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MINISTRY OF
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Project Report

On

Psychometric Evaluation in Police Recruitment

(Project No.06/MM:01)

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'Promoting Good Practices and Standards'



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Table of Contents

S/No		Particulars	Pages
1.0		Introduction/background	4-7
2.0		The Project	8
	2.1	Project Title: - Psychometric Evaluation in Police Recruitment	8
	2.2	Vision	8
	2.3	Project Objectives	8
3.0	3.1-3.9	Overview	9 to 22
4.0	4.1-4.9	The Present Study and Situational Assessment	23 to 42
5.0	5.1-5.6	Conclusion	43 to 46
6.0		Implementation Strategy	47
	6.1	Roadmap for Police Forces	47
	6.2	Recommendations/ Way Ahead	47 to 51
7.0	7.1	Why CAPFs Considered for Sampling / Pilot Project	52
8.0	8.1-8.4	Listing of Psychological Tests for Indian Police Forces	53
9.0	9.1-9.3	Financial Implications	54
10.0		List of Acronyms	55

1. **Introduction/Background: -**

1.1 The 21st century has seen a rapid expansion of Police Forces in India. This expansion has been necessitated by a combination of factors. Independent India has faced a variety of challenges pertaining to Internal Security and Law and Order and the late 80s have presented some new challenges which, because of their potential to disrupt the unity and integrity of India as well as the fabric of social life, have resulted in the Government of India and the State Governments gradually increasing the number of Police personnel. If we look at the available data of the year 2006 and compare it with the available data of the year 2020 this trend is striking, in a space of 15 years India's Police Forces (sanctioned) have gone up from a total of about 2.3 million to a total close to 3.7 million in absolute terms. This period has seen a large expansion of Police in India and in percentage terms too this expansion has been dramatic. However, despite this increase in the numbers of Police personnel, in an environment which has been marked by the constant pressure of Internal Security challenges, both old and new, there is greater workload for police. This has led to a situation in which occupational stress across all Police organizations has the potential to increase. To give the example of the largest Central Armed Paramilitary Force in the country the CRPF, if one sees their deployment pattern from 2001 to 2021, it is sometimes at short notice and often unpredictable. Despite best efforts, the living accommodation might not match permanent barracks and duty in new areas throws up challenges and stress.

1.2 Given the challenges faced by police personnel on a day-to-day basis and the constant pressure to match the expectations of different stakeholders, it is necessary that they possess the capacity to withstand

pressures while performing their duties. The dynamic environment in which they work throws up situations which they have not faced before. In the context of paramilitary forces which are guarding the borders or are on other important duties, the absence of family support, loneliness and boredom can add to the problems.

1.3 Sometimes, the pressure is continuous, for days together without a break, and sometimes it is intense and short-lived. In this context, some people may have the capacity to face such pressures for long periods while others may have the same capacity for shorter periods. It is when such people with low thresholds, are involved in high-pressure situations that it develops into an explosive mix in which either the policeman/woman causes harm to himself/herself or to others. In both conditions the outcomes are bad.

1.4 The group deliberated on the options for addressing/studying this subject. One option could be to provide continuous training and tools to all those who have been recruited so that it is possible for them to develop and maintain the capacity to work in dynamic and stressful environments in teams that are sometimes new. Another option could be to identify such personnel after recruitment who require such inputs and put them through appropriate training. There could be multiple options of doing this from one-time intervention to continuous training. A third option could be to do a screening at the recruitment stage so that candidates who are psychologically better suited for police work are identified at the initial stage and recruited. Different forces would have some common requirements and some requirements specific to them. The pertinent goal of psychological selection is to analyze the applicant's potential on various domains such as motivational level, social aspects, and intellectual performance so as to draw certain conclusions about the candidate (Devriendt,2013). The information inferred from the

assessment can also be further used to understand the client's suitability and comfort level for the prospective organization. There are various instruments or tools that can be used to gather data about the participant such as observation, case-study method, psychological tests, interview and other specifically designed equipment. For being a part of the selection board, there is a general consensus on the effectiveness of trained psychologists' officers, military specialists or other experienced personnel in accepting/rejecting the candidate. The tools for evaluation are generally made by integrating both formats: uniform & diversified contents. [Psychological testing and assessment in the military: Nwafor Chidozie Edwin]

1.5 Literature review and interactions with professionals also suggest that psychological testing does not stop at the recruitment stage but is a continuous process. This means that such tests could be used at different stages of a person's career for role assignments, transfers to certain units and for promotions. The test could be long or short depending on job requirements. For such tests to be successful it is important that the competencies that a recruit/person possesses must be identified correctly. Some of the illustrative competencies for police personnel could be:-

- (i) Ability to withstand the stress of unknown threats.
- (ii) Comfort level in dynamic and new environments.
- (iii) Capacity to work in teams.
- (iv) Ability to take orders.
- (v) Decision-making capacity.
- (vi) Displaying physical and psychological confidence.
- vii) Gender Sensitivity

1.6 The benefits of having psychologically better-adjusted personnel are many. Some of them could be:

- (i) Preventing potential harm to citizens and colleagues.
- (ii) Better and consistent work performance.
- (iii) Poor publicity and litigation could be avoided which are a result of indiscreet acts.
- (iv) Reduction in indiscipline.

2. **The Project** :-

2.1 **Project Title**:- Psychometric Evaluation in Police Recruitment.

2.2 **Aim**:- To prepare a compressive document encompassing various elements pertaining to assessment and critical analysis of the imminent need of psychometric evaluation in Police Recruitment for the selection of suitable and adaptive Human Resources in the field of Policing and Security.

2.3 **Project Objectives**:-

- (a) To assess the relevance of psychological aspects of human resources in the performance of policing and security duties.
(i.e. State Police and CAPFs)
- (b) To study the psychometric evaluation methods implemented by different organizations and the conclusion thereof.
- (c) To assess and document the need of psychometrical evaluation in Recruitment of Police forces and CAPF personnel performing in dynamic and challenging security environments.
- (d) To suggest and recommend ways & means for implementation of psychometrical evaluation in the Recruitment of Police & CAPFs, if required.

3.0 **Overview:-**

3.1 **Role of Psychometric Assessment in Western Context; -**

Around 1973, it became decisive for every police organization to go through a formal selection process that inculcated psychophysical assessment of the applicants and the same thing was well articulated by the National Advisory Commission on Criminal Justice Standards and Goals (USA).

3.2 **Psychological testing for military duties in foreign countries; -**

3.2.1 Survey of psychological screening practices for military services abroad reveals that it is being used in many countries. Presently in the Armed Forces in US, there are following screening procedures, which are used to screen military service applicants only,

- (i) Vocational Aptitude Battery;
- (ii) Educational achievement and medical screening;
- (iii) Psychiatric evaluation along with physical examination.

3.2.2 This is done at the recruitment stage and for special assignments. The Armed Forces in Israel have been using psychological screening for the selection of pilots using psychological tests developed in US and UK.

3.2.3 The Defence Forces in Belgium also use some form of personality inventory as part of their basic selection process. Some form of group activity is also observed during tests of leadership in the United Kingdom, Belgium, Denmark, Switzerland and Germany. The forces in Turkey also use tests for pilot selection and personality while the Austrian Armed Forces use tests for humanitarian assistance operations.

3.2.4 In 2003, Robert E. Cochrane, Robert P. Tett and Leon Vandecreek conducted a survey related to psychological testing and the selection of police officers.¹⁵⁵ Municipal Police Departments of the United States completed the surveys. It was found that as far back as in 2003, psychological assessment was used in the selection procedure in 98.1% of the departments. The different tests used by them at that time along with the percentage of departments that used them were:

Psychological test	Percentage
Minnesota Multiphasic Personality Inventory - 2	71.6
Clinical Interview	51.4
Personal History Questionnaire	52.9
California Psychological Inventory	24.5
Others	21.9
16 Personality Factor Questionnaire	18.7
Inwald Personality Inventory	11.6
Mental status exam	10.3
Rorschach/inkblot	05.8
Hilson safety/security	04.5
Eysenck Personality Questionnaire	01.9

3.2.5 This gives a glimpse of the methodology followed by the Police departments then, it also shows that rather than one test, they were using multiple tests. Moreover, these tests were administered after making conditional offers of employment.

3.2.6 It is also to be noted that recruitment testing is much more difficult than testing for promotions as past performance and behaviour are not known at the recruitment stage.

3.2.7 In order that selections are made as per requirements year after year it is important that the psychological tests need to be designed after great research and they need to be

- (i) Standardised.
- (ii) Objective.
- (iii) Repeatable – to give the same results repeatedly.
- (iv) Accurate/valid.

3.2.8 In this regard, some of the popular Psychometric tests used by various Police organizations for the diagnosis of personality and other Maladaptive Behaviour are as under:

S. No.	NAME	NATURE	NUMBER OF ITEMS	TIME TAKEN TO COMPLETE THE TEST
1.	Sixteen Personality Factor Questionnaire (16 PF)	Non-Projective	164	35-50 minutes
2.	Minnesota Multiphasic Personality Inventory (MMPI)	Non-Projective	241	60-90 minutes
3.	SHL Occupational	Non-Projective	32	30-45 minutes

	Personality Questionnaire (OPQ)			
4.	DISC personality test	Non-Projective	80	15-20 minutes
5.	The Rorschach Inkblot Test	Projective	10 images	2 hours
6.	Thematic Apperception Test	Projective	31 cards	2 hours
7.	Draw-a-Person Test	Projective	3 drawings (64 scoring items in each)	10-15 minutes
8.	Sentence Completion Test	Projective	50	10-40 minutes
9.	Myers-Briggs Type Indicator (MBTI)	Non-Projective	93	10 minutes – 1 hour
10.	Senior Aptitude Tests (SAT)	Projective	10 images	2 hours
11.	Royal Navy Recruitment Test - UK Royal Air	Aptitude Test	30	5-9 minutes
12.	Force Aptitude Test	Aptitude Test	225	2.5 hours
13.	UK Admiralty Interview Board	Aptitude Test	Multiple Test Stages	--
14.	UK British Army Recruit	Aptitude Test	Multiple Tests	--

	British Army Numeracy and Literacy Tests			
15.	UK Armed Forces Vocational Aptitude	Aptitude Test	20	4 minutes

3.3 **Psychometric Assessment in Indian Context:-**

3.3.1 As per the Website of DIPR which has done pioneering work in this field, “The history of the Defence Institute of Psychological Research (DIPR) goes back to the pre-independence era of 1943 when it was established as an Experimental Board at Dehradun for selection of Indian Officers in Armed Forces through psychological techniques. Post-independence, on August 29, 1949, the Psychological Research Wing (PRW) was established in Delhi under the Defence Science Organization. PRW made a significant contribution in various areas related to armed forces and earned appreciation from the services headquarters and the Defence Ministry. Consequent to this PRW was expanded with a scope and designated as Directorate of Psychological Research (DPR) on June 28, 1962. In 1962, the sanctioned strength of civil and military establishment came into effect. During the same year, the Applied Psychological Laboratory (APL) was established as its lower formation. Naval Psychological Research Unit (NPRU) at Kochi which had been established in December 1956 under the Defence Science Laboratory (DSL) was made a part of APL in 1962. APL and NPRU were merged into the Directorate of Psychological Research (DPR) on 26th August 1967. Directorate of Psychological Research (DPR) grew into a full-fledged independent Institute and was designated as the Defence Institute of Psychological Research (DIPR) in October 1982.”

3.3.2 It has come up with many technologies and products. Some of them are as under: -

- (i) Test for selection of sharpshooters
- (ii) Screening test for Territorial Army
- (iii) Selection battery for Personnel Below Officers' Rank
- (iv) Development of psychological test for induction of Airman in Indian Air Force
- (v) Psychological battery for screening of troops for their induction as Commandos in the National Security Guards (NSG)
- (vi) Screening for selection of ITBP personnel
- (vii) Test battery to identify potential officer candidates among recruits undergoing training

3.3.3 The field manuals developed include:-

- (i) Suicide and fratricide: Dynamics and management
- (ii) Combat stress Behaviours in LIC environment
- (iii) The psychological well-being of soldiers at High Altitude
- (iv) Assessment and Management of Combat Stress Behaviours in Soldier
- (v) Suicidal behaviour: Prevention and management

3.3.4 The above indicates the volume of work that has been done in this regard in India and also that it is in extensive use in the Armed Forces.

