

PERSONALITY AND ADJUSTMENT IN RELATION TO EMOTION REGULATION AMONG RECRUIT POLICE TRAINEES

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Abstract: Policing is dangerous work, and the danger lurks not on the streets alone. Law enforcement officials shall at all times fulfill the duty imposed on them by law, by serving the community and by protecting all persons against illegal acts, consistent with the high degree of responsibility required by their profession. Through various branches, the police play effective role in maintaining the rule of law and justice. The present investigation is an attempt to study Personality, Adjustment Behaviour and Emotional regulation of Recruit Police Constables. The sample consisted of 209 men police trainees from the police training camp at Malappuram District, Kerala. The study made use of the Scale of Type A behavior pattern (Asha, 1999) to assess the Type A and Type B personalities, Difficulties in Emotion Regulation Scale (Gratz & Roemer, 2004) to find out high and low level of Emotion Regulation and Mathew's Maladjustment Inventory (Mathew, 1975) to assess the Adjustment Behaviour. Pearson's Product Moment Correlation Coefficient were applied for analyzing the data. Result revealed that there is significant positive correlation between Type-A Behaviour Pattern and Maladjustment Behaviour, Type A Behaviour and Emotion Dis-regulation, and Emotion Dis-regulation and Maladjusted Behaviour at 0.01 significant level. That is., change in one variable make changes on the other one also in the same direction.

Keywords: Type A Personality, Emotion Regulation, Adjustment, Police trainees.

I. INTRODUCTION

Our day to day behaviour, our reaction to events, emotions we express, our temperament is all driven by our personality. The personality we exhibit drives the health we maintain to a certain extent. There is an obvious and logical correlation between health and the way we relate and cope with sentiments, people and events.

The way in which we behave has been shown to have an influence on the amount of stress that we experience. Researchers have noticed that certain features of our behaviour and attitudes can put us at more risk of problems with our heart. In fact, these features have been grouped together and called Type A Behaviour. Excessive role ambiguity and conflict, work overload, superiors who do not encourage competition and/or participation, and poor relationships at work, are all examples of stimuli in the work environment that may elicit behavior consistent with the TABP (Caplan & Jones, 1975; Davidson & Cooper, 1980; Howard, Cunningham & Rechnittzer, 1977). Type A personality traits are believed to be influenced by various external environmental factors. One should know that type A personality is not abnormal, but one needs to keep a check on the stress level to avoid further health problems. It is absolutely fine to be a Type A, as long as one is able to manage stress.

Emotional regulation is a highly significant function in human life. Everyday people are continually exposed to an extreme variety of potentially arousing stimuli. Inappropriate, extreme or unchecked emotional reactions to such stimuli would impede functional fit within society, therefore at a practical level people must engage in some form of emotion regulation almost all of the time (Davidson, 1998). It is a complex process that involves initiating, inhibiting, or modulating one's state or behaviour in a given situation – for example the subjective experience (feelings), cognitive responses (thoughts), emotion-related physiological responses (for example heart rate or hormonal activity), and emotion-related behaviour (bodily actions or expressions) (Siegler & Robert, 2006). Identification of our emotional self-regulating process can facilitate in the decision making process (Miclea & Miu, 2010).

Dealing with other people, managing stress, functioning at work, and simply getting through the day all require some degree of emotion regulation. Some people, however, struggle with emotion regulation difficulties on a chronic basis. People with Borderline Personality Disorder (BPD) and related problems (e.g., self-injury, suicide attempts, intense emotional pain) have an especially difficult time regulating their emotions. People with personality disorders exhibit characteristic, emotional response patterns that can become problematic. As a general rule, each of the personality disorders has an emotional response pattern that is associated with that particular disorder and this inflexible pattern of emotional response often creates difficulty. Some people with certain personality disorders tend to be emotionally sensitive and to experience their feelings with great intensity. Other personality disorders are characterized by experiencing little or no emotional response, regardless of the circumstance or situation. Yet another set of disorders are characterized by bouncing back and forth between these two extremes: from being overwhelmed with intense emotions one moment, to feeling numb and disconnected in the next. A key feature of healthy personalities is flexibility. Healthy personalities have a flexible range of affective responses that properly consider the time, place, and circumstance.

