A SURVEY AND ANALYSIS OF POLICE ATTITUDES

An Honors Thesis (ID 499)

by

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Along with the cowboy, the cop has traditionally been the most mythologized character in our nation's culture. Books, plays, movies, and television shows have enlarged a policeman's image far beyond any mortal's capabilities. Fictional cops are shrewd, tough, fair, compassionate; they shoot straighter, faster and with better judgment than anyone else. They retrieve cats from trees, escort runaway children home after buying them a soda, arrest dangerous criminals after minimal investigation in which they miraculously solve a baffling case with no leads. In short, they are the ideal American hero: masculine, stoic, and brave. They become symbols of the values we cherish: justice, freedom and authority. Police have, by and large, brilliant images.

The only trouble with such hero worship is that people actually believe it. Of course, no one, even the best cops, lives up to that superhero image. People often cannot recognize these monstrously inflated images, and they come down hard on the average police officer for failing to live up to these standards. In a sense it is just as well that the public is ignorant of the incredible complexity of police work; maybe it is after all good that they maintain a herculean view of the law, so that they will respect it.

That complexity leads cops to a life of acute pressure and high expectations. Internal pressures frequently take their toll: police have among the highest divorce, alcoholism and suicide rates of all of America's professions. And then there is the external
pressure of knowing that police have the highest mortality rate for any profession in the United States, approached only by firemen. The average citizen, whose closest brush with his own mortality may be in a car accident, cannot begin to comprehend this type of pressure. Other pressures are also great. When a citizen encounters a policeman, it is quite often in a stressful situation. If the citizen is a victim, he demands instant aid of the policeman. Failure to get it is often inevitable; police work is an agonizingly slow process. So, cops live with the burden of frequently letting an image-fooled public down.

Since police officers are human, this pressure and these constantly outrageous expectations must surely affect his or her outlook about police work, family, and him or herself. That is the purpose behind this study: to prove that a police officer's personality, family, and job performance and perceptions are significantly affected by the very nature of being an officer of the law.

Since a policeman's family is often a victim of the problems associated with police work, it is likely that police officers feel their work has constant and unrelenting pressure on their family. Marriages, fragile in the best of times, are often drastically altered by the officer's job. Children are inculcated with certain values and views because their father or mother is a cop.

Equally affected, if not more so, is the personal perception an officer formulates of his job. This perception extends to his feelings about such topics as unionization, pay, promotion, and politics. If police work affects these and other aspects of an
officer's life, these affects should be evident.

Only recently has research begun to delve into the realities of being a cop. Surely this research will help link job to personality and civilian life. That is the purpose and intention of this study.
THE SURVEY

The first step in deriving any type of survey is to determine the areas which are to be studied. The investigation of the police mentality is a very broad and fascinating field. Virtually all facets have been studied by a variety of authors. After careful deliberation, we narrowed it down to six areas: Unionism, Family, Job, Relatives, Authority and Support.

Unionism is a topic that is receiving a great deal of attention from the public. For the last eight legislative sessions, the idea of collective bargaining for public employees has arisen. Each year legislators were not willing to give all public employees the right to bargain collectively. In the beginning each public employee interest group supported the concept for all. Soon after each defeat each group blamed the other groups for the bill's demise. Now the legislature decides on separate bargaining bills. The police are within a hair's breadth of obtaining their goal. One or two moderate sessions and the idea will become law.

Our concept at unionism dealt with the officer's concept of himself as a union man, the ability of the organization to negotiate with the city, and the willingness of police authorities in recognizing the group.

Family was the name given to a major topic in this study. We wanted to study the effect or perceived effect of police work not only on marriage, but also on relationships with children.

Divorce rates for policemen are well above the national average. The stress involved in the job accounts for most of the problems.
A typical policeman faces the worst of society every day. In trying to protect his wife and children, the police officer will not tell them what may have happened. This starts the communication breakdown; the spouse, already worrying about the safety of the officer, starts to feel neglected and left out. Tensions mount and finally the marriage ends up in divorce court.

We wanted to measure the officer's perception of how his spouse feels about the job, and how he feels about the job. We went a step further to try and view how a police officer might see police work regarding marriage and how well he communicates at home.

How a policeman perceives his job is probably one of the most important parts of the police psyche. Various perceptions yield various results. When a police officer views himself as the last bastion against chaos, then he tends to be aggressive in dealing with the public. A police officer with a different attitude, one who enforces the laws of the state, might be a little more passive or friendly toward the public. If a policeman is unhappy with his work, then his performance will suffer, the same as any other worker. A policeman is different from others because his job is public. He is seen by many people in all types of situations. His feels are open to all and a dislike of the profession will soon surface.

We wanted to try and see how a Muncie policeman views himself and his job. A healthy attitude will theoretically make a better officer. We defined the job aspect as a positive feeling for police work. We questioned whether they thought of themselves as professionals,
whether they would choose police work again and whether they would want their sons/daughters to become officers. Then we measured job satisfaction through the police officers' own opinion and their view on financial rewards. Often remuneration will be the single reason an officer is dissatisfied with his job. Finally we wanted to know how the officer looked at the situations that might influence promotion and work schedules. Thus, our definition of "Job" would be how officers view their chosen profession.

The influence of relatives can add to the experience of growing up. Frequent contact of the extended family is common among the residents of Muncie. Personal experience has shown that many of the residents have frequent dealings with their relatives. The frequency of contact can be helpful to an officer. This contact may show a potential officer the multitude of careers available. The decision of someone choosing police work would then be more of a unilateral and complete decision. This will lead to a more positive view of the job. On another level, the potential police officer is exposed to many more types of personalities. A police officer gets "the feel of the community". He becomes aware of the needs of a particular area if he grew up in that area. The perception an officer has of the area might influence the feeling he holds for the public.

We defined the topic "Relatives" as the proximity of the respondents' parents, the perceived influence of their extended family, and the importance the officer attaches to the family. The importance of the officer's family lends itself to the evidence of a police
Measuring the authoritarianism of police officers is an especially interesting topic. It is commonly understood that policemen tend to be more conservative and a stricter authority than a control group of the public. The reason offered for this attitude is that a police officer enforces the laws of the state and they transfer this objective to their own feelings.

We defined authoritarian values as a positive response to our questions that tried to measure the officers' views on law and order and their perception of society's respect for authority.

Our final grouping came out of a table the officer was to fill out. This was the "Support" facet of the police views. We wanted to see how the officer felt about others when they viewed his job. We took six groups of people that the officer encounters in his line of work. We asked the officer if he felt judges, local government, state government, the public, politicians and the media were supportive of the police actions. With the recent controversy over use of deadly force in Indianapolis, and other large metropolitan areas, this idea of support becomes particularly important.

Not all of the questions were written to fit in one of the categories. These questions were either personal or background material (education, age, income, years in department, among others) or questions that were used as a check system to make sure the officer was reading all of the question. This method helps to increase the reliability of the study.

The hardest part of any study is to determine what to study.
The next problem is to determine how to study it. The questions must be written to study one topic per question. It must not be open-ended which allows the respondent to infer something else. The question must also be written so that the respondent is not offended or believe it is too personal to reveal. The questions must then be limited in number to maximize return. The larger the return, the more reliable the results. Our results were disappointing; one-fourth of the city policemen responded and about one-fifth of county policemen responded.
FREQUENCIES

As stated above, the questions asked in the survey fit into several categories, which makes analysis of each question's data much easier. The frequency distributions for the questions provide an excellent starting point from which to judge the compounded results.