3.3.5 Review of literature provides insights into the common problems faced by police forces in different geographies.

3.4 **Prominent Studies in Indian Context:-**

Occupational stress among police personnel of Wardha city, India (20130) , [D Selokar](#), [S Nimbarte](#), [S Ahana](#), [A Gaidhane](#), and [V Wagh](#)

3.4.1 **Background:-**

Police work tends to impose a high degree of stress and a multiplicity of stressful situations which can affect the physical, mental and interpersonal relationships of police personnel. The objective of the present study was to assess the level of stress among police personnel and to find the association of various factors with the level of stress among police personnel.

3.4.2 **Method:-**

A cross-sectional study was conducted among 102 police personnel of Wardha City. A structured questionnaire based on The Professional Life Stress Test by Fontana was given to all participants. A grading scale was used to link participants' verbal descriptions of perceived stress to a numerical scoring system being given scores between zero and five. The total score obtained for each respondent was considered as a measure of stress level.

3.4.3 **Results:-**

Different stressors that were identified among the police personnel included criticism by superiors, excess work, no rewards, inadequate value given to abilities and commitments and no satisfaction from work. Seventy participants scored >15 which indicated that stress in the workplace was a problem, while 32 participants scored ≤ 15 , indicating stress in the workplace was not a problem. A significant association was

found between age group, marital status, education and working hours and the level of stress among police personnel.

3.4.4 **Conclusion:-**

The study found that there are various stressors at the workplace and therefore many police personnel who were part of the study were found to be undergoing through stress at the workplace. So, it becomes crucial to alter the organizational climate within the police departments.

- 3.5 **Study:-** A Psychological Study of Stress, Personality and Coping in Police Personnel (2013) [Ravneet Kaur, Vamsi K. Chodagiri,¹ and Narasimha K. Reddi](#)

3.5.1 **Conclusions: -**

- a) The study found a positive correlation between neuroticism/psychoticism traits and psychological stress. It has been found that police personnel with high neuroticism/psychoticism were found to be more prone to high levels of stress.
- b) The study also found a positive correlation between maladaptive coping methods and psychological stress at the workplace. It has been found that police personnel who use maladaptive coping methods such as denial/blame and negative distraction were more vulnerable to stress at the workplace.
- c) The study also showed a correlation between personality traits and coping methods.

3.5.2 **Limitations:-**

The main limitation of this study is that the study was carried out on a small sample and due to the smaller sample size, there are chances of type II error and also the data was collected from the particular area. So, the generalization of the results of the study is the main problem.

3.5.3 **Implications:-**

- a) The study indicated a correlation between certain personality traits and high levels of stress. So, on the basis of the findings of the study, we can suggest that personality assessment should be inculcated within the recruitment tests.
- b) The study is also beneficial for understanding various facets of an individual such as stress level, personality factors, and coping strategies at different times for diagnosing maladaptive behaviour thus helpful for taking preventive actions.
- c) Awareness sessions can be organized to teach different ancient coping techniques like yoga and meditation so as to enhance the well-being of the police.

3.6 Sources of occupational stress in the police personnel of North India: An exploratory study (2016) [Shweta Singh](#) and [Sujita Kumar Kar](#)

3.6.1 **Background:-**

There are various kinds of occupational stressors that police personnel in India have to suffer from and these occupational stressors tend to negatively impact their mental health and work performance.

3.6.2 **Aim:-**

The study aimed to explore various sources of stress among police personnel.

3.6.3 **Method:-**

The sample was collected from Uttar Pradesh and it included a total of 300 participants among these participants 100 were constables, 100 inspectors and 100 police officers. The tool which was used for data collection was an occupational stress questionnaire. For the analysis of data mixed method approach was used and within the mixed method approach, the method of triangulation was used.

3.6.4 **Result:-**

All the police personnel were found to be suffering from occupational stress but the reason for stress was different in various groups.

3.7 Impact of occupational and psychological stress on police health in South India (2017) [Manaswitha Boyanagari](#), [Vamsi Krishna Boyanagari](#), [Mehul Shankar](#), [Ravishankar Ayyanar](#)

3.7.1 **Background:-**

The working environment of the police personnel is generally very stressful. However, there are still very limited studies investigating the relationship between occupational stress and the mental health of police officers.

3.7.2 **Materials and Methods:-**

The demographic details of male police constables (n=123) working in the Bellampalli subdivision of Adilabad district of erstwhile Andhra Pradesh were gathered which included details such as educational qualifications, age, no. of children etc. Other physiological details such as blood pressure (BP), body mass index (BMI, kg/m²), weight, height, pulse, and type of illness were also gathered. For the data analysis, Statistical Package of Social Science (SPSS) version 16 was used.

3.7.3 **Results:-**

Analysis of the data indicated that 72% of the constables were addicted to smoking, chewing tobacco, alcohol and pan. Around 20.3% were suffering from tobacco and pan addiction and 14.6% were suffering from alcohol addiction. The results also showed a strong association between an increase in age and prevalence of hypertension. The results also indicated a strong association between higher body mass index and increased number of service years and higher prevalence of hypertension.

3.7.4 **Conclusion:-**

There may be a requirement to develop metrics to understand the relationship between chronic disease and mortality among police officers.

3.8 **A study from abroad:**

[Stress in police officers: a study of the origins, prevalence and severity of stress-related symptoms within a county police force. \(UK\)](#)

Collins PA, Gibbs AC. Occup Med (Lond). 2003 Jun;53(4):256-64. doi: 10.1093/occmed/kqg061.PMID: 12815123

3.8.1 **Background: -**

Many studies have indicated that illnesses that are caused by high levels of stress are a major concern among organizations. In order to improve this scenario, it is important to identify the work-related stressors and develop techniques to control them. Police personnel tend to work in stressful environments which involve encountering situations which can risk their life and also involve confronting violent incidents in their daily work routine.

3.8.2 **Objective: -**

To examine the sources of stress-related symptoms within police officers and measure the prevalence of significant associated mental ill-health.

3.8.3 **Method: -**

The sample from which data was collected included 1206 police officers and the tool used for data collection was the General Health Questionnaire (GHQ). A cross-sectional questionnaire survey was conducted and on the basis of their score in GHQ, participants were divided into low and high-scoring groups.

3.8.4 **Results:-**

The main occupational stressors within the police personnel were lack of communication, excessive workload, and demands of workload affecting their family life. More intriguingly, females' score was found to

be high on GHQ as compared to males, which indicated a significant association between gender and mental ill-health. 41% of the population comprises high-scoring groups which tend to differ significantly from the low-scoring population in their perception of stressors.

The study supports the previous findings related to organizational culture and excessive workload as the main reasons for stress among police officers. So, in order to control the stress level of police officers, necessary action is required. The study also indicated susceptibility to stress among female officers.

3.9 **Summary:-**

(a) Psychometric testing has a huge potential and its performance in recruitment spheres is promising. However, its mainstream adoption is a gradual process and its theoretical assumptions and practical demonstrations are areas that need more research before it can be relied on as an independent recruitment tool. Moreover, in its present form, it can be used as a recruitment aid, provided that it is used in tandem with interviews or other methods.

(b) The application of psychometric testing in the recruitment of Indian armed forces or military personnel is gradually covering various government organisations and their selection processes. The National Security Guard (NSG) has introduced a comprehensive psychology test for screening. Screening procedures for submariners in the Indian Navy include psychometric testing. This is followed by a personality assessment test (NEO-FFI). The Defence Research and Development Organisation (DRDO) has also developed a method to assess the

intelligence of the officers of the Armed Forces. The computerized Pilot Selection System Test (CPSS) is now in full effect and will be used to screen pilots for all flying branches of the IAF, Army, Navy and Coast Guard.

(c) During the process of selection at the Services Selection Boards (SSB) for the Indian Defence Service, all candidates are put through four psychological tests including WAT, TAT, self-description test and SRT apart from various group and individual tasks performed under the supervision of one GTO and detailed interview is conducted by another professionally qualified interviewing officer to judge the psychology of a candidate.

(d) In the Indian context militaries are not alone in using psychometric testing; it is also being used in multiple industries/ Organisations like SPG, NSG, IOCL, GAIL, NTPC, TCS, HCL, INFOSYS etc.

4.0 **The Present Study and Situational Assessment:-**

4.1 **The Present Study:-**

4.1.1 Stress is inculcated deeply within the life of police personnel and therefore it is considered as an inescapable part of the service. Stressful and threatening situations are not new for security forces, but due to the dynamic nature of the security context, the intensity and frequency of these stressors have increased. Stressors create an imbalance between body and mind which may provide a fertile ground for other psychological problems such as depression, anxiety, frustration, anger, post-traumatic stress disorder (PTSD) and alcohol addiction. These problems are manifested at physical, social, and psychological levels, resulting in the impairment of overall health.

4.1.2 In addition, police forces are likely to be exposed to stressors that are combat related also, including deployment in high-risk areas, stress-prone conflict environments and other duties like protection of vulnerable persons and places etc. Stressed members exhibit decreased productivity, more accidents, lower morale, and greater interpersonal conflict with colleagues and supervisors. Security forces' environment is characterized by jobs with high stress, limited control over the workplace, long working hours, and/or deployment in unknown territories.

4.1.3 The environment which produces the stressors can be controlled to a limited extent only but the response to stressors can be controlled. So, learning to control reactions will be more beneficial than trying to control the stressors. Hence, this study

attempted also to make a preliminary assessment of the symptoms that are being exhibited by personnel of certain police forces by way of psychological issues. Such symptoms are possibly manifestations of underlying problems which require to be addressed. This would provide an understanding of the need for psychometric assessment at the recruitment stage.

4.1.4 The group considered the different ways by which this could be approached;

- (i) Conduct interviews with personnel to assess the extent of the problem
- (ii) Circulating questionnaire for this purpose.
- (iii) Collection of data relating to personnel under psychological categories to assess the extent of the problem and basing the findings on the same.

4.1.5 The group decided on option (iii) keeping in mind privacy issues and the need for expertise for following (i) and (ii).

4.1.6 This study will help in the identification of various types of mental disorders prevalent in paramilitary forces. If these issues are not tackled promptly, then personnel may adopt some unhealthy ways to cope with stress (which people generally use), and if these are avoided, one can actually reduce the stress level.

4.2 **Methodology adopted for the study:-**

4.2.1 A review of the literature national and international research articles and published reports related to the prevalence of stress in some forces was undertaken. The utility of psychometric tests in general and Police Forces/Armed Forces specifically was also explored.

4.2.2 Data obtained for this study was analysed and an assessment of the extent of use of tests was done by visiting institutions such as DRDO Timarpur Delhi headquarters, SPG Centre Dwarka & IOCL, New Delhi.

4.2.3 The team discussed primary data thoroughly with experts and received their observations, feedback and insights.

4.2.4 Triangulation of data analysis was done.

4.3 **Data Collection:-**

4.3.1 For the study data was collected from CAPFs and this data of CAPFs (BSF, CRPF, ITBP, CISF, SSB, NSG) was used to analyse. Data was provided by respective forces. This data was pertaining to the period 2014 to 2019 and data collected for each year related to the number of personnel who were categorized under 'S' factor i.e. suffering from various psychological disorders. The data was also collected pertaining to various variables as mentioned in para 4.4. The data received from various Forces has different labelling and methods for categorization. This has had to be individually studied and labelled to provide uniformity for comparability.

4.4 **Variables Used in the study:-**

- (a) Personnel categorised under "S" Factor during the last 5 years.
- (b) Personnel boarded out from service due to Psychiatric illness.

(c) Number of Suicidal cases/ Suicidal Attempts/ Deliberate Self-harm reported during last 5 years.

(d) Number of Fratricide cases reported during last 5 years.