In addition, the adaptive objective of emotion regulation is twofold. Firstly, it is needed to prevent stressful levels of both negative and positive emotions (Kopp, 1989; Grolnick, Bridges, & Connell, 1996) and maladaptive behavior (Cicchetti, Ganiban, & Barnett, 1991; Cicchetti, Ackerman, & Izard, 1995). Secondly, it is crucial in emotional openness and flexibility, guided by responsibility and self-reflection (Labouvie-Vief, Larson, DeVoe, & Schoeberlein, 1989).

Adjustment is a process by which a living organism maintains a balance between its needs and the circumstances that influence the satisfaction of their needs. When the smooth pathway to their goals is blocked, frustration generates which leads to aggression, and may later to maladjusted behavior. Maladjusted behaviours are typically marked by disruption of emotional, social and cognitive functioning. But it must be remembered that the distinction between the adjusted and the maladjusted is very subtle.

Policing is always viewed as a stressful occupation. Experiencing acute stress is inherent in police work. Long working hours, irregular eating habits, sleepless nights, poor living conditions, disturbed personal life, ill-treatment by seniors, and the dwindling public confidence in the police force..., the reasons for the stress in a policeman's life are many. A police person must need to adjust with and regulate emotions as per the situations and occasions. Also, Mental Health professionals believe personality plays a significant role in how we perceive stress. The present investigation focused towards these ends. It was conducted to examine Personality, Adjustment Behaviour and Emotional regulation of Police trainees.

OBJECTIVES:

- 1) To explore the psychological variables, such as the type of personality, Emotion Regulation and Adjustment Behaviour among the police trainees.
- 2) To find out whether there exist any relationship among the psychological variables, such as Personality dimensions and Adjustment Behaviour of recruit Police constables.
- 3) To find out whether there exist any relationship among the psychological variables, such as Personality patterns and Emotion Regulation of recruit Police constables.
- 4) To find out whether there exist any relationship among the psychological variables, such as Emotion Regulation and Adjustment Behaviour of recruit Police constables.

HYPOTHESES:

- 1) There will be significant relationship between and Adjustment Behaviour of Recruit Police constables.
- 2) There will be significant relationship between Personality and Emotion Regulation of Recruit Police constables.
- 3) There will be significant relationship between Emotion Regulation and Adjustment Behaviour of Recruit Police constables.

II. METHOD

PARTICIPANTS:

A sample of 209 male Recruit Police Constables from Malabar Special Police Camp (Clari & Areacode Battalion), Malappuram District, Kerala State was selected using simple random sampling technique. The age of the participants of the study ranges between 20 and 35 years.

MEASURES:

To measure the variables Type A behavior, Adjustment behaviour and Emotional regulation among recruit police constables, the following tools are used.

1. Scale of Type A Behavior Pattern, (Asha, 1999)

The scale of Type A behaviour pattern is developed by Asha in the year 1999. This scale consists of 14 items which measures four variables related to type A behaviour pattern, viz., 1) Urgency, 2) Competitiveness and Hostility, 3) Polyphasic behaviour and 4) Goal-directedness without proper planning. Higher scores on this scale indicate of more in type A behaviour.

2. Mathew’s Maladjustment Inventory, (Mathew, 1975)

This scale was developed by George Mathew in the year 1975. The scale consists of 100 items consisted of sub variables, namely, Anxiety, Depression, Mania, Inferiority and Paranoia.

3. Difficulties in Emotion Regulation Scale, (Gratz & Roemer, 2004)

The DERS is a brief, 36 item, self-report questionnaire developed by Gratz and Roemer in the year 2004. The scale designed to assess multiple aspects of Emotion dysregulation. The measure yields a total score as well as factor wise namely: Lack of emotional awareness (Awareness), Lack of emotional clarity (Clarity), Difficulties in controlling impulsive behaviours (Impulse), Difficulties engaging in goal directed behaviour (Goal), Non acceptance of negative emotion responses (Non acceptance), Limited access to emotion regulation strategies (Strategies). Higher scores on this scale indicate of more in emotion dis-regulation.