RELATIVES

The questions in this category were set up to obtain information from the respondents concerning the background they came from. For example, police officers often tend to be sons or daughters of police. Our results show, however, that only five respondents (about 9%) were second-generation police. Related to that, 58% said that no other member of their extended family was a police officer. Policemen also tend to come from families that have a long-standing involvement in the community, and who have lived in the community all of their lives. Almost 50% of the respondents agreed with these statements. In fact, over 50% said their parents still lived within an hour of the respondents' residence, and 65% said relatives of some sort did. Response was divided among the influence the officers felt their families had exerted on them. Forty-six percent disagreed with that idea, while forty-one percent agreed.

The conclusions that these responses help us to draw are clear. A portrait is easily assembled of the average police officer in Muncie. That portrait shows that the officer is a first-generation cop, although it is fairly likely that he had officers in his extended family. He has spent much of, if not all, his life in Muncie. His family still lives in this area, and he is in fairly close proximity to his extended
family, especially because they may have been quite important to his early life.

This portrait relates the idea that policemen are likely to be "hometown boys". That can be seen as either beneficial or detrimental. A police officer is certainly at an advantage in being familiar with his home turf, and with the people who inhabit his city. However, old friendships (and antagonism) may prove to be disadvantageous to an officer in his work, as he struggles to resolve conflicts over personal feelings and professional responsibilities.

**UNION**

Among the most important issues facing police in America today is the question of unionization. Police "job actions" or the "blue flu" have become familiar to anyone who reads a newspaper. Muncie police have hardly benefited from Indiana's refusal to allow collective bargaining for public employees; in fact, their "union" is more of a fraternal organization (and is, in fact, known as the Fraternal Order of Police). The ways in which the officers responded to statements dealing with unionization provide some startling results.

The officers strongly favor collective bargaining for themselves. This is hardly surprising. The fact that almost an equal number of officers find themselves undecided or disagreed with the issue of whether or not they are good union members is quite surprising, however. Thirty-six percent thought they were not good union men, but thirty percent didn't know if they were or not. This leaves only about 22% who either strongly or basically agree with the statement.

The officers were asked to respond to two questions about the
effectiveness of their union. Thirty-six percent were undecided about whether the union was effective in wage agreement negotiation, with an equal number falling on both sides of the issue. About two-thirds of the officers felt the union was effective in negotiating contractual items like promotions and working hours. Finally, a majority of officers disagreed that the promotions within the department were not politically motivated.

It is questionable as to whether a union could be formed in the Muncie police and sheriff's departments today. There is widespread support for collective bargaining, but that support is quite possibly for the idea or slogan, but not the actual practice. As far off as that goal seems, many officers may mouth union-related sentiments about bargaining while not truly being in favor of it. We claim this because the officers themselves do not feel they are active union men now, and seem on the whole, lukewarm toward the idea. The results about the union's effectiveness seem to lean toward general acceptance of the union's abilities and qualities among the officers. The influence of politics in the department is quite pronounced in practice and in the minds of the officers themselves. They recognize that leadership is heavily influenced by the ballot box and possibly sense the alienation from conservatives they would cause all police to suffer if they demanded and won collective bargaining.

Overall, the members of Muncie's police unions hardly seem vociferous in their support for their union. It may well be that they do not consider themselves union men now, under the F. O. P., but it is unlikely, given the unsettled attitudes in the departments,
that more militant unions, like the Policemen's Benevolent Society, or the Teamsters, could successfully organize a Local in Muncie.

AUTHORITARIANISM

Given the enormous discretionary power a policeman has, and given the mindset police tend to fall into, it is not uncommon for them to hold somewhat authoritarian viewpoints about their jobs. A pertinent question is whether or not police carry this over into other interpersonal relationships, such as with their families.

Sixty-four percent of the respondents felt their children had as much or more respect for authority than most kids, and seventy-two percent strongly agreed that children should be taught respect for authority early in life. Two in three believed that society, as a whole, has lost respect for authority, but forty percent basically agreed that respect for authority was the most important belief a person could hold (only about twenty-five percent disagreed).

These statistics show well the regard that these officers have for authority. It would be indeed fascinating to see if the opinions given here correspond to the individuals' opinions before they became cops. Apparently, the respondents felt that while society, as a collective body, didn't value authority as it properly should, they personally clung to the importance of such respect and had endeavored to teach their children, even their young children, to obey and accept authority. It is indeed likely that such feelings about society's lack of respect stem from job experiences and from public vilification of police in the recent past. Police, feeling their own roles quite worthy of the respect due them for their wielding of
inordinate power, resent public attitudes about police and say that the public (society) has lost respect. Not wanting their own children to condemn them, police try to instill respect for authority, and hence, for themselves. (Their anxiety over such a situation may well be reflected in the desire of the many respondents for their children not to be cops.)

JOBS

Most of the police officers in Muncie have always wanted to be cops. In addition, almost 80% either strongly or basically agreed that their career in police work is permanent. Sixty-two percent agreed that if they were choosing a career again, they would choose police-related jobs.

This seems to indicate that the officers are basically satisfied with the broad concept of being a police officer. There was a small but significant minority that didn't want to be a cop originally, and approximately 20% said they wouldn't choose police work again if they were given a new opportunity to choose their careers. There seems to be great support (or resignation) to the idea of job permanence, but, judging from the replies about re-choosing, most of those questioned do not seem to mind the prospect of always being a policeman. It seems the majority who wanted to be policemen got their wish, and are not overly disappointed to what they found.

This broad support for a career of police work is related to some more specific questions about the officers' views of their jobs. One hundred percent agreed to some degree that they were professionals. Police work was judged to be challenging by almost 80% of the respondents,
while only 7% disagreed and felt it was not. It was not seen as financially rewarding; approximately 77% agreed with that statement. Although firemen are often lumped with cops as public employees, policemen seemed to see firemen as receiving more benefits from their jobs. Over one-third didn't know what to think about the relative benefits enjoyed by firemen, but 42% thought firefighters were better treated.

It is indeed positive that police saw themselves as engaged in a challenging and satisfying profession. For years police were often described as men who could not do a more "challenging" job in the private sector, and who were merely blue-suited GIs who performed a para-military function in society. Today, police science is a highly-technical, scholarly subject, and for the first time the police themselves can rightly be considered professionals. Unfortunately, public employees are not overly well paid, which is probably why so many police felt the job to be financially un rewarding. Additionally, police recognize that their fellow public employees, firemen, have made equally impressive job-image gains, and are quite well respected. The reason behind the police attitude of firemen getting better benefits is probably due to lack of knowledge of actual benefits (more cops were undecided on this statement than on any other response) and due to simple envy.

Because police seemed to find police work financially un rewarding, many have second jobs. When asked to respond to two statements, one positive and one negative, police tend to agree that their jobs were police-related jobs, such as security guard or watchman. The very
nature of police work, with its constantly shifting hours, makes many types of jobs impossible to hold. The types of jobs that are available must be fit into a schedule that often varies, and other police-related jobs vary in the necessary way.

Another crucial aspect of any job is the chance of promotion to a better paying, more prestigious job. The Muncie officers demonstrated some interesting attitudes toward promotion. A majority thought the merit system is fair (53%) and superior to any other method of promotion (68.8%). They overwhelmingly agreed that the chain of command in the department was the best type of organization of the force (86%). But, when their personal chances were assessed, they were generally cautious (27% undecided, with about equal distribution of those who agreed and disagreed). The officers felt politics played a heavy role in their jobs, which perhaps explains their caution in assessing promotion. They believed politics, more than good police work, determined promotions (58% agree to some degree), and they slightly favored the idea that politics affect such parts of their jobs as shifts and the area of town they work in. Finally, in two opposing questions to gauge the overall influence of politics on promotion, the majority agreed that politics did indeed play a significant role.