4.5 **Demographic Variables (Obtained with the data):-**

(a) Recruitment year

(b) Age

(c) Diagnosis made by respective force doctors

(d) Category level given by respective force doctors

4.6 **Interpretation of Results**

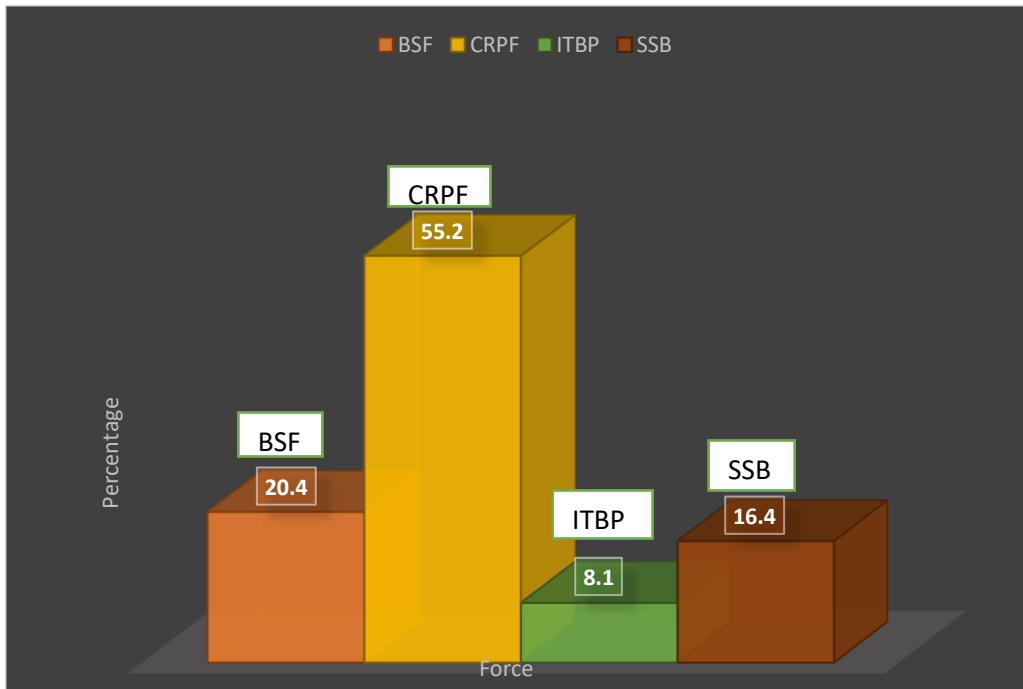
Attempts were made to analyse the data by various methods. Finally, it was seen that in some cases the data might have some repetitions as such analysis has been undertaken in respect of 2019. Based on this some basic analysis has been done to assess the extent of psychological disorders in the forces. The analysis has been done on the data provided by the respective forces and has not been correlated with the strength of the force. These are reflected subsequently.

Table 1: Participant's description of the total sample.

Force	Frequency	Percent
BSF	149	20.4
CRPF	404	55.2
ITBP	59	08.1
SSB	120	16.4
Total	732	100.0

In this analysis, the total sample size was N=732 out of which 149 that is 20.4 % from BSF, 404 that is 55.2 % from CRPF, 59 that is 8.1% from ITBP, 120 that is 16.4% from SSB.

- Nil for CISF & NSG for 2019.



Graphical Representation of Sample Size

Table 2: Prominent psychological disorders present in different forces

Disorder	Frequency	Percent
ADS	287	39.2
Anxiety	69	9.4
BPAD	51	7.0
Depression	107	14.6
Psychosis	58	7.9
OCD	9	1.2
Misc	94	12.8
Schizophrenia	57	7.8
Total	732	100.0

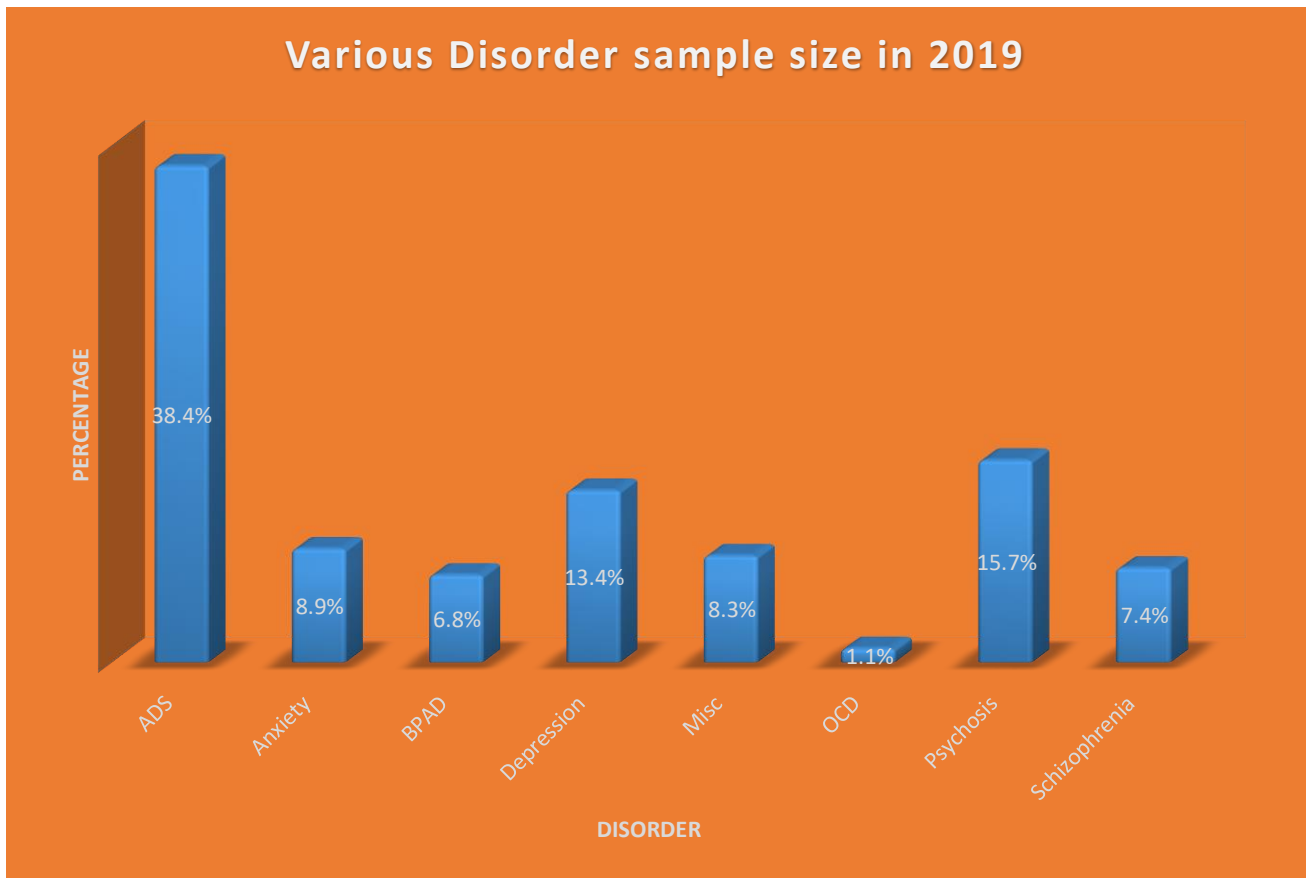
ADS – Alcohol dependence syndrome

BPAD - Bipolar affective disorder

OCD - Obsessive-compulsive disorder

Table 2 indicates the Prevalence rate of various psychological disorders among samples: Alcohol contributed 39.2%, anxiety disorder contributed 9.4%,

Bipolar Disorder contributed to 7%, Depression contributed to 14.6%, Psychosis contributed to 7.9%, obsessive-compulsive disorder contributed to 1.2%, Miscellaneous contributed to 12.8% and Schizophrenia contributed to 7.8%



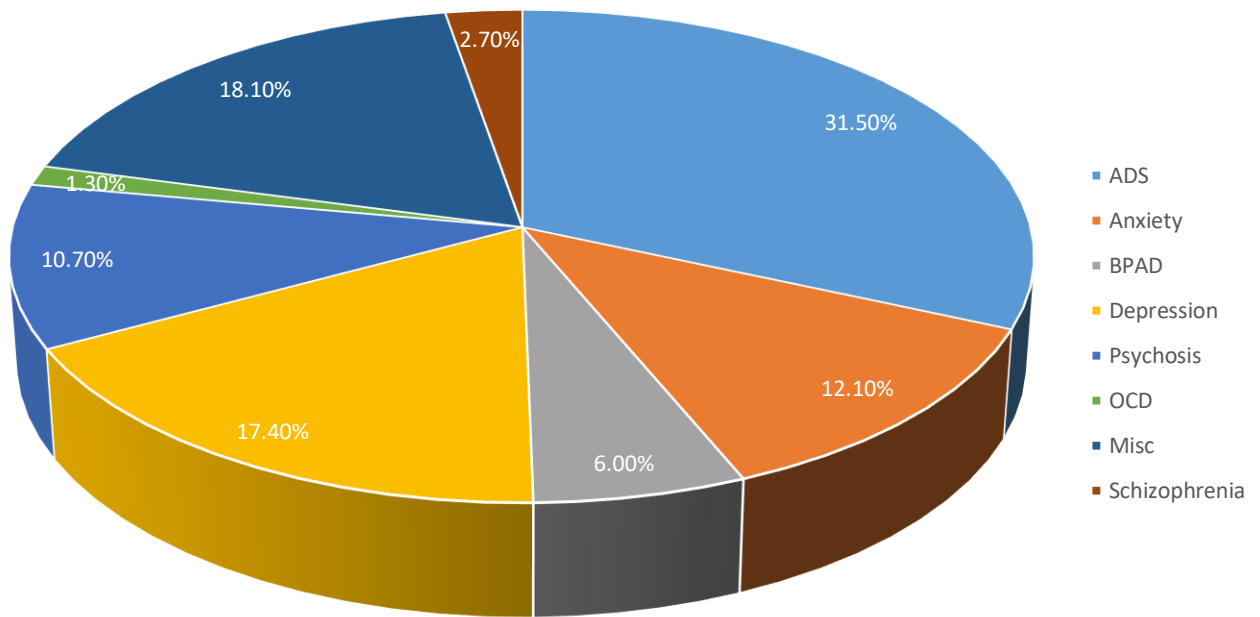
Graphical Representation of various disorders.

