



PROBLEMS OF SECURITY GUARDS WITH REFERENCE TO EDUCATIONAL INSTITUTIONS OF KOLHAPUR

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DOI - 10.5281/zenodo.11217445

ABSTRACT:

This study delves into the myriad challenges confronting security personnel within educational institutions in Kolhapur, with a specific focus on critical issues such as meager compensation, insufficient training, and inadequate staffing levels. Employing a comprehensive methodological approach, the research utilizes a combination of qualitative and quantitative methods, encompassing surveys, interviews, and rigorous data analysis. A meticulously structured questionnaire was administered to security guards, school administrators, and relevant stakeholders, complemented by in-depth interviews with key informants to capture nuanced perspectives.

In addition to addressing the practical aspects, the research conscientiously considers the legal framework that delineates the responsibilities of security guards while maintaining a steadfast commitment to ethical considerations throughout the study. This dual approach not only ensures a holistic understanding of the challenges faced by security guards but also contributes valuable insights into potential solutions. The findings of this research serve as a catalyst for positive change, fostering a safer and more supportive environment for security personnel within educational institutions in Kolhapur. Ultimately, the study aims to enhance the overall well-being of security guards and fortify the security infrastructure of these institutions.

INTRODUCTION:

A security guard, also referred to as a security officer or protective agent, is an individual hired by either a government entity or a private organization to safeguard the assets of the employer. These assets can include property, people, equipment, money, and more, shielding them from various potential risks like waste, property damage, unsafe behaviors among workers, and criminal activities such as

theft. Their primary role revolves around implementing preventive measures to mitigate these risks.

Their tasks involve maintaining a noticeable presence to discourage unlawful or inappropriate actions. They actively observe the environment, either directly through patrols or indirectly by monitoring alarm systems or video surveillance cameras, to identify signs of criminal activities or potential dangers, such as fires. Whenever necessary, they

intervene to minimize harm, such as cautioning and removing trespassers from the premises. Moreover, they promptly report any incidents or security concerns to their clients and, if needed, to emergency services like the police or paramedics.

Their presence is a deterrent, and they act as a proactive force to prevent and respond to security threats. Their duties include not only surveillance and monitoring but also taking immediate action to address any risks or breaches they encounter. They serve as a vital link between potential security issues and the necessary authorities or personnel responsible for addressing them.

Businesses, government entities, as well as non-profit organizations like churches and charitable institutions, are among the diverse range of organizations that hire security officers. These officers are entrusted with the task of protecting assets and ensuring the safety and security of the premises they are assigned to. Their roles are defined and regulated by legal standards established to maintain order and protect properties and individuals within their assigned jurisdiction.

Before the 1980s, the role we now call security guard was often referred to as a "watchman." This term had historical roots tracing back to the Middle Ages in Europe when there wasn't a formalized law enforcement system—it was more of a private responsibility. When this

term migrated to North America, it was used interchangeably with "night-watchman," which essentially meant the same as the modern-day security guard. Over time, these older terms were replaced by the more contemporary titles centered around security.

Numerous security companies and private security departments follow the "detect, deter, observe, and report" approach as part of their standard procedures. While security officers aren't obligated to make arrests, they do possess the authority to perform a citizen's arrest or act on behalf of law enforcement when requested by a police officer or sheriff. Their primary focus lies in identifying, preventing, watching for, and documenting potential security issues or incidents, and they have the capacity to assist law enforcement when necessary.

Furthermore, state regulations often mandate additional training for security officers authorized to carry weapons like batons, firearms, or pepper spray. For example, in California, the Bureau of Security and Investigative Services requires officers to carry a license for each specified item while on duty. Some officers might also need police certification for specific duties they are assigned.

Notably, a report by the National Crime Records Bureau in India has shown a continual increase in crime rates over the past 15 years,

encompassing crimes like robbery, murder, and seizures. Security guards must handle these conditions adeptly, performing their responsibilities expertly while displaying sensible customer service skills.

SIGNIFICANCE OF THE STUDY:

The study on the challenges faced by security guards in educational institutions holds significant importance as it sheds light on the often overlooked issues within this specific workforce. By delving into the problems encountered by security personnel in educational settings, the research aims to identify and comprehend the unique difficulties they face. Understanding these challenges is crucial for implementing targeted solutions that can enhance their working conditions, improve safety measures, and promote a more conducive environment within educational institutions. Moreover, addressing these problems can lead to increased efficiency, job satisfaction, and overall well-being for security guards, ultimately contributing to a safer and more secure learning environment for students and staff.

AIM OF THE STUDY:

The study aims to comprehensively investigate the challenges faced by security guards in educational institutions, identifying underlying issues, and proposing

targeted solutions. By analyzing workload, training, resources, and personal factors, it seeks to understand and address root causes affecting job satisfaction and safety.