Interestingly, the officers supported the very men whom they felt politics had elevated to their jobs. The chain of command was quite popular, even if the respondents realized it was politically controlled. The police decisively believed in merit as a basis for promotion, but felt politics were ultimately more responsible for
their promotions. Perhaps this explains the reluctance (or lack of
great optimism) of the officers in evaluating their own chances, for
they realize that each new mayoral administration or newly-elected
sheriff will staff the upper offices with his own hand-picked
candidates. This would go a long way to explain why police are
often deeply involved in local elections: they realize that they
have a great personal stake in who is elected to office.

FAMILY

Forty respondents (93%) said that their family was the most
important thing in their life. Very probably most married Americans
would respond in this way, since we are a family-oriented culture.
There are many interesting things to consider about police marriages,
however. The statements in the survey were designed to try to gauge
the affect of police work on the officer's marriage.

Despite the national marriage casualty rate for police marriages
being exceptionally high, Muncie cops seemed to find their marriages
secure. Three of four said they felt they had good relationships
with their spouse, and only 28% felt that police work was detrimental
to their marriage, while 40% felt it was not detrimental. Sixty-six
percent agreed they discussed their job with their spouses, and sixty-
eight percent said they generally had good communication with their
spouses (which was fully ten percent higher than the number who
enjoyed good communication with their children).

Marriage attitudes are difficult to measure because it is often
difficult to get a respondent to admit to marital failures or troubles.
Thus, the results are possibly overly optimistic. On their face, how-
ever, the results show that police tend to have good marriages.

Responses about a spouse's attitudes about police work, however are much more uncertain. Only 35% believed their spouse favored their being a cop, while 38% were undecided. The officers felt their spouse accepted that some police work required the assistance of partners of the opposite sex (70% agreed), and they held that their spouses didn't mind that they carried a gun (50% agreed, but 26% were undecided). A majority admitted, however, (68%) that their spouse worried for their safety on the job.

The large numbers of "undecided" answers to statements about a spouse's attitudes indicate that the communication the cops felt they enjoyed wasn't nearly as good as they claimed. It appears that significant numbers of police meet some type of spousal opposition to their careers, as evidenced by the large numbers of responses indicating they felt their spouse disapproved of or worried about their jobs.

Police suffer crushingly-high divorce rates because of the strains created by the job. The pressure is found on both partners: the police officer must try to communicate reactions to a spouse of highly-complex role in society, and the spouse must try to cope with the gnawing fear of injury or death. There is no evidence here that those signs do not exist in Muncie. The elements that create the strain are there; it is likely they have and will continue to take their toll.

FRIENDSHIP

A phenomenon that police must cope with is the way that their
family, friends, and acquaintances alter their perceptions of the
officer after he or she becomes a police officer. The assumption of
such a complex and often controversial role ignites this alteration
of opinions, as people perceive that the new officer, now cloaked
(in their eyes) in a new, powerful, and somewhat threatening mantle,
is somehow a different person. This is usually quite untrue, but
it nonetheless is responsible for an officer increasingly seeking
solace and friendship with other policemen who share his situation.
Most respondents (56%) didn't think their friends were the same
friends they had when they became policemen. They were evenly
divided on the issue of whether the majority of their friends were
now cops (41% agreed - 41% disagreed), and on the issue of whether
or not they were treated differently by their non-police friends
(46% disagreed - 44% agreed); on the issue of whether or not they
were more involved with police friends now, a near-majority felt
they were (49%).

The distinct divisions of the responses here seem to indicate
(or at least to lend support to the idea) that such feelings of being
treated differently by earlier friends must largely depend upon
the individual involved. Most people develop acquaintances and
friendships in their jobs, and it would be wrong to expect police
to be different. The fact that their friends weren't the same lends
credence to the idea of civilian alienation, but it could also be
explained by the fact that the average cop has been on the beat
eleven years. Few friends remain close for that long of a period
unless held by a common bond, like a job or school. The police may
have simply gotten older and drifted away from those relationships.

PERSONAL INFORMATION

Any survey must have some essential background information on which to make certain assumptions about intervening influences on responses. This study is no exception. With it a general picture of Delaware County's law enforcement officers can be drawn. Over 70% for instance, were between the ages of 25 and 45, making the department conspicuously middle-aged. Likewise, about 76% were high school graduates and/or had had some years of college education. Sixty-three percent of the respondents were married; only 16% were divorced, about half the national average. The average officer had been married thirteen to fourteen years (11.167 median).

Of the respondents, 37% performed as patrolmen, 9.3% were administrators, and 25% were supervisors. This gives the study a decidedly "management" flavor, since the rate of supervisors to basic patrolmen is much higher than this study indicates. The average policeman has spent 10.3 years as a cop (9.75 median). Only 37% had served in the military, and of those 61% were in the Army. Finally, 42% fell into the $15,000 to $20,000 income bracket, although 70% fit into the $10,000 to $20,000 bracket. Only 18.6% made more than $20,000.

SUPPORTIVE OF THE WORK OF POLICE OFFICERS

Despite the fragment of the title, this section of our survey attempted to discern how the respondents view the perceptions they feel the various institutions listed held toward police work. The institutions were selected because they were all likely to be encountered
by police in the course of their work.

The police had difficulty in gauging the support politicians, local government, the media, and state government gave to their efforts (42%, 33%, 28% and 37%, respectively were the percent of "not sure" answers). Politicians, by and large, were felt to be unsupportive of police work, while the local and state governments and the media were generally looked on as supportive.

In a city where politics is intertwined with the criminal justice system, it is not surprising that politicians, who are its leaders, were viewed negatively. However, local government received slightly positive responses, which is somewhat contradictory. State government, while numerically rated positively, was possibly rated lower because of the antagonism over such sensitive issues as failure to enact a collective bargaining agreement.

Judges and the public received favorable perceptions of their support for police, which is somewhat surprising. Nationally, it is sometimes asserted that judges work against cops, freeing obvious offenders for minor technical and procedural violations. Muncie police, however, seem favorably disposed to local judges. Along these lines, the public, which has often condemned cops in the recent past, also received favorable response. Again, although police may have negative reactions to the public nationally, they may feel good about Delaware County citizens, who have never mounted any serious obstacles to police work such as citizen pressure groups. Conservatives by nature, Muncie citizens want strong law and order policies followed, and the local law enforcement agencies
recognize and appreciate this support.
ANALYZING THE DATA

In political research and analysis of survey results, a more accurate measure of relationships can be acquired when variables are grouped. Individual questions can give an insight into the workings of the mind, but many questions put together can form a more complete picture. The questions are worded to give the most comprehensive coverage for the topic. Correlating to topic areas can yield interesting results. Individual questions are used to find reasons for a particular belief. The topic areas used for initial research were Job, Family, Union, Support, Authority, and Relatives, and they were defined in Section Two, Survey.

We expected to find strong relationships among several of the topics. We hypothesized that there would be a significantly strong relationship between job feelings and union support, job feelings and authoritarianism beliefs, positive family beliefs and a positive job outlook, authoritarianism beliefs and positive family feelings, authoritarianism beliefs and a positive feeling of support, a strong family attitude and a positive feeling of support from the population, a close relationship with the extended family and the nuclear family, a close relationship of the extended family and a positive feeling about their job, and a relationship with the extended family having a bearing on authoritarianism feelings.