Table 3: Prevalence of psychological disorders among different forces

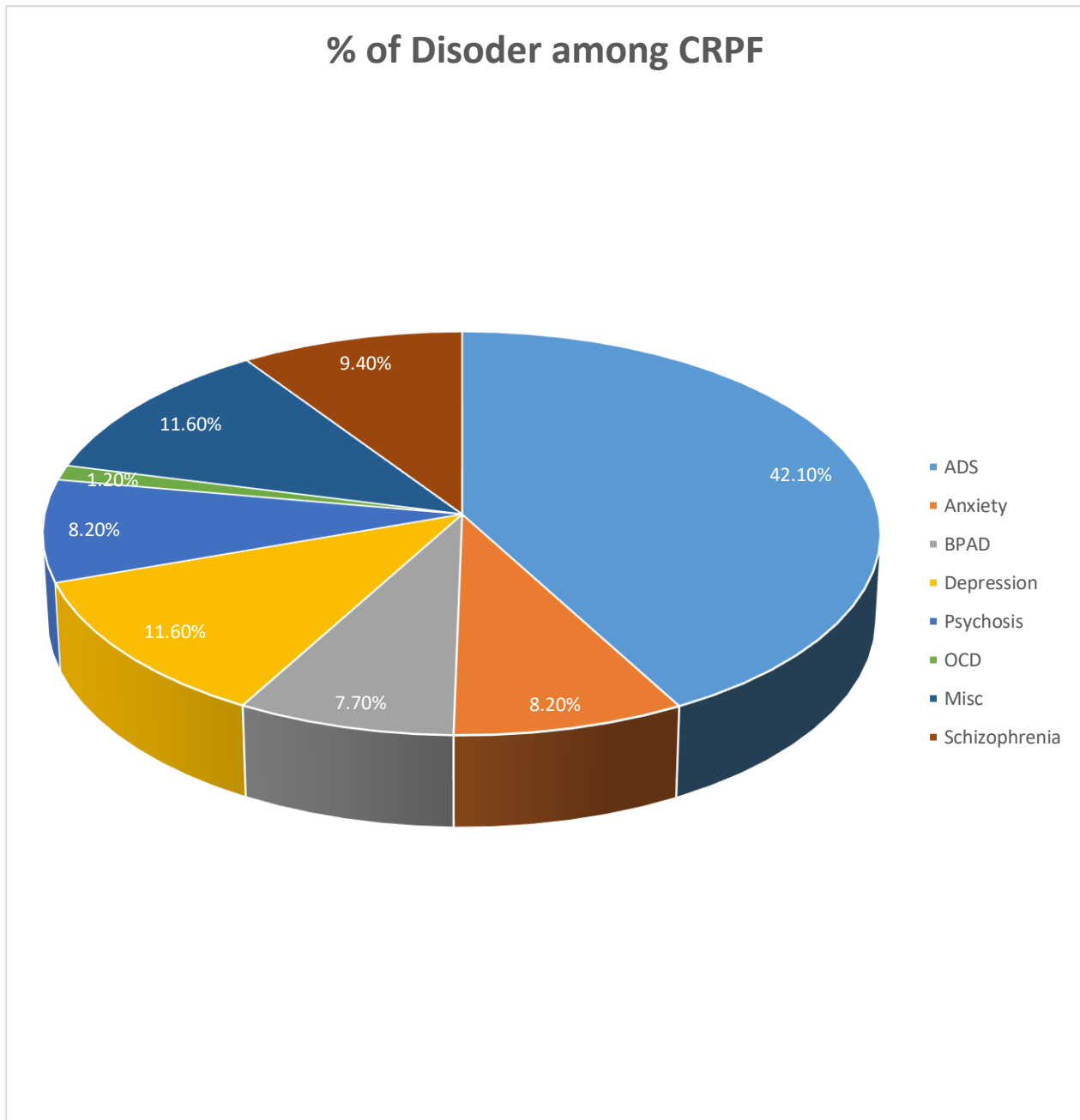
Disorder	Force							
	BSF		CRPF		ITBP		SSB	
	f	%	f	%	f	%	f	%
ADS	47	31.5%	170	42.1%	19	32.2%	51	42.5%
Anxiety	18	12.1%	33	8.2%	10	16.9%	8	6.7%
BPAD	9	6.0%	31	7.7%	4	6.8%	7	5.8%
Depression	26	17.4%	47	11.6%	13	22.0%	21	17.5%
Psychosis	16	10.7%	33	8.2%	0	0.0%	9	7.5%
OCD	2	1.3%	5	1.2%	2	3.4%	0	0.0%
Misc	27	18.1%	47	11.6%	4	6.8%	16	13.3%
Schizophrenia	4	2.7%	38	9.4%	7	11.9%	8	6.7%

Table 3 indicates that prevalence of different types of psychological disorders among different forces.