OBJECTIVES OF STUDY:

1. To identify demographic background of security guards
2. To study the general problems of security guards in educational institutes
3. To analyze the challenges in duties of security guards
4. To evaluate quality of life of security guards
5. To assess physical and psychological problem in security guards

RESEARCH DESIGN:

The current study included a comprehensive mixed-methods research design to study the challenges faced by security guards in positive educational institutions. This approach combines qualitative methodologies, such as in-depth interviews with security personnel and stakeholders, to gather nuanced insights into their experiences and understandings of the issues they face. Simultaneously, quantitative methods, such as surveys and observational studies, aim to collect structured data on workload, training effectiveness, resource adequacy, and individual factors affecting security

personnel. In addition, it uses scientific observations to enhance its descriptive approach.

SAMPLE DESIGN:

While preparing the sampling method for the study, 50 schools and other educational institutions were selected along with the educational institutions of Kolhapur city. 2 security guards each from each school and educational institution have been sampled. And a sample of 3 security guards from some educational institution is taken. The study collected data from a total of 103 participants from each of these organizations with a special focus on security guards in Kolhapur city. To facilitate this, the researcher used simple random sampling in simple random sampling. Simple random sampling involves selecting a sample at random without any specific criteria or stratification, ensuring that each individual in the population has an equal chance of selection, typically through methods such as a random number generator or drawing lots. This approach helps reduce bias and ensure that the sample is representative of the population, making it suitable for a variety of research studies.

METHODS OF DATA COLLECTION:

In this study, a specifically crafted interview schedule served as the

primary research technique. This schedule was meticulously structured to gather comprehensive data, encompassing personal and professional details along with an evaluation of issues relevant to security guards and their constituents that influence industrial relations. To gauge the influence of these factors, a diverse Liker scale was integrated into the interview process. This scale encompassed various aspects, including financial, familial, and professional concerns. Its purpose was to evaluate the impact of security guard-related issues within educational institutions.

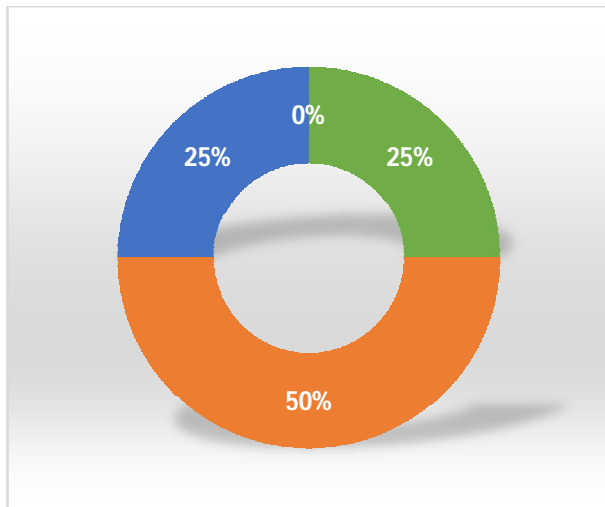
DISCUSSION AND IMPLICATIONS:

The findings of this study will have implications for researchers interested in enhancing the relationship process and creating a conducive work environment on the overall safety climate in educational institutions.

Table No. 1. Financial Challenges

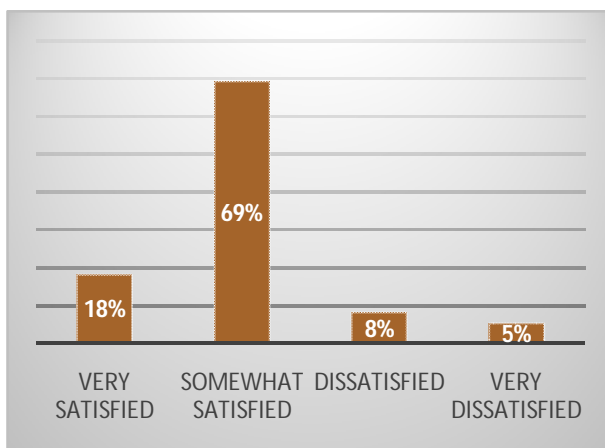
Financial Challenges	Frequency	Percentage (%)
High job security	26	25%
Low income and wages	51	50%
Generous benefits and allowances	26	25%
Total	103	100%

Graph No. 1. Financial Challenges



The table reveals the financial challenges faced by security guards, with 50% citing low income and wages as a significant challenge. Another 25% point to high job security as a concern, while the same percentage notes the financial challenges despite having generous benefits and allowances. Notably, none report having no financial challenges.