PROCEDURE:

The needed data were collected from one of the armed police battalion camps at Malappuram district of Kerala state. The commandants of the camp were contacted by prior appointments and had a brief discussion about the purpose of the study as well as the importance, application and nature of the information required for the study. Then, the commandants introduced the investigator to the recruit police constables who were the participants of the study. A firm assurance was given to each participant that the information gathered from them would be used only for research purposes and that everything, including their identity would be kept confidential.

Scale of Type A Behaviour Pattern, Mathew’s Maladjustment Inventory and DERS were administered one by one, individually. Before administering the test, the investigator established a rapport with the participants. After a brief introduction of the purpose of this study, each test was given to the participants. Instructions for responding to the statements were printed in each test itself very clearly. They were reminded of filling up the necessary bio-data required in the space provided. The confidentiality of the test was assured. Then, they were allowed to do the tests. After completing, the tests were collected back individually and the investigator appreciated and thanked the subjects those who participated and co-operated in this study.

STATISTICAL ANALYSIS:

1. Pearson’s Product moment of Correlation Coefficient

III. RESULT AND DISCUSSION

Table 1: Correlation matrix of Personality and Adjustment Behaviour of Recruit Police Constables

Variables	Urgency	Competitiveness & Hostility	Polyphasic behaviour	Goal directedness without proper planning	Overall Type A Pattern
Anxiety	0.229**	0.086	0.034	0.296**	0.244**
Depression	0.196**	0.139*	0.022	0.275**	0.239**
Mania	0.201**	0.352**	0.440	0.172*	0.303**
Inferiority	0.276**	0.258**	0.022	0.283**	0.330**
Paranoia	0.149**	0.153*	0.009	0.167*	0.186**
mi	0.210**	0.149*	0.077	0.265**	0.263**
Overall Maladjustment	0.258**	0.222**	0.044	0.304**	0.318**

*p<0.05, **p<0.01

From the Table 1, it is shown that the overall maladjustment has a significant positive correlation with the Type A Pattern of Personality. It implies that when Type A behaviour increases, maladjustment behaviour also increases.

Time urgency is defined as aggressive involvement in a chronic, incessant struggle to achieve more and more in less and less time, is a classic component of Type A behaviour. Setting a goal or ambition without through perusal and not arranging it in advance is a characteristic feature of Type A behaviour. The maladjustment variable, anxiety has positive significant correlation with time urgency, goal directedness without proper planning and Type A pattern. It means, anxiety increases with increases in time urgency and goal directedness without proper planning. People who are overly time oriented have a greater risk of cardiovascular and other health problems than more patient individuals (Friedmann, 1977). Furthermore, excessive time urgency is not conducive to effective stress mastery, since one is constantly keeping one's body at high anxiety and stress levels (Ashworth, 2007). However, it is not the Type A behaviour alone but emotional immaturity associated with Type A behaviour pattern, which increases the susceptibility to coronary heart disease (Kohli & Malhotra, 2008).

Type A people have a tendency to challenge or having a strong urge to win even in non-competitive situations. The maladjustment variable depression, a state of low mood and aversion to activity that can have a negative effect on a person's thoughts, behaviour, feelings, world view, and physical well being (Sandra & Henderson, 1997), have positive significant correlation with urgency, competitiveness and hostility, goal directedness without proper planning and type A personality. It means depression increases as with increases takes place in time urgency, competitiveness and hostility, and goal directedness without proper planning behaviours. A Type A individual places a great deal of value on their achievements and reaching their goals. Not meeting goals is a great source of stress for these personality types that may carry over to their social relationships resulting in interpersonal conflict and ultimately having a negative effect on their physical and psychological health and well-being (Pickering, 2009). Perceived roadblocks to a Type A's goals will also lead to conflicts in the workplace. Biji and Jayan (2007) found that experience of multiphasic hostility, occupational stress and workplace depression are differing accordingly with personality dimensions.