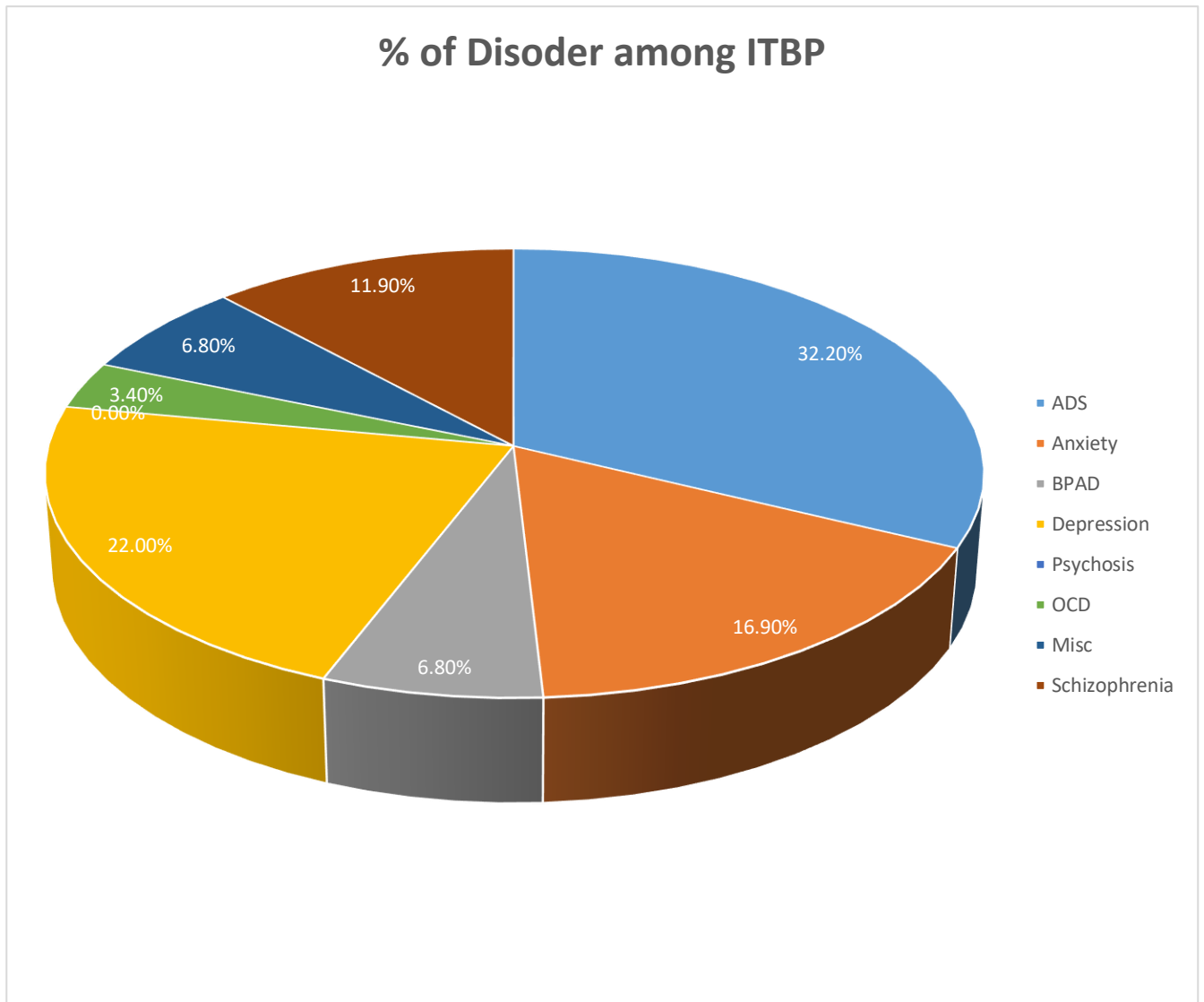
% of Disorder among BSF



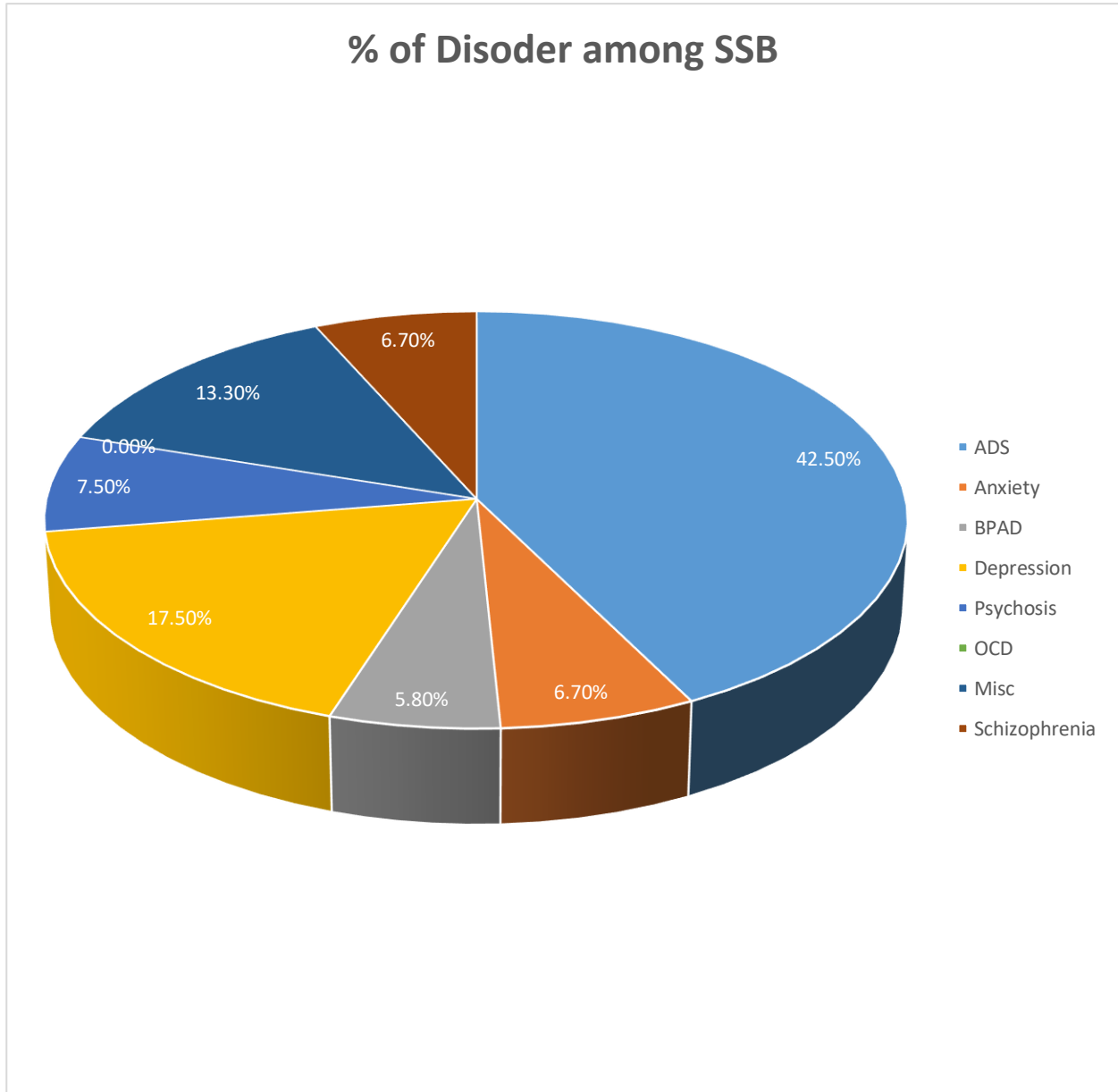
Common Disorders among CRPF

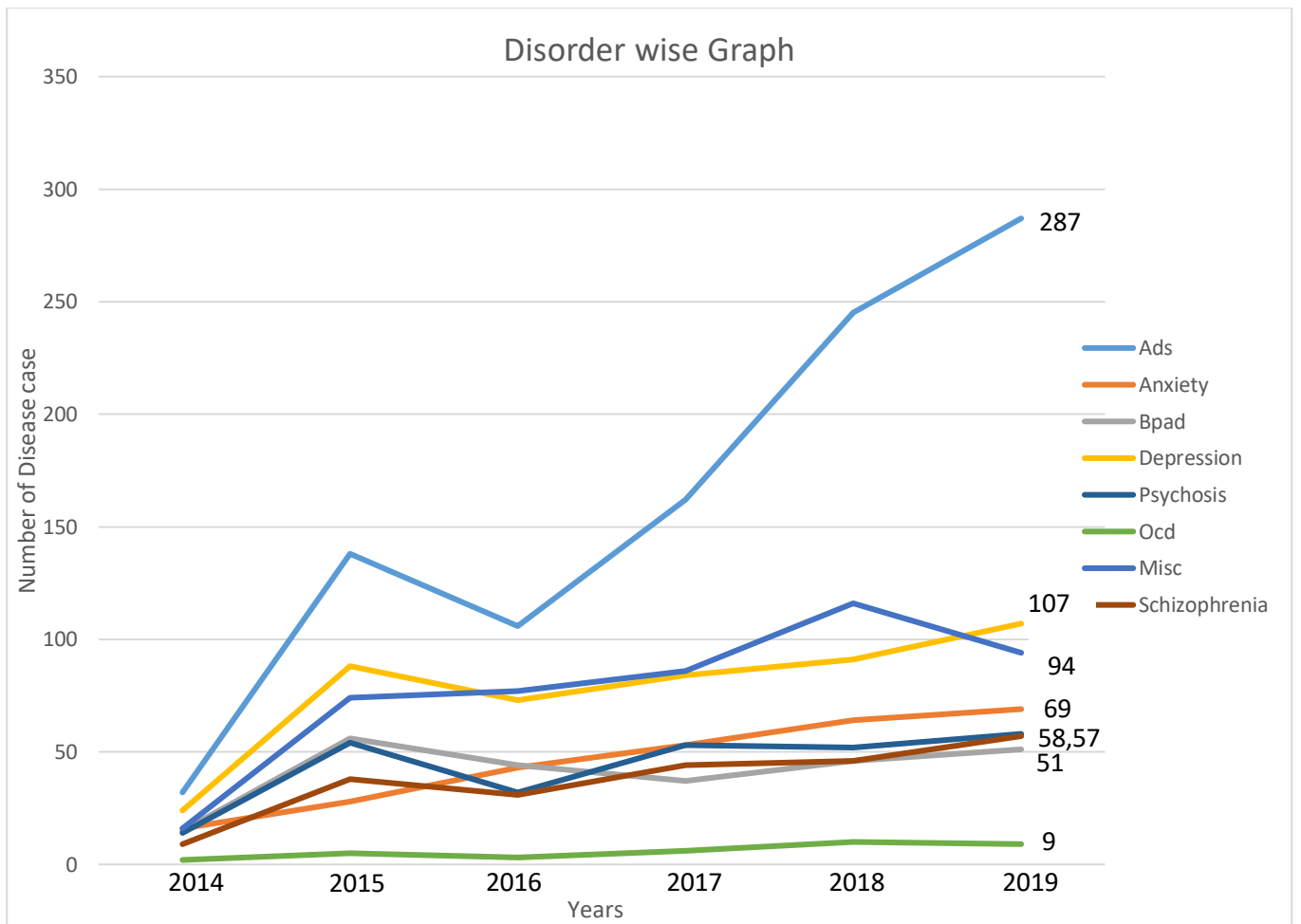


Common Disorder among ITBP

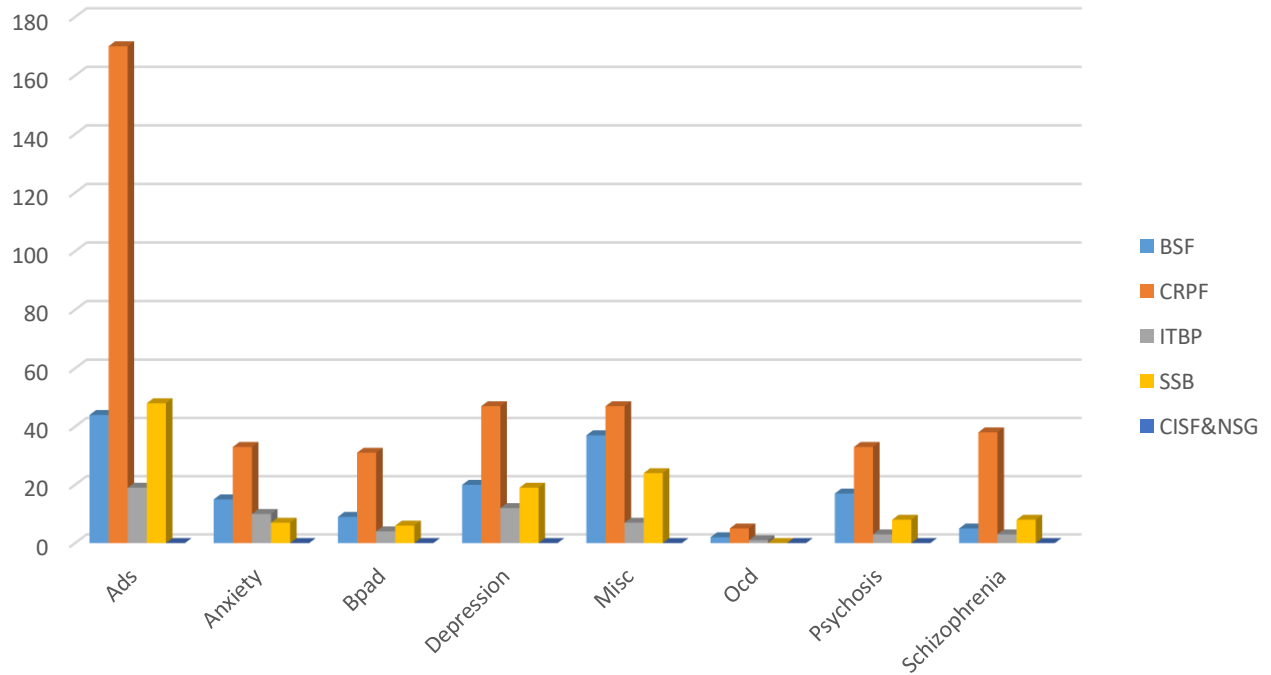


Common Disorders among SSB

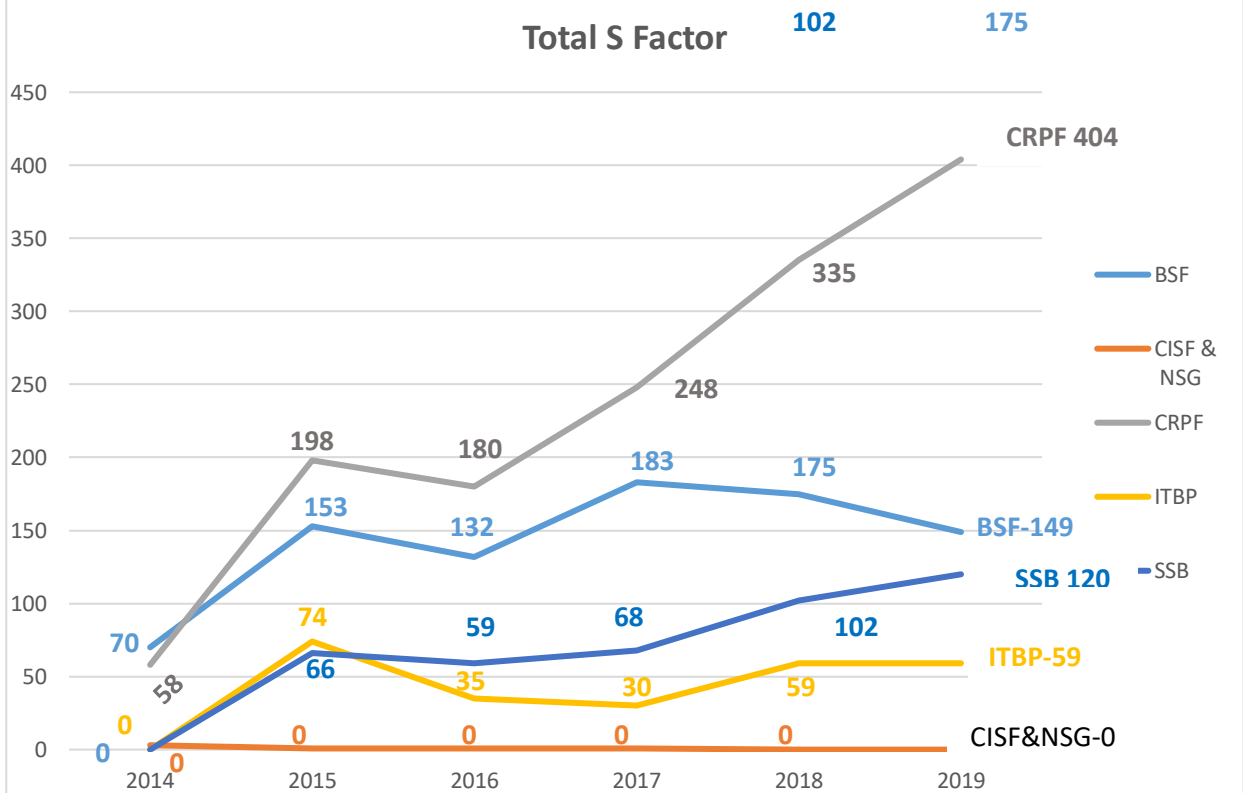


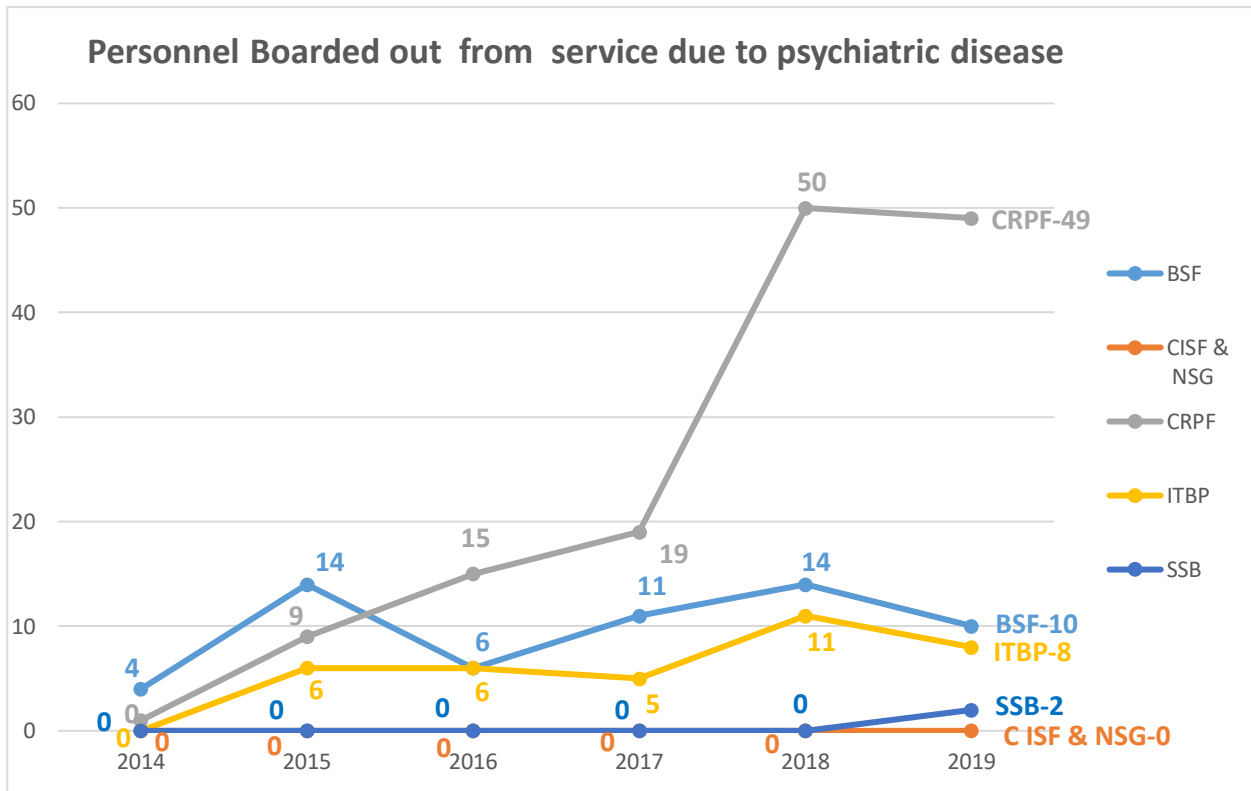


Disorder wise Chart Disorders -2019



Total S Factor





4.7 Alcohol Abuse

Relative to other substance use, heavy drinking appears to be a persistent problem in the police forces. It is also a perception that alcohol is a part of the culture of police forces, which still persists. Management of alcohol abuse is an immediate requirement and steps are required to mitigate the negative consequences of alcohol abuse.