In the first relationship, a correlation of job feelings and union support, we felt that a strong job outlook or attitude would result in a negative view for union activity. A positive job outlook would mean that a person would enjoy his work and pay and not
desire the offerings of the union. The results show that there is not a significant relationship between the variables. The reason for a less than significant relationship might be that the present is ineffective in negotiating demands and and requests with the administration.

A correlation between job and authority beliefs is one that has been studied in numerous studies. The results have shown a definite relationship, but in our study, the relationship was not significant. One intervening cause might be a low job attitude or authoritarian attitude. Another reason may be a lack of scope for the entire topic.

Our belief that a positive family feeling would correspond to a positive job feeling was proven by the results of the study. The relationship was significant to the .001 level. The relationship was also very strong. A reason would be that a strong family relationship spills over to the job. The converse would also be true and a positive attitude for other areas. Policemen face stressful situations every day, a tense homelife would add to the stress and a belief that their work was destroying part of their life. A strong or good home will allow the officer to work in the environment less one more complication.

Using this same positive job feeling, a police officer would feel there is support behind his actions. Like any person on the job, the more support they perceive is behind them, the more satisfaction they would receive from their job. The Muncie/Delaware County police are no different. There is a statistically significant
relationship between job satisfaction and support from the popula-
tion. The frequency tables show that support from the public
seems strongest with local and state government not very supportive.
The police deal with the public daily, their moods and changes
would be easier to see. Governments are viewed negatively because
of their slow movements. Politicians were rated higher, the police
perceiving their local officials to be behind them, but the system
is the problem. The relationship between job satisfaction and
support were moderate.

Police have been known to be among the most conservative groups.
Their job tends to mold them into more of an authoritarian. The
police are the enforcers and implementors of the law. Many times
their discretion, which is the largest power, turns them into judge
and jury and legislature. The situations faced on the street mold
the officer into the authoritarian. Using the questions from the
survey, we tested the relationship between positive authoritarian
beliefs and a positive family attitude and support from the population.

We found that there was a significant relationship between
authoritarianism and family feelings. The relationship was significant
at the .013 level and it was a moderately strong correlation. Those
with a positive family outlook also tend to enjoy their work more.
This attitude would allow the officer to become a stricter enforcer
and more zealous.

The survey showed a negative relationship between authority
and support from the population. The relationship was statistically
significant to the .015 level and the degree of correlation was
strong, .35. This can be interpreted as the officer perceives there is little support for his actions, therefore he needs to be stricter in his dealings and actions with the public. Typically the police may perceive to be "alone" on the streets which will mold them into accepting more authoritarian attitudes. This result lends evidence to the fact that police work shifts and alters attitudes rather than attracting those with that belief. Police work may appeal to those, the day-to-day job will alter them.

One of the most interesting and different topics in this survey deals with the role of relatives in the lives of police officers. As stated in the definition of this topic, we were trying to find the significance of close extended family ties on an officer's outlook. These relationships can play a significant role in all of our lives.

The extended family can lend support to the officer, particularly if parents are nearby. In times of hardship, these people will be nearby. Often times communication among the nuclear family will have broken down and the officer can only look to his peers for support. Having a strong family relationship allows the officer to relate to others. A sideview of this principle is that the officer with a strong family tie tends to maintain friendships with non-policemen. Our survey pointed to this fact, but the relationship was not significant. Several intervening variables could have affected this, least of all would have been question structure. A more thorough and complete analysis could yield some interesting new data.
In our survey we found a moderate relationship between an officer with close family lines and support for the union. The reason for this is that the majority of people in this area work at one of the many factories. Virtually all of them belong to some type of union or trade association. Their children have been brought up on a steady diet of union beliefs. The workers owe a great deal to the union, their homes, cars, food, even their lives after they retire. The opinions about unions are strong to say the least. Children of the workers are socialized to the fact that these associations are benevolent. When each of them acquire a trade of their own, they will remember the union and in the instances where it is not present, the children will work to implement it. This is no different for police officers. Their strong family beliefs and opinions are easily transferred into their own job. They desire the same type of protection from their association as their father received.

We found no relationship between the "relative" attitude and a positive job outlook. This came as no surprise. There are other influences on the mind of the officer to give them feelings about their job. The "relative" attitude has an effect upon some of the extraneous beliefs of the officer. Even though there is no direct relationship, the attitude does work with other beliefs to affect the job outlook. For example, relation and family may work together to give the officer a good homelife and a positive life view. The officer may receive much support from all of his family, which, in turn, will correlate into positive support from
the community. Positive support has already been shown to give
an officer a good job attitude. Our study shows there is a moderate
relationship between support from the population he perceives he
is receiving and a strong relation with the family. This helps
to show the positive aspect of becoming a police officer within
the local area.

The final relationship dealt with is one of "relative" and
positive family features. The relative deals with the extended
family and the other deals with the nuclear. The relationship
in this instance is not very strong. One possible reason is the
fact that many of the officers expressed some type of negative
answer to the family question. Approximately 25% of the officers
answering the questionnaire were either currently divorced or remarried.
It is hard to have good feelings about your homelife when divorces
have occurred.

We discovered that the entire topic of "Relative" has a direct
bearing on the attitudes of the police officer. A good, close
relationship with their mother, father, aunts, uncles, etc. will
result in a more satisfied and positive policeman. This will not
alone insure a happy cop. Increased pay, better benefits, reduction
of public pressure, and education are all things that would yield
a more positive attitude. Very few of our respondents were from
a family in which at least one member was a police officer. There
must be another reason for choosing police work, very few were
satisfied with the pay. Our response rate for the tabulation of
the "Relative" category was 42 answered all of the questions (four, total)
out of 43 that answered the entire questionnaire. The mean for the entire group was 13.9 out of a total of 20 possible points. This means that the police officers registered a positive response to the questions regarding the importance of the extended family.

The conclusion being reached is that officers in Muncie tend to be natives of the area. They see police work as a possibility to gain status within the community. Police work can give them the impetus to rise above their friends and peers into a position of responsibility. The strong family relationships allow the person to move into police work and enjoy it.

Analysis of the individual responses allows the researcher to gain an insight as to the reasons particular catetory relationships turned out as they did. We used the responses to add further evidence to the conclusion drawn about the relationships.

The first cross tabulation was between the officer's response to the question of, "Whether he talks about his job with his spouse" as explaining why there is good communication at home. This shows that the officer feels positively about his job. He is confident and secure in the position that he holds and is able to talk to his wife about the day-to-day goings on. This type of relationship would yield a happier homelife and good communication not only among spouses, but also among their children.

Two other questions help to further shore up our conclusions. We asked whether officers "felt as if their spouse accepted the fact that they worked with the opposite sex" and if they "would not allow their spouse to work". The results show a significant
but negative relationship between the two responses. Most of the officers answered negatively to the second question and positively to the first question. This indicates an honesty and openness for the family. The spouse accepts the fact that working closely at times with the opposite sex is part of the job. Envy has taken a back seat to reality. The officer responds by not forcing the spouse to remain in the home to either raise the children or satisfy their own ego. A picture of a trusting marriage is painted currently by those answering. This environment could only breed a good attitude for police work.

Those that answered positively on the authority questions were found to have a lower opinion of the support behind them from the general populous. Many officers, when asked, stated that this was their chosen profession. They were going to be cops as an occupation. Most of these same officers responded by saying respect for authority was an important character trait among people. Clearly the officer views himself as a permanent fixture and demands some respect from the people he serves. When this is viewed with the frequencies on answers for the support questions, those answering negatively tend to be stricter in their public dealings. The less support the police officer believes is behind him, the more authoritarian he tends to be. The converse can also be found among the numbers, in that the more support that is perceived, the more positive the job view is on the part of the officer.