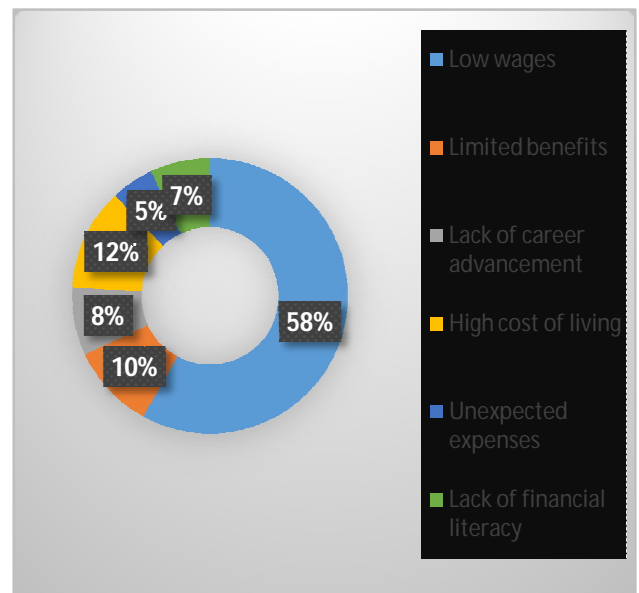
Graph No. 2. Satisfied Current Salary



The table illustrates the satisfaction levels regarding current

salary among security guards, with 18% indicating they are very satisfied, 69% somewhat satisfied, 8% dissatisfied, and 5% very dissatisfied. The majority, comprising 87% (18% very satisfied and 69% somewhat satisfied), express varying degrees of contentment with their current salary. However, the presence of 13% (8% dissatisfied and 5% very dissatisfied) highlighting dissatisfaction signals the existence of salary-related concerns among a notable minority.

Graph No.3. Financial Constraints



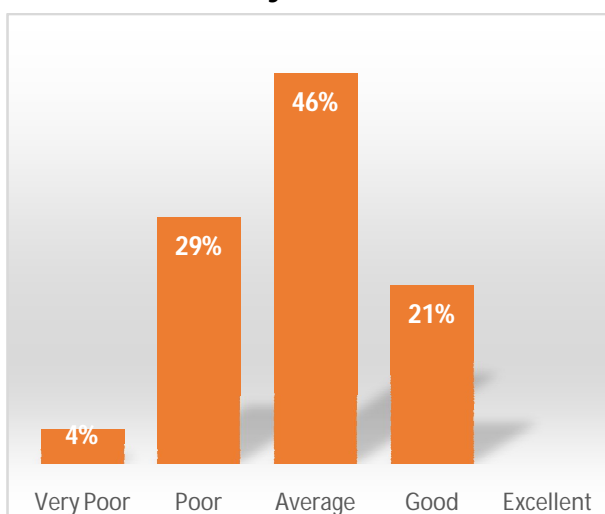
The table reveals multifaceted financial constraints among security guards. A significant majority, approximately 58%, cite low wages as a prominent issue, affecting their financial stability. Additionally, around 10% express concerns about limited benefits, while 8% highlight a lack of

opportunities for career advancement. A notable 12% attribute their financial challenges to the high cost of living, while 5% struggle with unexpected expenses. Moreover, 7% indicate a lack of financial literacy, suggesting a need for better financial education or support. Overall, these findings underscore a range of financial difficulties faced by security guards, emphasizing the need for strategies to address these varied constraints comprehensively.

Table No. 2. Rate Respondents' Quality Of Life

Rate respondents' quality of life	Frequency	Percentage (%)
Very Poor	5	4%
Poor	29	29%
Average	47	46%
Good	22	21%
Excellent	-	-
Total	103	100%

Graph No. 4. Rate Respondents' Quality Of Life



The table indicates a diverse distribution of respondents' perceptions regarding their quality of life. A notable percentage, 46%, considers their quality of life to be average, suggesting a middle-of-the-road sentiment. A substantial portion, 29%, rates their quality of life as poor, indicating a significant portion of respondents facing challenges or dissatisfaction. Only 21% express a positive outlook, describing their quality of life as good, while the remaining 4% find it to be very poor. Strikingly, none of the respondents rated their quality of life as excellent. This variation in responses underscores the multifaceted nature of individuals' experiences and perspectives on their overall well-being.

CONCLUSION:

The challenges faced by security guards in educational institutions highlight the urgent need for systemic improvements. Rectifying issues such as insufficient wages, lack of pension plans, and limited career opportunities requires immediate attention. Establishing fair compensation structures, promoting career progression, and ensuring job stability are essential steps towards creating a supportive work environment. Neglecting these concerns not only jeopardizes the livelihoods of security guards but also compromises the safety

standards of educational institutions. It is imperative for educational authorities and policymakers to collaborate in implementing reforms that value and safeguard the well-being of security guards, ultimately fostering a secure learning environment for all.

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