DESIGNING OF FITNESS TEST BATTERY FOR THE RECRUITMENT OF POLICE CONSTABLES

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ABSTRACT:

The determination of the study was to devise a fitness test battery for the assortment of police constables in Punjab Pakistan. Police constables (new appointees) of three training institutions in Punjab were included as the population of the study. A total of 1989 respondents were taken as a sample by using a convenient sampling technique. Five items test battery was formulated for the assessment of the fitness level of the participants. The data gathered through the devised fitness battery were processed through a statistical package for social sciences (SPSS, version-26), and thus according to parametric data, appropriate statistical tools were applied, and finally, the researcher concluded that various socio-demographics features such as locality, age, and qualification are linked to the performance of respondents. Based on the conclusion the researcher demonstrated that this fitness test battery can be exploited for the assortment of police constables.

Keywords: *Fitness, Recruitment, Police, Constables, Punjab, Pakistan*

Introduction:

Physical suitability means fitness is one among the major elements of our social life. Physical fitness is considered important for healthy life style. In United States, health was primary attention as part of healthy nation in 1977 (Plowman & Meredith 2013). Importance of physical fitness cannot be ignored in any walk of life because it is key to health life while healthy people are considered the main feature of developed nation (Ensel and Lin, 2004).

Fitness play vital role in academic performance of youth. Likewise, different psychological concerns such as stress, worry and anxiety etc. are also liked to lack of fitness (Khan,2014; Khan et al.,2017; Goodwin, 2006; Khan et al,.2017). The authors further

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argued that physical fitness helps in increasing the life expectancy and reducing the chances of health complications.

Fitness is not only limited to a specific group of individual but it is the basic component of daily life of everyone. Application of law is the primary concern of law enforcement authorities. Various types of physical activities are required for switching off the risk factors of daily life activities. Optimal level of training as well as fitness is required for all types of law enforcing institutes (Rhea *et al*, 2008).

Law enforcement institutions not only accountable for public security but safeguarding own safety by preserving own fitness status is also their primary job responsibility (Crawford, A. 2012). Professionalism on part of police and all other law enforcement departments is very important. Harmony in term of job satisfaction is only possible if job professionalism is ensured. In this regard, scrutiny of law enforcement authorities need to ensured purely on merit basis (MacDerm et al,.2008; Waddington, 1999).

Provision of public security and maintenance of law and order situations is job responsibilities of law enforcement institutions. The basic aim of these institutions is protection of legal public rights (Abbas, H, 2011). Execution of proper training and fitness assessment during scrutiny is most important for job professionalism among law enforcement institutions therefore it is necessary to be ensured (Kratcoski, 2000; Abbas, H, 2011). With reference to law enforcement activities it is much important for the concerned officers to have a good physical fitness for avoiding the day to day problems (Haskell, W. L. 2012; Abbas, H, 2011;Khan et al,.2017).

There are different elements of fitness like speed, accuracy, agility and endurance. For smooth functioning of day to day activities, it is important for law enforcement organizations to have good physical stability. Due to lack of fitness, may problems may

be confronted by the law enforcement organizations (Bullock, 2007; Shaikh, A., & Mondal, S, 2012).

After critical analysis of the above literature, the following hypotheses were formulated and were tested by using descriptive and inferential analysis procedures.

- Law enforcement organizations need significant level of physical fitness
- Lacking of physical fitness may cause problem in routine duties of Law enforcement organizations

JUSTIFICATION AND CONTRIBUTION OF THE STUDY

In light of the above critical discussion, now it is clear to say that physical fitness is the basic element for job professionalism among the police constables. Therefore, main focus is required on physical fitness from the stage of security till the retirement from service. This research study was primarily focused on the criteria fitness adopted during the selection of police constables in Punjab Pakistan. This research study will help us to know that either the 1 mile running criteria of selection for police constable represent the overall fitness or not.

METHODS AND MATERIALS

The below procedures were adopted by the researcher for reaching at certain findings and conclusions; As the study was allied with recruitment of police constables of Punjab consequently quantitative resaerch approach was applied by the researcher. Police constables (new appointees) of three training institutions of Punjab were included as population of the study**.** As per official record, the total number of newly recruited police constables were two thousand (2000). A total of 1989 respondents were taken as sample by using convenient sampling technique.For the assessment of fitness test of newly recruited police constables' fitness developed by the researcher comprised of the following items; sit ups, push-ups, pull ups, standing broad jump and1 mile run. The data collected through test items of battery were processed through statistical package for social sciences (SPSS, version-26) and hence

applied statistical tools i.e. percentage, mean and standard deviation were applied.

PRESENTATION & ANALYSIS OF DATA:

Table No. 1
ANOVA test showing the mean difference of respondents in Sit ups

Testing Variable	Body Category	N	Mean	SD	Df	F	Sig
Sit ups	Underweight	164	26.5183	4.30789	(3, 1985)	6.638	.000
	Normal or Healthy weight	1574	26.0883	4.59087			
	Overweight	238	24.8025	6.58336			
	Obese	13	23.5385	7.06653			
	Total	1989	25.9532	4.88915			

The above table shows that there is significant difference between the respondents in respect of their BMI in Sit-ups test $F(3,1985)= 20.846$, $Sig.= .000 < a= .05$.