The only possible reason for a close relationship between an officer with authoritarian attitudes and a positive homelife is
the fact that virtually all of the respondents hold these two beliefs. The local officers tend to be very authoritarian. We used a total of four questions which would yield a total score of twenty if each question was answered, "strongly agree". The mean for both departments was 15.3 with a standard deviation of 2.5 which could cause the figure to raise to almost 18 out of 20. On the "Family" questions, we used a total of thirteen to yield a possible high score of sixty-five. The median in this case was 42.2 (S. D. = 4.5). This also is a strong category for the officers. Therefore, since each one is held in such regard, a relationship is inevitable.

As for the remainder of the categories, the Muncie/Delaware County police officers tend to be less than enthusiastic about an effective union (mean, 18.7 out of a total of 30).

The officers do hold a positive view of their job, with numbers ranging in the upper end of the scale (mean of 49.1, S. D. of 6.0 and a possible score of 65). Because of the large amount of questions, the numbers may seem distant, but they do indicate a strong job and career view. There also, as mentioned, is a strong authoritarian and "family" outlook on the two police forces. The officers hold a positive view of the nuclear family and are supportive of it. They also tend to desire the respect from the community. They believe in law and order.

To correspond with the positive nuclear family, police officers also hold in high regard the extended family (13 out of 20, average). Overall, the "family" holds a special place in the minds of the local police officers.
There were some other interesting cross tabulations that we performed. They are thought provoking and because they did not fall into any particularly-significant group, they show some tendencies among the Muncie/Delaware County police departments.

The first table shows a relationship between a positive response in regard to the question, "Promotions are based mostly on politics" and the age of the respondent. The older the officer, the more he believed the statement. A possible explanation - the older officer is more acquainted with the working of the Merit Board, and this is how they operate.

There also is a positive relationship between those that state they are active members of the union by agreeing to the statement that "Politics has no effect on the shift I work". Those that are active members must be familiar with the negotiating tools of the union in maintaining everyone on shift work.

One very interesting finding was that those officers in the upper income brackets ($15,000 and above) would not choose police work again. A reasonable hypothesis might be that those on the lower end would be dissatisfied. In this survey it was the ones on the upper end. A possible reason might be the fact that those on the higher levels realize that they are nearing the end of their salary climb. Because compensation is made with public monies, large salaries are not achieved. Public and media pressure would never allow police salaries to remain on a parity with private sector jobs. Police work demands a tremendous amount of skill and thought ability. The officer is the first contact with the
criminal justice system, and they are under the most pressure. They also exercise the greatest discretion of any of the other "players". The public is outraged at times by the actions of policemen, yet they are not willing to pay those that have the talent and desire the same amount of money a private business can. "You only get what you pay for," is a popular expression. This statistic is somewhat alarming. If the economy starts to roll on in a more health frame, the upper levels of police management may consider entering the private sector for more money, less stress, and less danger. Who, then, would lead police officers?

The last significant relationship can be expected. We found those officers that have either remarried or experienced a divorce tend to blame the job of police work as the reason their marriage broke up. There were some officers that indicated they were currently married but considered police work detrimental to marriage. One can only speculate if these answers were based on observation of others or personal experiences. One might even believe the divorce courts are in for a few more cases.

Even though the survey yielded a few surprises, the results were fascinating. The workings of the police officer's mind are complex and detailed. There may be other occupations that show even more bizarre results, but none of them face the pressures of a police officer.
CONCLUSIONS

Our study's intention, from the very beginning, has been to reveal that significant statistical relationships exist between a policeman's job and his attitudes about his family, his children, and his own performance as a cop. Without the benefit of hindsight, it is very easy to continue to insist that such research be conducted. Understanding a policeman's role in American society is exceptionally important if we are to ever consider making the significant and profound changes in our criminal justice system that are constantly clamored for. The need to prove that there are relationships between police as law-enforcing public officials and police as civilians has in fact never been more desperately needed. Police continue to suffer the pains brought on by their jobs.

The reverse of this argument is also true. If the public is to find itself satisfied with the manner in which police perform their jobs, understanding of the way a policeman's attitudes, background, and family life influence his job are equally as important as the approach mentioned above. In our study alone, it has been shown that a cop's attitudes about his job are related to his feelings about his family, and to his perception of support for police work by selected societal institutions. Certainly other studies could conceivably reveal similar relationships, and help show that the police-civilian relationships are circular in their influences.

Despite the achievement of some goals of the study, we certainly did not discover everything we pre-supposed about our subjects. We were not able to prove very concretely that there are valid
relationships between unionism and income or rank in the department.

Rare would be the study, however, that did achieve all its goals and lived up to the researcher's expectations. This study did yield some positive results, and for that alone, it can be counted successful. We were able to prove that, among other things, there were real relationships between job and family and job and support of public institutions. Additionally, we were able to reveal much information through the simple number of responses to certain statements. Most Muncie police and sheriff's deputies, for example, do consider themselves professionals, and a large majority support collective bargaining. Most police discussed their jobs with their spouses, and a plurality thought that police work was not detrimental to their marriages. They almost unanimously felt their families were the most important things in their lives.

All this data leads us to an inescapable conclusion: police are affected by the demands of their job. Their families are affected, and they individually are affected. Now, it is ludicrous to believe that only police are affected by their work. Factory workers, astronauts, and clam diggers are probably influenced by what they do for a living. Our intention was to simply prove that influence does exist. The degree to which it exists is another question altogether, and it is one that we only are partially able to answer. The degree of effect, however, is the crucial point that may well separate police from many other professions.

From the admittedly meager data on only one group of respondents, it is quite likely that our results can be used to say that policemen
are profoundly and sometimes brutally affected by their vocation.
Further research, probing into the sexual, psychological, and violence-oriented aspects of policing is the next obvious step to further explain police behavior. We think that the results of our study indicate that more research would continue to reinforce our basic presumption.

The reasons we cannot conclusively state that much deeper implications result from our study are myriad. First, to be truthful, we did not encounter many significant relationships in our analysis of the data. To be sure, there is a great deal of data that is unanalyzed, because temporal and spatial limitations did not allow for such analysis. Within this corpus may lie much more revealing relationships.

Secondly, the survey asked for responses that measured attitudes. We cannot be sure, as no one involved with this type of research can be, that our respondents were telling the truth, or that their answers indeed reflect their opinions. For example, we received a high number of favorable responses on the questions about marriages. Could it be that a great preponderance of these marriages are so good? We think not. For a variety of reasons, then, the responses were probably inflated to reflect a more idealized concept of these marriages.

Finally, any researcher must ask whether his variables are valid, whether or not they actually measure what they are intended to measure. Obviously, to have continued our research beyond the preliminary stage serves as an indication that we believe in the
POLICE WORK SURVEY

Police work has long been one of America's most misunderstood occupations. Only recently has there been any systematic research done on the way in which police work affects individual police officers. This study is designed to measure the attitudes of responding police officers toward their families, their jobs, and themselves. Please circle the number which best approximates your response to the statement.