Mania is a state of abnormally elevated or irritable mood, arousal, and/or energy levels (Berrios, 2004). In a sense, it is the opposite of depression. The maladjustment variable mania has positive significant correlation with time urgency, competitiveness and hostility, goal directedness without proper planning and Type A pattern. It means, mania increases with increases in time urgency, competitiveness and hostility, and goal directedness without proper planning. During a manic episode, a person may become more irritable and aggressive. They may not be able to control their Aggression, one of the key elements of Type A Behaviour, and will act out according to how they feel (Henderson & Hartman, 2004). Maladjusted and healthy adjusted people show significant difference on aggression. Maladjusted group are higher in Extra-aggression than their counterparts (Bayana, Deepthi, Jaseela, Dev & Baby Shari, 2012). Aggression often occurs in association with agitation, increased speech, movement, restlessness and anxiety (Moch, 2010). Tribudy and Corry mentioned that certain stressful contexts contain the ingredients to provoke the manic response in some individuals. For some, mania can be seen as an unconscious defence against as imminent failure, a manoeuvre to essentially avoid, deny and escape from the feelings of setback, disappointment and failure which are so much a part of everyday life for most people (Miller, 2009). At the same time, Selvan (2009) argued that manic personality disorder usually exist in type A personality people. They are always think that they are highest, believe themselves that their decision is correct than others, irritable and incompleteness, some may exist in strong depression, isolation. A study by Baron (1989) showed that Type As are more likely to become embroiled in conflicts with others as opposed to Type B personalities. The study showed that Type As experienced an elevated incidence of conflict with others when evaluated by other members of their work group. These conflicts contributed disproportionately to costly resource consuming interchanges in the work setting (Baron, 1989).

An inferiority complex, a term coined to indicate a lack of covert self esteem (Moritz, Werner & Collani, 2009), is a behavior that is displayed through a lack of self-worth, an increase of doubt and uncertainty, and feeling of not measuring up to society's standards. It is often unconscious, and is thought to drive afflicted individuals to overcompensate, resulting either in spectacular achievement or extreme antisocial behavior (Science daily). The variable of maladjustment behaviour inferiority shows significant positive correlation with time urgency, competitiveness and hostility, goal directedness without proper planning and Type A pattern. These shows, feelings of inferiority increases with increases occur in time urgency, competitiveness and hostility, and goal directedness without proper planning.

Paranoia is a thought process believed to be heavily influenced by anxiety or fear, often to the point of irrationality and delusion (APA, 2000). An incident most people would view as an accident or coincidence, a paranoid person might believe was intentional. From the results, it could be found that the maladjustment variable paranoia has positive significant correlation with time urgency, competitiveness and hostility, goal directedness without proper planning and Type A pattern. So, paranoia increases with time urgency, competitiveness and hostility, and goal directedness without proper planning tendencies. It is possible that paranoid ideations are almost as common as symptoms of anxiety and depression (Johns, Cannon, & Singleton, 2004). Severe paranoia may build upon common emotional concerns, consisted with a recent cognitive model of persecutory delusions (Freeman, Garety & Kuipers, 2002; Freeman & Garety, 2004).

From the result, it can be understood that all Maladjustment variables have significant positive correlation with the variables of Type A behaviour pattern, except one of the Type A variable that is polyphasic behaviour.

Table 2: Correlation matrix of Personality and Emotion Regulation of Recruit Police Constables

Variables	Urgency	Competitiveness & hostility	Polyphasic behaviour	Goal directedness without proper planning	Total Type A Pattern
Lack of emotional awareness	0.020	0.024	0.075	0.043	0.054
Lack of emotional clarity	0.300**	0.143*	0.028	0.113	0.250**
Difficulties controlling impulsive behaviours	0.192**	0.189**	-0.083	0.241**	0.217**
Difficulties engaging in goal directed behaviour	0.005	0.171*	-0.0113	0.219**	0.099
Non acceptance of negative emotion responses	0.085	0.055	-0.036	0.263**	0.129
Limited access to emotion regulation strategies	0.129	0.199**	-0.102	0.285**	0.195**
Total Emotion Regulation	0.140**	0.168*	-0.066	0.274**	0.196**

*p<0.05, **p<0.01

From table 2, it could be found that the overall Emotion Regulation has a significant positive correlation with the Type A Pattern of Personality.

