing the data on the basis of academic qualification variable, it was found that the significant majority of the respondents (87 per cent) agreed with the poser that training program prepared them to handle the situations in better.

Statistically, significant association was found between rank variable and the statement whereas no significant association was found between the gender and academic qualification variables and the statement.

Table 9: The workshops and seminars organized during training programme.

Variable	Ranks	Agreed	Undecided	Disagreed	P
Gender	Male	106 (86.9)	14 (11.5)	02 (1.6)	0.288
	Female	72 (92.3)	04 (5.1)	02 (2.6)	
Rank	OR's	55 (88.7)	06 (9.7)	01 (1.6)	0.945
	NGO's	123 (89.1)	12 (8.7)	03 (2.2)	
Academic Qualification	Graduate and Below	90 (87.4)	12 (11.7)	01 (1.0)	0.241
	Above Graduation	88 (90.7)	06 (6.2)	03 (3.1)	
Total (per cent)		178 (89.0)	18 (9.0)	04 (2.0)	200 (100.0)

Source: Computed from primary data. Figures in parentheses are percentages. $p < 0.050$, $n = 200$.

The analysis of the data presented in the Table 9 examined the issue that the workshops and seminars organized during training programme. The overall responses indicated that the significant majority of the respondents (89.0 per cent) agreed with the statement that the academy organized seminars and workshops for them.

Analyzing the data on the basis of gender variable, it was found that the highly significant majority of the female respondents (92.3 per cent) agreed as compared to the significant majority of the male respondents (86.9 per cent) with the statement that the academy organized seminars and workshops for them.

On assessing the data on the basis of rank variable, it was

found that the significant majority of the NGO's respondents (89.1 per cent) and the OR's respondents (88.7 per cent) agreed that the seminars and workshops organized during their training.

On the basis of academic qualification variable, it was found that the highly significant majority of above graduate respondents (90.7 per cent) agreed in comparison to the significant majority of the respondents who are below than post graduation (87.4 per cent) with the statement that the workshops and seminars organized during their training.

Statistically, significant association was not found between all variables and the statement.

Table 10: The workshops and seminars are useful to the police officers.

Variable	Ranks	Agreed	Undecided	Disagreed	P
Gender	Male	110 (90.2)	11 (9.0)	01 (0.8)	.576
	Female	73 (93.6)	05 (6.4)	00 (0.0)	
Rank	OR's	54 (87.1)	07 (11.3)	01 (1.6)	.163
	NGO's	129 (93.5)	09 (6.5)	00 (0.0)	
Academic Qualification	Graduate and Below	96 (93.2)	06 (5.8)	01 (1.0)	.322
	Above Graduation	87 (89.7)	10 (10.3)	00 (0.0)	
Total (per cent)		183 (91.5)	16 (8.0)	01 (0.5)	200 (100.0)

Source: Computed from primary data. Figures in parentheses are percentages. $p < 0.050$, $n = 200$.

The data presented in the Table 10 has analyzed the aspect whether the workshops and seminars are useful to the police officers, the overall responses projected that the highly significant majority of the respondents (91.5 per cent) agreed with the poser.

On the basis of the gender variable, it was found that the highly significant majority of the female respondents (93.6 per cent) as well as the male respondents (90.2 per cent) agreed with the statement.

While assessing the data on the basis of rank variable, it was found that the highly significant majority of the NGO's

respondents (93.5 per cent) agreed with the poser as against the significant majority of the OR's respondents (87.1 per cent).

Considering the academic qualification variable, it was found that the highly significant majority of the Graduate and above respondents (93.2 per cent) agreed as against the significant majority of the above graduate respondents (89.7 per cent) with the statement.

Statistically, significant association was not found between all variables and the statement.

Table 11: Trainees visit to scene of crime during training program.

Variable	Ranks	Agreed	Undecided	Disagreed	P
Gender	Male	76 (62.3)	12 (9.8)	34 (27.9)	0.602
	Female	54 (69.2)	06 (7.7)	18 (23.1)	
Rank	OR's	42 (67.7)	07 (11.3)	13 (21.0)	0.472
	NGO's	88 (63.8)	11 (8.0)	39 (28.3)	
Academic Qualification	Graduate and Below	70 (68.0)	10 (9.7)	23 (22.3)	0.471
	Above Graduation	60 (61.9)	08 (8.2)	29 (29.9)	
Total (per cent)		130 (65.0)	18 (9.0)	52 (26.0)	200 (100.0)

Source: Computed from primary data. Figures in parentheses are percentages. $p < 0.050$, $n = 200$.