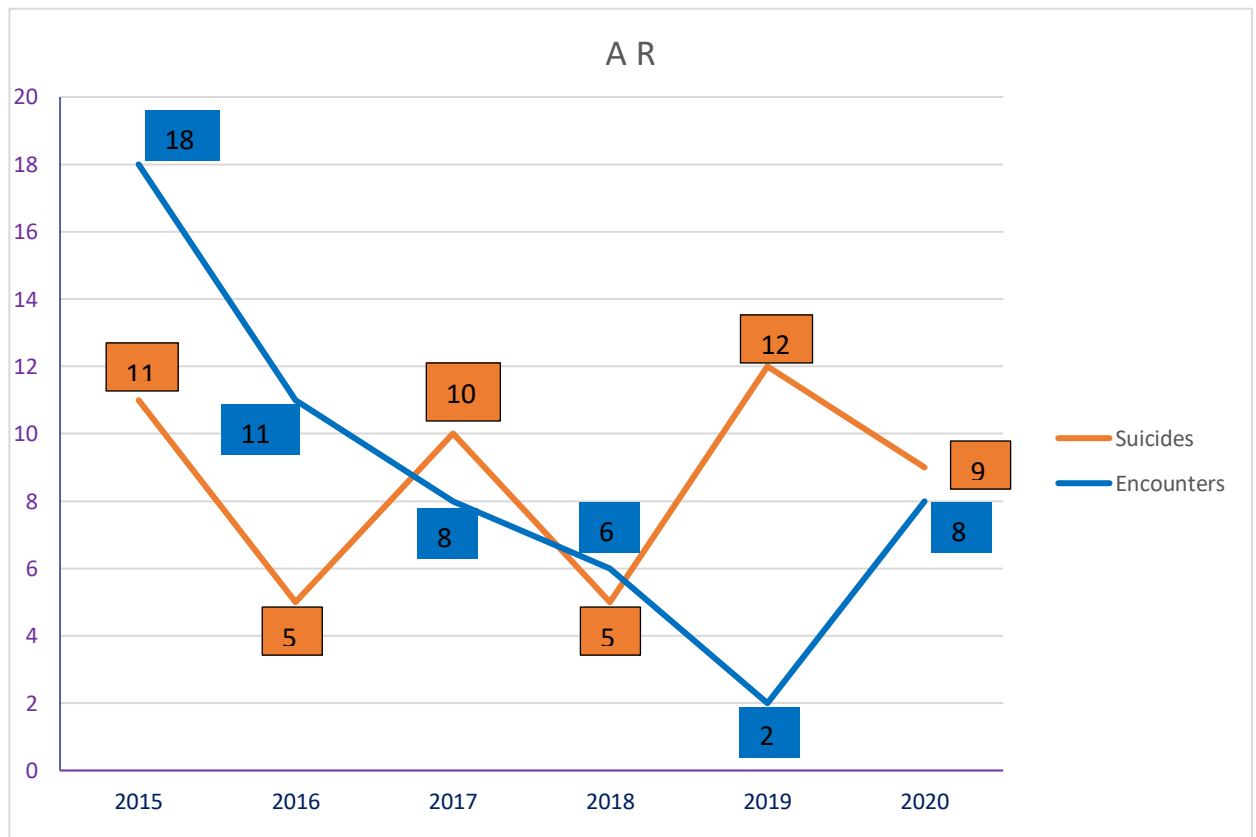
4.8 Suicides:-

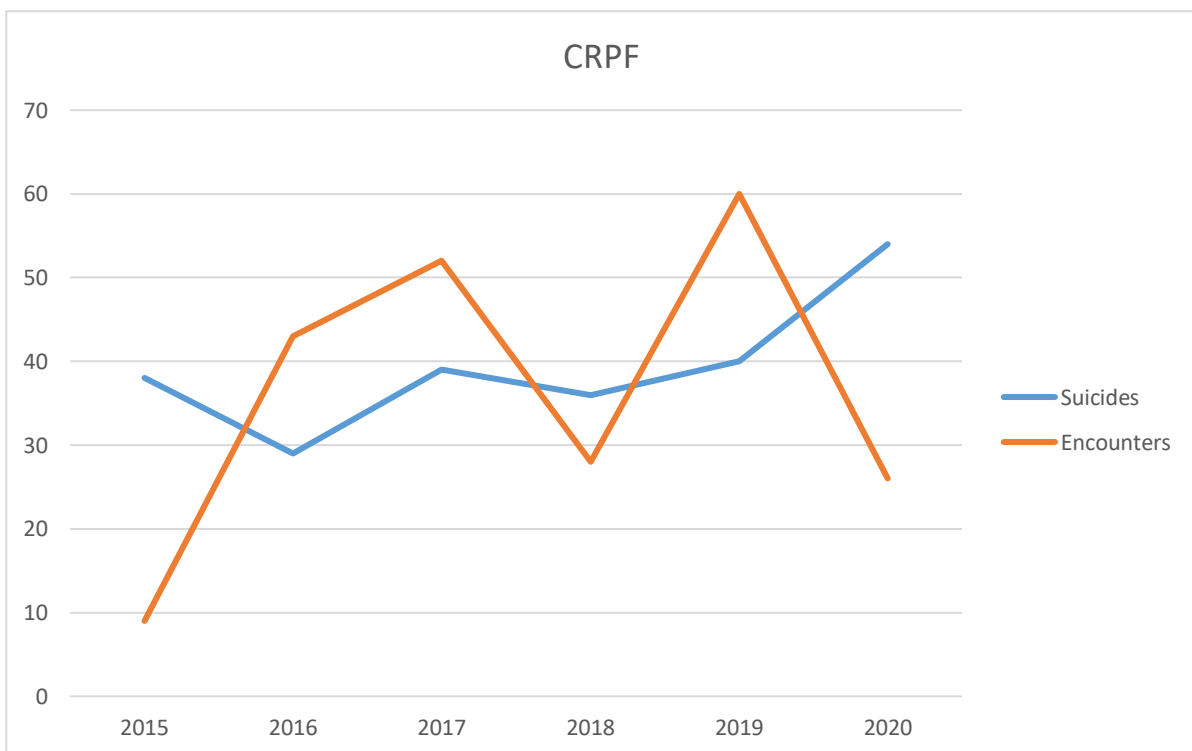
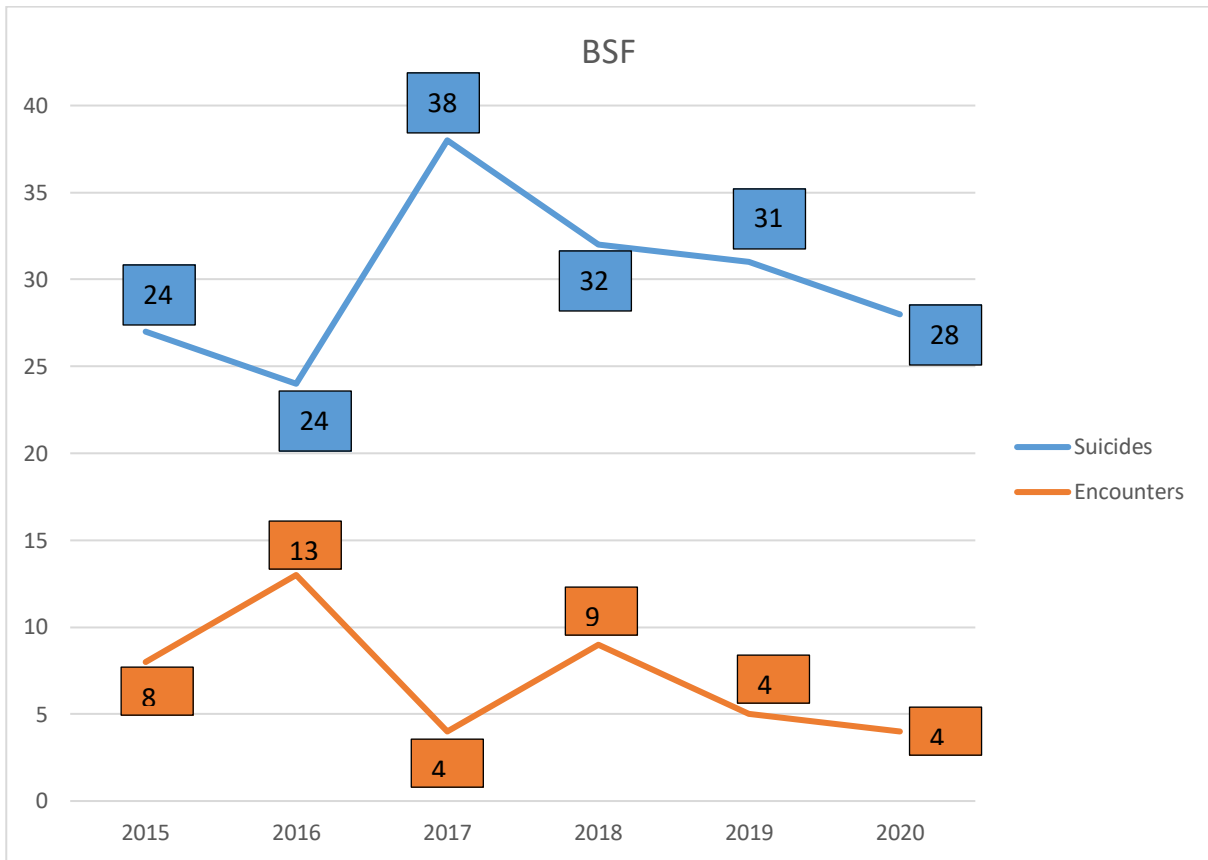
In response to a Rajya Sabha Question the Government presented the following information regarding the number of deaths in CAPFs for the period 2015-2020 (along with some specific causes). The figures reveal the number of suicides in the forces. Importantly, they reveal that all forces are losing substantial personnel to suicides and often more than the number of personnel lost in encounters.