The extent to which one can identify and understand the type and source of emotions one experiences is termed as emotional clarity (Boden & Berenbaum, 2011; Coffey, Berenbaum, & Kerns, 2003; Gohm & Clore, 2000). Lack of emotional clarity, one of the variable of Emotion dysregulation, have significant positive correlation with time urgency, competitiveness and hostility, and Type A pattern. This means, lack of emotional clarity increases with increase in time urgency and competitiveness and hostility. Research has found that low levels of emotional awareness, and especially, low levels of emotional clarity are an independent and strong predictor of a range of psychopathology (Berenbaum, Bredemeier, Thompson & Boden, 2012; Berenbaum et al., 2006; Boden & Berenbaum, 2011), including substance abuse (Thorberg, Young, Sullivan & Lyvers, 2009). Emotional clarity has also been found to be associated specifically with cannabis use (Dorard et al., 2008; Limonero et al., 2006). In particular, low levels of emotional clarity have been associated with higher levels of cannabis consumption (Limonero, Tomas-sabado, Fernandez-Castro, 2006; Dorard, Berthoz, Phan, Corcos & Bungener, 2008). Booth-Kewley and Friedman's (1987) suggestion that the negative affectivity experienced by Type A individuals and not their competitiveness or time urgency per se may be the predisposing element for CHD.

Impulsivity is defined as acting without thinking or the inability to wait. People who are impulsive appear to do things suddenly, without any planning ahead or considering the effects of their actions. The Emotion dysregulation variable Difficulties controlling impulsive behaviours have positive significant correlation with time urgency, competitiveness and hostility, goal directedness without proper planning and Type A personality. It means, Difficulties controlling impulsive behaviour increases with increase in time urgency, competitiveness & hostility and goal directedness without proper planning. Mental health problems associated with impulsive behaviours include anxiety, addiction, unstable moods, and attention deficit/hyperactive disorder (ADHD) (Dickman, 1990).

Difficulties engaging in goal directed behavior is a variable of Emotion dysregulation, have significant positive correlation with competitiveness and hostility, goal directedness without proper planning and Total Type A Behaviour Pattern. So, Difficulties engaging in goal directed behavior increases as competitiveness and hostility, goal directedness without proper planning increases. Emotions serve to motivate action, qualify information processing, and in general regulate the pursuit of consumption goals. A Type A individual places a great deal of value on their achievements and reaching their goals. Not meeting goals is a great source of stress for these personality types that may carry over to their social relationships resulting in interpersonal conflict and ultimately having a negative effect on their physical and psychological health and well-being (Pickering, 2009).

Emotional non-acceptance is the act of judging certain emotional experiences as inadmissible and trying to avoid, suppress, or ignore those experiences (Campbell-Sills, Barlow, Brown & Hofmann, 2006; Hayes et al., 2004; Forsyth, Eifert and Barrios, 2003; Roemer & Orsillo, 2007). In adults, non-acceptance is thought to paradoxically lead to amplified emotional arousal and difficulty regulating arousal. Previous research supports this idea for the subjective experience of emotion but not the physiological response (Campbell-Sills et al., 2006; Eifert & Heffner, 2003; Feldner, Zvolensky, Eifert & Spira, 2003; Levitt, Brown, Orsillo & Barlow, 2004). The Emotion dysregulation variable non-acceptance of negative emotion responses has positive significant correlation with goal directedness without proper planning. It means the nature of non-acceptance of negative emotion responses increases with increase in goal directedness without proper planning behaviour. As early mentioned, Not meeting goals is a great source of stress for Type A personality people. But, Type A personalities may deny emotion or not know they have any. They may feel guilty for having or showing emotions as this would take them away from the source of real value for them which is to meet standards like a perfectly performing machine (Price, 1982). Emotion suppression has largely been examined in relation to its detrimental effects, such as difficulties in transitioning out of negative emotions, memory difficulties, decreased life satisfaction, heightened emotional responses, disrupted interpersonal communication, decreased rapport with others, and susceptibility to psychosocial distress (Butler et al., 2003; Gross, 1998a, 2001; Gross & John, 2003; Szasz, Szentagotai, & Hofmann, 2011).