The data highlighted in the Table 11 assessed the poser that trainees visit to scene of crime during training programme. The overall responses indicated that the fair majority the respondents (65.0 per cent) agreed with the statement, whereas the marginal proportion of the respondents (26.0 per cent) did not agree that they were visited to scene of crime during their training.

On assessing the data on the basis of gender variable, it was found that the fair majority of the female respondents (69.2 per cent) and the male respondents (62.3 per cent) agreed with the statement. But the marginal proportion of the respondents in both sub categories of the variable did not agree with the poser.

Analyzing the data on the basis of rank variable, it was found that the fair majority of the respondents (varying 67.7 per cent and 63.8 per cent) agreed with the statement that they were visited to scene of crime during their training.

While assessing the data in relation to the academic qualification variable, it was found that the fair majority of the respondents (varying 68.0 per cent and 61.9 per cent) were in agreement with the statement. However the marginal proportion of the respondents in academic qualification variable did not agree with the statement that the trainees visited to scene of crime for practical knowledge.

Statistically, no significant association was found between the all variables and the statement.

Table 12: The case study method is adopted during training.

Variable	Ranks	Agreed	Undecided	Disagreed	P
Gender	Male	77 (63.1)	18 (14.8)	27 (22.1)	0.324
	Female	53 (67.9)	06 (7.7)	19 (24.4)	
Rank	OR's	46 (74.2)	09 (14.5)	07 (11.3)	0.030*
	NGO's	84 (60.9)	15 (10.9)	39 (28.3)	
Academic Qualification	Graduate and Below	69 (67.0)	12 (11.7)	22 (21.3)	0.819
	Above Graduation	61 (62.9)	12m (12.4)	24 (24.7)	
Total (per cent)		130 (65.0)	24 (12.0)	46 (23.0)	200 (100.0)

Source: Computed from primary data. Figures in parentheses are percentages. $p < 0.050$, $n = 200$.

On analyzing the data as presented in the Table 12 in relation to the issue that the case study method is adopted during their training, it was found that in all, the fair majority of the respondents (65.0 per cent) found the case study method adopted during the training whereas some respondents (23.0 per cent) with marginal proportion did not agreed with the statement.

Analyzing the data on the basis of gender variable, it was found that the fair majority of the female respondents (67.9 per cent) were in agreement as compared to the fair majority of the male respondents (63.1 per cent) with the poser. But the marginal proportion of the respondents did not agree with the statement that the case study method used during their training.

Similarly, assessing the data on the basis of rank variable, it

was found that the high majority of the OR's respondents (74.2 per cent) supported the issue as compared to the fair majority of the NGO's respondents (60.9 per cent). However, the marginal proportion of the NGO's respondents (28.3 per cent) did not agree that the case study method used in training programme.

Analyzing the data on the basis of academic qualification variable, it was found that fair majority of all respondents (above 62 per cent) responded positively to the statement. However, the marginal proportion of the respondents (above 21 per cent) did not agree with the statement.

Statistically, the significant association was found with the rank variable and the statement, whereas no significant association was found between the gender and academic variables and the statement.

Table 13: The orientation training after regular interval is given to the police officers.

Variable	Ranks	Agreed	Undecided	Disagreed	P
Gender	Male	90 (73.8)	16 (13.1)	16 (13.1)	.168
	Female	61 (78.2)	13 (16.7)	04 (5.1)	
Rank	OR's	45 (72.6)	09 (14.5)	08 (12.9)	.651
	NGO's	106 (76.8)	20 (14.5)	12 (8.7)	
Academic Qualification	Graduate and Below	79 (76.7)	15 (14.6)	09 (8.7)	.827
	Above Graduation	72 (74.2)	14 (14.4)	11 (11.4)	
Total (per cent)		151 (75.5)	29 (14.5)	20 (10.0)	200 (100.0)

Source: Computed from primary data. Figures in parentheses are percentages. $p < 0.050$, $n = 200$.