5—-if you STRONGLY AGREE with the statement
4—-if you BASICALLY AGREE
3—-if you are UNDECIDED or NEUTRAL
2—-if you BASICALLY DISAGREE
1—-if you STRONGLY DISAGREE

Police work was my first career choice.  5 4 3 2 1
My father was a police officer. 5 4 3 2 1
Some other member of my family was a police officer. 5 4 3 2 1
I am a professional. 5 4 3 2 1
I believe my children have more respect for the law than their friends. 5 4 3 2 1
I have the same friends now as when I entered police work. 5 4 3 2 1
I find police work satisfying and challenging. 5 4 3 2 1
I favor collective bargaining for police officers. 5 4 3 2 1
My family is the most important thing in my life. 5 4 3 2 1
The chain of command structure is the best possible organization of the department. 5 4 3 2 1
Firemen receive better union benefits than police officers. 5 4 3 2 1
I have a second job that is not police related. 5 4 3 2 1
Most of my friends are police officers. 5 4 3 2 1
My family has always lived in this city. 5 4 3 2 1
Politics within the department determine promotions. 5 4 3 2 1
I am an active member of my police union. 5 4 3 2 1
Children should learn respect for authority early in life. 5 4 3 2 1
I consider alcoholism a disease. 5 4 3 2 1
My spouse favors my being a police officer. 5 4 3 2 1
I plan on making police work my permanent career. 5 4 3 2 1
Society has lost respect for authority. 5 4 3 2 1
Our union is very effective in negotiating contracts. 5 4 3 2 1
My second job is related to law enforcement (like a security guard, watchman, etc.) 5 4 3 2 1
My chances for promotion in the department are good. 5 4 3 2 1
My spouse accepts that I often work with members of the opposite sex. 5 4 3 2 1
My non-police friends treat me differently now than when I wasn't a police officer. 5 4 3 2 1
My spouse works to help make ends meet. 5 4 3 2 1
I would want my son/daughter to become a police officer. 5 4 3 2 1
My mother and father live within an hour from my home. 5 4 3 2 1
The merit system is a fair way to promote officers. 5 4 3 2 1
Respect for authority is the most important belief a person can hold. 5 4 3 2 1
SUPPORTIVE OF THE WORK OF POLICE OFFICERS: In this section please indicate of the below mentioned topics which seems to be either the most supportive of the work of police officers or some degree less down to not supportive of the work of police officers.

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<th>NOT SURE</th>
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<td>THE PUBLIC</td>
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<td>THE MEDIA</td>
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<td>STATE GOVERNMENT</td>
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Our union does not deal effectively with internal departmental affairs, like promotions and working hours 5 4 3 2 1

Police work is financially unrewarding. 5 4 3 2 1

My spouse dislikes the fact that I carry a gun. 5 4 3 2 1

I find myself more frequently involved with police friends now. 5 4 3 2 1

I would never allow my spouse to work. 5 4 3 2 1

My cousins, grandparents, aunts, uncles, etc... were an important part of my growing up. 5 4 3 2 1

Politics play a small role in promotions. 5 4 3 2 1

If I had to choose a career again, I would choose police work. 5 4 3 2 1

Supervising officers in the departmental hierarchy are receptive to the union. 5 4 3 2 1
5—STRONGLY AGREE
4—BASICALLY AGREE
3—UNDECIDED, NEUTRAL
2—BASICALLY DISAGREE
1—STRONGLY DISAGREE

Merit is the best basis for promotion                     5 4 3 2 1
I have relatives that live within an hour from my home.   5 4 3 2 1
I have a good relationship with my spouse.                5 4 3 2 1
I think my spouse enjoys their job.                       5 4 3 2 1
I know of officers that have or have had a problem       5 4 3 2 1
with alcohol.
Politics has no affect on the shifts I work or the area  5 4 3 2 1
of town that I work in.
My spouse worries about my safety while I work.           5 4 3 2 1
Police work has been detrimental to my marriage.         5 4 3 2 1
I talk about my job with my spouse.                       5 4 3 2 1
Promotion is more heavily based on politics than good    5 4 3 2 1
police work.
My spouse and I enjoy good communication.                5 4 3 2 1
My children and I enjoy good communication.              5 4 3 2 1

PERSONAL DATA: We would like to have the following        
information to supplement the answers that you have       
already given. These answers will allow us to perform a   
more accurate study. Once again, all of this information   
will be held in the strictest confidence.

AGE:       _______ under 25 years old _______ 25 to 35      _______ 35 to 45
           _______ 45 to 55 _______ 55 or over

EDUCATION: Please indicate highest level completed.

Grade School
Some High School
Finished High School

Some College
Graduated College
Other

Other
MARITAL STATUS:  
- Married  
- Divorced  
- Remarried  
- Widowed  
- Single  

POSITION WITHIN DEPARTMENT:  
- Patrol Officer  
- Administration  
- Supervisory  
- Detective  
- Other  

Were you involved in Military Service?  

INCOME LEVEL:  
- Under $5000  
- $5000 to $10,000  
- $10,000 to $15,000  
- $15,000 to $20,000  
- $20,000 and above  

which branch?
validity of our survey. We feel our data reflects the basic attitudes of Muncie law enforcement officials, while recognizing that any study can go awry on the relative validity of its findings.

Muncie police officers and sheriff's deputies did not particularly create any unforeseen situations for us, nor did they surprise us with their responses. Had we been surprised, and found that some strange or unique attitude exists in the departments, our research would have taken on even greater significance, as we would have to sort out what the surprises meant. As it stands, we merely reinforced numerous other studies of police behavior, while demonstrating that such research is equally applicable in Muncie as it would be anywhere else in the United States.

Muncie law enforcement officers love their families, try to do the best they can on the job, seek more money and better benefits, and desire support from significant institutions in this society. They appear warmly and openly human, despite much of the public's negative perception of them.

The most gratifying result of this research is that men and women who, because of their jobs, are forced into constrictive stereotypic roles in the eyes of the public, are actually as human as anyone else. They have their foibles, their flaws, yes, but they are essentially Americans, trying to cope with life in the late twentieth century the same as everyone else. That they do so is obviously a repudiation of past prejudices and affirmation that they are colored unalterably by their lonely profession.
### Distribution Table 1

Distribution of Responses About Authoritarianism

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</table>

"A": "I believe my children have more respect for the law than their friends."

"B": "Children should learn respect for authority early in life."

"C": "Society has lost respect for authority."

"D": "Respect for authority is the most important belief a person can hold."

Percentage totals do not equal 100% due to exclusion of "No Answer" and missing values.

This table is only a selected portion of the actual data obtained on Authoritarianism selected to represent the responses given.
## Distribution Table 2

### Distribution of Responses About Unionization

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"A": "I favor collective bargaining for police officers."

"B": "I am an active member of my police union."

"C": "Our union is very effective in negotiating contracts."

"D": "Our union does not deal effectively with internal departmenital affairs, like promotions and working hours."

"E": "Supervising officers in the departmental hierarchy are receptive to the union.

Percentage total do not equal 100% due to exclusion of "No Answer" and missing values.
Distribution Table 3

Distribution of Responses About Relatives

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"A": "My father was a police officer."
"B": "Some other member of my family was a police officer."
"C": "My family has always lived in this city."
"D": "My mother and father live within an hour of my home."
"E": "My cousins, grandparents, aunts, uncles, etc. were an important part of my growing up."
"F": "I have relatives that live within an hour of my home."