Emotion Regulation (ER), processes that modulate, initiate, and inhibit the occurrence, form, and intensity of emotions (Thompson, 1994), is a likely mechanism of individual and developmental differences in socio-emotional functioning (Allen & Sheeber, 2008a; Dahl, 2001). Investigations of adolescent Emotion Regulation have indicated several strategies by which adolescents regulate their emotions, including reappraisal (thinking about a situation in a different way to alter its emotional impact; Gullone, Hughes, King & Tonge, 2010), suppression (minimizing the expression and experience of emotions; Gullone, Hughes, King & Tonge, 2010), concealing (the ability to conceal emotions; Perry-Parrish & Zeman, 2011), emotional engagement (e.g., engagement in the identification, management, and display of emotions; Weinberg & Klonsky, 2009), and adjusting (utilizing emotional information for problem solving and responsiveness to situational demands; Eschenbeck, Kohlmann & Lohaus, 2007; Frye & Goodman, 2000). Limited access to emotion regulation strategies is a variable of emotion dysregulation have significant positive correlation with competitiveness and hostility, goal directedness without proper planning and Total Type A Behaviour Pattern. So, one's limited access to emotion regulation strategies increases with increase in competitiveness & hostility and goal directedness without proper planning. Limited emotion regulation strategies may limit patterns of responding to emotion over time. Focusing on outcomes of a single ER strategy is problematic for two reasons. First, it may be more problematic to use one strategy exclusively, rather than a range of strategies, regardless of which strategy it is (Westphal, Seivert & Bonanno, 2010). Second, isolated focus on a single strategy may overlook its adaptiveness in other circumstances (Campos, Walle, Dahl & Main, 2011; Halberstadt & Parker, 2007; Westphal, Seivert & Bonanno, 2010). For example, suppressing emotional expressions can be adaptive when the goal is to maintain positive social relations, such as when suppressing a laugh at another's misfortune (Bonanno et al., 2007). Thus, being well-regulated involves using a range of ER strategies, deployed according to diverse situational demands (Campos, Walle, Dahl & Main, 2011; Gross, 1998b; Westphal, Seivert & Bonanno, 2010).

Overall emotion dysregulation has significant positive correlation with Type A Personality. There is considerably less research on the role of personality or behavioural characteristics on emotion regulation. However, Kokkonen and Pulkkinen (1999) examined the relationships between the adults' emotion regulation strategies (ERS) of Repair, Maintenance and Dampening and concurrent personality characteristics.

Table 3: Correlation matrix of Emotion regulation and Adjustment Behaviour of Recruit Police Constables

Variables	Anxiety	Depression	Mania	Inferiority	Paranoia	Total maladjustment
LEA	0.076	0.121	0.075	0.125	0.160*	0.138*
LEC	0.375**	0.484**	0.329**	0.481**	0.338**	0.523**
DCIB	0.474**	0.495**	0.378**	0.565**	0.385**	0.570**
DEGDB	0.352**	0.344**	0.284**	0.404**	0.277**	0.427**
NANER	0.481**	0.536**	0.353**	0.491**	0.425**	0.586**
LAERS	0.543**	0.625**	0.380**	0.620**	0.432**	0.662**
Total ER	0.522**	0.585**	0.398**	0.597**	0.448**	0.649**

*p<0.05, **p<0.01

From Table 3, it can be seen that there is significant positive correlation between Emotion dis-regulation and Maladjustment behaviour. i.e.; increase in emotion dis regulation increases maladjustment behaviour.

Emotional awareness means knowing when feelings are present in ourselves and others. As its highest level it means being able to predict feelings in advance. The Emotion dis-regulation variable, lack of emotional awareness has significant positive correlation with paranoia. Usually the paranoid person has a lifelong tendency toward secretiveness, seclusiveness, and solitary rumination, although these may be concealed behind a facade of superficial give and take (Tynhurst, 1957). He perceives the world in which he lives as dangerous and feels that he must always be on guard against the possibility of attack from others (Cameron, 1974). Consequently, he lives with an endless series of tensions arising from many misunderstandings and misinterpretations (Russell & Beigel, 1918). As this process continues, both his anxiety increases and his defensive use of projection begins. This use of projection is intended to place many of his own unconscious wishes and feelings on to others (Federn, 1952). The person is able to avoid looking at his own hostile feelings by perceiving them instead, through projection, as the hostile attacks of others. He also uses denial to avoid any reality that would argue against his beliefs (Noyes & Kolb, 1958). Because significant persons in the paranoid's life have always been undependable or rejecting, he is apt to view any authority figure, including an officer, as undependable and hostile (Russell & Beigel, 1918).