The result obtained after analyzing the data presented in the Table 13 about the aspect whether the orientation training given to the police officers after regular interval. The overall responses indicated that the high majority of the respondents (75.5 per cent) agreed with the statement.

Classifying the data on the basis of gender variable, it was found that the high majority of the male as well as female respondents (73.8 per cent and 78.2 per cent) agreed with the poser whereas small proportion of the respondents in both sub categories did not decide about the poser that the orientation training given to them after regular interval.

Analyzing the responses on the basis of gender variable, it was

found that the high majority of the NGO's respondents (76.8 per cent) as well as the OR's respondents (72.6 per cent) agreed with the statement. But the small proportion of the respondents in this variable was not decided about the statement.

Considering the data on the basis of academic qualification variable, it was found that the high majority of the respondents (above 74 per cent) in both the sub categories of the variable agreed with the statement.

Statistically, significant association was not found between all variables and the statement.

Table 14: The police officer must be given training before every promotion.

Variable	Ranks	Agreed	Undecided	Disagreed	P
Gender	Male	81 (66.4)	12 (9.8)	29 (23.8)	.675
	Female	55 (70.5)	05 (6.4)	18 (23.1)	
Rank	OR's	47 (75.8)	04 (6.5)	11 (17.7)	.284
	NGO's	89 (64.5)	13 (9.4)	36 (26.1)	
Academic Qualification	Graduate and Below	75 (72.8)	07 (6.8)	21 (20.4)	.313
	Above Graduation	61 (62.9)	10 (10.3)	26 (26.8)	
Total (per cent)		136 (68.0)	17 (8.5)	47 (23.5)	200 (100.0)

Source: Computed from primary data. Figures in parentheses are percentages. $p < 0.050$, $n = 200$.

The data highlighted in the Table 14 as assessed the aspect whether the police officer must be given training before every promotion. The overall responses indicated that the fair majority of the respondents (68.0 per cent) were in agreement with the statement.

Assessing the responses on the basis of gender variable, it was found that the high majority of the female respondents (70.5 per cent) agreed as compared to the fair majority of the male respondents (66.4 per cent) with the statement. But the marginal proportion of the male as well as female respondents (23 per cent) did not support to the issue.

In relation to rank variable, it was established that the high majority of the OR's respondents (75.8 per cent) in agreement as compared to the fair majority of the NGO's respondents (64.5 per cent) with the statement whereas the marginal proportion of the NGO's respondents (26.1 per cent) and Small proportion of the OR's respondents (17.7 per cent) did not agree with the poser that the police officer must be given training before every promotion.

Analyzing the data in relation to the academic qualification variable, it was found that the high majority of the below post graduation respondents (72.8 per cent) agreed in comparison to the fair majority of the above graduate respondents (62.9 per cent) with the poser. On the other hand, the marginal proportion of the respondents (20.4 per cent & 26.8 per cent) in academic qualification variable did not agree with the statement.

Statistically, significant association was not found between all variables and the statement.

Major Findings

- The significant majority of the respondents agreed that the present training program is useful for them.
- All respondents were in agreement with the statement that training must be imparted to every police officer.
- The highly significant majority of the respondents

supported to the poser and accepted that training help them to become more efficient.

- The highly significant majority of the respondents agreed that training helped them to bring change in their attitude towards public.
- The significant majority of the respondents agreed that training program prepared them to handle the situations in better manner.
- The significant majority of the respondents agreed that the seminars and workshops are organized during their training.
- The highly significant majority of the respondents agreed with the poser that the workshops and seminars were useful for them.
- The fair majority the respondents agreed that they are visited to scene of crime during their training.
- The fair majority of the respondents found that the case study method adopted during their training.
- The high majority of the respondents agreed that the orientation training given to them after regular interval.
- The fair majority of the respondents were in agreement that the police officer must be given training before every promotion.

Conclusion

In conclusion, we can say that the cooperation of the police is very important to make democracy successful. The role of police does not disrupt human independence, but protects it. Their role is in the watchdog of democracy. It is very important to be a strict Police force for building a fearless society and trained police officers for successful and effective police force. So the training is very important for all police officers.

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