Percentage totals do not equal 100% due to exclusion of "No Answer" and missing values.
Distribution Table 4

Distribution of Responses About Family

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<td>&quot;E&quot;</td>
<td>0.0%</td>
<td>11.6%</td>
<td>18.6%</td>
<td>46.5%</td>
</tr>
<tr>
<td>(n=0)</td>
<td>(n=5)</td>
<td>(n=8)</td>
<td>(n=20)</td>
<td>(n=9)</td>
</tr>
<tr>
<td>&quot;F&quot;</td>
<td>18.6%</td>
<td>20.9%</td>
<td>27.9%</td>
<td>14.0%</td>
</tr>
<tr>
<td>(n=8)</td>
<td>(n=9)</td>
<td>(n=12)</td>
<td>(n=6)</td>
<td>(n=6)</td>
</tr>
</tbody>
</table>

"A": "My family is the most important thing in my life."
"B": "My spouse favors my being a police officer."
"C": "I would want my son/daughter to become a police officer."
"D": "I have a good relationship with my spouse."
"E": "My spouse worries about my safety while I work."
"F": "Police work has been detrimental to my marriage."

Percentage totals do not equal 100% due to exclusion of "No Answer" and missing values.

This table is only a portion of the actual data on the family which was selected to represent the type of responses given.
### Distribution Table 5

#### Distribution of Responses About Job

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Basically Disagree</th>
<th>Undecided</th>
<th>Basically Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;A&quot;</td>
<td>2.3% (n=1)</td>
<td>4.7% (n=2)</td>
<td>7.0% (n=3)</td>
<td>39.5% (n=17)</td>
<td>44.2% (n=19)</td>
</tr>
<tr>
<td>&quot;B&quot;</td>
<td>11.6% (n=5)</td>
<td>11.6% (n=5)</td>
<td>14.0% (n=6)</td>
<td>34.9% (n=15)</td>
<td>27.9% (n=12)</td>
</tr>
<tr>
<td>&quot;C&quot;</td>
<td>25.6% (n=11)</td>
<td>20.9% (n=9)</td>
<td>9.3% (n=4)</td>
<td>18.6% (n=8)</td>
<td>25.6% (n=11)</td>
</tr>
<tr>
<td>&quot;D&quot;</td>
<td>9.3% (n=4)</td>
<td>9.3% (n=4)</td>
<td>4.7% (n=2)</td>
<td>34.9% (n=15)</td>
<td>41.9% (n=18)</td>
</tr>
<tr>
<td>&quot;E&quot;</td>
<td>11.6% (n=5)</td>
<td>9.3% (n=4)</td>
<td>16.3% (n=7)</td>
<td>37.2% (n=16)</td>
<td>25.6% (n=11)</td>
</tr>
<tr>
<td>&quot;F&quot;</td>
<td>7.0% (n=3)</td>
<td>11.6% (n=5)</td>
<td>20.9% (n=9)</td>
<td>27.9% (n=12)</td>
<td>30.2% (n=13)</td>
</tr>
</tbody>
</table>

"A": "I find police work satisfying and challenging."

"B": "Politics within the department determines promotions."

"C": "My non-police friends treat me differently now than when I wasn't a police officer."

"D": "Police work is financially unrewarding."

"E": "If I had to choose a career again, I would choose police work."

"F": "Promotion is more heavily based on politics than good police work."

Percentage totals do not equal 100% due to exclusion of "No Answer" and missing values.

This table is only a portion of the actual data on the job which was selected to represent the type of responses given.
Distribution Table 6

Distribution of Responses About Institutional Support

<table>
<thead>
<tr>
<th></th>
<th>Very Supportive</th>
<th>Supportive</th>
<th>Not Sure</th>
<th>Supportive</th>
<th>Does Not Care</th>
</tr>
</thead>
<tbody>
<tr>
<td>Politicians</td>
<td>0.0% (n=0)</td>
<td>20.9% (n=9)</td>
<td>41.9% (n=18)</td>
<td>14.0% (n=6)</td>
<td>18.6% (n=8)</td>
</tr>
<tr>
<td>Judges</td>
<td>16.3% (n=7)</td>
<td>53.5% (n=23)</td>
<td>14.0% (n=6)</td>
<td>7.0% (n=3)</td>
<td>4.7% (n=2)</td>
</tr>
<tr>
<td>Local Gov't.</td>
<td>0.0% (n=0)</td>
<td>34.9% (n=15)</td>
<td>32.6% (n=14)</td>
<td>18.6% (n=8)</td>
<td>9.3% (n=4)</td>
</tr>
<tr>
<td>The Public</td>
<td>2.3% (n=1)</td>
<td>44.2% (n=19)</td>
<td>20.9% (n=9)</td>
<td>11.6% (n=5)</td>
<td>18.6% (n=8)</td>
</tr>
<tr>
<td>The Media</td>
<td>9.3% (n=3)</td>
<td>32.6% (n=14)</td>
<td>27.9% (n=12)</td>
<td>14.0% (n=6)</td>
<td>9.3% (n=4)</td>
</tr>
<tr>
<td>State Gov't</td>
<td>0.0% (n=0)</td>
<td>30.2% (n=13)</td>
<td>37.2% (n=16)</td>
<td>18.6% (n=8)</td>
<td>9.3% (n=4)</td>
</tr>
</tbody>
</table>

Percentage totals do not equal 100% due to exclusion of "No Answer" and missing values.
### Distribution Table 7a

**Distribution of Age**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 25</td>
<td>4</td>
<td>9.3%</td>
</tr>
<tr>
<td>25 to 35</td>
<td>17</td>
<td>39.5%</td>
</tr>
<tr>
<td>35 to 45</td>
<td>14</td>
<td>32.6%</td>
</tr>
<tr>
<td>45 to 55</td>
<td>6</td>
<td>14.0%</td>
</tr>
<tr>
<td>Over 55</td>
<td>1</td>
<td>2.3%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>42</strong></td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>

### Distribution Table 7b

**Distribution of Education**

<table>
<thead>
<tr>
<th>Educational Level</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Some High School</td>
<td>1</td>
<td>2.3%</td>
</tr>
<tr>
<td>Finished High School</td>
<td>15</td>
<td>34.9%</td>
</tr>
<tr>
<td>Some College</td>
<td>17</td>
<td>39.5%</td>
</tr>
<tr>
<td>Graduated College</td>
<td>6</td>
<td>14.0%</td>
</tr>
<tr>
<td>Other</td>
<td>3</td>
<td>7.0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>42</strong></td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>

### Distribution Table 7c

**Distribution of Rank**

<table>
<thead>
<tr>
<th>Rank Category</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patrolman</td>
<td>16</td>
<td>37.2%</td>
</tr>
<tr>
<td>Administration</td>
<td>4</td>
<td>9.3%</td>
</tr>
<tr>
<td>Supervisory</td>
<td>11</td>
<td>25.6%</td>
</tr>
<tr>
<td>Detective</td>
<td>4</td>
<td>9.3%</td>
</tr>
<tr>
<td>Other</td>
<td>6</td>
<td>14.0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>41</strong></td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>

### Distribution Table 7d

**Distribution of Income**

<table>
<thead>
<tr>
<th>Income Range</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under $5000</td>
<td>1</td>
<td>2.3%</td>
</tr>
<tr>
<td>$10000-15000</td>
<td>12</td>
<td>27.9%</td>
</tr>
<tr>
<td>$15000-20000</td>
<td>18</td>
<td>41.9%</td>
</tr>
<tr>
<td>Over $20000</td>
<td>8</td>
<td>18.6%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>39</strong></td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>

*-indicates 100% when "No Answer" included.
Distribution of Scores on the Topical Questions dealing with Job, Family, Supportive, Relatives, Unionism, and Authoritarianism