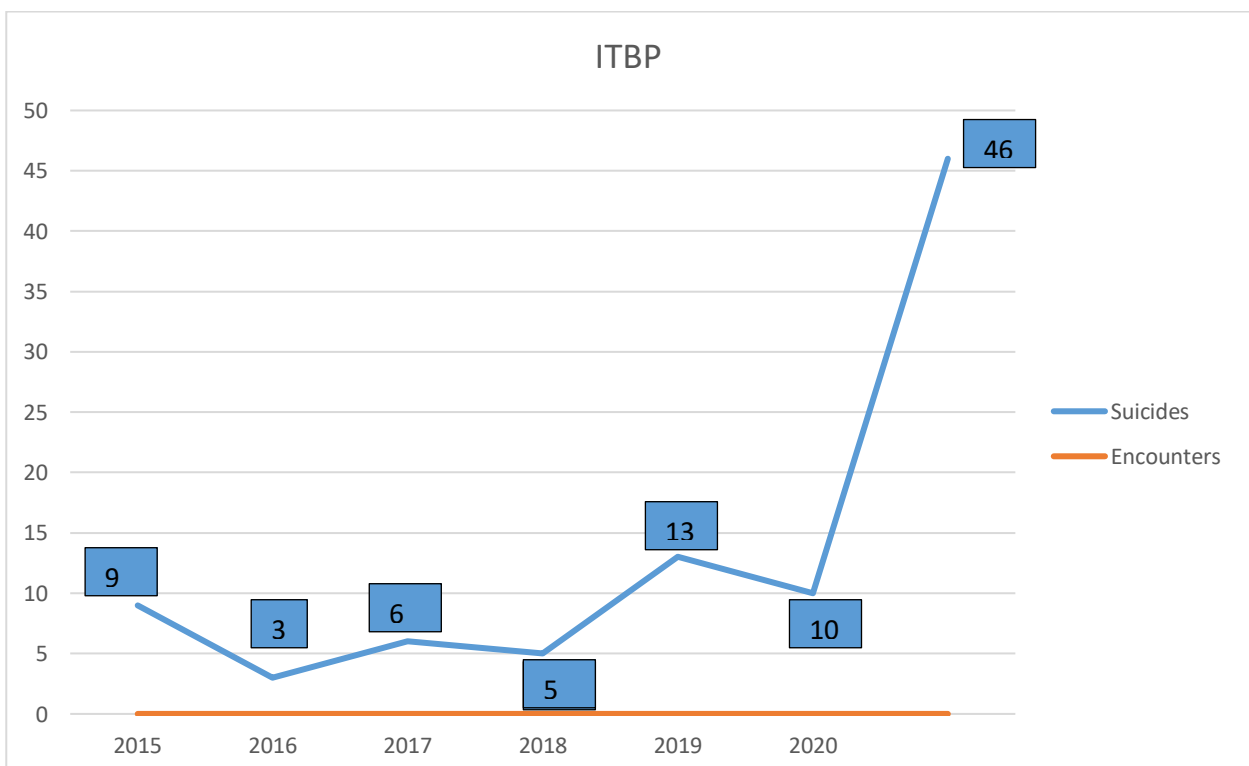
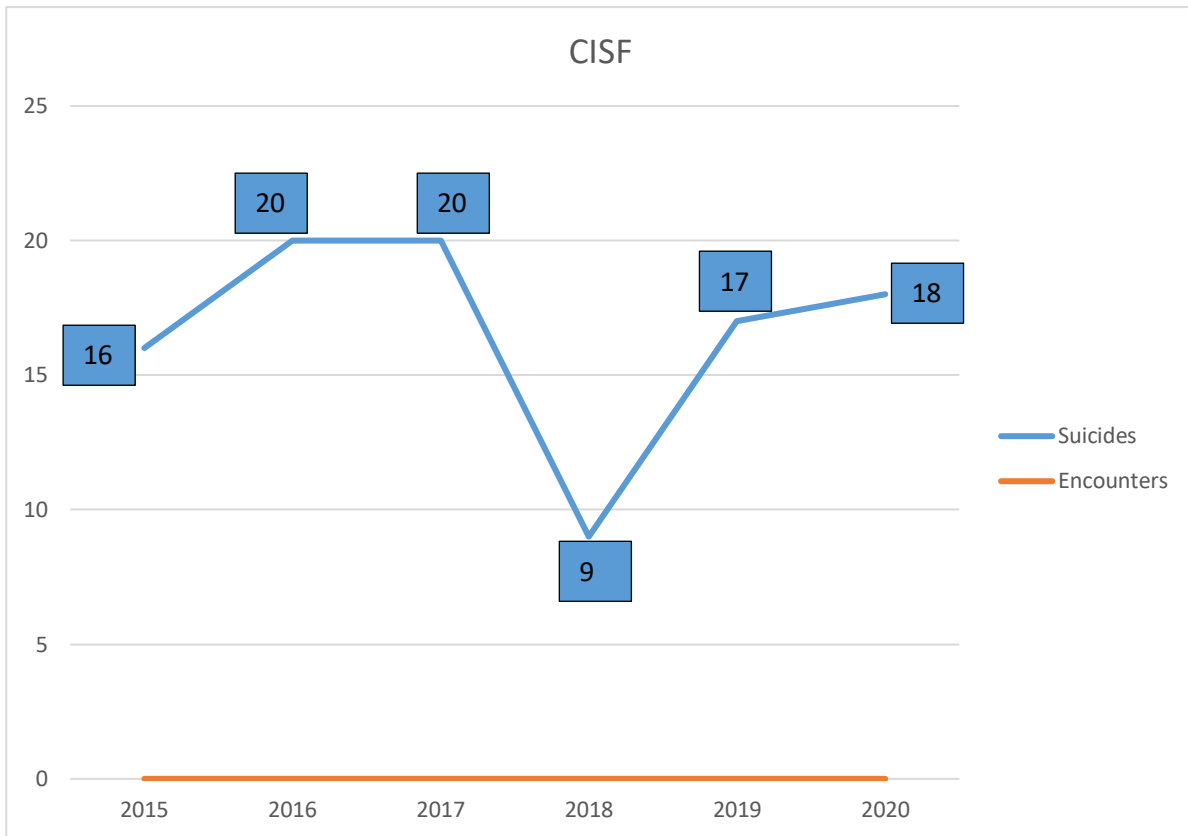
Force wise and year wise details of deaths, Suicides, accidents and encounters (R.S.US.Q.NO.1792 FOR 04.08.2021)

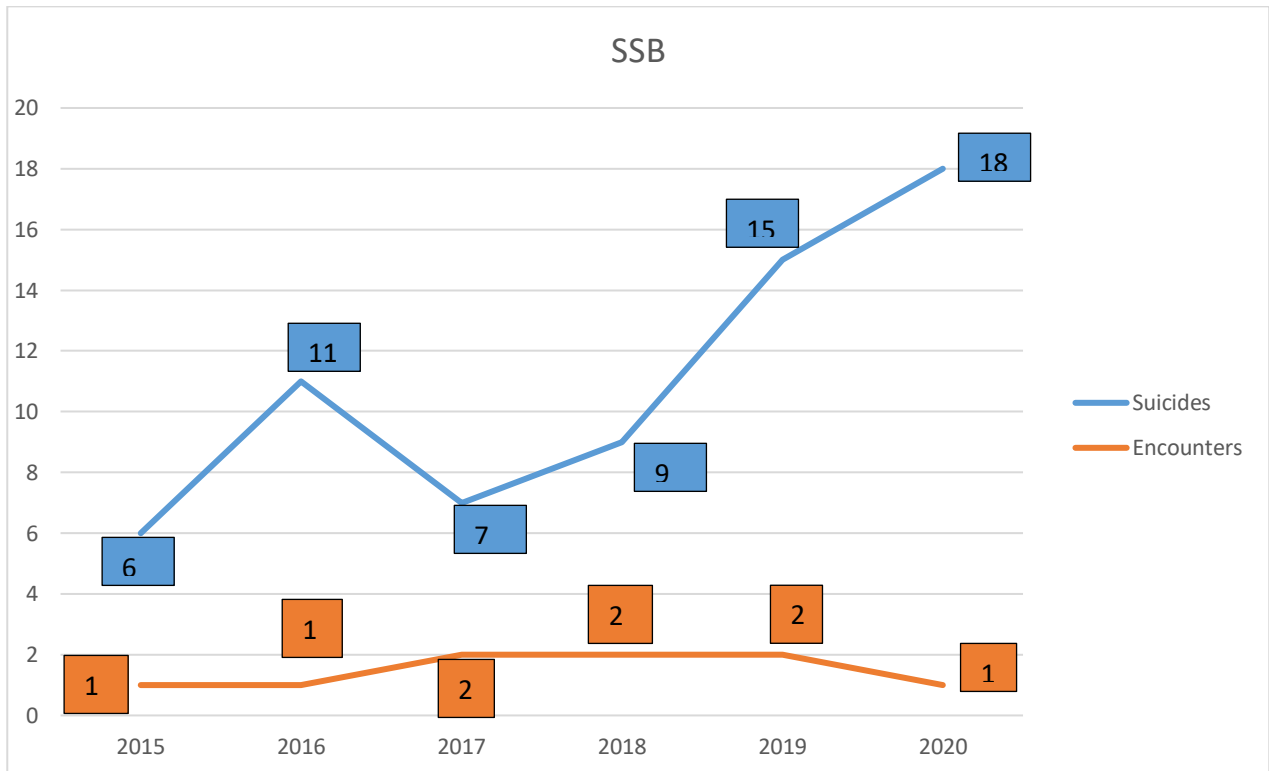
Name of force	Year	Details of deaths	Suicides	Accidents	Encounters
AR	2015	155	11	23	18
	2016	125	05	20	11
	2017	128	10	26	08
	2018	119	05	13	06
	2019	133	12	12	02
	2020	125	09	10	08
	Total	785	52	104	53
BSF	2015	441	27	112	08
	2016	457	24	107	13
	2017	416	38	84	04
	2018	381	32	61	09
	2019	397	31	103	05
	2020	517	28	76	04
	Total	2609	180	543	43
CRPF	2015	365	38	88	09
	2016	415	29	145	43
	2017	448	39	145	52
	2018	325	36	101	28
	2019	326	40	125	60
	2020	450	54	34	26
	Total	2329	236	638	218
CISF	2015	204	16	34	00
	2016	230	20	40	00
	2017	259	20	48	00
	2018	175	09	24	00
	2019	237	17	38	00
	2020	286	18	28	00
	Total	1391	100	212	00
ITBP	2015	122	09	26	00

SSB	2016	115	03	22	00
	2017	128	06	23	00
	2018	126	05	31	00
	2019	161	13	28	00
	2020	150	10	18	00
	Total	802	46	148	00
	2015	60	06	16	01
	2016	81	11	25	01
	2017	83	07	27	02
	2018	78	09	20	02
	2019	72	15	14	02
	2020	86	18	17	01
	Total	460	66	119	09









4.9 **Fratricides:-**

Further, Fratricide incidents in CAPFs for the period 2019 to June 2021 showed the following figures. (Extracted from L.S.US.Q.NO.3843 FOR 21.12.2021)

LS.US.Q.No.3843 FOR 21.12.2021

State-wise details of fratricide incidents in CAPFs during last 3 years

FORCE	STATE	YEARS		
		2019	2020	2021
AR	ASSAM	-	-	01
	MANIPUR	-	-	01
BSF	J&K	01	01	-
	RAJASTHAN	01	01	-
	TRIPURA	01	-	01
	WEST BENGAL	01	01	-
	CHHATTISGARH	01	-	-
CISF	J&K	-	01	-
CRPF	ASSAM	-	01	02
	CHHATTISGARH	-	-	02
	J&K	02	01	-
	JHARKHAND	01	-	-
	NEW DELHI	-	01	01
ITBP	CHATTISGARH	01	-	-
SSB	J&K	-	01	-

5.0 **Conclusion:-**

5.1 The present study was different and unique in nature from previous ones because it captures and presents the prevalence of various types of psychological disorders in Central Armed Police Forces and tries to draw conclusions from the same in the light of studies in this regard.

5.2 While psychometric evaluation at the recruitment stage is obviously going to be an extremely important tool in ensuring that the mental health issues faced by Police personnel are brought down, it cannot be the sole method of reducing the prevalence of mental stress in these organizations. If we take the CAPFs, a Comprehensive strategy of reducing stress and reducing the loss of personnel to various mental health issues, suicides, fratricides etc. will require interventions at the workplace as well as a re-assessment of the daily regimentation in all these organizations. Better sensitization, of the cutting-edge leadership in these organizations to mental health issues, would also be essential, because as we are well aware more than 90% of the strength of these organizations is deployed in Platoon and Company Level formations in the field, led by young leaders in very high-stress environments. What kind of interventions can be made at that level for reducing stress levels and improving mental health levels can be assessed. The role of nutrition will also have to be looked at very carefully in assessing how nutrition or food intake of the personnel in the field aids to health, but those are areas outside the scope of this particular study, in this study, we have drawn examples both from the professional literature as well as from the

professional practices of various private or public sector organizations from around the world to show that psychometric evaluation at the recruitment stage is an idea, whose time has come. India's Police Organizations simply cannot afford to ignore the prevalence of physical and mental stress in their organizations and the immense toll it is taking not just on the brave and dedicated personnel, who have been serving these organizations, but also on their families and on the organizations themselves and ultimately to the cause of India's internal security.

5.3 In India, the Armed Forces have been using some system of psychometric evaluation for entry to their officer cadre for a while now as part of their extensive process through the Services Selection Board. However, in the Police Organizations, both at the Central and State levels (since the police leadership is either recruited by the Union Public Service Commission or by the respective Public Service Commission of the States) so far the only kind of personality evaluation that is done in the recruitment process is by way of interview. While an interview can assess some very basic interpersonal skills of communication, it still remains an unsatisfactory method for assessing the deeper psychological profile of the candidates. Specifically, how they would work in a team of diverse individuals and secondly how their personality would react to prolonged exposure to high-stress environments which is increasingly becoming a requirement for police personnel at all levels of responsibilities. In the course of this study, we have looked at the available literature about the stress in Police forces' use of psychometric testing both in India and abroad and we have also collected data from various police

organizations (Central forces) regarding the prevalence of primary Psychological disorders. With this data, we can clearly discern the high cost, both human and economic, of stress, in these organizations. In just four organizations with a total strength of about 7 lakhs, there are almost 800 personnel who are subject to psychological stress. Similarly, if we look at the data for a low medical category of physical kind that data again suggests that the mental health to physical health LMC ratio is many multiples. So we can see that added together this level of stress and its impact causes unacceptable costs for these organizations and society at large. So, it is imperative that at least all these organizations go in for well-thought-out interventions at all levels to reduce this incidence of stress, as reducing occupational stress is also an extremely desirable goal. However, because this stress is largely created by factors external to Police organizations over which, they have very little control it is all the more essential that at the recruitment stage, they are able to screen individuals and induct only those individuals who are proven through such testing to be more adaptable or more resilient to occupational stress.