All the Emotion dis-regulation variables such as: Lack of emotional clarity, Difficulties controlling impulsive behaviours, Difficulties engaging in goal directed behaviour, Non acceptance of negative emotion responses, Limited access to emotion regulation strategies and Total pattern of Emotion Dis-Regulation have significant positive correlation with maladjustment variables- anxiety, depression, mania, inferiority, paranoia and total maladjustment behaviour. This form of result indicates that Emotion regulation increases as with increase in healthy adjusted behaviour and vice versa.

Although adjustment disorder is often precipitated by one or more stressors, it often represents a maladaptive response to the stressful life events (Chung, Berger & Rudd, 2011). This usually occurs in those individuals who are vulnerable due to poor coping skills or personality factors (Bishop et al., 2001). It is assumed that the disorder wouldn't have arisen in the absence of the stressors. Maladjustment is induced by a number of interactive factors. In a nutshell, it originates from unsatisfied basic needs. They include the physiological needs of food, warmth, shelter and the psychological needs such as love, peers, status, recognition, sense of achievement and security. The unsatisfied basic needs would drive to seek for them via inappropriate means. This may lead to anti-social behaviour, avoidance or withdrawal and apathy in life (Bhatia, 2008).

Emotion is a psycho-physiological state arising due to a feeling. The need to be in constant emotional control is essential in police force. The individual police officer and the police as a group must not lose self-control or emotional control when dealing with riots. Otherwise, as the present correlation result shows, emotion disregulation may increase maladjusted behaviour. A professional, business like detachment accompanied by impartiality and the sharp execution of orders will enhance the police image and contribute to orderly restoration of law and order. Only force necessary to control a situation should be used, since excessive force in a sensitive situation will destroy what has been previously accomplished and seriously affect future accomplishments.

Law enforcement officers have a job that requires extreme restraint under highly emotional circumstances. They are told when they are extremely excited, they have to act calm. They are told when they are nervous; they have to be in charge. They are taught to be stoic when emotional. They are to interact with the world in a role. The emotional constraint of the

role takes tremendous mental energy, much more energy than expressing true emotions. When the energy drain is very strong, it may make the officer more prone to exhaustion outside of work, such as not wanting to participate in social or family life. This energy drain can also create a sense of job and social burnout.

So, there is more to being a police officer than the training received in an academy or on the job. The work has many effects that need to be overcome so as not to affect their personal and family life. Most law enforcement authorities have policies that are the basis for their handling of crowds or mobs. They should be re-examined frequently to evaluate their effectiveness. For example, a common police practice during riots is to order all men on twenty-four-hour alert and to increase the on duty time to twelve hours or longer. However, efficacy of this practice is questionable. A tired policeman is a poor policeman, especially when faced with the stress of a civil order. How long can a police officer stay on the street, facing a hostile and potentially violent crowd, without losing his control?

Law enforcement authorities should plan policies that will reduce the physical and emotional stress of their duty, especially of riots. Recruiting suitable law enforcement officers on the basis of psychological tests too will help to provide mentally healthy police persons. Since a sense of group identity supports effective action, it is advisable for law enforcement authorities to arrange for officers who are coming off street duty during civil disturbances to spend time with other officers. This will enable them to share experiences, fostering an esprit de corps. Since most officers are trained to work as individuals, more training must be provided to help them work as a team during civil disorders.

During the time of collecting the data from recruit police constables by the investigator, one of the trainee suggested that, it is better to give training six months within the camp and three months in the field (police station, traffic etc.) than following the old and harsh British training strategies. The attainment of this goal requires constant practice.

Here suggesting a code of conduct for the police officer, during civil disturbances and riots. Hopefully, it will be a guide to professional behaviour not only during these conflicts but also in other stressful situations.

IV. CONCLUSION

The present study concluded with the findings that there is significant positive correlation between Type-A Behaviour Pattern and Maladjustment Behaviour, Type A Behaviour and Emotion Dis-regulation, and Emotion Dis-regulation and Maladjusted Behaviour at 0.01 significant level. That is., change in one variable make changes on the other one also in the same direction.

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