<table>
<thead>
<tr>
<th>Topic area</th>
<th>number of questions</th>
<th>possible score</th>
<th>mean score for Muncie/Delaware County</th>
<th>Standard Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unionism</td>
<td>6</td>
<td>30</td>
<td>18.78</td>
<td>4.05</td>
</tr>
<tr>
<td>Relatives</td>
<td>4</td>
<td>20</td>
<td>13.94</td>
<td>3.78</td>
</tr>
<tr>
<td>Job</td>
<td>13</td>
<td>65</td>
<td>49.17</td>
<td>6.07</td>
</tr>
<tr>
<td>Family</td>
<td>12</td>
<td>60</td>
<td>42.21</td>
<td>4.51</td>
</tr>
<tr>
<td>Supportive</td>
<td>6</td>
<td>30</td>
<td>18.67</td>
<td>4.52</td>
</tr>
<tr>
<td>Authoritarianism</td>
<td>4</td>
<td>20</td>
<td>15.36</td>
<td>2.53</td>
</tr>
</tbody>
</table>
## CORRELATION TABLE OF TOPICS

<table>
<thead>
<tr>
<th></th>
<th>Unionism</th>
<th>Relatives</th>
<th>Job</th>
<th>Family</th>
<th>Supportive</th>
<th>Authoritarianism</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Unionism</strong></td>
<td>.2898</td>
<td>.0263</td>
<td>-.0724</td>
<td>-.1626</td>
<td>.2547</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(32)</td>
<td>(29)</td>
<td>(29)</td>
<td>(33)</td>
<td>(32)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>.054</td>
<td>.446</td>
<td>.354</td>
<td>.183</td>
<td>.08</td>
<td></td>
</tr>
<tr>
<td><strong>Relatives</strong></td>
<td>.2898</td>
<td>*****</td>
<td>.0724</td>
<td>.2361</td>
<td>.2694</td>
<td>.0847</td>
</tr>
<tr>
<td></td>
<td>(32)</td>
<td>(35)</td>
<td>(38)</td>
<td>(39)</td>
<td>(40)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>.054</td>
<td>.340</td>
<td>.077</td>
<td>.053</td>
<td>.302</td>
<td></td>
</tr>
<tr>
<td><strong>Job</strong></td>
<td>.0263</td>
<td>.0724</td>
<td>*****</td>
<td>.5230</td>
<td>.3988</td>
<td>.1897</td>
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<tr>
<td></td>
<td>(29)</td>
<td>(35)</td>
<td>(33)</td>
<td>(34)</td>
<td>(35)</td>
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<tr>
<td></td>
<td>.446</td>
<td>.340</td>
<td>.001</td>
<td>.010</td>
<td>.137</td>
<td></td>
</tr>
<tr>
<td><strong>Family</strong></td>
<td>-.0724</td>
<td>.2361</td>
<td>.5230</td>
<td>*****</td>
<td>.0273</td>
<td>.3759</td>
</tr>
<tr>
<td></td>
<td>(29)</td>
<td>(38)</td>
<td>(33)</td>
<td>(35)</td>
<td>(37)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>.354</td>
<td>.077</td>
<td>.001</td>
<td>.438</td>
<td>.011</td>
<td></td>
</tr>
<tr>
<td><strong>Supportive</strong></td>
<td>-.1626</td>
<td>.2694</td>
<td>.3988</td>
<td>.0273</td>
<td>*****</td>
<td>-.3507</td>
</tr>
<tr>
<td></td>
<td>(33)</td>
<td>(39)</td>
<td>(34)</td>
<td>(35)</td>
<td>(38)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>.183</td>
<td>.053</td>
<td>.010</td>
<td>.438</td>
<td>.015</td>
<td></td>
</tr>
<tr>
<td><strong>Authority</strong></td>
<td>.2547</td>
<td>.0847</td>
<td>.1897</td>
<td>.3759</td>
<td>-.3507</td>
<td>*****</td>
</tr>
<tr>
<td></td>
<td>(32)</td>
<td>(40)</td>
<td>(35)</td>
<td>(37)</td>
<td>(38)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>.08</td>
<td>.302</td>
<td>.137</td>
<td>.011</td>
<td>.015</td>
<td></td>
</tr>
</tbody>
</table>

**Legend:**
1) The top number represents the degree of relationship between the variables.
2) The middle number represents the number of officers responding to both variables.
3) The bottom number represents the significance of the relationship. This means the chances that this occurred by coincidence. We used the .05 level as being significant (lower than).
### Crosstabulation of Individual Responses

**Question:** I talk about my job with my Spouse.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Basically Disagree</th>
<th>Undecided</th>
<th>Basically Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Basics Disagree</td>
<td>0%</td>
<td>0%</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Undecided</td>
<td>0</td>
<td>1</td>
<td>3</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Basics Agree</td>
<td>0%</td>
<td>2%</td>
<td>7%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>0%</td>
<td>4%</td>
<td>2%</td>
<td>10%</td>
<td>1%</td>
</tr>
</tbody>
</table>

**Significance:** .001  
**Degree of Relationship:** .3567

**Question:** Politics has no effect on the shift I work.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Basically Disagree</th>
<th>Undecided</th>
<th>Basically Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>5</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>Basics Disagree</td>
<td>10%</td>
<td>0%</td>
<td>0%</td>
<td>7%</td>
<td>10%</td>
</tr>
<tr>
<td>Undecided</td>
<td>3</td>
<td>6</td>
<td>2</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Basics Agree</td>
<td>7%</td>
<td>14%</td>
<td>4%</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>1</td>
<td>2%</td>
<td>0%</td>
<td>2%</td>
<td>4%</td>
</tr>
</tbody>
</table>

**Significance:** .04  
**Degree of relationship:** -.21

**Question:** My Spouse and I enjoy good communication.

**Question:** I am an active member of the union.
CROSSTABULATION OF INDIVIDUAL RESPONSES

**Question:** Marital status of respondent.

<table>
<thead>
<tr>
<th></th>
<th>Married</th>
<th>Divorced</th>
<th>Remarried</th>
<th>Widowed</th>
<th>Single</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly</td>
<td>7</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Disagree</td>
<td>17.9%</td>
<td>2.6%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Basically</td>
<td>7</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Disagree</td>
<td>17.9%</td>
<td>0%</td>
<td>5.1%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Undecided</td>
<td>6</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>15.4%</td>
<td>2.6%</td>
<td>0%</td>
<td>2.6%</td>
<td>5.1%</td>
</tr>
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<td>5</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Agree</td>
<td>12.8%</td>
<td>0%</td>
<td>2.6%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Strongly</td>
<td>2</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Agree</td>
<td>5.1%</td>
<td>10.3%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

**Significance:** .067

**Degree of relationship:** .207

**Question:** Police work is detrimental to marriage.

**Question:** If I had to choose again, I would choose Police work.

<table>
<thead>
<tr>
<th></th>
<th>Basically Disagree</th>
<th>Undecided</th>
<th>Basically Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under $5000</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>0%</td>
<td>0%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>$10-15,000</td>
<td>2</td>
<td>0</td>
<td>7</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>5%</td>
<td>0%</td>
<td>17.5%</td>
<td>7%</td>
</tr>
<tr>
<td>$15-20,000</td>
<td>2</td>
<td>1</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>5%</td>
<td>2%</td>
<td>10%</td>
<td>5%</td>
</tr>
<tr>
<td>$20,000 and above</td>
<td>2</td>
<td>1</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>5%</td>
<td>2%</td>
<td>10%</td>
<td>5%</td>
</tr>
</tbody>
</table>

**Significance:** .01

**Degree of relationship:** -.31