5.4 Screening tests could be designed in ways which are suitable for the Indian population and are comprehensive but not cumbersome. Some of the issues that could be considered while designing the test are that a stringent test would reduce intake but a very lenient test might allow non-suitable persons to join the forces. It should be conducted in strict confidence so that no individual is later ostracised. At the same time, the benefits associated with such screening are that it facilitates the selection of suitable individuals and also facilitates early detection to enable

timely intervention and minimize treatment costs. Best-suited personnel would be able to perform duties better.

5.5 On the basis of the present study it can be concluded that a large number of Police personnel are suffering from different types of psychiatric illnesses. Therefore, It is important to develop some timely interventions to control the mental health consequences of trauma that cause persistent distress. It also become very pertinent to invent methods that can easily diagnose and treat psychiatric cases. Recent studies have indicated that police personnel suffer from various kinds of mental health problems and therefore better and more accessible mental health services must be available for them. Interventions which are evidence-based are required in diverse settings.

5.6 Triangulation of data analysis was done and it was stated by each expert that there is a dearth of Psychometric evaluation in Police forces.

5.7 Thus, experts unanimously suggested that Psychometric Evaluation in Police Forces is the need of the hour. Consequently, psychological problems/disorders can be tackled and intervention programs can be designed and implemented for the primary stakeholders.

6.0 **Implementation strategy**

6.1 **Roadmap for Police Forces:-**

- (a) To create awareness about psychological problems and their impact on mental and physical health.
- (b) To design group interventions to help the police forces to cope up with daily stressors.
- (c) To impart training to the selected police officers to identify the personnel who are prone to mental health issues.
- (d) To train the selected police officers to impart life skills coaching for physical, mental and spiritual growth.
- (e) To move to a system for introducing psychometric testing at the recruitment stage.

6.2 **Recommendations/ Way Ahead:-**

6.2.1 As substantiated in previous paragraphs, the process of psychological Evaluation is fast becoming an important tool for exploring and selecting the best human resources world over, befitting the requisite Job roles. Due to its wide applicability, it can also become an important constituent of the recruitment process in the Indian Police Forces.

6.2.2 Generally, some or all of the below-mentioned stages are applied for recruitment/selection in CAPFs and State Police Forces.

- a) Calling applications.
- b) Scrutiny of applications for eligibility.
- c) Written test.
- d) Physical Efficiency Test/ Physical Standard Tests
- e) Interviews (Recruitment of GOs)
- f) Medical Examination
- g) Publication of Merit List and Issue of Appointment Orders.

6.2.3 Police Forces (State as well as CAPFs) have to execute their arduous responsibility facing diverse day-to-day challenges in the trying circumstances. Therefore, long working hours, higher accountability, difficult working environment, reduced time for families, night duties, difficult living and working conditions, and sluggish career progression lead to lower levels of Job satisfaction which impacts the mental as well as physical health of an individual negatively. The Police Force Job requires a high level of physical fitness, mental strength and the ability to work in a variety of stressful conditions. This needs a minimum required level of aptitude and capabilities as per job requirements.

6.2.4 Many such stressful situations have brought negative fallouts such as suicides and fratricides leading to disrepute to the Police Forces. Publication and broadcast of such incidents through print or social media negatively impact the image of the Police Forces in the public mind. This also impacts heavily on the morale and motivation of men and officers of the Forces.



6.2.5 The above-mentioned situation and



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analysis have brought out the need for examination of the introduction of psychometric evaluation at the time of recruitment in Police Forces. Such psychometric evaluation methods may be in addition to the current recruitment process regime, to augment and strengthen it.

6.2.6 As the sanctioned strength of the Police Forces is more than three and a half million, there is a need to take into account the huge intake/recruitment numbers on an annual basis. Police organizations have various levels/ranks, generally ranging from Constable to Gazetted Officer, where the recruitment age is between 18-30 years for different levels. Superannuation/retirement age ranges from 58 to 60 years.

6.2.7 Therefore, the study group proposes the following steps for the implementation of psychometric evaluation at the recruitment stage in the **CAPFs & Police Forces**.

(a) There is an inescapable need to examine the introduction of psychometric evaluation in the recruitment of Police Forces. The evaluation method/ tests should be balanced, objective, widely applicable and non-discriminatory in nature. They should be suited for the specific job roles of the Police Force personnel.

(b) Based on the Job roles, a specific psychometric evaluation structure may be evolved and introduced at the recruitment stage.

Two major subdivisions can be as under:-

- i) Psychometric Evaluation for Recruitment in CAPFs.
- ii) Psychometric Evaluation for Recruitment State Police Forces.

(c) The design of Tests should include appropriate factors at each level of entry viz. Constables (other ranks), Sub- Inspectors

and Officers (GOs). There is a need to devise psychometric tests for various ranks and trade personnel keeping in view their educational/ technical background and Job Profile in Police Forces.

(d) The task of designing the evaluation test methodology may be assigned to experts in this field from a reputed Institute/ DIPR/ University. Police Officers having sufficient exposure and experience in the field may be associated to finalize the test regime.

(e) During the course of the study, it has been seen that Forces are maintaining different aspects of this data in different divisions. A uniform system for identification of such personnel in all Forces is desirable and data related to all such cases and incidents should be compiled and handled by one office in every Force. Moreover, a system should also be devised to identify all such cases which are related to psychological disorders. In practice, it has been seen that some cases may not be identified.

(f) As the Introduction/ Implementation of this project cannot be expected to be applied in one go, a phase-wise introduction would be a better option as mentioned under:-

- i) Phase-1 (Pilot Project)- Selection of any one Police Force, preferably a CAPF, for introduction/implementation of Pilot Project at different entry levels. The test should be conducted in tandem with the Medical Examination of the candidates or before the publication of the final merit list so that only qualified candidates are listed in the final merit list.

ii) Phase- II. The feedback from the field officers/supervisors of the personnel selected after psychometric tests should be obtained for making suitable amendments in the design and conduct of the psychometric tests.

iii) Phase –III Once the feedback is obtained, adoption of standard and Force specific Psychometric Evaluation Tests at all recruitment levels (Group- 'A', 'B' and 'C') be implemented first for group 'A' and 'B' and thereafter for the largest number of group 'C'. By the end of the last Phase, all such Police Forces which have adopted psychometric evaluation tests in their recruitment process should be able to conduct these tests for all entry levels smoothly and effectively.

7.0 Why CAPFs Considered for Sampling / Pilot Project

7.1 The details of CAPFs have been taken as sample/standard in the report as it was easier to obtain such details being readily available to them. Further, the following important aspects have been considered when taking CAPFs' data as a sample in the report:-

- (a) Officers and under command in CAPFs have comparatively wider exposure to varied service conditions and security scenarios as they get employed in a variety of tasks across the country.
- (b) The training mechanism contains a variety of performance goals and is comparatively better streamlined in the CAPFs.
- (c) CAPFs have physical availability of manpower across the country surpassing any state or regional boundaries making them more relevant in the sampling process.
- (d) The induction/recruitment in CAPFs is all India based having representation of all regions and ethnic groups of the country, thereby making them heterogeneous groups and resultantly more relevant for study.
- (e) CAPFs have their own medical setups which function to cater for their needs. Hence, data sampling as well as obtaining feedback after the implementation of the Pilot project would be easier.

8.0 Listing of Psychological Tests for Indian Police Forces

8.1 Details pertaining to the psychological assessment tests being undertaken by various Indian and foreign organisations at the time of recruitment, have been mentioned under different paras of the report.

8.2 These tests have been invariably undertaken by these organisations to cater for their specific needs based on the specific requirements, and accordingly, several customizations have been made by such organizations to meet their requirements. The details and nomenclature of a variety of tests have been cited in the report based on the contention that these tests are integral parts of the framework of psychological testing before someone is inducted/recruited in that particular organization.

8.3 Now, when psychological testing for recruitment in Police forces is to be finalized, there is a need for comprehensive analyses and customization based on the Qualitative Requirements (QRs) and Recruitment Rules (RRs), and every minute and specific detail in this regard for each and every Police organization needs to be assessed before suggesting/finalizing any such testing.

8.4 Therefore, any such suggestion of specific tests at this stage will not be of any big utility. However, each Force / Organization which decides to undertake the inclusion of the system of psychological testing needs to prepare comprehensive and finer details regarding their requirements which can be framed into the appropriate testing methods. Specialist institutions/agencies such as the Defence Institute of Psychological Research (DIPR) or Universities may be approached by the respective organizations accordingly, once a decision on psychological assessment has been taken.

9.0 **Financial Implications:-**

9.1 Any Force Personnel with compromised psychological capabilities, once recruited, will be a liability to the Force in the long run. There are defined physical and medical parameters for recruitment at all levels in the Police Forces. These are time-tested parameters which have evolved after due consideration of the socio-economic, cultural and geographical aspects of the Indian population as per the Job requirements of the Forces.

9.2 With the changing dynamics in security spheres, multiple roles are being played by the Police Forces and service conditions demand physically robust and mentally tough personnel to be recruited in the Police Forces. It must be understood that Force Personnel mostly function in groups/sections/teams on the ground and it is generally very difficult to identify all those personnel who have lower levels of psychological endurance. They generally degrade the overall performance of the whole team in an intangible manner. Many of these personnel may not be categorized as Low Medical Category and the number of such personnel could be more than the identified ones.

9.3 Therefore, any Force personnel having requisite physical robustness, medical fitness and mental strength would be a big asset to the country and his recruitment/availability in the Police Force would be practically the best utilization of the exchequer, thus, negating any financial implications.

10.0 List of Acronyms

01	CAPF'S	CENTRAL ARMED POLICE FORCE
02	BSF	BORDER SECURITY FORCE
03	CRPF	CENTRAL RESERVE POLICE FORCE
04	ITBP	INDO TIBETAN BORDER POLICE
05	CISF	CENTRAL INDUSTRIAL SECURITY FORCE
06	SSB	SASHASTRA SEEMA BAL
07	NSG	NATIONAL SECURITY GUARDS
08	AR	ASSAM RIFLES
09	S FACTOR	PSYCHOLOGICAL FACTOR
10	LMC	LOW MEDICAL CATEGORY
11	DIPR	DEFENCE INSTITUTE OF PSYCHOLOGICAL RESEARCH
12	MMPI	MINNESOTA MULTIPHASIC PERSONALITY INVENTORY
13	CI	CLINICAL INTERVIEW
14	PHQ	PERSONAL HISTORY QUESTIONNAIRE
15	CPI	CALIFORNIA PSYCHOLOGICAL INVENTORY
16	PFQ	PERSONALITY FACTOR QUESTIONNAIRE
17	IPI	INWARD PERSONALITY INVENTORY
18	MSE	MENTAL STATE EXAM
19	EPQ	EYSENCK PERSONALITY QUESTIONNAIRE
20	OPQ	OCCUPATIONAL PERSONALITY QUESTIONNAIRE
21	TAT	THEMATIC APPERCEPTION TEST
22	DAPT	DRAW-A- PERSON TEST
23	SCT	SENTENCE COMPLETION TEST
24	MBTI	MYERS – BRIGGS TYPE INDICATOR
25	SAT	SENIOR APTITUDE TEST
26	ADS	ALCOHOL DEPENDENCE SYNDROME
27	BPAD	BIPOLAR AFFECTIVE DISORDER
28	OCD	OBSESSIVE COMPULSIVE DISORDER
29	MISC	MISCELLANEOUS