Table No-2
ANOVA test showing the mean difference of respondents in push ups

Testing Variable	Body Category	N	Mean	SD	Df	F	Sig
Push ups	Underweight	164	26.5183	4.30789	(3.1985)	6.638	.000
	Normal or Healthy weight	1574	26.0883	4.59087			
	Overweight	238	24.8025	6.58336			
	Obese	13	23.5385	7.06653			
	Total	1989	25.9532	4.88915			

The table depicts that there is significant difference between the respondents in respect of their BMI in push-ups test $F(3,1985)= 6.638$, $Sig.= .000 < a= .05$.

Table No-3
ANOVA test showing the mean difference of respondents in pull ups

Testing Variable	Body Category	N	Mean	SD	Df	F	Sig
Pull ups	Underweight	164	26.5183	4.30789	(3, 1985)	6.638	.000
	Normal or Healthy weight	1574	26.0883	4.59087			
	Overweight	238	24.8025	6.58336			
	Obese	13	23.5385	7.06653			
	Total	1989	25.9532	4.88915			

The above table shows that there is significant difference between the respondents in respect of their BMI in pull-ups test $F(3,1985)= 7.685$, $Sig.= .000 < a= .05$.

Table No-4
ANOVA test showing the mean difference of respondents in 1-mile run test

Testing Variable	Body Category	N	Mean	SD	Df	F	Sig
1 Mile Run	Underweight	164	412.7195	31.62327	(3, 1985)	32.670	.000
	Normal or Healthy weight	1574	416.7605	32.08441			
	Overweight	238	438.9580	42.32253			
	Obese	13	432.0769	63.12086			
	Total	**1989**	**419.1835**	**34.49776**			

The above table indicates that there is significant difference between the respondents in respect of their BMI in 1 mile running test $F(3,1985)= 32.670$, $Sig.= .000 < a= .05$.

Table No-5
ANOVA Test showing the mean difference of respondents in standing broad jump test

Testing Variable	Body Category	N	Mean	SD	Df	F	Sig
Standing Broad Jump	Underweight	164	84.1402	5.14798	(3, 1985)	61.520	.000
	Normal or Healthy weight	1574	83.0464	4.97736			
	Overweight	238	78.4454	6.83587			
	Obese	13	77.7692	7.01372			
	Total	1989	82.5515	5.49666			

The above table stated that there is significant difference between the respondents in respect of their BMI in Standing broad jump test F (3,1985) = 61.520, $Sig.$= .000 < a= .05

DISCUSSION

The study found that most of the respondents i.e. police officials scored very well on the test battery. Mean score with regard to the age and qualification is quite high with test battery items such as sit up, push up and others. Average running score in the current test battery prepared and administered by the researcher is 419 seconds for 1mile on average for all the respondents. Similarly type of test battery was used by Safdar & khan which scores 289.59 meters on average which is good compared to the current study. This difference might be due to the fact of change in population of the study. 34.45 sit up is the average score in the current study but Gontarev and Kalac (2014) score was 19.39. This discrepancy is again due to the fact that the current study used police officials as the respondents of the current study. Similarly, for standing broad jump the average score in the current study was 82.5515. In the same context Canada fitness award score

was 78 inches on average. Similarly, broad jump score of Shivakumar, Prakash and Prabhu (2014) was 61 inches. So, it shows that average score of the current test battery is quite good compared to the other test score of different test batteries in the field.

The correlation does exist between age, qualification and test score of different items of test battery. Difference was also found with regard to rural urban segregation and score on different test battery items. Finding of the current study reveals that there is significant difference in term of age of respondents regarding sit-ups. Subjects having 20 and below 20 years perform better in sit-ups test than respondents aging 21-23 and above. Similarly, Wilczewski, *et, al.* (1996) found respondent with age 14 years score better than the age 13 years. Monyeki, Neetens, Moss, and Twisk, (2012) age 14 have higher sit up score in their framed test battery.

Finding of the study also confirmed that there is significant difference in term of age of respondents regarding standing jump. The respondents having age 20 years and below perform better in standing broad jump test than respondents having age 21-23 years and 24 years and above. Shivakumar, Prakash and Prabhu (2014 Shivakumar, Prakash and Prabhu (2014) also found that age is directly related to broad jump score. Canada fitness award test also states that age is associated with the score of broad jump**.**

CONCLUSION:

As a result of data analysis, the researcher arrived at conclusion that law enforcement organization particularly police constables need to have certain elements of fitness. Likewise the study also confirmed that before selection of law enforcement officers, fitness standard should be ensured for the purpose to avoid day to day problems with reference to their duties

FUTURE IMPLICATIONS:

In light of findings and conclusion it is confirmed that physical fitness is so much with reference to routine job activities of law enforcement organizations therefore fitness standard should be made ensured during the selection process. In addition, findings of the current study contains some limitations like sample size and protocols of the study hence it is suggested that such type of study can be carried out through application of another protocols and sampling size and techniques

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